



NOTE: The Council will hold a ceremonial presentation in honor of President's Day at 7:15pm in advance of the regular meeting.

**TOWN OF MANSFIELD
TOWN COUNCIL MEETING
MONDAY, February 14, 2011
COUNCIL CHAMBERS
AUDREY P. BECK MUNICIPAL BUILDING
7:30 p.m.**

AGENDA

	Page
CALL TO ORDER	
ROLL CALL	
APPROVAL OF MINUTES	1
PUBLIC HEARING	
1. Proposed Open Space Acquisition – Penner Property, White Oak Drive/Jonathan Lane/Fieldstone Drive.....	19
OPPORTUNITY FOR PUBLIC TO ADDRESS THE COUNCIL	
REPORT OF THE TOWN MANAGER	
REPORTS AND COMMENTS OF COUNCIL MEMBERS	
OLD BUSINESS	
2. Proposed Open Space Acquisition – Penner Property, White Oak Drive/Jonathan Lane/Fieldstone Drive (Item #6, 01-24-11 Agenda).....	21
3. UConn Landfill, Long-Term Monitoring Program (Item #3, 06-28-10 Agenda).....	27
4. Town Easement – Storrs Road Improvements – Revision (Item #2, 12-27-10 Agenda).....	47
NEW BUSINESS	
5. Presentation: Sustainability Committee	51
6. Grant Application - Wheelchair Accessible Van for Elderly/Disabled.....	59
7. Hunting Lodge Bikeway/Salt Shed Authorization	67
8. Amendment to Fee Waiver Ordinance – Senior Center Programs	73
9. Successor Collective Bargaining Agreement with Local 2001, CSEA – Professional-Technical Employees	77
DEPARTMENTAL AND COMMITTEE REPORTS	151
REPORTS OF COUNCIL COMMITTEES	
PETITIONS, REQUESTS AND COMMUNICATIONS	
10. A. Blair re: Public Works Department	165
11. C. Eaton re: Public Works Department.....	167

12.	T. Haggerty re: A Statement of Position Regarding Spring Weekend.....	169
13.	Advisory Committee on Persons with Disabilities re: South Eagleville Road walkway	173
14.	Agriculture Committee re: Agriculture Committee Initiatives Report	175
15.	Inland Wetland Agency re: Mansfield's IWA Approval	177
16.	Planning and Zoning Commission re: Mansfield's PZC Approval	179
17.	A. Bloom re: Subdivision Regulations	181
18.	G. Padick re: Zoning Permit Applicant, Storrs Center Phases 1A and 1B.....	183
19.	Top Ten Taxpayers, October 1, 2010 Grand List.....	187
20.	State of CT, Department of Economic and Community Development re: Affordable Housing Land Use Appeals List	189
21.	State of CT, Office of the Probate Court Administrator re: Probate Court Facilities Report	195
22.	CCM re: CCM-member dues for FY 2011-12	203
23.	CCM re: Education Funding Recommendations Sent to State Board of Education	205
24.	CCM Hails Governor for Commitment to ECS Funding.....	207
25.	The Connecticut Forum – “The End of Civility?”	209
26.	Connecticut Republic re: Notice of lawful and peaceful assembly.....	211
27.	The Business Council of Fairfield County Launches Award for Healthy Workplaces.....	213
28.	<u>Chronicle</u> “PZC OKs center permit” – 01/20/11.....	215
29.	<u>Chronicle</u> “Letters to the editor” – 01/21/11	217
30.	<u>Chronicle</u> “Longtime planner to retire” – 01/21/11	219
31.	<u>Chronicle</u> “UConn Spring Weekend report: Stop the insanity” – 01/21/11.....	221
32.	<u>Chronicle</u> “Letter to the Editor” – 01/24/11.....	223
33.	<u>Chronicle</u> “Mansfield mulls report for Four Corners water” – 01/24/11.....	225
34.	<u>Chronicle</u> “ We offer these threads, needles” – 01/24/11.....	227
35.	<u>Chronicle</u> “Mansfield Four Corners: Two towns may collaborate for water source” – 01/25/11.....	229
36.	<u>Chronicle</u> “Deadline coming for Masonicare” – 01/26/11.....	231
37.	<u>Chronicle</u> “Letter to the Editor” – 01/26/11.....	233
38.	<u>Chronicle</u> “School decision deadline looms” – 01/27/11	235
39.	<u>Chronicle</u> “Students: Spring Weekend moratorium will be difficult” – 01/29/11	237
40.	<u>Chronicle</u> “Storrs project is up for hearing” – 01/31/11	239
41.	<u>Chronicle</u> “We offer these threads, needles” – 01/31/11.....	241
42.	<u>Chronicle</u> “Storrs Center hearing postponed” – 02/01/11.....	243
43.	<u>Chronicle</u> “Shapiro replaces Haddad on town council” – 02/03/11	245

44.	<u>Chronicle</u>	“Several dozen turn out for Storrs Center PZC hearing” – 02/04/11.....	247
45.	<u>Chronicle</u>	“Storrs Center easements granted” – 02/04/11	249
46.	<u>Chronicle</u>	“Town of Mansfield is a safe place to work” – 02/07/11	251
47.	<u>Chronicle</u>	“Mansfield is ready to celebrate wintertime” – 02/08/11.....	253
48.	<u>Chronicle</u>	“Pool water drained by accident” – 02/09/11	255
49.	<u>Chronicle</u>	“Storrs Center close to key approval” – 02/09/11.....	257
50.	<u>Hartford Courant</u>	“UConn Task Force Recommends ‘Voluntary Moratorium’ On Spring Weekend” – 01/20/11	259
51.	<u>Nation’s Cities Weekly</u>	“Downtown New London Reaches for New Heights with Help from NLC’s America Downtown Program” – 01/17/11	261

FUTURE AGENDAS

EXECUTIVE SESSION

- 52. Personnel in accordance with CGS §1-200(6), 1-214(b)(5)(b)

ADJOURNMENT

SPECIAL MEETING – MANSFIELD TOWN COUNCIL
January 24, 2011

DRAFT

Mayor Elizabeth Paterson called the special meeting of the Mansfield Town Council to order at 6:00 p.m. in the Council Chambers of the Audrey P. Beck Building.

I. ROLL CALL

Present: Keane, Kochenburger, Lindsey, Moran, Paterson, Paulhus, Ryan, Schaefer

II. WORK SESSION

School Building Project

Town Manager Matt Hart reported the School Building Committee met recently to discuss possible reductions to Option E. School Administrators have met with Rick Lawrence of Lawrence Associates to review possible changes to the original proposal. The identified changes will decrease the overall footprints in the new schools by 4,599 square feet without compromising the needs of students (Handout attached). The Middle School proposed changes to the office area will not be included and all 4 new classrooms will be science rooms with updated equipment. The other Middle School components will remain as proposed.

Director of Finance Cherie Trahan compared the cost of the new Option E2 including the purchase of land with the existing Option E (Handout attached). Construction savings would be approximately four million dollars.

Council members discussed the timing of the proposed debt, the current debt and budget situation, the location of the two potential schools, the distribution of students in Town, potential job opportunities, and the deadline for a decision to be made by Council.

By consensus the Council agreed that a workshop to discuss the pros and cons of each project would be scheduled.

Chair of the Board of Education Mark LaPlaca invited members to join the Board as they conduct tours of each of the schools prior to their budget meetings.

III. OPPORTUNITY FOR PUBLIC COMMENT

Stacy Geist, Oak Drive, expressed some concerns with possible plans to place the second school at the Goodwin School site including the fact that the majority of students live in the southern section of the Town, the Goodwin site would require the purchase of additional land and the Goodwin School has a larger fluctuation in student population.

IV. ADJOURNMENT

Ms. Moran moved and Mr. Paulhus seconded to adjourn the meeting at 7:05 p.m. Motion passed unanimously.

Elizabeth Paterson, Mayor

Mary Stanton, Town Clerk

January 24, 2011

72 Timber Drive
Storrs-Mansfield, CT 06268

Mansfield Town Council
Audrey P. Beck Building
South Eagleville Road
Storrs-Mansfield, CT 06268

January 24, 2011

Dear Town Council Members:

Our town is at a crossroads. After months of research, the Board of Education has presented the Town Council with the recommendation to replace our three aging elementary schools, with two more modern educational facilities in the north and south sections of town. This recommendation represents a compromise between one large school, which would provide "economies of scale", and the need to provide more accessible learning communities to our children. While the Town Council has heard from some who prefer the large school option, it is important to remember that this preference has more to do with lower taxes than it does with providing the best educational setting for our children. In addition, the move to one large school, would be irrevocable, unlike the two school recommendation, which provides cost savings and options for flexibility.

A review of the literature on optimum school size shows that the ideal elementary school is no larger than 300-400 students, the projected size of the student populations for the two building option. This size creates a learning community where students connect with one another and their teachers, while still allowing the flexibility to offer a variety of services. This connection results in greater academic achievement and more participation in all of a school's offerings. Interestingly, cost savings can also be realized when long-term performance and graduation rates are taken into account. Furthermore, some research shows that money spent on educational systems is repaid by higher property values. At a previous meeting, speakers commented that kids would be "just fine" in a larger school, but this is not the point. Many of those present at meetings have been the parents of older children and young adults who thrived in the three community schools available as these learners grew up. Mansfield has always prided itself on providing an excellent education to our children and both research and our own personal experience show that a system with smaller schools can continue to provide that opportunity.

As you work to make your decisions, I hope that members of the Town Council will look at the *educational* basis for the Board of Education's recommendations. A decision made solely for financial reasons will be detrimental to our town, its citizens, and our children - the future of our community.

Thank you for the opportunity to share my concerns.

Sincerely,



Jeannette Picard
Mansfield Resident
Reading Consultant

NEW ELEMENTARY SCHOOLS - OPTION E

Preliminary Square Footage Program

Projected Highest Enrollment = 372

1/6/2011

	PROPOSED			Capacity (Students)	Comments
	No.	Sq.Ft. Each	Total Net Area		
Classrooms:					
PK	2	1200	2,400	60	Half-day sessions
Toilet	2	50	*		*Area in building total
K	4	1200	4,800	60	Full-day sessions
Toilet	4	50	*		*Area in building total
Grades 1-2 (modular cr's)	0	0	-	0	
Grades 1-4	14	900	12,600	294	
				414	Total Students Capacity
				384	Full-Time Equivalents
Specials:					
Art	1	900	900		
Kiln & Storage	1	110	110		
Music	1	900	900		
World Language	1	300	300		
Computer	1	900	900		
Workroom	1	200	200		
Enrichment	1	800	800		
Gymnasium	1	3,300	3,300		
P.E. Storage	1	150	150		
Outdoor P.E. Storage	1	100	100		Not part of Gym
Multipurpose					Cafeteria, Auditorium
As Cafeteria	1	2650	2,650	177	Seats capacity
Kitchen	1	1500	1,500		
Storage	1	500	500		
As Auditorium				379	Seats capacity
Platform	1	800	800		
Library/Media Center					
Main Room	1	2000	2,000		
Reading Center	1	350	350		
AV Storage	1	100	100		
Greenhouse	0	400	*		*Area in building total
SpEd:					
Special Ed self-contained	1	900	900		
Title 1/Resource/SWEIT	2	400	800		
OT/PT	1	400	400		
Speech	1	115	115		
Psychologist	1	235	235		
Administration:					
Main Office	1	500	500		
Principal	1	250	250		
Conference	1	160	160		
Storage	1	100	100		
Nurses Office:					
Cot Room	1	350	350		
Office	1	100	100		
Storage	1	50	50		
Toilet & Shower	1	75	75		
Teachers:					
IA Workroom	0	0	-		
Teachers' Lounge	1	400	400		
Toilets	2	100	*		*Area in building total
Teacher Prep + Workroom	1	300	300		
Storage	1	200	200		
BUILDING TOTAL AREA					
Subtotal of spaces listed above			40,295	Net Sq.Ft.	71%
Circulation, toilets, custodians, mech., walls, etc.			16,118		29%
TOTAL BUILDING AREA			56,413	Gross Sq.Ft.	100%
State Standard Space Specs					
Projected Enrollment: 351 - 750					
Grades PK-4: 120 sq. ft. per student					
350 students X 120 = 44,640 Net Sq. Ft.					
Using an assumed net-to-gross sq. ft. factor of approximately 5%, the maximum eligible for State reimbursement is estimated to be 46,872 gross sq. ft.					

(over)

Mansfield School Building Committee
January 24, 2011

- The greenhouse was actually increased in size from 350 to 400 sq. ft.
- World Language was reduced from 400 to 300 sq. ft.
- Enrichment was increased from 660 to 800 sq. ft.
- Title 1 Resource was increased from 300 to 400 sq. ft.
- Nurses Office was reduced from 150 to 100 sq. ft.
- Gymnasium sizes at existing schools: DG 1,642 sq. ft.; SE 1,739 sq. ft.; AV 1,815 sq. ft.
- Cafeteria sizes at existing schools: DG 1,848 sq. ft.; SE 2,026 sq. ft.; AV 1,713 sq. ft.

Mansfield School Building Project
20 Year Cost Projection

Description	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11
OPTION A (estimates as of 9/27/10) - CASH BASIS (no esca)											
Total Project Construction Cost	20,831,000										
Estimated NET Construction Cost	13,279,370										
Estimated Reimbursement Rate	36.3%										
Estimated Annual Costs:											
Net Capital Improvements	630,000	1,113,000	1,331,400	1,160,250	1,084,650	530,675	530,675	530,675	530,675	530,675	530,675
Salary & Benefit Savings											
Maintenance Cost Savings		(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)
Maintenance of Abandoned Buildings											
Net Estimated Annual Costs	630,000	1,085,000	1,303,400	1,132,250	1,056,650	502,675	502,675	502,675	502,675	502,675	502,675
Mill Rate Equivalent	0.65	1.12	1.34	1.17	1.09	0.52	0.52	0.52	0.52	0.52	0.52
Projected Mill Rate	26.36	26.83	27.05	26.88	26.80	26.23	26.23	26.23	26.23	26.23	26.23
Projected Mill Rate Change (From Pr Yr)	0.65	0.47	0.23	(0.18)	(0.08)	(0.57)	-	-	-	-	-
Projected % Increase in Mill Rate (From Pr. Yr.)	2.53%	1.83%	0.88%	(0.69%)	(0.30%)	(2.22%)	-	-	-	-	-
Taxes on Median Home Assessed at \$168,350	4,438	4,517	4,555	4,525	4,512	4,416	4,416	4,416	4,416	4,416	4,416
Increase/Decrease from Prior Year	109	79	38	(30)	(13)	(96)	-	-	-	-	-

OPTION A (estimates as of 9/27/10) - BOND IN YR 1 & YR 6 (3% esca)											
Total Project Construction Cost	20,831,000										
Estimated NET Construction Cost	13,279,370										
Estimated Reimbursement Rate	36.3%										
Estimated Annual Costs:											
Debt Service Payments	136,250	662,500	643,000	623,500	604,000	794,500	1,585,000	1,535,500	1,486,000	1,436,500	1,387,000
Salary & Benefit Savings											
Maintenance Cost Savings		(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)
Maintenance of Abandoned Buildings											
Net Estimated Annual Costs	136,250	634,500	615,000	595,500	576,000	766,500	1,557,000	1,507,500	1,458,000	1,408,500	1,359,000
Mill Rate Equivalent	0.14	0.65	0.63	0.61	0.59	0.79	1.61	1.56	1.50	1.45	1.40
Projected Mill Rate	25.85	26.36	26.34	26.32	26.30	26.50	27.32	27.27	27.21	27.16	27.11
Projected Mill Rate Change (From Pr Yr)	0.14	0.51	(0.02)	(0.02)	(0.02)	0.20	0.82	(0.05)	(0.05)	(0.05)	(0.05)
Projected % Increase in Mill Rate (From Pr. Yr.)	0.55%	2.00%	(0.08%)	(0.08%)	(0.08%)	0.76%	3.17%	(0.20%)	(0.20%)	(0.20%)	(0.20%)
Taxes on Median Home Assessed at \$168,350	4,352	4,439	4,435	4,432	4,428	4,461	4,599	4,590	4,582	4,573	4,564
Increase/Decrease from Prior Year	24	87	(3)	(3)	(3)	33	137	(9)	(9)	(9)	(9)

OPTION D (ONE NEW ELEMENTARY SCHOOL)											
Total Project Construction Cost	48,039,000										
Estimated NET Construction Cost	19,067,000										
Estimated Reimbursement Rate	60.3%										
Estimated Annual Costs:											
Debt Service Payments	488,625	1,977,250	1,927,250	1,877,250	1,827,250	1,777,250	1,727,250	1,677,250	1,627,250	1,577,250	1,527,250
Salary & Benefit Savings		(624,000)	(624,000)	(624,000)	(624,000)	(624,000)	(624,000)	(624,000)	(624,000)	(624,000)	(624,000)
Maintenance Cost Savings		(351,460)	(351,460)	(351,460)	(351,460)	(351,460)	(351,460)	(351,460)	(351,460)	(351,460)	(351,460)
Maintenance of Abandoned Buildings		30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000
Net Estimated Annual Costs	488,625	1,001,790	951,790	931,790	881,790	831,790	781,790	731,790	681,790	631,790	581,790
Mill Rate Equivalent	0.50	1.03	0.98	0.96	0.91	0.86	0.81	0.78	0.70	0.65	0.60
Projected Mill Rate	26.21	26.74	26.69	26.67	26.62	26.57	26.52	26.47	26.41	26.36	26.31
Projected Mill Rate Change (From Pr Yr)	0.50	0.53	(0.05)	(0.02)	(0.05)	(0.05)	(0.05)	(0.05)	(0.05)	(0.05)	(0.05)
Projected % Increase in Mill Rate (From Pr. Yr.)	1.96%	2.06%	(0.20%)	(0.08%)	(0.20%)	(0.20%)	(0.20%)	(0.20%)	(0.20%)	(0.20%)	(0.20%)
Taxes on Median Home Assessed at \$168,350	4,413	4,502	4,494	4,490	4,481	4,473	4,464	4,455	4,447	4,438	4,429
Increase/Decrease from Prior Year	85	89	(9)	(3)	(9)	(9)	(9)	(9)	(9)	(9)	(9)

AS REVISED - 1/24/2011
Mansfield School Building Project
20 Year Cost Projection

Description	Year 12	Year 13	Year 14	Year 15	Year 16	Year 17	Year 18	Year 19	Year 20	Cummulative Total	Ending Mill Rate to Current Mill Rate
OPTION A (estimates as of 9/27/10) - CASH BASIS (nc)											
Total Project Construction Cost											
Estimated NET Construction Cost											
Estimated Reimbursement Rate											
Estimated Annual Costs:											
Net Capital Improvements	530,675	530,675	530,675	530,675	530,675	530,675	530,675	530,675	530,620	13,279,370	
Salary & Benefit Savings											
Maintenance Cost Savings	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(532,000)	
Maintenance of Abandoned Buildings											
Net Estimated Annual Costs	502,675	502,675	502,675	502,675	502,675	502,675	502,675	502,675	502,620	12,747,370	
Mill Rate Equivalent	0.52	0.52	0.52	0.52	0.52	0.52	0.52	0.52	0.52	13.15	
Projected Mill Rate	26.23	26.23	26.23	26.23	26.23	26.23	26.23	26.23	26.23		26.23
Projected Mill Rate Change (From Pr Yr)											0.52
Projected % Increase in Mill Rate (From Pr. Yr.)											2.02%
Taxes on Median Home Assessed at \$168,350	4,416	4,416	4,416	4,416	4,416	4,416	4,416	4,416	4,416		
Increase/Decrease from Prior Year									(0)		
OPTION A (estimates as of 9/27/10) - BOND IN YR 1 &											
Total Project Construction Cost											
Estimated NET Construction Cost											
Estimated Reimbursement Rate											
Estimated Annual Costs:											
Debt Service Payments	1,337,500	1,288,000	1,238,500	1,179,000	750,000	720,000	690,000	660,000	630,000	19,386,750	
Salary & Benefit Savings											
Maintenance Cost Savings	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(28,000)	(532,000)	
Maintenance of Abandoned Buildings											
Net Estimated Annual Costs	1,309,500	1,260,000	1,210,500	1,151,000	722,000	692,000	662,000	632,000	602,000	18,854,750	
Mill Rate Equivalent	1.35	1.30	1.25	1.19	0.75	0.71	0.68	0.65	0.62	19.46	
Projected Mill Rate	27.06	27.01	26.96	26.90	26.48	26.42	26.39	26.36	26.33		26.33
Projected Mill Rate Change (From Pr Yr)	(0.05)	(0.05)	(0.05)	(0.06)	(0.44)	(0.03)	(0.03)	(0.03)	(0.03)		0.62
Projected % Increase in Mill Rate (From Pr. Yr.)	(0.20%)	(0.20%)	(0.20%)	(0.24%)	(1.72%)	(0.12%)	(0.12%)	(0.12%)	(0.12%)		2.42%
Taxes on Median Home Assessed at \$168,350	4,556	4,547	4,539	4,528	4,454	4,448	4,443	4,438	4,433		
Increase/Decrease from Prior Year	(9)	(9)	(9)	(10)	(75)	(5)	(5)	(5)	(5)		
OPTION D (ONE NEW ELEMENTARY SCHOOL)											
Total Project Construction Cost											
Estimated NET Construction Cost											
Estimated Reimbursement Rate											
Estimated Annual Costs:											
Debt Service Payments	1,477,250	1,427,250	1,377,250	1,372,250	1,375,000	1,320,000	1,265,000	1,210,000	1,155,000	29,990,125	
Salary & Benefit Savings	(624,000)	(624,000)	(624,000)	(624,000)	(624,000)	(624,000)	(624,000)	(624,000)	(624,000)	(11,856,000)	
Maintenance Cost Savings	(351,460)	(351,460)	(351,460)	(351,460)	(351,460)	(351,460)	(351,460)	(351,460)	(351,460)	(6,677,740)	
Maintenance of Abandoned Buildings	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	30,000	510,000	
Net Estimated Annual Costs	531,790	481,790	431,790	426,790	429,540	374,540	319,540	264,540	209,540	11,966,385	
Mill Rate Equivalent	0.55	0.50	0.45	0.44	0.44	0.39	0.33	0.27	0.22	12.35	
Projected Mill Rate	26.26	26.21	26.16	26.15	26.15	26.10	26.04	25.98	25.93		25.93
Projected Mill Rate Change (From Pr Yr)	(0.05)	(0.05)	(0.05)	(0.01)	0.00	(0.06)	(0.06)	(0.06)	(0.06)		0.22
Projected % Increase in Mill Rate (From Pr. Yr.)	(0.20%)	(0.20%)	(0.20%)	(0.02%)	0.01%	(0.22%)	(0.22%)	(0.22%)	(0.22%)		0.84%
Taxes on Median Home Assessed at \$168,350	4,421	4,412	4,403	4,402	4,403	4,393	4,384	4,374	4,365		
Increase/Decrease from Prior Year	(9)	(9)	(9)	(1)	0	(10)	(10)	(10)	(10)		

Mansfield School Building Project
20 Year Cost Projection

13/14

Description	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11
OPTION E (TWO NEW ELEMENTARY SCHOOLS)											
Total Project Construction Cost	59,583,000										
Estimated NET Construction Cost	26,901,000										
Estimated Reimbursement Rate	54.9%										
Estimated Annual Costs:											
Debt Service Payments	689,375	2,803,750	2,732,500	2,661,250	2,590,000	2,518,750	2,447,500	2,376,250	2,305,000	2,233,750	2,162,500
Salary & Benefit Savings		(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)
Maintenance Cost Savings		(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)
Maintenance of Abandoned Buildings				15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000
Net Estimated Annual Costs	689,375	1,981,890	1,910,640	1,854,390	1,783,140	1,711,890	1,640,640	1,569,390	1,498,140	1,426,890	1,355,640
Mill Rate Equivalent	0.71	2.05	1.97	1.91	1.84	1.77	1.69	1.62	1.55	1.47	1.40
Projected Mill Rate	26.42	27.76	27.68	27.62	27.55	27.48	27.40	27.33	27.26	27.18	27.11
Projected Mill Rate Change (From Pr Yr)	0.71	1.33	(0.07)	(0.06)	(0.07)	(0.07)	(0.07)	(0.07)	(0.07)	(0.07)	(0.07)
Projected % Increase in Mill Rate (From Pr. Yr)	2.77%	5.19%	(0.29%)	(0.23%)	(0.29%)	(0.29%)	(0.29%)	(0.29%)	(0.29%)	(0.29%)	(0.29%)
Taxes on Median Home Assessed at \$168,350	4,448	4,673	4,660	4,650	4,638	4,626	4,613	4,601	4,589	4,576	4,564
Increase/Decrease from Prior Year	120	225	(12)	(10)	(12)	(12)	(12)	(12)	(12)	(12)	(12)

OPTION E2 (TWO NEW ELEM SCHOOLS - SCALED BACK VERSION)											
Total Project Construction Cost	55,976,399										
Estimated NET Construction Cost	23,475,888										
Estimated Reimbursement Rate	58.1%										
Estimated Annual Costs:											
Debt Service Payments	601,575	2,468,150	2,404,900	2,341,650	2,278,400	2,215,150	2,151,900	2,088,650	2,025,400	1,962,150	1,898,900
Salary & Benefit Savings		(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)
Maintenance Cost Savings		(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)
Maintenance of Abandoned Buildings				15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000
Net Estimated Annual Costs	601,575	1,646,290	1,583,040	1,534,790	1,471,540	1,408,290	1,345,040	1,281,790	1,218,540	1,155,290	1,092,040
Mill Rate Equivalent	0.62	1.70	1.63	1.58	1.52	1.45	1.39	1.32	1.26	1.19	1.13
Projected Mill Rate	26.33	27.41	27.34	27.29	27.23	27.18	27.10	27.03	26.97	26.90	26.84
Projected Mill Rate Change (From Pr Yr)	0.62	1.08	(0.07)	(0.05)	(0.07)	(0.07)	(0.07)	(0.07)	(0.07)	(0.07)	(0.07)
Projected % Increase in Mill Rate (From Pr. Yr)	2.41%	4.15%	(0.25%)	(0.18%)	(0.25%)	(0.25%)	(0.25%)	(0.25%)	(0.25%)	(0.25%)	(0.25%)
Taxes on Median Home Assessed at \$168,350	4,433	4,614	4,603	4,595	4,584	4,573	4,562	4,551	4,540	4,529	4,518
Increase/Decrease from Prior Year	105	181	(10)	(8)	(11)	(11)	(11)	(11)	(11)	(11)	(11)

MMS IMPROVEMENTS ONLY (Option E costs)											
Total Project Construction Cost	12,641,297										
Estimated NET Construction Cost	5,701,225										
Estimated Reimbursement Rate	54.9%										
Estimated Annual Costs:											
Debt Service Payments	146,125	597,250	582,000	566,750	551,500	536,250	521,000	505,750	490,500	475,250	465,000
Net Estimated Annual Costs	146,125	597,250	582,000	566,750	551,500	536,250	521,000	505,750	490,500	475,250	465,000
Mill Rate Equivalent	0.15	0.62	0.60	0.58	0.57	0.55	0.54	0.52	0.51	0.49	0.48
Projected Mill Rate	25.86	26.33	26.31	26.29	26.28	26.26	26.25	26.23	26.22	26.20	26.19
Projected Mill Rate Change (From Pr Yr)	0.15	0.47	(0.02)	(0.02)	(0.02)	(0.02)	(0.02)	(0.02)	(0.02)	(0.02)	(0.01)
Projected % Increase in Mill Rate (From Pr. Yr)	0.59%	1.81%	(0.06%)	(0.06%)	(0.06%)	(0.06%)	(0.06%)	(0.06%)	(0.06%)	(0.06%)	(0.04%)
Taxes on Median Home Assessed at \$168,350	4,354	4,432	4,429	4,427	4,424	4,421	4,419	4,416	4,413	4,411	4,409
Increase/Decrease from Prior Year	25	78	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(2)

Option A does not include the replacement of the relocatable classrooms at Southeast (\$800,000) and MMS (\$400,000)
 Option D does not include the refurbishment of the abandoned buildings.
 Option D does include the demolition of Southeast School
 Option E does not include any land acquisition costs.
 Option E2 is a scaled back version of Option E. The land acq. At Goodwin of \$450,000 is the cost NET of any land sold off.
 MMS improvements are included in all options above.

10/1/2009 Grand List = \$ 969,090,991
 2010/11 Mill Rate = \$ 25.71
 Current Median Home Assessed Value = \$ 168,350
 Current Taxes on Median Home = \$ 4,328

Mansfield School Building Project
20 Year Cost Projection

Description	Year 12	Year 13	Year 14	Year 15	Year 16	Year 17	Year 18	Year 19	Year 20	Cummulative Total	Ending Mill Rate to Current Mill Rate
OPTION E (TWO NEW ELEMENTARY SCHOOLS)											
Total Project Construction Cost											
Estimated NET Construction Cost											
Estimated Reimbursement Rate											
Estimated Annual Costs:											
Debt Service Payments	2,091,250	2,020,000	1,998,750	1,950,000	1,875,000	1,800,000	1,725,000	1,650,000	1,575,000	42,205,625	
Salary & Benefit Savings	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(11,001,000)	
Maintenance Cost Savings	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(4,614,340)	
Maintenance of Abandoned Buildings	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	255,000	
Net Estimated Annual Costs	1,284,390	1,213,140	1,191,890	1,143,140	1,088,140	993,140	918,140	843,140	768,140	26,845,285	
Mill Rate Equivalent	1.33	1.25	1.23	1.18	1.10	1.02	0.95	0.87	0.79	27.70	
Projected Mill Rate	27.04	26.96	26.94	26.89	26.81	26.73	26.66	26.58	26.50		26.50
Projected Mill Rate Change (From Pr Yr)	(0.07)	(0.07)	(0.02)	(0.05)	(0.08)	(0.08)	(0.08)	(0.08)	(0.08)		0.79
Projected % Increase in Mill Rate (From Pr. Yr.)	(0.29%)	(0.29%)	(0.09%)	(0.20%)	(0.30%)	(0.30%)	(0.30%)	(0.30%)	(0.30%)		3.08%
Taxes on Median Home Assessed at \$168,350	4,551	4,539	4,535	4,527	4,514	4,501	4,488	4,475	4,462		
Increase/Decrease from Prior Year	(12)	(12)	(4)	(8)	(13)	(13)	(13)	(13)	(13)		
OPTION E2 (TWO NEW ELEM SCHOOLS - SCALED B)											
Total Project Construction Cost											
Estimated NET Construction Cost											
Estimated Reimbursement Rate											
Estimated Annual Costs:											
Debt Service Payments	1,835,650	1,772,400	1,709,150	1,648,900	1,587,500	1,524,000	1,460,500	1,397,000	1,333,500	36,705,425	
Salary & Benefit Savings	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(579,000)	(11,001,000)	
Maintenance Cost Savings	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(242,860)	(4,614,340)	
Maintenance of Abandoned Buildings	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	15,000	255,000	
Net Estimated Annual Costs	1,028,790	966,540	902,290	842,040	780,640	717,140	653,640	590,140	526,640	21,345,086	
Mill Rate Equivalent	1.06	1.00	0.93	0.87	0.81	0.74	0.67	0.61	0.54	22.03	
Projected Mill Rate	26.77	26.71	26.64	26.58	26.52	26.45	26.38	26.32	26.25		26.25
Projected Mill Rate Change (From Pr Yr)	(0.07)	(0.07)	(0.07)	(0.06)	(0.06)	(0.07)	(0.07)	(0.07)	(0.07)		0.54
Projected % Increase in Mill Rate (From Pr. Yr.)	(0.25%)	(0.25%)	(0.25%)	(0.24%)	(0.25%)	(0.25%)	(0.25%)	(0.25%)	(0.25%)		2.11%
Taxes on Median Home Assessed at \$168,350	4,507	4,495	4,485	4,475	4,464	4,453	4,442	4,431	4,420		
Increase/Decrease from Prior Year	(11)	(11)	(11)	(10)	(11)	(11)	(11)	(11)	(11)		
MMS IMPROVEMENTS ONLY (Option E costs)											
Total Project Construction Cost											
Estimated NET Construction Cost											
Estimated Reimbursement Rate											
Estimated Annual Costs:											
Debt Service Payments	449,500	434,000	418,500	403,000	387,500	372,000	356,500	341,000	325,500	8,924,875	
Net Estimated Annual Costs	449,500	434,000	418,500	403,000	387,500	372,000	356,500	341,000	325,500	8,924,875	
Mill Rate Equivalent	0.48	0.45	0.43	0.42	0.40	0.38	0.37	0.35	0.34	9.21	
Projected Mill Rate	26.17	26.16	26.14	26.13	26.11	26.09	26.08	26.06	26.05		26.05
Projected Mill Rate Change (From Pr Yr)	(0.02)	(0.02)	(0.02)	(0.02)	(0.02)	(0.02)	(0.02)	(0.02)	(0.02)		0.34
Projected % Increase in Mill Rate (From Pr. Yr.)	(0.06%)	(0.06%)	(0.06%)	(0.06%)	(0.06%)	(0.06%)	(0.06%)	(0.06%)	(0.06%)		1.31%
Taxes on Median Home Assessed at \$168,350	4,406	4,404	4,401	4,398	4,396	4,393	4,390	4,388	4,385		
Increase/Decrease from Prior Year	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)	(3)		

Option A does not include the replacement of the relocated
Option D does not include the refurbishment of the abandoned
Option D does include the demolition of Southeast School
Option E does not include any land acquisition costs.
Option E2 is a scaled back version of Option E. The land
MMS improvements are included in all options above.

10/1/2009 Grand List =
2010/11 Mill Rate =
Current Median Home Assessed Value =
Current Taxes on Median Home =

REGULAR MEETING – MANSFIELD TOWN COUNCIL
January 24, 2011

DRAFT

Mayor Elizabeth Paterson called the regular meeting of the Mansfield Town Council to order at 7:30 p.m. in the Council Chambers of the Audrey P. Beck Building.

I. ROLL CALL

Present: Keane, Kochenburger, Lindsey, Moran, Paterson, Paulhus, Ryan, Schaefer

Mayor Paterson asked for a moment of silence in honor of and in celebration of the life of Tim Quinn who recently passed away. The Mayor noted that the Town has lost a great community person and that Mr. Quinn worked for over 50 years to make Mansfield a better place to live.

II. APPROVAL OF MINUTES

Mr. Paulhus moved and Ms. Moran seconded to approve the minutes of the January 4, 2011 Special meeting as presented. The motion passed unanimously. Mr. Paulhus moved and Mr. Ryan seconded to approve the minutes of the January 10, 2011 meeting. Motion passed unanimously.

Mr. Ryan moved and Ms. Moran seconded to move Item 3, Appointment of Council Member, as the next item of business. Motion passed unanimously. Mr. Ryan moved and Mr. Schaefer seconded, effective January 24, 2011, to appoint Paul Shapiro to serve as a member of the Town Council, to fill the vacancy created by Gregory Haddad's resignation from the Council for the term ending November 14, 2011.

Motion passed unanimously.

Mr. Shapiro was sworn in as a member of the Town Council by the Town Clerk and was welcomed by the Councilors and staff.

III. OPPORTUNITY FOR PUBLIC TO ADDRESS THE COUNCIL

Betty Wassmundt, Old Turnpike Road, expressed her concern with the action taken by the Council regarding the terms of appointment to the Ethics Board and contended the Council does not have the right to take any action other than three year appointments.

Ric Hossack, Middle Turnpike, questioned the agreement made with EDR and asked if the tax abatement provided was a way to avoid a referendum on the issue.

Mike Sikoski, Wildwood Road, provided an email sent to Council members (attached) and expressed his concern that many decisions are predetermined by the majority of the Council. He suggested the second opportunity for public comment and Town Council office hours be reinstated.

David Freudmann, Eastwood Road, took issue with comments presented at the last Council meeting regarding civil discourse.

Howard Raphaelson, Timber Drive, noted that many times the efforts of citizens, like those of Tim Quinn, are not recognized and thanked the Councilors for all their efforts and dedicated service. Mr. Raphaelson has spoken to many citizens who do not feel the need to express their opinions regarding the operation of Town government because they are happy with the way the Town is being managed.

IV. REPORT OF TOWN MANAGER

Report attached.

Town Manager Matt Hart welcomed Councilor Shapiro. Mr. Hart also announced the retirement plans of Director of Planning Greg Padick.

Mr. Hart reported that the issues with the septic system at Jensen's still exists, it was the issue with the water that has been addressed.

V. REPORTS AND COMMENTS OF COUNCIL MEMBERS

Mayor Paterson announced that Ms. Moran will chair the Personnel Committee and Mr. Shapiro will chair the Committee on Committees. The Mayor requested the Republican members of the Council let her know if they have any suggested changes for their assignments.

Ms. Moran announced the letter presented at the last meeting regarding public discourse has been amended and sent to the Chronicle as a personal letter.

VI. OLD BUSINESS

1. Status Report on Assisted/Independent Living Project

Councilor Shapiro recused himself from the discussion as he is the Chairman of the Board of New Samaritan, a company with similar business interest.

John Paul Venoit, Senior Vice President of Residential Services of Masonicare, updated the Council on the proposed independent/assisted living project. The main challenge yet to be addressed is a water source for the project. The company has a meeting with UConn on February 4, 2011 to discuss the possibility of a water connection. If that is not possible, Masonicare will look at other locations in Town. Staff will attend the meeting on February 4th and will report back to the Council.

2. Community Water and Wastewater Issues

Director of Public Works Lon Hultgren and Four Corners Water and Sewer Advisory Committee Chair Gene Nesbit updated the Council on the preliminary findings outlined in the draft Water Source Study prepared by Environmental Partners. The site identified with the most potential is in the Eagleville Lake area. The Committee requested the report be put on the Town's website and distributed to committees who might have an interest in the subject.

Town Manager Matt Hart has had initial conversations with the Town Manager in Coventry regarding the possibility of a joint venture.

VII. NEW BUSINESS

3. Appointment of Council Member
See Above

4. Meet with State Legislators

January 24, 2011

State Representative Gregory Haddad outlined some of the significant economic challenges facing the State, noting that more will be known after the Governor unveils his budget on February 16th. Mr. Haddad has offered a number of bills this session concerning allocation of expenses in Regional School Districts, space allocation and school construction reimbursement, and clarification of the jurisdiction of special police forces within municipalities. Mr. Haddad has been appointed to serve on the Appropriations Committee, the Commerce Committee (Vice-Chair) and the Higher Education and Employment Advancement Committee.

5. Appointment to Mansfield Downtown Partnership Board of Directors
Mr. Ryan moved and Mr. Schaefer seconded to appoint Deputy Mayor Antonia Moran to the Board of Directors of the Mansfield Downtown Partnership, for a term commencing on January 24, 2011 and expiring on June 30, 2012.
Motion passed unanimously.

6. Proposed Open Space Acquisition – Penner Property, White Oak Drive/Jonathan Lane/Fieldstone Drive
Mr. Paulhus moved and Ms. Moran seconded, to schedule a public hearing for 7:30 PM at the Town Council's regular meeting on February 14, 2011, to solicit public comment regarding the potential acquisition of the Penner property located between White Oak Drive, Jonathan Lane and Fieldstone Drive. In addition, this potential acquisition shall be referred to the Planning and Zoning Commission for review pursuant to Section 8-24 of the Connecticut General Statutes.
Motion passed unanimously.

7. Town Manager's Goals
Ms. Moran moved and Mr. Paulhus seconded, effective January 24, 2011, to endorse the Town Manager's Goals and Objectives for FY 2010/11.
Council members agreed to review the timing of the Town Manager's evaluation and his subsequent goals and objectives statement.
Motion to approve the goals and objectives as presented passed unanimously.

VIII. DEPARTMENTAL AND COMMITTEE REPORTS

No comments

IX. REPORTS OF COUNCIL COMMITTEES

Chair of the Finance Committee Bill Ryan noted the Committee will be reviewing the recently completed audit reports.

X. PETITIONS, REQUEST AND COMMUNICATIONS

8. J. Russell re: Town of Mansfield Website's Search Functions
9. Storrs Center Phases 1A and 1B Zoning Permit Application
10. Legal Notice: Comprehensive Annual Financial Reports
11. Governor Daniel P. Malloy Inaugural Message
12. Regions as Partners: Recommendations to Governor-Elect Malloy

January 24, 2011

13. Malloy/Wyman Transition Team: Final Report of the Policy Committee
14. Executive Summary: Report to the Connecticut General Assembly From the Sustinet Health Partnership Board of Directors
15. Department of Children and Families re: Heart Gallery
16. Report of the Task Force to De-Escalate Spring Weekend
17. CCM in the News: Fighting to protect state aid to CT towns and cities
18. Chronicle "Letters to the Editor" – 01-05-11
19. Chronicle "Thumbs up for Storrs Center agreement" – 01-05-11
20. Chronicle "Letter to the Editor" – 01-07-11
21. Chronicle "Big crowds, big nuisance" – 01-11-11
22. Chronicle "EDR apologizes for filing error" – 01-12-11
23. Chronicle "Letter to the Editor" – 01-12-11
24. Chronicle "Letters to the Editor" – 01-14-11
25. Chronicle "Council elects new deputy mayor to replace Haddad" – 01-15-11
26. Chronicle "Hearing postponed; PZC will mull Storrs Center" – 01-17-11

XI. FUTURE AGENDAS

No additional items noted.

XII. ADJOURNMENT

Members reviewed the options available to them to discuss strategy or negotiations with respect to collective bargaining.

Mr. Paulhus moved and Ms. Keane seconded a motion to adjourn.

Motion passed by all.

Elizabeth Paterson, Mayor

Mary Stanton, Town Clerk

January 24, 2011

Mike Sikoski

From: "Mike Sikoski" <msikoski@sprynet.com>
To: "Elizabeth Wassmundt" <efwno1@sbcglobal.net>; "Ric Hossack" <rhoss1@juno.com>
Cc: "Cc: "Town Council"" <TownCouncil@mansfieldct.org>; ""Matthew W. Hart"" <Hartmw@MANSFIELDCT.ORG>
Sent: Thursday, January 20, 2011 8:27 AM
Subject: Re: Re: Response from EDR

I understand this is the communication that has the Town Manager and the council concerned about "uncivil discourse". Through the years a few of us residents have taken to watching closely what the town does, going back to the early community center days. We at that time addressed the self supporting issues, we were rebuffed, and the undeniable fact is that it is bailed out annually by the taxpayer.

Then there was the housing ordinance that was supposed to "clean up neighborhood nuisances" we said it would cost taxpayers plenty and do nothing to alleviate the problems, the undeniable fact is it has done little if nothing. Now the Downtown. You all have not taken the time to discuss and address those of us that are concerned, you will happily acknowledge those who wholeheartedly support the project though.

Betty's letter to you all addressed facts as we know them with our research, we compare what your consultants say to you, what the developers say and published facts we can find.

Although the wording seems a little harshly directed at certain individuals this is part of the position you decided to take, (very well compensated town manager or politically ambitious mayor).

We are all entitled to our opinions and concerns, do not use "UNCIVIL DISCOURSE" to deflect the **ISSUES** that are stated.

If you want things sugar coated get a donut!!

Below is a list of issues I have brought up several times and since I am addressing you all now I will remind you of them

- 1) Personal use of Town vehicles
 - 2) Personal use of Town owned equipment
 - 3) Personal use of firehouses as garages
 - 4) The excessive use of fire apparatus as errand vehicles!!!
- ALL THE ABOVE ARE ACTUAL TOWN POLICIES
- 5) The taxpayer support of the community center
 - 6) The housing code ordinance for a community our size.
- That's enough for now.

MIKE

----- Original Message -----

From: Elizabeth Wassmundt
To: Mike Sikoski; Ric Hossack
Sent: Thursday, January 06, 2011 11:58 PM
Subject: Fw: Re: Response from EDR

1/24/2011

--- On Thu, 1/6/11, Elizabeth Wassmundt <[REDACTED]> wrote:

From: Elizabeth Wassmundt <[REDACTED]>
Subject: Re: Response from EDR
To: "Matthew W. Hart" <[REDACTED]>
Cc: "Town Council" <[REDACTED]>, "Matthew W. Hart" <[REDACTED]>
Date: Thursday, January 6, 2011, 11:54 PM

My computer doesn't want to open this PDF but I don't need to read it. Mr. Trubiano needs to address the Securities & Exchange Commission - not the Council.

What will we hear from him on Monday? "It is my intention..." If so, then put it into the contract. Your Agreement is filled with non-legally binding statements: "I'll talk to you and you'll talk to me..." What's binding is the commitment you are making for the people of this town.

From what I see of Council only two members have read your Agreement; the rest are Betsy's lemmings and will do what they are told. They did it with the Community Center - no one read the deed they accepted. Astute business people went to council at that time to explain that this building could not possibly support itself. But, it was a "feel good" project so you did it.

People have come to Council about this Agreement and given good reasons why this is a bad Agreement. No one listens to rational arguments; you all listen to the cheerleaders who give no rational reasons to accept this Agreement. People other than myself have asked just to allow for more discussion before authorizing signature.

You are all liars or incompetents. I suspect incompetence on the part of many and I include you, Matt. Though I think you are devious as well and would lie to cover yourself and your town staff supporters. I watched the charade as you all covered the cost of the Community Center. What is really pathetic is that I think you all come to believe your lies.

You all hide behind the "capable consultants" you hire. No one on town staff or council need accept any responsibility for this Agreement because you have the consultants reports. I would bet that the bulk of you don't read the reports and that you wouldn't understand them, if you did. David Freudman showed the errors and problems with the Parking Study. Did you listen?

Well, you'll all get your photos taken with "the shovel in the ground". Can you really continue telling people that you are building a Downtown. Is there any decency amongst you? You have allowed Tom Callahan to wrap you all, except for two council members, right around his little finger. He got just what Uconn needs and the people of Mansfield are on the hook for the cost. You're not even getting tax money.

And you're going to do just what you have done with the Community Center. The town taxpayer chumps have to pay full price while you give away membership to out

1/24/2011

of towners.

A town taxpayer chump will pay full price if he needs a building permit but your developers get a bargain and they won't even pay taxes. I say: Heck of a job Matty & Betsy.

And, are these taxpayer chumps getting a downtown? They're not even getting a Town Green of any substance and the developer has all the rights to it. Great job, Matt.

--- On Thu, 1/6/11, Matthew W. Hart <Hartmw@MANSFIELDCT.ORG> wrote:

From: Matthew W. Hart <Hartmw@MANSFIELDCT.ORG>
Subject: Response from EDR
To: etwnol@sbcglobal.net
Cc: "Town Council" <TownCouncil@mansfieldct.org>, "Matthew W. Hart" <Hartmw@MANSFIELDCT.ORG>
Date: Thursday, January 6, 2011, 10:46 PM

Betty - attached please find a letter from EDR concerning the errors in the prospectus it issued regarding its recent secondary offering. Mr. Trubiano will attend Monday's meeting to address the Council on this issue.

Thank you for bringing this matter to the Council's attention.

Matt

Matt Hart

Town Manager

Town of Mansfield

860-429-3336

4 South Eagleville Road

Mansfield, CT 06268

Fax: 860-429-6863

1/24/2011

Town Manager's Office
Town of Mansfield

Memo

To: Town Council
From: Matt Hart, Town Manager *MH*
CC: Town Employees
Date: January 24, 2011
Re: Town Manager's Report

Below please find a report regarding various items of interest to the Town Council, staff and the community:

Council Requests for Information/Council Business

- *Budget Retreat* – It has not been possible to schedule the budget retreat for a weekday evening. Consequently, I suggest we return to our former tradition and conduct the session on a Saturday, specifically, Saturday, February 12, 2011 from 9:00AM – 12:00PM (location TBD). Please let me know if this would be acceptable to you.
- *Police Memo Clarification* – Council requested clarification of part of the report from Sergeant Kodzis presented at the 1/10/11 Council meeting. An example of the data in question is shown below:
CALLS FOR SERVICE 1900-0300:
(TROOP) 61
(MANSFIELD) 21
The date above indicates that between 1900-0300 hours Troop C received 61 calls for service, 21 of which were for the Town of Mansfield.
- *Spring Weekend Report* – The report of UConn's Task Force to De-escalate Spring Weekend can be found under item number 16 in your 1/24/11 meeting packet.
- *Storrs Center Zoning Permit Application* – Please see item number 9 in your 1/24/11 meeting packet.
- *Website Search Function Update* – Council requested an update from staff on the Town's progress towards improving the search function on our website. Please see Jaime Russell's memo (item number 8 in your 1/24/11 meeting packet) regarding this matter.

Departmental/Division News

- *Director of Planning* – Director of Planning Greg Padick has announced his retirement for June of this year. While we will honor Greg at a future point, I would like to commend him for his 30+ years of service to the Town. Greg is well-respected by his peers, Mansfield colleagues and the community-at-large for the reasoned and intelligent approach he takes in approaching his work. In collaboration with the Planning and Zoning Commission and other Town officials, Greg effectively championed the principles of Smartgrowth and sustainable development long before those terms were coined. We will now be moving forward to recruit Greg's successor – Mansfield represents an exciting opportunity for planning and development professionals due to our tradition of intelligent land use practices and Greg's legacy, as well as Storrs Center and other projects that we have underway.
- *Emergency Management* - As a result of the January 11 /12 severe snow storm, the Office of Emergency Management is participating in a state wide State Department of Emergency Management and Homeland Security (DEMHS) pre-assessment survey to determine if the state and county thresholds for federal snow removal assistance have been met. For the pre-assessment survey, we calculate and submit our direct costs (using the FEMA Public Assistance Forms) for Force Account Labor, Force Account Equipment, Force Account Materials, Rented Equipment and Contract Work. Upon receipt of the pre-assessment data, DEMHS will compare the actual expenses incurred as well as estimated storm-related costs to the established federal eligibility thresholds. If the totals approach the thresholds, Connecticut may request that the Federal Emergency Management Agency (FEMA) conduct a FEMA / State Preliminary Damage Assessment (PDA) in conjunction with state and local officials. A PDA is done to verify the estimates prior to the Governor's submission of a request for a major disaster declaration, which could authorize federal assistance for the municipalities, state agencies and certain critical non-profits. If the thresholds are met,

and the state (including Tolland County) receives a Federal Declaration, Mansfield could potentially be reimbursed for 75 percent of our snow removal costs.

- *Human Resources* - We are pleased to announce that Ms. Bin Tang has joined the Finance team as an accountant. We are confident that she will do a fine job for the Town. Welcome, Bin!
- *Public Works, Notice of Violation of Stormwater Regulations* – On January 11th, the state Department of Environmental Protection (DEP) issued the Town a notice of a violation of the state's stormwater regulations, for leaving our salt pile uncovered. We had left the pile uncovered for three key reasons – the salt shed is under construction and we do not yet have a roof on the structure; we were expecting a delivery of salt that day; and we needed to make the material available for use for a pending storm. Our Department of Public Works has since corrected the violation and the Town is not subject to any further penalty or fine.

Major Projects and Initiatives

- *Storrs Center Project* - On January 14, Storrs Center Alliance, LLC and Education Realty Trust submitted its Zoning Permit application for Storrs Center Phases 1A and 1B to Director of Planning Gregory Padick. Based on the provisions of Article X, Section S of the Mansfield Zoning Regulations (as approved by the Mansfield Planning and Zoning Commission in June 2007), the application was referred to the Mansfield Downtown Partnership, Inc. for review. This review includes a Mansfield Downtown Partnership **public hearing** which will be held on **February 1 at 7 pm at the University of Connecticut Bishop Center, Room 7**. Written comments can also be sent to the Director of Planning. The Partnership will present an advisory opinion to the Director of Planning as to whether the application is consistent with the Storrs Center Special Design District regulations (as noted above). The Director of Planning will then complete his review of the zoning permit application and render an opinion no later than 20 days after the Partnership's report. If the permit is approved, the next step would be for Storrs Center Alliance and Education Realty Trust to apply for a building permit from the Town of Mansfield. The Partnership's Planning and Design Committee has been reviewing preliminary Phase 1A and 1B plans since November and will meet again on Tuesday, January 25, 2011 at 5 pm in the Partnership office. A Legal Notice concerning the public hearing was placed in the Willimantic Chronicle on January 18 and will run again on January 26. Notice about the hearing was sent to the local and regional papers, Q-Notify, the Town cable channel 13, and placed on the Town and Partnership website, as well as through the Partnership's database. The Zoning Permit application and plans are available on the Partnership's website, at the Planning Office, the Mansfield Downtown Partnership office, and the Mansfield Public Library.

Upcoming Meetings*

- Traffic Authority, January 25, 2011, 10:30AM, Conference Room B, Audrey P. Beck Municipal Building
- Mansfield Advisory Committee on the Needs of Persons with Disabilities, January 25, 2011, 2:30PM, Conference Room B, Audrey P. Beck Municipal Building
- Regulatory Review Committee, January 26, 2011, 12:45PM, Conference Room B, Audrey P. Beck Municipal Building
- Sustainability Advisory Committee, January 26, 2011, 7:00PM, Conference Room B, Audrey P. Beck Municipal Building
- Mansfield Advocates for Children, February 2, 2011, 5:00PM, Council Chambers, Audrey P. Beck Municipal Building
- Mansfield Downtown Partnership Board of Directors, February 3, 2011, 4:00PM, Mansfield Downtown Partnership Office
- Ethics Board, February 3, 2011, 4:30PM, Conference Room B, Audrey P. Beck Municipal Building
- Community Quality of Life Committee, February 3, 2011, 7:30PM, Council Chambers, Audrey P. Beck Municipal Building
- Planning and Zoning Commission, February 7, 2011, 7:00PM, Council Chambers, Audrey P. Beck Municipal Building
- Youth Service Bureau Advisory Board, February 8, 2011, 11:45AM, Conference Room B, Audrey P. Beck Municipal Building

- Town-University Relations Committee, February 8, 2011, 4:00PM, Council Chambers, Audrey P. Beck Municipal Building
- Historic District Commission, February 8, 2011, 8:00PM, Conference Room B, Audrey P. Beck Municipal Building
- Regulatory Review Committee, February 9, 2011, 1:15PM, Conference Room C, Audrey P. Beck Municipal Building
- Housing Code Board of Appeals, February 14, 2011, 5:00PM, Conference Room C, Audrey P. Beck Municipal Building
- Finance Committee, February 14, 2011, 6:00PM, Conference Room B, Audrey P. Beck Municipal Building
- Town Council, February 14, 2011, 7:30PM, Council Chambers, Audrey P. Beck Municipal Building

**Meeting dates/times are subject to change. Please view the Town Calendar or contact the Town Clerk's Office at 429-3302 for a complete and up-to-date listing of committee meetings.*

LEGAL NOTICE
TOWN OF MANSFIELD
PUBLIC HEARING February 14, 2011

The Mansfield Town Council will hold a public hearing at 7:30 PM at their regular meeting on February 14, 2011 to solicit public comment regarding the potential acquisition of the Penner property located between White Oak Drive, Jonathan Lane and Fieldstone Drive.

At this hearing persons may address the Town Council and written communications may be received. Copies of said proposals are on file and available at the Town Clerk's office: 4 South Eagleville Road, Mansfield, CT 06268

Dated at Mansfield Connecticut this 1st day of February 2011.

Mary Stanton
Town Clerk

PAGE
BREAK



**Town of Mansfield
Agenda Item Summary**

To: Town Council
From: Matt Hart, Town Manager *Matt*
CC: Maria Capriola, Assistant to the Town Manager; Gregory Padick, Director of Planning
Date: February 14, 2011
Re: Proposed Open Space Acquisition – Penner Property, White Oak Drive/Jonathan Lane/Fieldstone Drive

Subject Matter/Background

At Monday's meeting, the Town Council will conduct a public hearing regarding the proposed open space acquisition of the Penner property. As you may recall, the 3.9 acre Penner property, which does not have any road frontage, is situated between White Oak Drive, Jonathan Lane and Fieldstone Drive. The parcel is undeveloped and is situated within an Atlantic White Cedar Swamp of statewide significance. With one minor exception, the Penner property is surrounded by preserved open space areas (see attached map).

For many years, Town representatives have attempted to contact the property owner to both collect back taxes and potentially negotiate the transfer of this property to the Town for open space preservation purposes. These efforts have not been successful as the owner, who does not live in Connecticut, has not responded to our communications and apparently has no other income or assets in this jurisdiction. Property taxes have not been paid for ten years and currently \$3,240 is owed to the Town. The property is assessed at \$10,220, which by state law is seventy percent of the Town's fair market valuation of \$14,600.

We are in the process of scheduling a tax sale to expedite tax collections on a number of properties in Town, including the Penner property. State law prevents a Town from bidding at a tax sale unless no member of the public bids at least the sum of the tax delinquencies and auction expenses including attorney's fees, in which case the Town can bid its debt and pay only the costs of holding the auction. If no owner or encumbrancer reimburses the Town for its bid plus interest within six months, the Town acquires title and cancels its tax claims against the property. (Staff estimates the minimum bid would total approximately \$8,000-\$9,000, based upon a value of \$3,240 in back taxes and \$5,000-\$6,000 in auction and attorney's fees). The alternative process of foreclosure could result in town ownership of the property, but might be more expensive.

Although the Penner property is a wetland area, it includes a portion of a White Cedar Swamp that has been an open space priority for decades. At the Town's request, a Department of Environmental Protection (DEP) ecologist examined the swamp as part of the Town's review of the adjacent Wild Rose Estates subdivision. The DEP's visitation confirmed the swamp's significance as a unique and fragile habitat, which supports a state-listed endangered species. Of additional importance, the swamp provides a unique opportunity for research. Town ownership of the Penner property would help to preserve this important habitat.

The Planning and Zoning Commission and the Open Space Preservation Committee have confirmed their support for the Town's preservation of this property. Their letters of support are attached.

Financial Impact

If no one places a minimum bid and the Town elects to acquire the Penner property through the tax sale process, the Town would need to pay the associated auction and attorney's fees (approximately \$5,000-\$6,000). The Town would also need to forgo the collection of back taxes (\$3,240) owed by the present owner. If approved, the acquisition costs would be funded from the Town's Open Space Acquisition Fund.

Recommendation

Unless the public hearing raises any additional issues that we have not considered, or if the Town Council wishes to further discuss and review this matter, staff recommends that the Council approve the proposed open space acquisition of the Penner property in the event we are able to obtain the parcel.

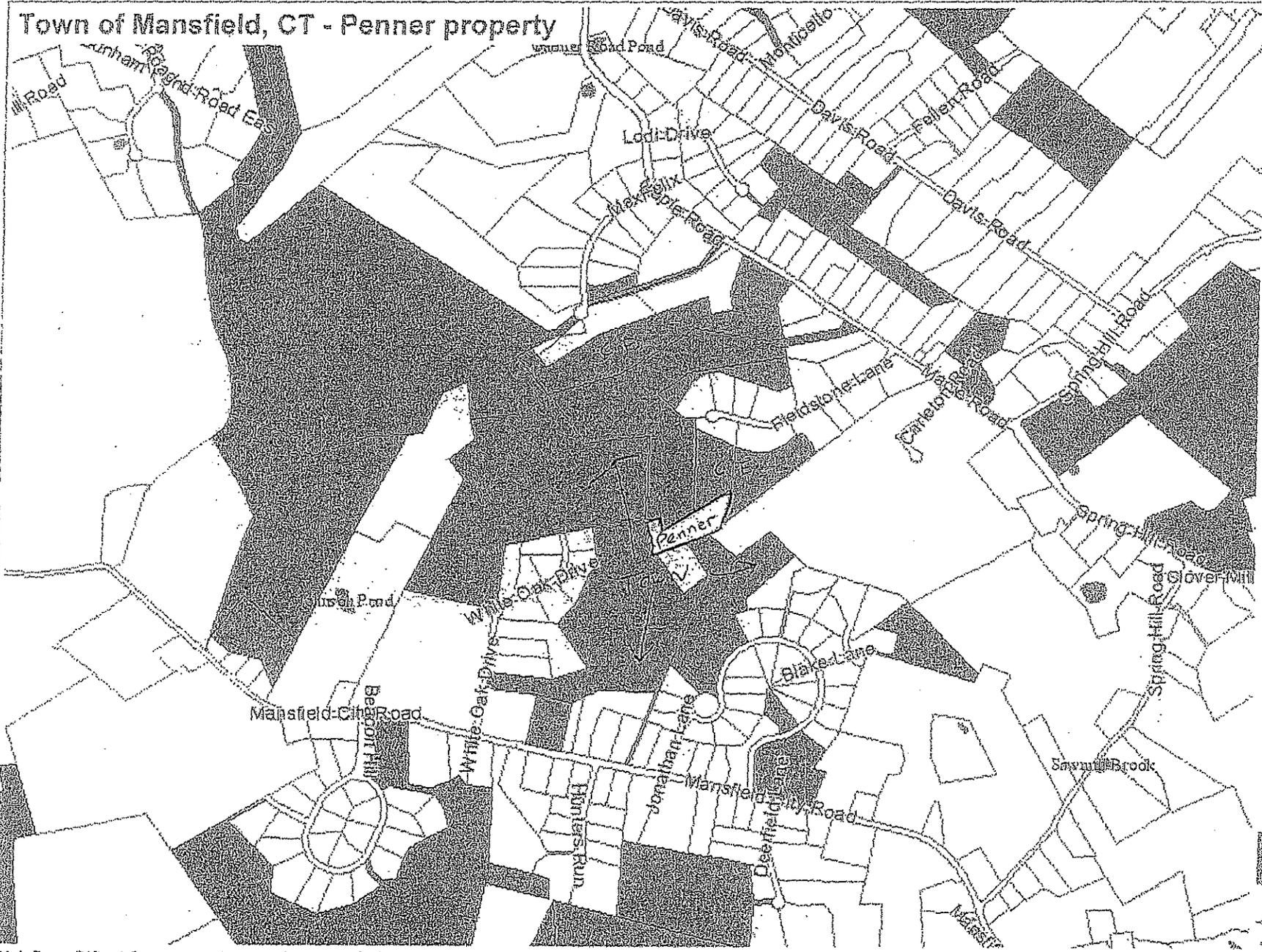
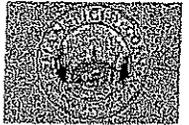
If the Town Council supports this recommendation, the following motion is in order:

Move, effective February 14, 2011, to authorize the Town to bid to purchase the Penner property located between White Oak Drive, Jonathan Lane and Fieldstone Drive, at the tax sale scheduled for April 13, 2011 or as it may be rescheduled, in an amount not to exceed the total tax delinquencies plus auction expenses and attorney's fees, and after the redemption period expires, to acquire it as open space and cancel its tax claims against the property as provided by law.

Attachments

- 1) Map depicting the subject Penner property and adjacent preserved open space areas
- 2) Planning and Zoning Commission re: 8-24 Referral; Penner Property
- 3) Open Space Preservation Committee re: Town Acquisition of the Penner Property

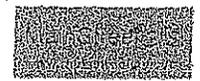
Town of Mansfield, CT - Penner property



- Conservation Easement
- Federal Property
- Joshua's Trust
- Joshua's Trust E
- Open Space
- Other Open Space
- Private Agriculture
- Private Open Space
- State Open Space
- Trail License
- Uncertain Open Space
- Map Grid
- towns
- Dimensions
- Address
- ParcelID
- Area
- Streets
- Parcels
- powerlines
- water
- wetlands
- Town roads
- roads
- highways

1 in = 1224.62 ft

Printed:
1/10/2011



-23-



PLANNING AND ZONING COMMISSION
TOWN OF MANSFIELD

AUDREY P. BECK BUILDING
FOUR SOUTH EAGLEVILLE ROAD
MANSFIELD, CONNECTICUT 06268
(860) 429-3330

To: Town Council
From: Planning and Zoning Commission
Date: Wednesday, February 09, 2011
Re: 8-24 Referral; Penner Property

At a meeting held on 2/07/11, the Mansfield Planning and Zoning Commission adopted the following motion:

“That the Planning and Zoning Commission notify the Town Council that the proposed acquisition of the Penner Property would promote Mansfield’s Plan of Conservation and Development and would help protect the ecological health and character of an Atlantic White Cedar Swamp of statewide importance.”

OPEN SPACE PRESERVATION COMMITTEE

January 20, 2011

To: Town Council

Re: Town Acquisition of the Penner Property

At their December 21, 2010, meeting, the Committee reviewed the status of the Penner property and renewed their long-time support for the Town's preservation of this property.

COMMENTS:

This 3.9-acre parcel is south of Fieldstone Drive and contains a portion of the main grove of Atlantic white cedar trees in the White Cedar Swamp. Since the 1990's, the Town has gradually protected this swamp, which is of state-wide significance. The Town now owns most of the white-cedar portion of the swamp. This was achieved through open space dedications in abutting subdivisions and by purchase of a parcel in 1992. The Penner property is an in-holding between several two Town-owned parcels. The part of north side abuts a conservation easement on private property. The committee reviewed Town acquisition of this property with reference to the following items:

Town Plan's Open Space Acquisition Priority Criteria:

- Town protection would "conserve, preserve or protect a notable wildlife habitat and plant community."
- The white cedar swamp is one of the locations listed in the Connecticut DEP Natural Diversity Data Base, which tracks rare species in the state.
- The white cedar swamp is cited in Appendix J of the Town Plan as part of the Kidder-Sawmill Brook streambelts. It is described as "a significant white cedar swamp between Maple Road and Mansfield City Road that is on State DEP priority list."

Additional benefits of the Town's purchase of this parcel:

Town ownership of the property would eliminate an in-holding and improve protection of the main grove of cedars.

RECOMMENDATION:

The Committee supports Town acquisition of this property for the reasons stated above.

**PAGE
BREAK**



**Town of Mansfield
Agenda Item Summary**

To: Town Council
From: Matt Hart, Town Manager *MH*
CC: Maria Capriola, Assistant to Town Manager; Robert Miller, Director of Health
Date: February 14, 2011
Re: UConn Landfill, Long-term Monitoring Program

Subject Matter/Background

Attached please find information regarding the UConn Landfill. The Council is not required to take any action on this item.

Attachments

- 1) R. Miller re: UConn Landfill Long Term Monitoring Plan, Report dated January 2011
- 2) Excerpts from Long-Term Monitoring Plan January 2011



Eastern Highlands Health District

4 South Eagleville Road • Mansfield CT 06268 • Tel: (860) 429-3325 • Fax: (860) 429-3321 • Web: www.EHHD.org

Memo

To: Matt Hart, Mansfield Town Manager
From: Robert Miller, Director of Health 
Date: 2/1/2011
Re: UConn Landfill Long Term Monitoring Plan, Report dated January 2011

Per your request, I have reviewed the above referenced report. The results reported do not suggest an imminent or immediate risk to public health. No material changes in the monitoring program were identified. The results are generally consistent with the historic body of data available for this project. This office will continue to monitor this situation. No action is recommended at this time.

**LONG-TERM MONITORING PLAN
FALL 2010 SEMI-ANNUAL SAMPLING ROUND #13
UCONN LANDFILL
STORRS, CONNECTICUT**



by

**Haley & Aldrich, Inc.
Rocky Hill, Connecticut**

for

**University of Connecticut
Storrs, Connecticut**

**File No. 91221-665
January 2011**

**HALEY &
ALDRICH**

17 January 2011

Connecticut Department of Environmental Protection
Bureau of Water Protection and Land Reuse
79 Elm Street
Hartford, Connecticut 06106-5127

Attention: Mark R. Lewis

Subject: Long Term Monitoring Plan
Fall 2010 Semi-Annual Sampling Round #13
UConn Landfill
Storrs, Connecticut

Ladies and Gentlemen:

The following certification is being submitted to the Department of Environmental Protection in accordance with the terms as delineated in the Consent Order No. SRD-101 issued 26 June 1998 for the document specified below:

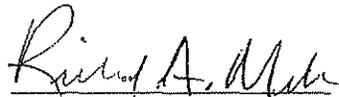
- Long Term Monitoring Plan
Fall 2010 Semi-Annual Sampling Round #13
UConn Landfill
Storrs, Connecticut

I have personally examined and am familiar with the information submitted in this document and all attachments and certify that based on reasonable investigation, including my inquiry of those individuals responsible for obtaining the information, the submitted information is true, accurate and complete to the best of my knowledge and belief, and I understand that any false statement made in this document or its attachments may be punishable as a criminal offense.

Agreed and accepted as stated above:



Richard P. Standish, P. G., LEP
Senior Vice President
Haley & Aldrich, Inc.



Richard A. Miller
Director,
Office of Environmental Policy
University of Connecticut

C: Barry Feldman, UConn

G:\PROJECTS\91221\CERT\LTR60.doc

1. INTRODUCTION

This Long Term Monitoring Plan (LTMP) was prepared pursuant to the Consent Order # SRD-101 between the State of Connecticut and the University of Connecticut (UConn) regarding the solid waste disposal area on North Eagleville Road (Landfill and Former Chemical Pits) and the former disposal site in the vicinity of Parking Lot F (F Lot). An Interim Monitoring Program (IMP) was performed in order to monitor shallow ground water, surface water and bedrock groundwater quality in nearby domestic water supply wells until the LTMP required pursuant to paragraph B.4.e of the Consent Order was implemented. In September 2005, the University transitioned from the IMP to the LTMP. As part of this process, samples were collected from both the IMP and LTMP locations for three sampling quarters. These quarters, referred to as "transition rounds" were conducted in September and December 2005 and May 2006. Beginning with the October and November 2006 monitoring quarter, samples were only collected from the LTMP locations.

The objectives of the LTMP are:

- To assess the effectiveness of the remediation
- To monitor groundwater and surface water quality and trends, and
- To act as sentinel wells to protect human health and the environment.

Groundwater, surface water and soil gas samples are being obtained to verify that the new remediation systems are working as planned. The Plan is also designed to protect human health and the environment by evaluating the concentrations of contaminants in groundwater and surface water over time. If increasing concentrations are observed, UConn and the Connecticut Department of Environmental Protection (CTDEP) will reassess the remediation system design, expand the monitoring program, and/or take additional measures to protect human health and the environment, if necessary.

The LTMP includes sampling of media at multiple locations as shown on Figure 1:

- (1) six surface water locations;
- (2) five shallow groundwater monitoring wells;
- (3) five deep bedrock monitoring wells;
- (4) six active domestic wells on Meadowood Road and Separatist Road; and
- (5) four soil gas monitoring locations.

Installation of the landfill cap and leachate interceptor trenches (LITs) was completed in the spring of 2007. To date, significant changes to the groundwater quality have not been observed. Analytical results continue to be evaluated and reported to the key parties and to the public.

This report documents the sampling round conducted in October and November 2010, also referred to as Round #13. In a letter to the University dated 16 April 2010, CTDEP approved a reduction in the LTMP sampling frequency from quarterly to semi-annually to be conducted in the spring and fall seasons (Appendix A).

2. SCOPE OF PROGRAM

The following paragraphs describe the rationale for each sampling location for the Long Term Monitoring Program based upon the approved Comprehensive Hydrogeologic Investigation and Remedial Action Plan, Addendum No. 2, dated July 2004.

2.1 Shallow Groundwater Monitoring Wells

Three shallow wells [B401(MW), B403(MW) & B404(MW)] were constructed in the overburden south, southeast and north of the landfill respectively, and downgradient of the LITs in February and March 2007. These wells function to monitor shallow groundwater quality migrating out of the landfill area and to assess the effectiveness of the landfill cover and LITs.

Two previously existing shallow monitoring wells, MW-3 and MW-4, were reinstalled in August 2007 in the same general area in F Lot however; they were offset several feet from their original locations. They function to monitor shallow groundwater quality downgradient of F Lot.

2.2 Deep Groundwater Monitoring Wells

Five bedrock (125 to 300 ft) groundwater monitoring wells are included in the LTMP. Three existing wells, MW-105R, B201R(MW), and B302R(MW) are located south and west of the landfill and former chemical pits. These wells were selected because they are situated in the direction of either suspected historical or known bedrock groundwater flow. Since permanent packer systems for discrete fracture interval sampling are installed in B201R(MW) and MW-105R, two samples are collected from each well. Two former residential water supply wells, located at 156 Hunting Lodge Road and 202 North Eagleville Road, are included in the LTMP because of their locations and construction depths. The University has not received permission to access the well at 156 Hunting Lodge Road therefore; it continues to be excluded from sampling events.

2.3 Surface Water Monitoring Locations

Six surface water-monitoring locations (SW-A through SW-F) are selected to assess surface water quality migrating from the landfill, former chemical pits, and F Lot areas SW-A through SW-E are strategically placed at the primary surface waters north (wetland and Cedar Swamp Brook drainage) and south (western tributary of Eagleville Brook drainage) of the landfill and former chemical pits area. SW-F is located downgradient of F Lot on an eastern tributary to Eagleville Brook.

2.4 Active Residential Water Supply Wells

Six active residential water supply wells are included in the LTMP:

38 Meadowood Road
41 Meadowood Road
65 Meadowood Road
202 Separatist Road
206 Separatist Road
211 Separatist Road

These residential wells are the closest active bedrock wells to the landfill and former chemical pits in the direction of suspected historical and known groundwater migration pathways in the fractured bedrock aquifer.

2.5 Soil Gas Monitoring Locations

Four soil gas-monitoring points B501(GW), B502(GW), B503(GW) and B504(GW) were installed in the east, southeast, southwest and northwest quadrants of the landfill immediately outside the cap perimeter to monitor for potential gas migration away from the landfill. The monitoring points are 4-in. diameter PVC wells extending to depths ranging between 7.5 and 9.5 ft bgs with a slotted screen interval from the surface seal (approximately 2.5 ft bgs) to the depth of completion. The locations are lateral to the leachate interceptor trenches (LITs) where the likelihood of soil gas migration is presumed to be greatest.

2.6 Sampling Parameters

During the course of the Hydrogeologic Investigation, a comprehensive suite of analytical methods was selected to determine the nature of the contamination in the Study Area. A wide range of methods were used to ensure that any potential contaminant identified during review of historical records or interviews with knowledgeable personnel would be detected if present. Multiple rounds of groundwater and surface water sampling have shown that the contamination is confined to a few classes of compounds. Monitoring a select number of analytical methods accomplishes the objectives of the LTMP, that is, to assess effectiveness of remediation, monitor groundwater quality and trends and be protective of human health and the environment.

Groundwater and surface water samples were analyzed for the following parameters:

- VOCs by EPA Method 524.2

- Total metals by EPA Method 200 Series

- Total mercury by EPA Method 7470/E245.1

- Other Inorganic Parameters

 - ammonia, nitrate and nitrite, total phosphorus, total dissolved solids, total suspended solids, alkalinity, hardness, chloride, sulfate, chemical oxygen demand, total organic carbon, biological oxygen demand and cyanide

- Field Screening Data

 - turbidity, conductivity, dissolved oxygen, ORP, pH, and temperature

Soil gas monitoring points were analyzed for methane and carbon dioxide using a multiple gas detection meter.

2.7 Sampling Frequency

As previously mentioned, to date, significant changes to the groundwater quality have not been observed. This round represents the Fall 2010 sampling and we anticipate Spring sampling to occur in or about April 2011.

3. SAMPLING PROCEDURES

Sampling procedures and analytical methods for the groundwater monitoring wells and surface water samples were conducted in accordance with the Comprehensive Hydrogeologic Investigation and Remedial Action Plan, Addendum No. 2, dated July 2004.

Sampling procedures for the residential water supply wells were conducted in accordance with procedures previously established by CTDEP and the DPH for the health consultation study completed in 1999. Samples were collected from the water supply system prior to treatment after running the tap for approximately eight minutes.

Samples from the residential water supply wells were analyzed using EPA drinking water methods as noted on the enclosed Table I.

SUMMARY OF RESULTS

The analytical results from the October/November 2010 LTMP round #13 sampling are summarized in Table I. VOC Concentration and Conductivity vs. Time Plots for selected bedrock wells [MW105R, B201R(MW), and B302R(MW)] and selected overburden wells [B401(MW) and B403(MW)] are included in Appendix B. A discussion of the results below is organized by general sample types and locations.

3.1 Shallow Groundwater Monitoring Wells

Samples from monitoring wells B401(MW), B403(MW) and B404(MW) were collected and submitted to Phoenix Environmental Laboratories, Manchester, Connecticut for analysis of VOCs, total metals, and nutrients. Both LITs were in operation at the time of this sampling event.

VOCs 1,4-dichlorobenzene, chlorobenzene, and toluene were detected in monitoring well B401(MW). A trace concentration of chlorobenzene was detected in B403(MW). VOCs were not detected in the sample collected from B404(MW). Concentrations of arsenic were above the surface water protection criteria (SWPC) but below the groundwater protection criteria (GWPC) in samples collected from B401(MW) and B403(MW). All other metal concentrations were below protective criteria. With the exception of the arsenic concentrations in B401(MW) and B403(MW), concentrations of selected parameters and compounds appear consistent with previous sampling rounds.

VOCs were not detected in the samples collected from MW-3 or MW-4 and metal concentrations at both locations were below protective criteria.

3.2 Deep Bedrock Monitoring Wells

Samples from these wells were collected and submitted to Phoenix Environmental Laboratories, Manchester, Connecticut for analysis of VOCs, total metals, and nutrients. VOCs were detected in discrete samples collected from both fracture zones of MW-105R and B201R(MW). Concentrations of 1,2-dichloroethane, benzene, chlorobenzene, tetrachlorobenzene, and trichlorobenzene exceeded the GWPC in samples collected from the deeper fracture zone of MW105R. Concentrations of 1,2-dichloroethane and benzene exceeded the GWPC in upper fracture zone of B201R(MW), and 1,2-dichloroethane exceeded GWPC in the deeper fracture zone at B201R(MW). Monitoring wells 202-NERD (unused domestic well at 202 N. Eagleville Road) and B302R-MW which range in depths from

200 to 320 ft do not have a discrete sampling systems installed so, integrated samples were collected. VOCs were not detected above laboratory detection limits in the sample collected from 202-NERD or B302R-MW. Metal and nutrient parameters were within typical groundwater water ranges in all of the bedrock well samples.

For quality control purposes, duplicate samples were collected from B302R-MW. Results were in general agreement.

As mentioned, at the time of this sampling event, the LITs were in operation. However, groundwater quality at MW105R and B201R(MW) appeared to remain unaffected; analytical results were generally consistent with previous sampling events.

3.3 Surface Water Samples

During this sampling event, surface water was only present and flowing at one (SW-A) of the six monitoring locations. A sample was collected from SW-A and submitted to Phoenix Environmental Laboratories, Manchester, Connecticut for analysis of VOCs, metals and nutrients. VOCs were not detected. Metal and nutrient parameters were within typical surface water ranges and consistent with previous sampling rounds for this location.

3.4 Active Residential Domestic Wells

All six active domestic wells were sampled as part of this quarterly event. Three of the six wells did not contain VOCs above the method reporting limits. Trace concentrations of chloroform were detected in the samples collected from 65 Meadowood Road, and 206 and 211 Separatist Road. Chloroform has not been detected at 65 Meadowood Road in previous LTMP monitoring events however, the detection of chloroform at 206 and 211 Separatist Road is consistent with findings from previous sampling events. No other VOCs were detected above method reporting limits at these locations. In the sample collected from 65 Meadowood Road, copper was detected above surface water protection criteria; however the concentration is below drinking water criteria and is consistent with copper concentrations detected at this location in previous sampling rounds. Metal and nutrient concentrations at all locations were within acceptable drinking water ranges.

3.5 Soil Gas Monitoring

Landfill gas is the natural by-product of the decomposition of solid waste in landfills and is comprised primarily of carbon dioxide and methane. A GEM2000 Landfill Gas Meter was used to sample and analyze methane, carbon dioxide and oxygen content at soil gas monitoring locations B501(GW), B502(GW), B503(GW) and B504(GW). Oxygen concentrations ranged from 10.9% at B502(GW) to 21.0% at B501(GW). Carbon dioxide readings ranged from 0.2% at B501(GW) to 7.8% at B502(GW). Methane gas readings were 0% for all locations. These readings are generally consistent with previous monitoring events.

3.6 Consent Order SRD-101 Progress Report

In December 2009, the University received approval from the CTDEP to discontinue quarterly progress reports because design and construction activities related to the landfill are complete. Pertinent updates will now be included in this section of the LTMP reports. A copy of the approval letter is included in Appendix A.

From December 2009 through December 2010, the Leachate Interceptor Trench systems collected the following volumes of leachate which was pumped to the UConn Water Pollution Control Facility:

- South Trench: 995,340 gallons or approximately 2,730 gallons per day
- North Trench: 9,181,810 gallons or approximately 25,150 gallons per day

Although the North Trench's volumes are fairly consistent all year, the greatest volumes of leachate from both systems are seen February through May. There have been no major changes to related remediation systems since final construction. The 2010 Annual Wetlands Monitoring Report #3 has been submitted to the U.S. Army Corps of Engineers and to the CTDEP Inland Wetlands Resources Division.

TABLE I
SUMMARY OF GROUNDWATER ANALYTICAL RESULTS
LONG-TERM MONITORING PLAN
UCONN LANDFILL
STORRS, CONNECTICUT

SAMPLE DESIGNATION	METHOD	RSR GAGPC	RSR SWPC	RSR RVC	MW105R-74 10/29/2010	MW105RP-74 10/29/2010	EB-102910 10/29/2010	TB-102910 10/29/2010	MW105R-114 11/2/2010	EB-110210 11/2/2010	TB-110210 11/2/2010
SAMPLING DATE					Discrete	Duplicate	Field Blank	Trip Blank	Discrete	Field Blank	Trip Blank
COMMENTS											
WELL DEPTH (ft.)											
LOCATION					MW105R	MW105R			MW105R		
Volatiles Organic Compounds (ug/l)	524.2	(ug/l)	(ug/l)	(ug/l)							
1,1-Dichloroethane		70	NE	34,600	ND<0.5	ND<0.5	ND<0.5	ND<0.5	2.5	ND<0.5	ND<0.5
1,2,4-Trichlorobenzene		70	NE	NE	ND<0.5	ND<0.5	ND<0.5	ND<0.5	6.4	ND<0.5	ND<0.5
1,2-Dichlorobenzene		600	170,000	30,500	ND<0.5	ND<0.5	ND<0.5	ND<0.5	4.7	ND<0.5	ND<0.5
1,2-Dichloroethane		7	2,970	21	ND<0.5	ND<0.5	ND<0.5	ND<0.5	19	ND<0.5	ND<0.5
1,4-Dichlorobenzene		75	26,900	24,200	ND<0.5	ND<0.5	ND<0.5	ND<0.5	13	ND<0.5	ND<0.5
Benzene		1	710	215	0.59	0.54	ND<0.5	ND<0.5	110	ND<0.5	ND<0.5
Bromobenzene		NE	NE	NE	ND<0.5	ND<0.5	ND<0.5	ND<0.5	30	ND<0.5	ND<0.5
Chlorobenzene		100	420,000	16	ND<0.5	ND<0.5	ND<0.5	ND<0.5	47	ND<0.5	ND<0.5
Chloroform		5	14,100	287	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<2.5	ND<0.5	ND<0.5
cis-1,2-Dichloroethene		70	NE	NE	ND<0.5	ND<0.5	ND<0.5	ND<0.5	13	ND<0.5	ND<0.5
Tetrachloroethene		5	88	1500	ND<0.5	ND<0.5	ND<0.5	ND<0.5	5.1	ND<0.5	ND<0.5
Toluene		1,000	4,000,000	23,500	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<2.5	ND<0.5	ND<0.5
Trichloroethene		5	2,340	219	ND<0.5	ND<0.5	ND<0.5	ND<0.5	10	ND<0.5	ND<0.5
Vinyl chloride		2	15,750	2	0.52	ND<0.5	ND<0.5	ND<0.5	ND<2.5	ND<0.5	ND<0.5
Total Metals (mg/l)											
Aluminum	200.7/6010	NE	NE	NE	ND<0.01	ND<0.01	ND<0.01	--	ND<0.01	ND<0.01	--
Arsenic	200.7/6010	0.05	0.004	NE	ND<0.004	ND<0.004	ND<0.004	--	ND<0.004	ND<0.004	--
Barium	6010/E200.7	1	NE	NE	0.13	0.129	ND<0.002	--	0.089	ND<0.002	--
Calcium	200.7/6010	NE	NE	NE	135	133	0.038	--	53.7	0.012	--
Chromium, hexavalent	200.7/6010	NE	NE	NE	ND<0.01	ND<0.01	ND<0.01	--	ND<0.01	ND<0.01	--
Chromium, total	P.E.L.	50	NE	NE	ND<0.001	ND<0.001	ND<0.001	--	ND<0.001	ND<0.001	--
Chromium, trivalent	200.7/6010	NE	NE	NE	ND<0.01	ND<0.01	ND<0.01	--	ND<0.01	ND<0.01	--
Copper	6010/E200.7	1.3	0.048	NE	ND<0.001	ND<0.001	ND<0.001	--	ND<0.001	ND<0.001	--
Iron	6010/E200.7	NE	NE	NE	7.9	7.81	0.006	--	0.193	ND<0.002	--
Lead	7421/S31.13B	0.015	0.013	NE	ND<0.002	ND<0.002	ND<0.002	--	ND<0.002	ND<0.002	--
Magnesium	200.7/6010	NE	NE	NE	14.9	14.7	ND<0.01	--	6.1	ND<0.01	--
Manganese	200.7/6010	NE	NE	NE	0.988	0.972	ND<0.001	--	0.157	ND<0.001	--
Mercury	7470/E245.1	0.002	0.0004	NE	ND<0.0002	ND<0.0002	ND<0.0002	--	ND<0.0002	ND<0.0002	--
Nickel	200.7/6010	0.1	0.88	NE	0.002	0.002	ND<0.001	--	ND<0.001	ND<0.001	--
Sodium	200.7/6010	NE	NE	NE	26.8	25.4	ND<0.1	--	10.4	0.4	--
Vanadium	200.7/6010	0.05	NE	NE	ND<0.002	ND<0.002	ND<0.002	--	ND<0.002	ND<0.002	--
Zinc	200.7/6010	5	0.123	NE	0.005	0.006	0.006	--	0.005	ND<0.002	--

-37-

TABLE I
SUMMARY OF GROUNDWATER ANALYTICAL RESULTS
LONG-TERM MONITORING PLAN
UCONN LANDFILL
STORRS, CONNECTICUT

SAMPLE DESIGNATION	METHOD	RSR GAGPC	RSR SWPC	RSR RVC	MW-105R-74	MW-105RP-74	EB-102910	TB-102910	MW-105R-111	EB-110210	TB-110210
SAMPLING DATE					10/29/2010	10/29/2010	10/29/2010	10/29/2010	11/2/2010	11/2/2010	11/2/2010
COMMENTS					Discrete	Duplicate	Field Blank	Trip Blank	Discrete	Field Blank	Trip Blank
WELL DEPTH (ft.)											
LOCATION					MW105R	MW105R			MW105R		
Other Analyses (mg/l)											
Alkalinity (CaCO ₃)	SM2320B				408	402	ND<20	--	157	ND<20	--
Ammonia as Nitrogen	S4500NH3				0.15	0.16	0.08	--	0.06	U 0.03	--
B.O.D./5 day	SM5210B				ND<4	ND<4	ND<4	--	5.3	ND<4	--
C.O.D.	SM5220D				21	37	ND<10	--	ND<10	ND<10	--
Chloride	300.0/9056				20	20	ND<3	--	19	ND<3	--
Hardness (CaCO ₃)	300.0/9056				398	393	ND<0.1	--	159	ND<0.1	--
Nitrate as Nitrogen	300.0/9056				ND<0.05	ND<0.05	ND<0.05	--	0.05	ND<0.05	--
Nitrite as Nitrogen	E365.2				ND<0.01	ND<0.01	ND<0.01	--	ND<0.01	ND<0.01	--
Phosphorus as P	9010/3353				0.06	0.11	ND<0.02	--	ND<0.02	ND<0.02	--
Sulfate	300.0/9056				24	25	ND<3	--	17	ND<3	--
Tot. Diss. Solids	SM2540C				510	500	ND<10	--	210	ND<10	--
Tot. Org. Carbon	415.1/SW9060				7.4	7.3	ND<1	--	1.1	ND<1	--
Total Suspended Solids	SM2540D				16	19	ND<5	--	ND<5	ND<5	--
Field Screening Data											
Turbidity (NTU)					17.6	--	--	--	0	--	--
Conductivity (uS/cm)					847	--	--	--	394	--	--
Dissolved Oxygen (ppm)					1.3	--	--	--	2.98	--	--
ORP (mV)					-109	--	--	--	-110	--	--
pH					6.93	--	--	--	7.45	--	--
Temperature (°C)					11.37	--	--	--	9.98	--	--

Notes and Abbreviations:

1. Samples were submitted to Phoenix Environmental Laboratories, Inc., Manchester, CT
2. RSR GA GPC: Connecticut Department of Environmental Protection (CTDEP) Remediation Standard Regulations (RSR) Groundwater Protection Criteria.
3. RSR SWPC: CTDEP RSR Surface Water Protection Criteria
4. RSR RVC: CTDEP RSR Residential Volatilization Criteria (1996). Proposed volatilization criteria has been removed from this table per CTDEP's directive issued 9 April 2010.
5. NE: RSR criteria not established
6. ND: compound not detected
7. Blank spaces, "--" or "NA" indicate compound not analyzed
8. uS/cm: microsiemens per centimeter.
9. ug/l: micrograms per liter, mg/l: milligrams per liter
10. NTU: Nephelometric Turbidity Units.
11. Methods are EPA unless otherwise specified.
12. Organic qualifier codes: (J): estimated result; (U): not detected above associated value
13. Inorganic qualifier codes: (U): not detected above associated value
14. Bold values exceed one or more of the RSRs

- 38 -

TABLE I
SUMMARY OF GROUNDWATER ANALYTICAL RESULTS
LONG-TERM MONITORING PLAN
UCONN LANDFILL
STORRS, CONNECTICUT

SAMPLE DESIGNATION	METHOD	RSR GAGPC	RSR SWPC	RSR RVC	B201R(MW)-38	B201R(MW)-60	EB-102610	TB-102610	202-NERD	EB-110310	TB-110310
SAMPLING DATE					10/26/2010	10/26/2010	10/26/2010	10/26/2010	11/3/2010	11/3/2010	11/3/2010
COMMENTS					Discrete	Discrete	Field Blank	Trip Blank	Inactive	Field Blank	Trip Blank
WELL DEPTH (ft.)									320		
LOCATION					B201R-MW	B201R-MW			North Eagleville Rd.		
Volatile Organic Compounds (ug/l)	524.2	(ug/l)	(ug/l)	(ug/l)							
1,1-Dichloroethane	70	NE	NE	34,600	ND<0.5	1.1	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
1,2,4-Trichlorobenzene	70	NE	NE	30	0.75	0.82	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
1,2-Dichlorobenzene	600	170,000	30,500	NE	ND<0.5	0.63	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
1,2-Dichloroethane	1	2,970	21	NE	3.2	8	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
1,4-Dichlorobenzene	75	26,000	24,200	NE	0.99	1.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Benzene	1	710	215	NE	1.3	0.65	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Bromobenzene	NE	NE	NE	NE	3.6	2.4	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Chlorobenzene	100	420,000	16	NE	6.4	4.2	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Chloroform	6	14,100	287	NE	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
cis-1,2-Dichloroethane	70	NE	NE	NE	3.7	4.8	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Tetrachloroethene	5	88	1500	NE	0.53	0.64	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Toluene	1,000	4,000,000	23,500	NE	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Trichloroethene	5	2,340	219	NE	2.5	2.4	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Vinyl chloride	2	15,750	2	NE	ND<0.5	0.71	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Total Metals (mg/l)											
Aluminum	200.7/6010	NE	NE	NE	ND<0.05	0.013	ND<0.01	--	0.038	ND<0.01	--
Arsenic	200.7/6010	0.05	0.004	NE	ND<0.004	ND<0.004	ND<0.004	--	ND<0.004	ND<0.004	--
Barium	6010/E200.7	1	NE	NE	0.105	0.025	ND<0.002	--	0.002	ND<0.002	--
Calcium	200.7/6010	NE	NE	NE	93.7	9.7	0.022	--	18.4	0.017	--
Chromium, hexavalent	200.7/6010	NE	NE	NE	ND<0.01	ND<0.01	ND<0.01	--	ND<0.01	ND<0.01	--
Chromium, total	P.E.L.	50	NE	NE	ND<0.001	ND<0.001	ND<0.001	--	ND<0.001	ND<0.001	--
Chromium, trivalent	200.7/6010	NE	NE	NE	ND<0.01	ND<0.01	ND<0.01	--	ND<0.01	0.003	--
Copper	6010/E200.7	1.3	0.048	NE	ND<0.001	ND<0.001	ND<0.001	--	0.014	ND<0.001	--
Iron	6010/E200.7	NE	NE	NE	0.522	ND<0.002	ND<0.002	--	0.403	0.004	--
Lead	7421/S3113B	0.015	0.013	NE	0.003	ND<0.002	ND<0.002	--	ND<0.002	ND<0.002	--
Magnesium	200.7/6010	NE	NE	NE	9.97	3.41	ND<0.01	--	2.86	ND<0.01	--
Manganese	200.7/6010	NE	NE	NE	0.206	ND<0.001	ND<0.001	--	0.004	ND<0.001	--
Mercury	7470/E245.1	0.002	0.0004	NE	ND<0.0002	ND<0.0002	ND<0.0002	--	ND<0.0002	ND<0.0002	--
Nickel	200.7/6010	0.1	0.89	NE	ND<0.001	0.001	ND<0.001	--	0.001	U 0.001	--
Sodium	200.7/6010	NE	NE	NE	16.8	18.6	ND<0.1	--	6	ND<0.1	--
Vanadium	200.7/6010	0.05	NE	NE	ND<0.002	0.005	ND<0.002	--	ND<0.002	ND<0.002	--
Zinc	200.7/6010	5	0.123	NE	ND<0.002	0.002	ND<0.002	--	0.008	ND<0.002	--

TABLE I
SUMMARY OF GROUNDWATER ANALYTICAL RESULTS
LONG-TERM MONITORING PLAN
UCONN LANDFILL
STORRS, CONNECTICUT

SAMPLE DESIGNATION	METHOD	RSR GAGPC	RSR SWPC	RSR RVC	B201R(MW)-38	B201R(MW)-60	EB-102610	TB-102610	202-NERD	EB-110310	TB-110310
SAMPLING DATE					10/26/2010	10/26/2010	10/26/2010	10/26/2010	11/3/2010	11/3/2010	11/3/2010
COMMENTS					Discrete	Discrete	Field Blank	Trip Blank	Inactive	Field Blank	Trip Blank
WELL DEPTH (ft)									320		
LOCATION					B201R-MW	B201R-MW			North Eagleville Rd.		
Other Analyses (mg/l)											
Alkalinity (CaCO ₃)	SM2320B				259	37	ND<20	--	45	ND<20	--
Ammonia as Nitrogen	SM4500NH3				0.04 U	0.05 U	0.03	--	0.07	ND<	--
B.O.D./5 day	SM5210B				ND<4	ND<4	ND<4	--	ND<4	ND<4	--
C.O.D.	SM5220-D				21	ND<10	ND<10	--	ND<10	ND<10	--
Chloride	300.0/9056				14	12	ND<3	--	3.5	ND<3	--
Hardness (CaCO ₃)	300.0/9056				275	38.3	ND<0.1	--	57.7	ND<0.1	--
Nitrate as Nitrogen	300.0/9056				ND<0.05	0.06	ND<0.05	--	1.5	ND<0.05	--
Nitrite as Nitrogen	E3652				ND<0.01	ND<0.01	ND<0.01	--	ND<0.01	ND<0.01	--
Phosphorus as P	9010/3353				0.04	ND<0.02	ND<0.02	--	ND<0.02	ND<0.02	--
Sulfate	300.0/9056				22	32	ND<3	--	17	ND<3	--
Tot. Diss. Solids	SM2540C				330	120	ND<10	--	96	ND<10	--
Tot. Org. Carbon	4151/SW9060				4.5	2.9	ND<1	--	ND<1	ND<1	--
Total Suspended Solids	SM2540D				ND<5	ND<5	ND<5	--	ND<5	ND<5	--
Field Screening Data											
Turbidity (NTU)					4.8	10.8	--	--	46.4	--	--
Conductivity (uS/cm)					564	206	--	--	163.0	--	--
Dissolved Oxygen (ppm)					1.27	2.56	--	--	2.33	--	--
ORP (mV)					-177	92	--	--	30	--	--
pH					7.57	8.97	--	--	8.34	--	--
Temperature (°C)					13.70	13.25	--	--	12.70	--	--

Notes and Abbreviations:

1. Samples were submitted to Phoenix Environmental Laboratories, Inc., Manchester, CT
2. RSR GA GPC: Connecticut Department of Environmental Protection (CTDEP) Remediation Standard Regulations (RSR) Groundwater Protection Criteria.
3. RSR SWPC: CTDEP RSR Surface Water Protection Criteria
4. RSR RVC: CTDEP RSR Residential Volatilization Criteria (1996). Proposed volatilization criteria has been removed from this table per CTDEP's directive issued 9 April 2010.
5. NE: RSR criteria not established
6. ND: compound not detected
7. Blank spaces, "--" or "NA" indicate compound not analyzed
8. uS/cm: microsiemens per centimeter.
9. ug/l: micrograms per liter, mg/l: milligrams per liter
10. NTU: Nephelometric Turbidity Units.
11. Methods are EPA unless otherwise specified.
12. Organic qualifier codes: (J): estimated result; (U): not detected above associated value
13. Inorganic qualifier codes: (U): not detected above associated value
14. Bold values exceed one or more of the RSRs

-40-

TABLE I
SUMMARY OF GROUNDWATER ANALYTICAL RESULTS
LONG-TERM MONITORING PLAN
UCONN LANDFILL
STORRS, CONNECTICUT

SAMPLE DESIGNATION	METHOD	RSR GAGPC	RSR SWPC	RSR RVC*	B302R-MW	B302RP-MW	B401(MW)	B403(MW)	EB-102810	TB-102810	B404(MW)
SAMPLING DATE					11/3/2010	11/3/2010	10/28/2010	10/28/2010	10/28/2010	10/28/2010	10/29/2010
COMMENTS						Duplicate			Field Blank	Trip Blank	
WELL DEPTH (ft.)					275	275	11-01	15.2			11:35
LOCATION					B302R-MW	B302R-MW	B401(MW)	B403(MW)			B404(MW)
Volatile Organic Compounds (ug/l)	524.2	(ug/l)	(ug/l)	(ug/l)							
1,1-Dichloroethane	70	NE	NE	34,600	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
1,2,4-Trichlorobenzene	70	NE	NE	NE	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
1,2-Dichlorobenzene	600	170,000	30,500		ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
1,2-Dichloroethane	1	2,970	21		ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
1,4-Dichlorobenzene	75	26,000	24,200		ND<0.5	ND<0.5	1.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Benzene	1	710	215		ND<0.5	ND<0.5	0.54	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Bromobenzene	NE	NE	NE		ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Chlorobenzene	100	420,000	16		ND<0.5	ND<0.5	2.6	1.2	ND<0.5	ND<0.5	ND<0.5
Chloroform	6	14,100	287		ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
cis-1,2-Dichloroethene	70	NE	NE		ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Tetrachloroethene	5	88	1500		ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Toluene	1,000	4,000,000	23,500		ND<0.5	ND<0.5	3.4	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Trichloroethene	5	2,340	219		ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Vinyl chloride	2	15,750	2		ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Total Metals (mg/l)											
Aluminum	200.7/6010	NE	NE	NE	0.118	0.1	ND<0.01	ND<0.01	ND<0.01	--	ND<0.01
Arsenic	200.7/6010	0.05	0.004	NE	ND<0.004	ND<0.004	0.008	0.012	ND<0.004	--	ND<0.004
Barium	6010/E200.7	1	NE	NE	0.012	0.012	0.112	0.149	ND<0.002	--	0.105
Calcium	200.7/6010	NE	NE	NE	13.4	12.7	49.7	45.8	0.012	--	39.1
Chromium, hexavalent	200.7/6010	NE	NE	NE	ND<0.01	ND<0.01	ND<0.01	ND<0.01	ND<0.01	UJ	ND<0.01
Chromium, total	P.E.L.	50	NE	NE	ND<0.001	ND<0.001	ND<0.001	ND<0.001	ND<0.001	--	ND<0.001
Chromium, trivalent	200.7/6010	NE	NE	NE	ND<0.01	ND<0.01	ND<0.01	ND<0.01	ND<0.01	--	ND<0.01
Copper	6010/E200.7	1.3	0.048	NE	0.002	ND<0.001	ND<0.001	ND<0.001	ND<0.001	--	ND<0.001
Iron	6010/E200.7	NE	NE	NE	0.098	0.06	64.7	90.2	0.016	--	3.46
Lead	7421/S3113B	0.015	0.013	NE	ND<0.002	ND<0.002	ND<0.002	ND<0.002	ND<0.002	--	ND<0.002
Magnesium	200.7/6010	NE	NE	NE	0.17	0.14	12.1	9.53	ND<0.01	--	6.32
Manganese	200.7/6010	NE	NE	NE	0.002	ND<0.001	1.02	4.11	ND<0.001	--	3.4
Mercury	7470/E245.1	0.002	0.0004	NE	ND<0.0002	ND<0.0002	ND<0.0002	ND<0.0002	ND<0.0002	--	ND<0.0002
Nickel	200.7/6010	0.1	0.88	NE	ND<0.001	ND<0.001	ND<0.001	0.001	ND<0.001	--	0.003
Sodium	200.7/6010	NE	NE	NE	20.1	19.8	17.7	22.8	ND<0.1	--	10.5
Vanadium	200.7/6010	0.05	NE	NE	0.01	0.009	ND<0.002	ND<0.002	ND<0.002	--	ND<0.002
Zinc	200.7/6010	5	0.123	NE	0.011	0.011	ND<0.002	0.003	ND<0.002	--	0.004

- 41 -

TABLE I
SUMMARY OF GROUNDWATER ANALYTICAL RESULTS
LONG-TERM MONITORING PLAN
UCONN LANDFILL
STORRS, CONNECTICUT

SAMPLE DESIGNATION	METHOD	RSR GAGPC	RSR SWPC	RSR RVC	B302R-MW 11/3/2010	B302RP-MW 11/3/2010	B401(MW) 10/28/2010	B403 (MW) 10/28/2010	EB-102810 10/28/2010	TB-102810 10/28/2010	B404(MW) 10/29/2010
COMMENTS:						Duplicate			Field Blank	Trip Blank	
WELL DEPTH (ft.)					275	275	11.01	15.2			11.35
LOCATION					B302R-MW	B302R-MW	B401(MW)	B403(MW)			B404(MW)
Other Analyses (mg/l)											
Alkalinity (CaCO3)	SM2320B				37	38	274	202	ND<20	--	68
Ammonia as Nitrogen	S4500NH3				0.05	0.02	11	1	0.06	--	0.83
B.O.D. 75 day	SM5210B				ND<4	ND<4	6.2	11	ND<4	--	ND<4
C.O.D.	SM5220D				ND<10	ND<10	41	32	ND<10	--	ND<10
Chloride	300.0/9056				ND<3	ND<3	5.4	32	ND<3	--	45
Hardness (CaCO3)	300.0/9056				34.2	32.3	174	154	ND<0.1	--	124
Nitrate as Nitrogen	300.0/9056				0.15	0.15	0.05	ND<0.05	ND<0.05	--	0.07
Nitrite as Nitrogen	E365.2				ND<0.01	ND<0.01	ND<0.01	ND<0.01	ND<0.01	--	ND<0.01
Phosphorus as P	9010/335.3				ND<0.02	ND<0.02	ND<0.02	0.17	ND<0.02	--	ND<0.02
Sulfate	300.0/9056				37	37	27	78	ND<3	--	32
Total Diss. Solids	SM2540C				110	100	300	370	ND<10	--	210
Total Org. Carbon	4153/SW9060				ND<1	ND<1	5	1.8	ND<1	--	1.1
Total Suspended Solids	SM2540D				8	10	49	17	ND<5	--	ND<5
Field Screening Data											
Turbidity (NTU)					2.0	--	8.4	1.0	--	--	8.8
Conductivity (uS/cm)					91	--	671	632	--	--	360
Dissolved Oxygen (ppm)					2.98	--	3.71	1.2	--	--	8.19
ORP (mV)					16	--	-123	-75	--	--	29
pH					9.59	--	6.45	6.31	--	--	6.18
Temperature (°C)					10.40	--	16.73	17.23	--	--	13.55

Notes and Abbreviations:

1. Samples were submitted to Phoenix Environmental Laboratories, Inc., Manchester, CT
2. RSR GA GPC: Connecticut Department of Environmental Protection (CTDEP) Remediation Standard Regulations (RSR) Groundwater Protection Criteria.
3. RSR SWPC: CTDEP RSR Surface Water Protection Criteria
4. RSR RVC: CTDEP RSR Residential Volatilization Criteria (1996). Proposed volatilization criteria has been removed from this table per CTDEP's directive issued 9 April 2010.
5. NE: RSR criteria not established
6. ND: compound not detected
7. Blank spaces, "--" or "NA" indicate compound not analyzed
8. uS/cm: microsiemens per centimeter.
9. ug/l: micrograms per liter, mg/l: milligrams per liter
10. NTU: Nephelometric Turbidity Units.
11. Methods are EPA unless otherwise specified.
12. Organic qualifier codes: (J): estimated result; (U): not detected above associated value
13. Inorganic qualifier codes: (U): not detected above associated value
14. Bold values exceed one or more of the RSRs

TABLE I
SUMMARY OF GROUNDWATER ANALYTICAL RESULTS
LONG-TERM MONITORING PLAN
UCONN LANDFILL
STORRS, CONNECTICUT

SAMPLE DESIGNATION	METHOD	RSR GAGPC	RSR SWPC	RSR RVC	MW-3	MW-4	EB-031610	TB-031610	SW-A	38-MWRD	41-MWRD
SAMPLING DATE					11/1/2010	11/1/2010	11/1/2010	11/1/2010	11/2/2010	11/12/2010	11/12/2010
COMMENTS							Field Blank	Tri. Blank	Surface Water	Active	Active
WELL DEPTH (ft)					18.65	22.95				Unknown	Unknown
LOCATION					F Lot	F Lot			SW-A	Meadowood Road	Meadowood Road
Volatile Organic Compounds (ug/l)	524.2	(ug/l)	(ug/l)	(ug/l)							
1,1-Dichloroethane		70	NE	34,600	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
1,2,4-Trichlorobenzene		70	NE	NE	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
1,2-Dichlorobenzene		600	170,000	30,500	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
1,2-Dichloroethane		4	2,970	21	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
1,4-Dichlorobenzene		75	26,000	24,200	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Benzene		1	710	215	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Bromobenzene		NE	NE	NE	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Chlorobenzene		100	420,000	16	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Chloroform		6	14,100	287	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
cis-1,2-Dichloroethane		70	NE	NE	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Tetrachloroethene		5	88	1500	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Toluene		1,000	4,000,000	23,500	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Trichloroethene		5	2,340	219	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Vinyl chloride		2	15,750	2	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Total Metals (mg/l)											
Aluminum	200.7/6010	NE	NE	NE	ND<0.01	ND<0.01	ND<0.01	--	0.019	ND<0.01	ND<0.01
Arsenic	200.7/6010	0.05	0.004	NE	ND<0.004	ND<0.004	ND<0.004	--	ND<0.004	ND<0.004	ND<0.004
Barium	6010/E200.7	1	NE	NE	0.099	0.115	ND<0.002	--	0.041	0.013	ND<0.002
Calcium	200.7/6010	NE	NE	NE	67	43	0.017	--	24.2	38.1	16.4
Chromium, hexavalent	200.7/6010	NE	NE	NE	ND<0.01	ND<0.01	ND<0.01	--	ND<0.01	U	ND<0.01
Chromium, total	P.E.L.	50	NE	NE	ND<0.001	ND<0.001	ND<0.001	--	ND<0.001	ND<0.001	ND<0.001
Chromium, trivalent	200.7/6010	NE	NE	NE	ND<0.01	ND<0.01	ND<0.01	--	ND<0.01	ND<0.01	ND<0.01
Copper	6010/E200.7	1.3	0.048	NE	ND<0.001	0.002	ND<0.001	--	ND<0.001	0.005	0.006
Iron	6010/E200.7	NE	NE	NE	10.8	0.061	0.003	--	0.546	0.074	0.074
Lead	7421/S3113B	0.015	0.013	NE	ND<0.002	ND<0.002	ND<0.002	--	ND<0.002	ND<0.002	ND<0.002
Magnesium	200.7/6010	NE	NE	NE	24.3	8.79	ND<0.01	--	6.55	7.09	2.81
Manganese	200.7/6010	NE	NE	NE	3.76	0.249	ND<0.001	--	0.076	0.423	0.058
Mercury	7470/E245.1	0.002	0.004	NE	ND<0.0002	ND<0.0002	ND<0.0002	--	ND<0.0002	ND<0.0002	ND<0.0002
Nickel	200.7/6010	0.1	0.88	NE	0.002	0.003	ND<0.001	--	0.002	ND<0.001	ND<0.001
Sodium	200.7/6010	NE	NE	NE	116	152	ND<0.1	--	18.9	8	6.8
Vanadium	200.7/6010	0.05	NE	NE	ND<0.002	ND<0.002	ND<0.002	--	ND<0.002	ND<0.002	ND<0.002
Zinc	200.7/6010	5	0.123	NE	0.006	0.006	ND<0.002	--	0.005	ND<0.002	ND<0.002

- 43 -

TABLE I
SUMMARY OF GROUNDWATER ANALYTICAL RESULTS
LONG-TERM MONITORING PLAN
UCONN LANDFILL
STORRS, CONNECTICUT

SAMPLE DESIGNATION	METHOD	RSR GAGPC	RSR SWPC	RSR RVC	MW-3	MW-4	EB-031610	TB-031610	SW-A	38-MWRD	41-MWRD
SAMPLING DATE					11/1/2010	11/1/2010	11/1/2010	11/1/2010	11/2/2010	11/2/2010	11/2/2010
COMMENTS							Field Blank	Trip Blank	Surface Water	Active	Active
WELL DEPTH (ft)					16.65	22.95				Unknown	Unknown
LOCATION					F Lot	F Lot			SW-A	Meadowood Road	Meadowood Road
Other Analyses (mg/l)											
Alkalinity (CaCO ₃)	SM2320B				120	44	ND<20	--	ND<20	95	45
Ammonia as Nitrogen	S4500NH3				0.65	0.16	U 0.04	--	0.07	U 0.32	U 0.08
B.O.D. 5 day	SM5210B				ND<4	ND<4	ND<4	--	ND<4	ND<4	ND<4
C.O.D.	SM5220-D				23	ND<10	ND<10	--	19	ND<10	ND<10
Chloride	300.0/9056				300	310	ND<3	--	29	19	4.4
Hardness (CaCO ₃)	300.0/9056				267	144	ND<0.1	--	87.4	124	52.5
Nitrate as Nitrogen	300.0/9056				0.09	5.2	ND<0.05	--	0.06	ND<	ND<
Nitrite as Nitrogen	E365/2				ND<0.01	ND<0.01	ND<0.01	--	ND<0.01	ND<0.01	ND<0.01
Phosphorus as P	9010/335/3				ND<0.02	ND<0.02	ND<0.02	--	ND<0.02	ND<0.02	ND<0.02
Sulfate	300.0/9056				61	26	ND<3	--	82	22	14
Tot. Diss. Solids	SM2540C				740	660	ND<10	--	180	190	97
Tot. Org. Carbon	415.1/SW9060				2	1.8	ND<1	--	3.8	ND<1	ND<1
Total Suspended Solids	SM2540D				ND<5	ND<5	ND<5	--	ND<5	ND<5	ND<5
Field Screening Data											
Turbidity (NTU)					11.8	9.7	--	--	0.0	0.0	0.0
Conductivity (uS/cm)					1290	1130	--	--	344	324	141
Dissolved Oxygen (ppm)					1.5	1.25	--	--	16.25	7.38	5.5
ORP (mV)					-23	141	--	--	71	166	50
pH					6.25	6.04	--	--	7.52	5.59	7.33
Temperature (°C)					16.30	15.42	--	--	7.83	11.12	13.39

Notes and Abbreviations:

1. Samples were submitted to Phoenix Environmental Laboratories, Inc., Manchester, CT
2. RSR GA GPC: Connecticut Department of Environmental Protection (CTDEP) Remediation Standard Regulations (RSR) Groundwater Protection Criteria.
3. RSR SWPC: CTDEP RSR Surface Water Protection Criteria
4. RSR RVC: CTDEP RSR Residential Volatilization Criteria (1996). Proposed volatilization criteria has been removed from this table per CTDEP's directive issued 9 April 2010.
5. NE: RSR criteria not established
6. ND: compound not detected
7. Blank spaces, "--" or "NA" indicate compound not analyzed
8. uS/cm: microsiemens per centimeter.
9. ug/l: micrograms per liter, mg/l: milligrams per liter
10. NTU: Nephelometric Turbidity Units.
11. Methods are EPA unless otherwise specified.
12. Organic qualifier codes: (J): estimated result; (U): not detected above associated value
13. Inorganic qualifier codes: (U): not detected above associated value
14. Bold values exceed one or more of the RSRs

TABLE I
SUMMARY OF GROUNDWATER ANALYTICAL RESULTS
LONG-TERM MONITORING PLAN
UCONN LANDFILL
STORRS, CONNECTICUT

SAMPLE DESIGNATION	METHOD	RSR GAGPC	RSR SWPC	RSR RVC	65-MWRD	202-SRD	206-SRD	211-SRD	TB-111210
SAMPLING DATE					11/12/2010	11/12/2010	11/12/2010	11/12/2010	11/12/2010
COMMENTS					Active	Active	Active	Active	Tri-Blank
WELL DEPTH (ft.)					Unknown	Unknown	Unknown	Unknown	
LOCATION					Meadowood Road	Separatist Road	Separatist Road	Separatist Road	
Volatile Organic Compounds (ug/l)	524.2	(ug/l)	(ug/l)	(ug/l)					
1,1-Dichloroethane		70	NE	34,600	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
1,2,4-Trichlorobenzene		70	NE	NE	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
1,2-Dichlorobenzene		600	170,000	30,500	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
1,2-Dichloroethane		1	2,970	21	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
1,4-Dichlorobenzene		75	26,000	24,200	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Benzene		1	710	215	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Bromobenzene		NE	NE	NE	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Chlorobenzene		100	420,000	16	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Chloroform		6	14,100	287	0.53	ND<0.5	0.74	1	ND<0.5
cis-1,2-Dichloroethene		70	NE	NE	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Tetrachloroethene		5	88	1500	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Toluene		1,000	4,000,000	23,500	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Trichloroethene		5	2,340	219	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Vinyl chloride		2	15,750	2	ND<0.5	ND<0.5	ND<0.5	ND<0.5	ND<0.5
Total Metals (mg/l)									
Aluminum	200.7/6010	NE	NE	NE	ND<0.01	ND<0.01	ND<0.01	ND<0.01	--
Arsenic	200.7/6010	0.05	0.004	NE	ND<0.004	ND<0.004	ND<0.004	ND<0.004	--
Barium	6010/E200.7	1	NE	NE	0.014	0.012	0.003	0.012	--
Calcium	200.7/6010	NE	NE	NE	18.7	35.5	36.6	37.2	--
Chromium, hexavalent	200.7/6010	NE	NE	NE	ND<0.01	ND<0.01	ND<0.01	ND<0.01	--
Chromium, total	P.E.L.	50	NE	NE	ND<0.001	ND<0.001	ND<0.001	ND<0.001	--
Chromium, trivalent	200.7/6010	NE	NE	NE	ND<0.01	ND<0.01	ND<0.01	ND<0.01	--
Copper	6010/E200.7	13	0.048	NE	0.155	0.025	0.01	0.024	--
Iron	6010/E200.7	NE	NE	NE	0.033	0.06	ND<0.002	0.02	U
Lead	7421/S3113B	0.015	0.013	NE	ND<0.002	ND<0.002	ND<0.002	ND<0.002	--
Magnesium	200.7/6010	NE	NE	NE	6.75	8.55	6.32	8.79	--
Manganese	200.7/6010	NE	NE	NE	0.001	ND<0.001	ND<0.001	0.005	--
Mercury	7470/E245-1	0.002	0.004	NE	ND<0.0002	ND<0.0002	ND<0.0002	ND<0.0002	--
Nickel	200.7/6010	0.1	0.88	NE	0.001	0.001	ND<0.001	ND<0.001	--
Sodium	200.7/6010	NE	NE	NE	22.1	8.4	10.3	13.1	--
Vanadium	200.7/6010	0.05	NE	NE	ND<0.002	0.003	ND<0.002	ND<0.002	--
Zinc	200.7/6010	5	0.123	NE	0.006	0.026	0.006	0.009	--

-45-



**Town of Mansfield
Agenda Item Summary**

To: Town Council
From: Matt Hart, Town Manager *M. W. H.*
CC: Maria Capriola, Assistant to Town Manager; Lon Hultgren, Director of Public Works; Tim Veillette, Project Engineer; Cynthia van Zelm, Executive Director, Mansfield Downtown Partnership
Date: February 14, 2011
Re: Town Easement – Storrs Road Improvements – Revision

Subject Matter/Background

The Council will recall that at the December 27, 2010 meeting, the members authorized an easement to the Town for improvements along the municipal building frontage on Storrs Road. Since that time, we have learned that the Connecticut Department of Transportation (ConnDOT) wants all of the Storrs Road easements to be conveyed to the State, not the Town. Accordingly, we have redrafted the documents to convey the easement to the State.

Financial Impact

The granting of this easement to ConnDOT will not have a financial impact on the Town.

Legal Review

The documents have been reviewed by our legal Counsel (Attorney Dennis Poitras) who also has completed the required title searches.

Recommendation

Council's authorization to reauthorize the granting of this easement using the following resolution is respectfully requested.

RESOLVED, that Matthew W. Hart, Town Manager, be, and hereby is authorized to sign the easement entitled "EASEMENT (Storrs Center – Town of Mansfield)," which easement will convey for highway purposes approximately 9,088 square feet of land along the east side of Storrs Road in the vicinity of the Audrey P. Beck Building to the Connecticut Department of Transportation, together with a right to install a sedimentation control system and a right to grade.

Attachments

- 1) Revised Written Easement
- 2) Revised Easement Map (serial # 6)

EASEMENT (Storrs Center – Town of Mansfield to State DOT)

The Town of Mansfield, acting herein by its Town Manager, Matthew Hart, or his duly authorized representative, at the request of the TOWN OF MANSFIELD (Grantor), acting pursuant to Connecticut General Statutes Section 7-148 c(3), for consideration of One Dollar (\$1) and other valuable consideration, the receipt of which is hereby acknowledged, hereby grants to the State of Connecticut, Department of Transportation (Grantee) for highway purposes, the right to construct, maintain, replace, remove and rebuild driveways, walkways, stone walls, drainage pipes and structures, lighting, signal supports and electrical conduit, grading, sedimentation control systems and related appurtenances on, across, over and under the land on Storrs Road (State Route 195) and South Eagleville Road (State Route 275), Mansfield, Connecticut and the right to enter the Grantor's lands for the purpose of inspecting, maintaining or removing same and the right, after consultation with the Grantor when practicable, to trim and keep trim, cut and remove such trees or shrubbery as in the judgment of the Grantee are necessary to maintain said facilities.

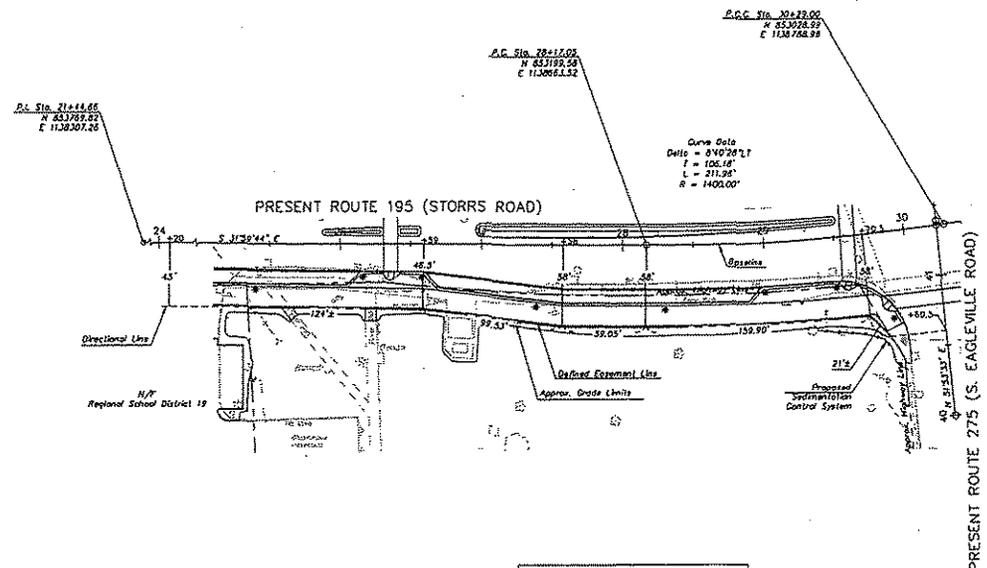
Said Easement Area is located on the Grantor's lands on the West side of Storrs Road (State Route 195) and the North side of South Eagleville Road (State Route 275), Mansfield, Connecticut, comprising 9,088 square feet of land as more particularly described on the map entitled "TOWN OF MANSFIELD, MAP SHOWING EASEMENT ACQUIRED FROM TOWN OF MANSFIELD TO THE STATE OF CONNECTICUT DEPARTMENT OF TRANSPORTATION, Serial No. 6, Prepared by Jennifer Marks, P.L.S., Land Surveyor – BL Companies, SCALE 1" = 40', Dated February, 2011" which map has been or will be filed in the office of the Town Clerk of said Town of Mansfield, Connecticut.

Together with a right to enter portions of the Grantor's remaining land for the purpose of installing a sedimentation control system and grading, all as shown on said map. Said rights of entry to automatically terminate upon completion of work unless sooner released by the Grantee.

The Grantor agrees, except with the written permission of the Grantee, that (i) no building, structure, or other improvement or obstruction shall be located upon, there shall be no excavation, filling, flooding or grading of, and there shall be no planting of trees or shrubbery upon the Easement Area or outside of the Easement Area within five (5) feet from any facilities or appurtenances installed to provide services to any structures erected on the Grantor's premises, and (ii) nothing shall be attached, temporarily or permanently, to any property of the Grantee installed by virtue of this Easement. The Grantee may, without liability to the Grantee and at the expense of the Grantor, remove and dispose of any of the aforesaid made or installed in violation of the above and restore said land to its prior condition. In the event of the damage to or destruction of any said facilities of the Grantee by the Grantor or agents or employees thereof, all costs of repair or replacement shall be borne by the Grantor.

The Grantee further agrees, by the acceptance of this Easement, that as long as and to the extent that the facilities and appurtenances located on said land pursuant to this Easement are used as roadways, driveways, walkways or parking areas, the Grantee will repair, replace and maintain such facilities at its own expense (except as otherwise provided herein) and in connection with any repair, replacement or maintenance of said facilities, the Grantee shall promptly restore the premises to substantially the same condition as existed prior to such repair, replacement or maintenance, provided, however, that such restoration shall not include any structures, other improvements or plantings made by the Grantor contrary to the provisions of this Easement.

The words "Grantor" and "Grantee" shall include lessees, heirs, executors, administrators, successors and assigns where the context so requires or permits.



MAP REFERENCES:

"CONNECTICUT STATE HIGHWAY DEPARTMENT RIGHT OF WAY MAP TOWN OF MANSFIELD WILMANIC - STORRS ROAD FROM THE FIRST BAPTIST CHURCH NORTHERLY ABOUT 5,300 FEET, ROUTE NO. 195," SCALE 1"=40' HERBERT 77-09 SHEET 3 OF 3 DATE JUNE 30, 1933.

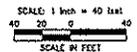
"MAP SHOWING PROPERTY TO BE CONVEYED BY THE UNIVERSITY OF CONNECTICUT - STATE OF CONNECTICUT TO THE WILMANIC TRUST COMPANY - ON SOUTHERLY SIDE OF OGDEN LANE IN STORRS, TOWN OF MANSFIELD, CONNECTICUT SURVEY, NOV. 1922 SCALE 1"=40' ST. THOMAS S. DANIELSON, ENGINEER FILED 1-10-23 RALPH C. ANTHONY TOWN CLERK.

"BOUNDARY PLAN PREPARED FOR STORRS ASSOCIATES CONN. HIGHWAY R.T. 229 MANSFIELD, CONN. SCALE 1"=20' DATE 1-15-88 FILE NO. 83303 SHEET 1 OF 3 REVISED 9-3-86 R.M. BY NEEMAN ASSOCIATES MANCHESTER, CT.

"BOUNDARY PLAN PARCEL TO BE CONVEYED TO THE HELLENIC TRUST, INC. DOG LANE MANSFIELD, CONN. SCALE 1"=40' DATE 3-27-89 FILE NO. 83380 SHEET 1 OF 2 REVISION 5-17-89 BY NEEMAN ASSOCIATES MANCHESTER, CT.

TOWN OF MANSFIELD	
Easement For Highway Purposes Acquired	Defined Easement Area = 3,058± Sq. Ft.
Right to Install Sedimentation Control System Acquired	Right = 77± L.F.
Right to Grade Acquired	Right Area = 1,198± Sq. Ft.

- GENERAL NOTES:**
1. THIS MAP HAS BEEN PREPARED IN ACCORDANCE WITH THE REGULATIONS OF CONNECTICUT STATE AGENCIES, SECTIONS 20-300a-1 THROUGH 20-300a-20 AND THE "STANDARDS FOR SURVEYS AND MAPS IN THE STATE OF CONNECTICUT" AS ADOPTED BY THE CONNECTICUT ASSOCIATION OF LAND SURVEYORS, INC. ON SEPTEMBER 26, 1938.
 2. THE BASELINE LINE FROM WHICH THIS PROPERTY TRANSACTION IS REFERENCED CONFORMS TO CLASS A-2 HORIZONTAL ACCURACY.
 3. THE PROPERTY AND STREET LINES DEPICTED HAVE BEEN COMPILED FROM VARIOUS SOURCES AND ARE NOT TO BE CONSIDERED AS NECESSARILY BEING OBTAINED AS THE RESULT OF A FIELD SURVEY, NOR DO THEY REPRESENT A PROPERTY/BOUNDARY DEFINITION.
 4. THE TYPE OF SURVEY PERFORMED IS A RIGHT OF WAY SURVEY AND IS INTENDED TO DEPICT THE LIMITS OF PROPERTY TRANSACTION FOR THE PROJECT REFERENCED HEREON.
 5. NORTH ARROW AND BEARINGS BASED ON THE CONNECTICUT STATE PLANT COORDINATE SYSTEM (NAD 1927) AND REFER TO GCS MONUMENTS 5898 AND 5899.
 6. THE FEATURES DEPICTED HEREON ARE THE RESULT OF THE GENERAL LOCATION SURVEY FOR THE PROJECT, OR AS MAY BE REFERENCED HEREON.



RIGHT-OF-WAY SURVEY
 TOWN OF MANSFIELD
 MAP SHOWING EASEMENT ACQUIRED FROM
 TOWN OF MANSFIELD
 TO
 THE STATE OF CONNECTICUT
 DEPARTMENT OF TRANSPORTATION

TO MY KNOWLEDGE AND BELIEF THIS MAP IS SUBSTANTIALLY CORRECT AS NOTED HEREON.

P.L.S. 217932
 (VOID WITHOUT LIC'S SIGNATURE AND EMBOSSED SEAL)

JENNIFER MARKS P.L.S.
 TITLE LAND SURVEYOR-BL COMPANIES
 DATE

TOWN NO. 77
 PROJ. NO. 233
 SERIAL NO. 8
 SHEET 1 OF 1

DATE	REVISION	REQ. BY

DRAWN BY: SDB DATE
 CHECKED BY: DAK/AM DATE
 PLS.

-09-

THIS IS COMPUTER AIDED DESIGN. THIS MAP IS VALID TO THE EXTENT OF THE INFORMATION PROVIDED BY THE USER. THE USER IS RESPONSIBLE FOR THE ACCURACY OF THE INFORMATION PROVIDED.



**Town of Mansfield
Agenda Item Summary**

To: Town Council
From: Matt Hart, Town Manager *Matt*
CC: Maria Capriola, Assistant to Town Manager; Lon Hultgren, Director of Public Works; Virginia Walton, Recycling Coordinator
Date: February 14, 2011
Re: Presentation: Sustainability Committee

Subject Matter/Background

Lynn Stoddard, Chair of the Sustainability Committee, along with Virginia Walton and Lon Hultgren, will be reporting on the activities the Committee has undertaken since its formation in July 2009. The Town Council will be briefed on the priorities that the Sustainability Committee has identified.

As a courtesy to the advisory committee members, I suggest that the Council move this item up in the order of business for Monday night's meeting.

Attachments

- 1) L. Stoddard re: Town of Mansfield Sustainability Committee Progress Report
- 2) Short-term Goals for the Mansfield Sustainability Committee, 11-4-09 Draft



TOWN OF MANSFIELD
DEPARTMENT OF PUBLIC WORKS

Lon R. Hultgren, P.E., Director

AUDREY P. BECK BUILDING
FOUR SOUTH EAGLEVILLE ROAD
MANSFIELD, CONNECTICUT 06268-2599
(860) 429-3331 TELEPHONE
(860) 429-6863 FACSIMILE

MEMO

To: Matt Hart, Town Manager

From: Lynn Stoddard, Chair of Sustainability Committee

Re: Town of Mansfield Sustainability Committee Progress Report

Date: February 1, 2011

I. Background

Over the past several years, the Town of Mansfield has taken several steps toward promoting more environmental and economic sustainability throughout its government and community. In the development of its recent strategic plan, the Town identified sustainability as a priority. Recognizing that thoughtful planning for the future is vital, the Town formed a Sustainability Committee in June 2009 to:

1. Guide the Council in the adoption of sustainability principles;
2. Track the implementation of any adopted principles;
3. Collaborate with town boards and committees to advance sustainability principles and help develop policies; and
4. Gather data and input from other organizations to aid in the development of programs and initiatives that will further the Town's sustainability goals.

II. Sustainability Committee Infrastructure Development, 2009-2010

The Town's Sustainability Committee first met July 22, 2009. Since then, the group has concentrated on examining the Town's sustainability efforts, assembling materials, and developing relationships inside and outside the Town of Mansfield.

Specific achievements include identifying collaborative groups and reviewing sustainability initiatives, and developing a process for setting priorities.

A. Committee Membership

The committee comprises Town staff as well as volunteers who represent environmental protection, economic vitality, or social justice:

Name

Stoddard, Lynn	Chair, Resident
Hart, Matt	Mansfield Town Manager
Hultgren, Lon	Mansfield Director of Public Works

Matthews, Holly	Town of Mansfield Board of Education
Miller, Rich	UConn Director of Environmental Policy
Lennon, Bill	Resident
Sherman, Julia	Region 19 School District
Stafford, Lisa	Resident
Loxsom, Fred	Town of Mansfield Planning & Zoning Commission
Britton, Dan	Mansfield Energy Education Team
Walton, Virginia	Mansfield Recycling Coordinator

B. Identifying community committees/departments and initiatives

The following groups are likely collaborators on sustainability initiatives:

- Public Works* – Transportation Advisory Committee, Energy Education Team, Solid Waste Advisory Committee
- Parks and Recreation* – Open Space Preservation Committee, Agriculture Committee, Parks Advisory Committee
- Planning & Zoning* – Planning and Zoning Commission, Inland Wetlands Commission, Conservation Commission
- Economic Development* – Downtown Partnership, Four Corners Sewer and Water Advisory Committee
- Education* – Town of Mansfield Board of Education and Region 19

The following initiatives were identified as potentially benefitting from input of the Sustainability Committee:

- Proposed agriculture regulation changes
- Elementary school building project
- Remediation of the Eagleville Brook
- Four Corners development and associated water supply & conservation planning
- Storrs Downtown intermodal center
- Safe Routes to School Program.

C. Setting Priorities

Committee discussions have been on the concepts and tasks outlined in Section I. Sustainability touches every aspect of our lives. As the committee consolidates the information from Mansfield and other communities, we are mindful of the overall concept of sustainability, and of its dual people- vs. earth-centric focus.

The committee has attempted to address immediate concerns, such as the school building project, that could benefit from the input of the Sustainability Committee, and take advantage of grant funding and programs in tandem with the process of developing priorities. Before establishing meaningful priorities, baseline data needs to be developed and trends analyzed. Section III.2. describes progress in data collection during 2009-2010. As data is assembled, a process is being set up to prioritize actions, through cost, potential to reduce greenhouse gases, and return on investment/time.

III. 2009-2010 Progress Toward Mandate

Over the past year and a half, the Sustainability Committee has progressed in each of the four major tasks defined in Section I as follows:

1. Guiding the Council in the adoption of sustainability principles

The committee is working on:

- Organizing steps from Mansfield's strategic plan using Asheville, NC's sustainability plan and investigating the approach of other small university towns, such as Amherst, MA and Hanover, NH,
- Defining its role in municipal building projects by offering sustainable considerations at the conceptual stage.

The committee also:

- Prepared a matrix for the Board of Education and Town Council on key sustainability siting considerations in the decision to build new or renovate Mansfield schools. Committee members presented the sustainability siting considerations matrix to the Town Council on October 25, 2010.
- Directed the Board of Education to the Institute for Sustainable Energy as a resource to assist in creating high performance schools.

2. Tracking the implementation of any adopted principles

Committee members:

- Supervised work-study interns in the 2007-2010 assembly and analysis of municipal electricity, heating and fuel use data,
- Are developing guidelines to establish data-driven priorities as part of a climate action plan

3. Collaborating with boards and committees to advance sustainability principles and help develop policies

The committee:

- Supported the Mansfield Energy Education Team's \$500 Energy Challenge to reduce residential electrical energy use,
- Applied for the both 2009 & 2010 EPA Climate Showcase Communities grant,
- Incorporated the Clean Energy Team (now, the Energy Education Team) as a subcommittee,
- Collaborated with the Mansfield Energy Education Team in creating the "Come Hang Out with Us" event to encourage residents to hang laundry outside to dry. The event was held at the Mansfield Community Center and Farmers Market in October 2010.
- Instructed school staff and the community-at-large in vehicle idling as part of the EPA *Clean School Bus USA* grant by attending the "Know Your Town Fair" and open houses,
- Promoted no-idle school zones as part of the Clean School Bus USA grant, by visiting PTO & staff meetings, and by submitting articles to school newsletters and websites,
- Collaborated with Clean Air – Cool Planet in using the Small Town Carbon Calculator,
- Inputting data into the EnergyStar Benchmarking program,

- Developing guidance for the selection of sustainable sites that will be applicable to the long-term Mansfield school building project.
- Attended a Four Corners Committee meeting to better understand the project and discuss sustainability issues related to Four Corners development.

4. *Gathering data and input from other organizations to aid in the development of programs and initiatives that will further the Town's sustainability goals.*

Committee members:

- Attended a Municipal Summit on Climate Action sponsored by the Governor's Steering Committee on Climate Change,
- Were invited to the green roof dedication on Gant Plaza,
- Toured the LEED silver-certified UConn Burton Shenkman Family Football Complex,
- Reviewed an outline of public works sustainability practices advocated by the American Public Works Association,
- Reviewed the report from the International City/County Management Association (ICMA) sustainability conference,
- Recommended that Mansfield be one of fourteen Connecticut municipalities to participate in a "Neighbor to Neighbor Energy Challenge" DOE grant, which will assist Mansfield residences and businesses in achieving energy efficiency,
- Reviewed the Siemens Building Technologies benchmarking of the four schools using 2006 Data.

2009-2010 briefings to the committee included:

- The proposed Mansfield school renovations by Superintendent Fred Baruzzi,
- A review of the maintenance department's green initiatives for the past five years for all public buildings by Bill Hammon, Mansfield's Director of Maintenance,
- A review of the Open Space Preservation Committee's role in creating a sustainable community,
- The Windham region's economic development plan by Executive Director, Mark Paquette of the Windham Region Council of Government,
- The progress of UConn's biofuel project by UConn Engineering Professor, Richard Parnas.

IV. Looking Forward

On November 4, 2009, the Sustainability Committee drafted short-and long-term objectives (Attachment A.) This draft, in conjunction with *Mansfield 2020—A Unified Vision*, lessons learned from our research of the past year and a half, the analysis of Town of Mansfield's 2007-2010 energy use data, input from Town constituencies, and the committee's original charter has been used to develop five broad categories of priorities: (1) staffing, (2) gathering data/informed planning, (3) raising public awareness and educating residents, (4) engaging and participating in Town projects and issues and (5) economic sustainability.

1. Staffing

The Sustainability Committee recognizes that the Town needs dedicated professional assistance to move to the next level of action that will make the Town of Mansfield a leader in sustainability. This could be a shared position with UConn, a grant funded position or a result of reorganizing existing staff.

2. Data Gathering/Informed Planning

Data is being gathered and recorded in the Small Town Carbon Calculator and the EnergyStar Benchmarking tool. The use of these and other formats will assist the Committee in setting goals, objectives and climate action plans. These goals and objectives can be used to inform the Town's Capital Improvement Program.

3. Public Awareness and Education

In order to inform a broader residential audience on all aspects of sustainability, a sustainability section on the Town's website is being created. Members recognize that social media and special public relations efforts will be necessary to begin shifting the culture. The Committee will also continue to participate in live outreach events and other means of public awareness and education.

4. Engaging in Town Projects and Issues

It is vital that the Committee is responsive to opportunities that arise in the course of Town business. Water supply, alternative transportation, strategic planning, Storrs Center, Four Corners, the school project, planning and zoning regulation changes, land care and recycling were some of the issues that the Committee identified. The Committee will continue to engage with and advise other town committees and staff on the opportunities to make these projects more sustainable and encourage a more holistic approach to town planning and development.

5. Economic Sustainability

The Sustainability Committee recognizes the need to promote an understanding of sustainability that includes the "triple" bottom line - ecology, social equity and economics. Sustainable Town wide strategies will build on the unique attributes of the community, and the Committee will work with the Storrs Center and Four Corners development to foster understanding of this triple bottom line.

Short-term Goals for the Mansfield Sustainability Committee

- A. Education, Promotion and Coordination
 - 1. Inventory of other community efforts
 - 2. Briefing on current Town of Mansfield efforts
 - 3. Organize, prioritize and begin implementation of the 2020 strategic plan action items, and begin to identify resources needed to implement recommendations
- B. Energy Conservation/Renewable Energy
 - 1. Energy Efficiency and Conservation Block Grant (EECB) - town hall energy management system
 - 2. Energy Efficiency and Conservation Block competitive Grant and other Dept of Energy grant programs
 - 3. Town carbon footprint calculations (STOCC)
 - 4. \$500 Energy Challenge, 20% by 2010 and other clean energy team efforts
- C. Community and Economic Development
 - 1. Briefing on Storrs Center and Four Corners projects
 - 2. Review status of regional economic development program
 - 3. Begin Town wide economic development planning
- D. Transportation
 - 1. Briefing of Fare Free program and local bus services
 - 2. Review Town's bikeway/walkway planning efforts
 - 3. Help coordinate intermodal transportation at Storrs Center
- E. Land Use and Agriculture
 - 1. Briefing on open space programs
 - 2. Briefing on Town sustainable zoning and building practices
 - 3. Briefing on sustainable agricultural and land care practices
- F. Water Conservation
 - 1. Briefing on Town/UConn water studies and plans
 - 2. Town's water conservation study (UConn system)

Long-term Goals for the Mansfield Sustainability Committee

- A. Education, Promotion and Coordination
 - 1. Organize, prioritize and continue implementation of the 2020 strategic plan action items and identification of resources needed to implement
- B. Energy Conservation/Renewable Energy
 - 1. Continue applying for DOE grant money
 - 2. Use Town carbon calculations for future program evaluations and decision making, including a comprehensive infrastructure and equipment replacement plan. Set benchmarks for reduction in greenhouse gas emissions.
- C. Community and Economic Development
 - 1. Participate and help guide municipal and regional community and economic development

2. Develop incentives to promote sustainable practices for business and residents
- D. Transportation
1. Review and re-establish the alignment of regional transportation services
 2. Participate with region and UConn to prepare comprehensive public transportation program
 3. Oversee intermodal efforts town-wide
- E. Land Use and Agriculture
1. Oversee sustainable land use practices
 2. Develop incentives to promote sustainable agriculture, including small-scale farming
- F. Water Conservation
1. Implementation of Town water conservation measures
 2. Coordination with UConn water conservation efforts
 3. Participate in state water utility coordinating committee process to develop water management plan for region



**Town of Mansfield
Agenda Item Summary**

To: Town Council
From: Matt Hart, Town Manager *MH*
CC: Maria Capriola, Assistant to Town Manager; Kevin Grunwald, Director of Human Services
Date: February 14, 2011
Re: Grant Application - Wheelchair Accessible Van for Elderly/Disabled

Subject Matter/Background

The Town of Mansfield has the opportunity to submit a grant application to the Connecticut Department of Transportation (ConnDOT) to purchase a wheelchair-accessible van for elderly/disabled transportation. Purchase of this vehicle would enable us to enhance the transportation services, particularly the volunteer driver program, that the Town currently provides to this group of residents. The application must be approved by the Board of the Windham Council of Governments, which is responsible for prioritizing multiple applications from the region and encouraging regional coordination of services.

Financial Impact

The Section 5310 grant from the Federal Transit Administration pays 80 percent for the cost of a vehicle, not to exceed \$40,000. Staff estimates that the Town's 20 percent match for the grant would total approximately \$10,000, which we would fund via the capital budget. Staff will develop a more accurate estimate for the match as well as anticipated maintenance, fuel and insurance costs for the vehicle if the Council decides to authorize the application.

Recommendation

Staff recommends that the Town Council authorize the Town Manager to submit the grant application. (If the grant is awarded, staff would seek a separate approval action from the Council to authorize the purchase of the vehicle.) The purchase of a wheelchair accessible van would enhance the transportation services currently offered by the Town to seniors and people with disabilities, by providing transportation to medical appointments outside of the Dial-A-Ride region for residents who use a wheelchair. It would also enable us to become more efficient in bringing groups of residents to specific locations or events.

If the Town Council concurs with this recommendation, the following motion is in order:

Move, effective February 14, 2011, to authorize the Town Manager, Matthew W. Hart, to submit a grant application to the State Department of Transportation to purchase a wheelchair-accessible van for elderly/disabled transportation.

Attachments

- 1) WINCOG re: Federal Transit Administration Section 5310
- 2) General Information Concerning the Section 5310 Program



WINDHAM REGION COUNCIL OF GOVERNMENTS

Chaplin Columbia Coventry Hampton Lebanon Mansfield Scotland Willington Windham

November 15, 2010

TO: Jeff Beadle, Windham Region Community Council
Patricia M. Hamill, St. Joseph's Living Center
Jean-Ann Kenny, Mansfield Wellness Center
Bill Kennedy, Town of Mansfield
Barbara Lavoie, Juniper Hill Village
Dennis Plante, Tri County ARC, Inc.
Leigh Wadja, Coventry Human Services / Rides Coordinator
Robyn Dupuis, Access Agency, Inc.
Donna LaFontaine, Lebanon Commission on Aging

FROM: Mark N. Paquette, Executive Director

SUBJECT: Federal Transit Administration Section 5310

The Department of Transportation has again requested that the regional planning organizations solicit, collect, review, and prioritize applications for Federal Section 5310 funding for the purchase of wheelchair-accessible vehicles for elderly/disabled transportation. Each grant will fund 80% of the vehicle cost, subject to a grant limit of \$40,000. Private nonprofit organizations and certain local public bodies are the only eligible recipients of these funds.

Your organization was identified as a previous recipient and/or interested party.

Enclosed please find a single page flyer notifying you, as a potential applicant, of the availability of the program and how the application can be accessed on-line. Also enclosed is a copy of the letter to me from ConnDOT explaining suggested selection criteria to be used in prioritizing applications. The application form must be filled out in its entirety.



Applications are due to ConnDOT and WINCOG by Friday, March 25, 2011, as noted in the letter and on the application form.

Although applications are due by March 25, 2011, as noted in Appendix B of the application: "A public notice must be placed in a major newspaper with the greatest appropriate readership in the proposed service area on two occasions, one week apart. A minimum of fifteen days' response time must be provided. The second public notice must be published prior to March 10, 2011 in order to allow for the fifteen day response time. Any public notice that appears after this date will not be accepted for the grant application. In order for an application to be

considered, both copies of the public notice and a copy of the tear sheet(s) (paid invoice from the newspaper) must be attached to the application.”

WINCOG would also like to emphasize the following:

- Appendix A: Frequently Asked Questions for the Locally Coordinated Public Transit Human Services Transportation Plan;
- Appendix B: Public Notice process date and timeframe;
- Appendix C: Sample Letter of Notification to Private Transit and Paratransit Operators;
- Appendix D: Definition of Coordinated Transportation; and
- Appendix E: A Description of Estimating Costs of Coordinating Transportation Services
- Appendix F: Sample of Quarterly Reporting and Maintenance Reporting
- Appendix G: Criteria use to Evaluate Applications
- Appendix H: Options Available for Procurement of Vehicles.

cc: letters only to:
Windham Region Chief Elected Officials & Town Managers – FYI
Joan Wessell, E.CT. AAA
Rose Kurcinik, WRTD
Isael Gonzalez, Salvation Army
Claire Lary, DMR Eastern Region
Geri McCaw, Lebanon Agent on Aging
Tara Martin, Willington Senior Services
Roxanne St. Jean, Chaplin Senior Center
Cynthia Dainton, Mansfield Senior Center
WRTD Paratransit Advisory Committee members

j:\wincog\55310-11

2011 Federal Transit Administration (FTA)
Section 5310 Vehicle Grant Program
to Provide Transportation Services
for Elderly Persons and Persons with Disabilities

- The application for the 2011 Section 5310 program is now available on the Connecticut Department of Transportation (CTDOT) website. To download the application, go to www.ct.gov/dot, click on Public Transportation Resources, Human Services Transportation Programs, Vehicle Grant Program to Serve Older Adults and People With Disabilities (Federal Section 5310), FY2011 Section 5310 Application.
- This competitive program is open to private nonprofit organizations and eligible local public bodies. Applicants must submit a signed Certification for Private Non-Profit Organizations and Eligible Public Bodies (Page 4 of the 2011 Section 5310 application).
- There is an average of 35 vehicles awarded annually under program in the State of Connecticut.
- The Federal Transit Administration (FTA) will pay 80% of the cost of a wheelchair accessible vehicle, not to exceed \$40,000. The remaining vehicle cost must be funded by the awarded recipient.
- Applicants must adhere to the updated Automobile Liability Insurance Requirements on Page 11.
- Applicants must publish a public notice in a major newspaper on two occasions, one week apart. For the 2011 grant programs, this must be completed (published) by Thursday, March 10, 2011 to allow fifteen (15) days response time.
- Applications must be submitted to both the Department of Transportation and the regional planning organizations no later than 4:00PM on Friday, March 25, 2011. CTDOT and the regional planning organizations will not review late applications. Applicants will be notified of grant approval/denial in writing by Friday, June 10, 2011.
- For questions on the Section 5310 program, please contact the CTDOT program manager, Ellen Lawrence, at (860)594-2912.

General Information Concerning the Section 5310 Program

Additional information may be obtained by calling (860) 594-2912

- Applicants must read the information listed below. Applications will be reviewed and prioritized for funding by the Regional Planning Organizations and the Department of Transportation.
- The Section 5310 grant for Federal Fiscal Year 2011 will be awarded as follows: The Federal Transit Administration (FTA) will pay 80% of the cost of a vehicle, but the total FTA grant amount shall not exceed \$40,000. The remaining balance of the vehicle cost must be funded by the awarded recipient. For example: A \$50,000 vehicle will be funded \$40,000 by FTA and \$10,000 funded by the recipient.
- If State funds become available, the State may fund some or all of the non-federal share, but only to the extent that the total State and Federal share combined together shall not exceed \$40,000 per vehicle.
- In order to be eligible for replacement, a vehicle must have reached the end of its useful life or the vehicle must have excessive maintenance costs that are documented and submitted with the application. Please do not submit maintenance documentation if the vehicle being replaced has reached the end of its useful life. Useful life is defined as 5 years of age or 125,000 miles for a bus and 4 years of age or 100,000 miles for a van.
- A vehicle being submitted for replacement must have reached the end of its useful life prior to submittal of this application.
- Applicants must be private nonprofit organizations or eligible local public bodies. As defined by the Federal Transit Administration (FTA), an eligible public body is one approved by the State to coordinate services for elderly persons and persons with disabilities; or which certifies to the Governor that no nonprofit organizations or associations are readily available in an area to provide the service. The certification form for local public bodies has been included in this package and must be completed and submitted with the application.
- All private nonprofit organizations that submit an application must be registered with the Secretary of the State's office.
- Applications must be filled out in duplicate, with one copy forwarded to your local Regional Planning Organization (RPO) and the other submitted to the Connecticut Department of Transportation (ConnDOT). Completed applications received by the due date will be reviewed and prioritized by both ConnDOT and your local RPO. Applicants will receive notice of grant

approval/denial prior to June 10, 2011.

- Grants are awarded on a competitive basis. The average number of grants awarded over the past five years is 30 per year, statewide.
- Criteria for evaluating the applications can be found in Appendix G.

If your organization is awarded a vehicle grant:

- All recipients of Section 5310 funding must purchase wheelchair accessible vehicles in accordance with procedures established by ConnDOT and FTA.
- Insurance requirements are listed on page 11 and must be adhered to by each applicant applying for Section 5310 funding.
- All recipients of Section 5310 will be required to submit Quarterly Operating Reports and Quarterly Maintenance Reports. Please refer to Appendix F.
- The State will not provide payments until a fully executed agreement is in place, the grantee receives the vehicle(s) and forwards the following completed documents to ConnDOT:
 - The Invoice Summary and Processing (ISP) form,
 - A proof of vehicle acceptance form,
 - A copy of the Certificate of Origin(s),
 - The completed CON-32 Certificate of Insurance Form,
 - The Post-Delivery Federal Motor Vehicle Safety Standards (FMVSS) Certification Requirement,
 - The Post-Delivery Purchaser's Requirements Certification, and
 - The Interim Bus Testing Program forms.

Be aware that no payments can be issued between June 20 and July 31 of any calendar year.

- Applicants should have sufficient financial resources to cover the total cost of the vehicle in the event the vehicle arrives and must be paid for prior to receipt of grant funds.
- For any vehicle purchased with Section 5310 funding, ConnDOT must be listed as first lien holder on the motor vehicle registration.
- Vehicle titles will be retained by ConnDOT until the useful life of the vehicle has lapsed or the vehicle is transferred from the recipient agency.
- Vehicles must be registered in accordance with the rules and regulations of the Connecticut Department of Motor Vehicles.

- From the time of grant award, it takes approximately 15-18 months for physical delivery of vehicles.



**Town of Mansfield
Agenda Item Summary**

To: Town Council
From: Matt Hart, Town Manager *Matt*
CC: Maria Capriola, Assistant to Town Manager; Cherie Trahan, Director of Finance
Date: February 14, 2011
Re: Hunting Lodge Bikeway/Salt Shed Authorization

Subject Matter/Background

In order to fulfill the final legal requirement for the bonding of the Hunting Lodge Road Bikeway and salt shed projects, the Council must reapprove the resolutions previously approved by the Town Council at its August 24, 2009 meeting and approved by the voters of the Town at the referendum held on November 3, 2009.

Financial Impact

There will be no change in the financial impact from what was originally reported to the Council on August 24, 2009. At that time, the Council was informed that the financial impact of this proposal would consist of the cost to issue and pay back the bonds. Some additional costs to maintain the Hunting Lodge Road bikeway/walkway will be incurred. Considerable savings in storing deicing materials in the salt shed will be realized.

Legal Review

The Town's bond counsel has reviewed the proposal in detail, and has prepared the resolutions listed below for adoption by the Town Council.

Recommendation

Staff respectfully requests that the Council approve the following resolutions in order to finalize the legal requirements for the bonding of these projects.

If the Town Council supports this recommendation, the following resolutions are in order:

RESOLVED, in accordance with Sections 406 and 407 of the Town Charter, the Town Council hereby reapproves the resolution entitled "Resolution Appropriating \$105,250 For Construction Of The Hunting Lodge Road Bikeway/Walkway, And Authorizing The Issue Of Bonds, Notes And Temporary Notes In The Same Amount To Finance The Appropriation" as originally adopted by the Town Council at meeting held August 24, 2009 and approved by the voters of the Town at referendum held November 3, 2009.

RESOLVED, in accordance with Sections 406 and 407 of the Town Charter, the Town Council hereby reapproves the resolutions entitled "Resolution Appropriating \$263,130 For Construction Of A Salt Shed To Be Located At The Mansfield Public Works Department Complex, And Authorizing The Issue Of Bonds, Notes And Temporary Notes In The Same Amount To Finance The Appropriation" as originally adopted by the Town Council at meeting held August 24, 2009 and approved by the voters of the Town at referendum held November 3, 2009.

Attachments

- 1) Resolutions passed by the Town Council on August 24, 2009

(2) RESOLUTION APPROPRIATING \$105,250 FOR CONSTRUCTION OF THE HUNTING LODGE ROAD BIKEWAY/WALKWAY AND AUTHORIZING THE ISSUE OF BONDS, NOTES AND TEMPORARY NOTES IN THE SAME AMOUNT TO FINANCE THE APPROPRIATION.

RESOLVED,

(a) That the Town of Mansfield appropriate ONE HUNDRED FIVE THOUSAND TWO HUNDRED FIFTY DOLLARS (\$105,250) for costs related to the construction of the Hunting Lodge Road Bikeway/Walkway. The project is contemplated to be completed substantially in accordance with the plans entitled "Hunting Lodge Road Pedestrian/Bikeway" prepared by the Town of Mansfield Department of Public Works dated revised October, 2008. The appropriation may be spent for construction and inspection of construction costs, materials, construction management costs, permits, legal fees, net temporary interest and other financing costs, and other expenses related to the project. The Town Council is authorized to determine the scope and particulars of the project and may reduce or modify the scope of the project; and the entire appropriation may be spent on the project as so reduced or modified.

(b) That the Town issue its bonds or notes, in an amount not to exceed ONE HUNDRED FIVE THOUSAND TWO HUNDRED FIFTY DOLLARS (\$105,250) to finance the appropriation for the project. The bonds or notes shall be issued pursuant to Section 7-369 of the General Statutes of Connecticut, Revision of 1958, as amended,

and any other enabling acts. The bonds or notes shall be general obligations of the Town secured by the irrevocable pledge of the full faith and credit of the Town.

(c) That the Town issue and renew temporary notes from time to time in anticipation of the receipt of the proceeds from the sale of the bonds or notes for the project. The amount of the notes outstanding at any time shall not exceed ONE HUNDRED FIVE THOUSAND TWO HUNDRED FIFTY DOLLARS (\$105,250). The notes shall be issued pursuant to Section 7-378 of the General Statutes of Connecticut, Revision of 1958, as amended. The notes shall be general obligations of the Town and shall be secured by the irrevocable pledge of the full faith and credit of the Town. The Town shall comply with the provisions of Section 7-378a of the General Statutes with respect to any notes that do not mature within the time permitted by said Section 7-378.

[See Resolution Paragraphs (d) through (g) below]

(3) RESOLUTION APPROPRIATING \$263,130 FOR CONSTRUCTION OF A SALT STORAGE SHED TO BE LOCATED AT THE MANSFIELD PUBLIC WORKS DEPARTMENT COMPLEX AND AUTHORIZING THE ISSUE OF BONDS, NOTES AND TEMPORARY NOTES IN THE SAME AMOUNT TO FINANCE THE APPROPRIATION.

RESOLVED,

(a) That the Town of Mansfield appropriate TWO HUNDRED SIXTY-THREE THOUSAND ONE HUNDRED THIRTY DOLLARS (\$263,130) for costs related to the construction of a salt storage shed to be located at the Mansfield Public Works Department complex, 230 Clover Mill Road in Mansfield. The project is contemplated to be for a salt storage area capable of storing approximately 2,000 tons of deicing materials and sand/aggregate mixtures. The appropriation may be spent for design, construction of concrete floors, walls, electrical, lighting, doors and other appurtenances as well as site work consisting of demolition, excavation, grading, forming, paving, drainage, retaining walls, knee walls, foundations, footings and sealing as well as inspection of construction costs, materials testing, construction management costs, permits, legal fees, net temporary interest and other financing costs, and other expenses related to the project. The Town Council is authorized to determine the scope and particulars of the project and may reduce or modify the scope of the project; and the entire appropriation may be spent on the project as so reduced or modified.

(b) That the Town issue its bonds or notes, in an amount not to exceed TWO HUNDRED SIXTY-THREE THOUSAND ONE HUNDRED THIRTY DOLLARS (\$263,130) to finance the appropriation for the project. The bonds or notes shall be issued pursuant to Section 7-369 of the General Statutes of Connecticut, Revision of 1958, as amended, and any other enabling acts. The bonds or notes shall be general obligations of the Town secured by the irrevocable pledge of the full faith and credit of the Town.

(c) That the Town issue and renew temporary notes from time to time in anticipation of the receipt of the proceeds from the sale of the bonds or notes for the project. The amount of the notes outstanding at any time shall not exceed TWO HUNDRED SIXTY-THREE THOUSAND ONE HUNDRED THIRTY DOLLARS (\$263,130). The notes shall be issued pursuant to Section 7-378 of the General

Statutes of Connecticut, Revision of 1958, as amended. The notes shall be general obligations of the Town and shall be secured by the irrevocable pledge of the full faith and credit of the Town. The Town shall comply with the provisions of Section 7-378a of the General Statutes with respect to any notes that do not mature within the time permitted by said Section 7-378.

[See Resolution Paragraphs (d) through (g) below]

(NOTE: Paragraphs (d) through (g) below are incorporated into all of the above resolutions)

(d) The Town Manager, the Director of Finance and the Treasurer, or any two of them, shall sign any bonds, notes or temporary notes by their manual or facsimile signatures. The law firm of Day Pitney LLP is designated as bond counsel to approve the legality of the bonds, notes or temporary notes. The Town Manager, the Director of Finance and the Treasurer, or any two of them, are authorized to determine the amount, date, interest rates, maturities, redemption provisions, form and other details of the bonds, notes or temporary notes; to designate one or more banks or trust companies to be certifying bank, registrar, transfer agent and paying agent for the bonds, notes or temporary notes to provide for the keeping of a record of the bonds, notes or temporary notes; to designate a financial advisor to the Town in connection with the sale of the bonds, notes or temporary notes; to sell the bonds, notes or temporary notes at public or private sale; to deliver the bonds, notes or temporary notes; and to perform all other acts which are necessary or appropriate to issue the bonds, notes or temporary notes.

(e) That the Town hereby declares its official intent under Federal Income Tax Regulation Section 1.150-2 and, if applicable, pursuant to Section 54A(d) of the Internal Revenue Code of 1986, as amended, that project costs may be paid from temporary advances of available funds and that the Town reasonably expects to reimburse any such advances from the proceeds of borrowings in an aggregate principal amount not in excess of the amount of borrowing authorized above for the project. The Town Manager, the Director of Finance and the Treasurer, or any two of them, are authorized to amend such declaration of official intent as they deem necessary or advisable and to bind the Town pursuant to such representations and covenants as they deem necessary or advisable in order to maintain the continued exemption from federal income taxation of interest on the bonds, notes or temporary notes authorized by this resolution, if issued on a tax-exempt basis, including covenants to pay rebates of investment earnings to the United States in future years.

(f) That the Town Manager, the Director of Finance and the Treasurer, or any two of them, are authorized to make representations and enter into written agreements for the benefit of holders of the bonds, notes or temporary notes authorized by this resolution to provide secondary market disclosure information, which agreements may include such terms as they deem advisable or appropriate in order to comply with applicable laws or rules pertaining to the sale or purchase of such bonds, notes or temporary notes.

(g) That the Town Manager, the Director of Finance, the Treasurer and other proper officers and officials of the Town are authorized to take all other action which is

necessary or desirable to complete the project and to issue bonds or notes and temporary notes and obtain grants, if available, to finance the aforesaid appropriation.



**Town of Mansfield
Agenda Item Summary**

To: Town Council
From: Matt Hart, Town Manager *M. Hart*
CC: Maria Capriola, Assistant to Town Manager; Kevin Grunwald, Director of Human Services; Mary Stanton, Town Clerk; Cynthia Dainton, Senior Services Coordinator
Date: February 14, 2011
Re: Amendment to Fee Waiver Ordinance – Senior Center Program Fees

Subject Matter/Background

At the January 10, 2011 Council meeting, the Council requested that staff review the amendments necessary to add Senior Center program fees as a fee that may be waived under the Town's Fee Waiver Ordinance, as well as any projected costs.

Financial Impact

The American Community Survey shows four percent of Mansfield residents age 65 and older have income that is at the poverty level. During the last calendar year, 219 individuals participated in classes at the Senior Center where a fee was charged. If we conservatively estimate that 10 percent of those participants would qualify for a fee waiver, an estimated 22 individuals would qualify for either a 50 percent or a 90 percent waiver.

Program revenues for calendar year 2010 at the Senior Center were approximately \$33,552. Using staff's projections for 2010, participants qualifying for a fee waiver would account for 10 percent of the revenues earned, or \$3,355.20. If we assumed an average waiver of 70 percent (equalizing the 90 and 50 percent waivers) on this amount, we estimate the loss in program revenue to the Senior Center would be \$2348.64.

Recommendation

After reviewing the data, staff believes the financial impact to the Town would be minimal in light of the benefits to our residents. In keeping with our normal procedure for the amendment of Town ordinances, staff recommends the Council hold a public hearing to solicit comment regarding the proposed addition of Senior Center program fees to the Fee Waiver Ordinance.

If the Town Council supports this recommendation, the following motion would be in order:

Move, effective February 14, 2011, to schedule a public hearing for 7:30 p.m. at the Town Council's regular meeting on February 28, 2011, to solicit public comment regarding the proposed amendment to the Fee Waivers Ordinance, which amendment would add senior center fees as a fee that may be waived pursuant to the provisions of the ordinance.

Attachments

- 1) Proposed amendment to Fee Waivers Ordinance

[Adopted 2-10-1997, effective 3-8-1997

Editor's Note: This ordinance also superseded former Article III, Fee Waivers, adopted 1-28-1991, effective 2-26-1991

1

§ 122-3 Title.

This article shall be known and may be cited as the "Town of Mansfield Fee Waivers Ordinance."

§ 122-4 Intent.

It is the Town's intention to encourage participation and to provide services to all residents of the Town regardless of their financial status.

§ 122-5 Eligibility criteria.

[Amended 10-14-2003, effective 11-10-2003]

A.

This subsection shall apply to all of the services subject to this article and set forth in § 122-10, with the exception of the after-school program listed in § 122-10A below. Applicable fees not reimbursed by a third party will be reduced by 90% for residents of the Town of Mansfield who present sufficient evidence that they are enrolled in the Medicaid (Title XIX) program, or that their current adjusted gross family or household income does not exceed 130% of the federally determined level of poverty. Fifty percent of fees will be waived for residents whose current adjusted gross family or household income does not exceed 185% of the federally determined level of poverty. Unreimbursed medical expenses exceeding 3% of adjusted gross income will be deducted in determining gross income for the purpose of this program. The eligibility criteria set forth in this subsection may be changed by resolution of the Town Council.

B.

For the ambulance fees listed in § 122-10I below only, applicants who qualify for a fee reduction of 90% per the immediately preceding subsection of this article shall instead receive a fee reduction of 100%. The fee reduction rates set forth in this subsection may be changed by resolution of the Town Council.

§ 122-6 Requests.

Requests must be made on a Town of Mansfield application form.

§ 122-7 Verification of information.

The information on the application may be verified by Town officials at any time during the year.

§ 122-8 Review of waivers; changes to information.

Waivers need to be reinstated on a yearly basis unless circumstances warrant a more frequent review. Any changes in family size or household income must be reported.

§ 122-9 Confidential information.

The information provided will be treated confidentially and will be used only for eligibility determinations and verification of data.

§ 122-10 Applicability.

The following services are subject to this article:

A. Recreation programs (excluding bus trips and more than two summer camp sessions per child).

B. Planning and zoning fees.

C. Inland wetland fees.

D. Zoning Board of Appeals fees.

E. (Reserved)

Editor's Note: Former Subsection E, Subsurface sewage disposal and water supply wells, was repealed 8-8-2005, effective 9-3-2005.

F. (Reserved)

Editor's Note: Former Subsection F, Junk car disposal, was repealed 8-8-2005, effective 9-3-2005.

G. Solid waste disposal.

H. Recycling fees.

I. Ambulance fees.

J. Community Center memberships and programs.

[Added 10-14-2003, effective 11-10-2003]

K. Parks and Recreation after-school program.

[Added 12-8-2003, effective 1-3-2004]

L. Senior Center Program Fees.



**Town of Mansfield
Agenda Item Summary**

To: Town Council
From: Matthew Hart, Town Manager *MH*
CC: Maria Capriola, Assistant to Town Manager
Date: February 14, 2011
Re: Successor Collective Bargaining Agreement with Local 2001, CSEA – Professional & Technical Employees

Subject Matter/Background

Staff has negotiated a proposed successor collective bargaining agreement with our professional & technical employees union, and the union members have ratified that agreement. In accordance with our normal procedure, we are now presenting the proposed agreement to the Town Council for its review and consideration.

Highlights of the proposed agreement are as follows:

- Town and Union reached a complete tentative agreement in January 2011
- Union members ratified agreement ratification on February 1, 2011
- Three year contract, July 1, 2010 – June 30, 2013
- Split 1.5%/1.5% wage increase for Years 1 & 2; wage re-opener for Year 3
- Health insurance plan design changes go into effect March 1, 2011; additional plan changes necessitated by the recent federal health care legislation
 - Employee share of premium increases to 12% (POE) and 15% (PPO) on March 1, 2011; 13% (POE) and 15% (PPO) on July 1, 2011; and 14% (POE) and 16% (PPO) on July 1, 2012
 - Significant concession on office visit co-pay for the PPO plan – increasing from \$5/visit to \$20/visit
- Forfeiture system introduced for compensatory leave balances (similar to vacation leave)
- Updated layoff language to introduce bumping outside of classification but within classification “group”
- Worker’s compensation wage supplement reduced from 6 months to 4 months
- Re-opener to discuss pension options
- Updated article on outside employment and conflict of interest
- Updated non-discrimination clause
- Broadened scope of definition for “family” and “partner” for the purposes of bereavement leave

Financial Impact

The Professional/Technical employees union represents approximately 28 percent of total Town salaries. By utilizing the split wage approach (1.5% on July 1 and 1.5% on January 1 in Years 1 and 2) the Town will be able to realize some short-term savings. The estimated cost of the wage increase in Year 1 will be \$24,430 and in Year 2 will total \$25,163 (plus the new base from Year 1 as of June 30, 2011). Several factors, including lower insurance premiums for life, long and short-term disability insurances, new health insurance plan designs and increased employee cost shares of health insurance premiums, have all served to lower benefit costs. Other factors, such as the mandated increased contribution to MERS (pension), have contributed to increased costs. For more detailed estimates please refer to the attachment.

Recommendation

Staff recommends that the Council authorize the Town Manager to execute the proposed agreement.

If the Town Council supports this recommendation, the following motion is in order:

Move, effective February 14, 2011 to authorize the Town Manager to execute the proposed successor Collective Bargaining Agreement between the Town of Mansfield and Local 2001, CSEA – Professional & Technical Employees, which agreement shall enter into effect on July 1, 2010 and expire on June 30, 2013.

Attachments

- 1) Cost Estimates for Successor Collective Bargaining Agreement
- 2) Proposed Successor Collective Bargaining Agreement

Town of Mansfield
Professional & Technical Employees Union - Salary and Benefits Estimates

Fiscal Year	Est. Salaries *	FICA	Medicare	MERS	Longevity	Life Ins.	STD	LTD	Health Ins. (Town Share)	Total	% Change
FY 2009/2010	1,622,580	100,600	23,527	121,694	19,356	6,845	11,752	15,275	414,670	2,336,299	
Year 1 - FY 2010/2011	1,647,010	102,115	23,882	156,466	19,356	6,359	10,853	11,333	395,995	2,373,368	1.6%
Year 2 - FY 2011/2012	1,696,420	105,178	24,598	161,160	19,356	4,246	7,248	7,568	397,349	2,423,122	2.1%
Year 3 - FY 2012/2013*	<u>1,696,420</u>	<u>105,178</u>	<u>24,598</u>	<u>161,160</u>	<u>19,356</u>	<u>4,246</u>	<u>7,248</u>	<u>7,568</u>	<u>416,279</u>	<u>2,442,052</u>	0.8%
Years 1-3 of Contract - Total	5,039,850	312,471	73,078	478,786	58,068	14,850	25,349	26,469	1,209,623	7,238,543	

Assumptions/Notes:

*FY 2012/2013 numbers are place holders as there will be a wage re-opener.

For state mandate, MERS increased appx. 2% for Year 1 of contract.

Longevity includes applicable taxes, amounts may vary slightly based upon employee anniversary dates/rentention.

Town negotiated lower rates with insurance providers for life and disability insurances beginning with Year 1.

Beginning with Year 1 life insurance and long-term disability rates are guaranteed for three years, short-term disability rates for two years.

Health insurance in Year 1 reflects 2 different plan designs as plan design changes go into effect 3/1/11.

Health insurance in Years 2 and 3 assume 6% increase annually (based on historical trend data) & adjust for employee contribution changes.

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE TOWN OF MANSFIELD

AND

LOCAL 2001, CSEA, SEIU

Professional and Technical Employees

July 1, 2010 – June 30, 2013

TABLE OF CONTENTS

	Preamble
I	Recognition
II	Union Security
III	Union Business
IV	Management Rights
V	Vacancies
VI	Probationary Period
VII	Seniority and Layoff
VIII	Job Classifications
IX	Wages and Hours
X	Overtime
XI	Holidays
XII	Sick Leave
XIII	Other Leaves of Absence
XIV	Family Leave
XV	Separation Leave
XVI	Vacations
XVII	Insurance Program
XVIII	Flexible Benefit Plan
XIX	Pensions
XX	Education Assistance
XXI	Clothing
XXII	Disciplinary Procedure
XXIII	Grievance Procedure
XXIV	Outside Employment
XXV	Non-Discrimination
XXVI	No Lockout-No Strike
XXVII	Workers' Compensation
XXVIII	Complete Agreement
XXIX	Severability Clause
XXX	Supervisor's Unit
XXXI	Duration
Addendum	Supervisors
Appendix A	Position, FLSA Status & Salary Ranges
Appendix B	Pay Grade Step Detail
Appendix C	Health Insurance Plan Design Summary

**COLLECTIVE BARGAINING AGREEMENT BETWEEN
THE TOWN OF MANSFIELD AND LOCAL 2001, CSEA, SEIU**

Preamble

This agreement is entered into this first day of July 2010 by and between the Town of Mansfield, Connecticut (Town) and Local 2001, CSEA, SEIU (Union).

**Article I
Recognition**

Section 1: The Town recognizes the Union as the exclusive bargaining representative with respect to wages, hours and other conditions of employment for only those Town employees who regularly work twenty (20) hours or more per week in the classifications of administrative assistant, administrative services manager, aquatic director, assistant animal control officer, assistant to the assessor, assistant to collector of revenue, assistant town clerk, assistant town engineer, assessor, animal control officer, clerk of the works, collector of revenue, finance clerk, housing inspector, library assistant, library associate, member services coordinator, payroll administrator, project engineer, property appraiser, public works specialist, receptionist, recreation coordinator, recreation supervisor, recycling and refuse coordinator, senior center coordinator, social worker (adult, senior, youth), youth services coordinator, zoning enforcement officer.

Section 2: As used in this Agreement, these items are defined as follows.

- a. "Full-time position" means a position with a normal work schedule of at least thirty-five (35) hours per week or more on a year-round basis.
- b. "Part-time position" means a position with a normal work schedule of twenty (20) or more hours per week but less than thirty-five (35) hours per week on a year-round basis.
- c. "Employee" means a full-time, year-round employee employed in a regular position who has completed a probationary period, as well as a part-time, year-round employee employed in a regular position working twenty (20) or more hours per week but less than thirty-five (35) hours per week who has completed a probationary period.
- d. "Temporary employee" means any employee appointed to a temporary position established for a designated period of time not to exceed three months, or temporarily appointed to fill a regular position.

Article II
Union Security

Section 1:

a. The Town agrees to deduct Union membership dues and initiation fees uniformly assessed of its members by the Union from the pay of those employees who voluntarily authorize such deductions in writing. The Town further agrees to deduct from the pay of any employee who voluntarily authorizes in writing such deductions a Political Action Organization Fund deduction up to one dollar (\$1.00) per pay period.

b. As a condition of continued employment, each employee shall either be a Union member to the extent of paying monthly dues to Local 2001, CSEA, Inc. uniformly required of all members, or pay to the Union an agency service fee. The agency service fee shall be that proportion of Union dues which is expended for the purposes of collective bargaining, contract administration and grievance processing.

c. The Union shall establish and maintain such procedures as are required by law for the determination, assessment and administration of agency service fees. The Union shall make information concerning the agency service fee and employee rights concerning the fee available to all employees.

Section 2: The Union shall supply to the Town written notice at least thirty (30) days prior to the effective date of any change in the rates of fees and dues.

Section 3: The deduction of Union fees and dues and political action organization fund deductions for any month shall be made during the applicable month and shall be remitted to the financial officer of the Union not later than the third Thursday of the following month. The monthly dues remittance to the Union shall be accompanied by a list of names of employees from whom wage dues deductions have been made.

Section 4: No dues or fees will be deducted when an employee is in an unpaid leave status or is not receiving a paycheck from the Town.

Section 5: The Union shall indemnify and hold the Town harmless from any and all demands, suits, complaints, claims, costs and liabilities including reasonable attorney's fees and the cost of hearings caused by or arising out of the administration or enforcement of this article.

Article III
Union Business

Section 1: A grievance committee comprised of the Union president/steward and two members shall be allowed a reasonable amount (one hour per month or less) of paid working time to perform labor-management business, including but not limited to the investigation and presentation of grievances, and communicating with bargaining unit members and with the Union office. Notwithstanding the foregoing, the Union or the steward will be responsible to reimburse the Town for any long distance calls made on a Town telephone.

Before engaging in such labor-management business on Town time, the steward will, whenever possible, seek prior approval from management. The Town agrees such approval will not be unreasonably withheld.

Section 2: When grievance, arbitration or labor board hearings take place during normal working hours, employees whose attendance is reasonably required by the Union or the Town will not lose any pay for attending said hearings. Should the specific circumstances of the situation require more than three employees, the Union shall request and obtain agreement from the Town, which shall not be unreasonably withheld.

Section 3: Each employee will be provided with a copy of this agreement within thirty (30) days after it becomes effective. New hires will be given a copy at the time of hire. The Union president/steward shall be provided thirty (30) minutes of paid working time to meet with the new employee. The Town shall provide the Union president/steward with an updated roster annually or upon the Union's request. The roster will include the name of all employees in the bargaining unit, their home address, positions, salary, current step, date of hire, date of joining the bargaining group. Additionally, the Town will copy the steward on the employment letter for all new hires that are bargaining unit members.

Section 4: Special leave of absence with pay will be granted under the following conditions to authorized Union representatives for attendance at conferences, institutes or seminars sponsored or endorsed by the Union.

- a. Written request for such leave shall be submitted by the Union to the department head at least ten (10) days prior to the first day of such requested leave.
- b. The department head may require that the employee furnish evidence of attendance at a conference, institute or seminar.
- c. No more than an aggregate total of three (3) personal days of leave from scheduled duty shall be granted annually with pay under this section.

d. The department head may deny a request for paid leave submitted under this section, if, in his/her opinion, the absence from duty of the employee during the period requested leave would be detrimental to the best interests of the department because of operating requirements.

e. Deleted

Section 5. The Town agrees to participate in quarterly labor-management meetings upon the Union's request. Union members would not be paid for time that extends beyond the end of the workday.

Article IV Management Rights

Section 1: Except where such rights, powers and authority are specifically relinquished, abridged or limited by the provisions of this agreement, the Town has and will continue to retain whether exercised or not, all the rights, responsibility and prerogatives of management of the affairs of the Town and direction of the workforce, including, but not limited to, the following.

a. To determine the care, maintenance and operation of equipment and property used for and on behalf of the purposes of the Town.

b. To establish or continue policies, practices and procedures for the conduct of Town business and, from time to time, to change or abolish such policies, practices or procedures.

c. To discontinue processes or operations or to discontinue their performance by employees.

d. To select and to determine the number and types of employees required to perform the Town's operations.

e. To employ, transfer, promote or demote employees, or to lay off, terminate for just cause or otherwise relieve employees from duty for lack of work or other legitimate reasons when it shall be in the best interests of the Town. The Town may enter into contracts or sub-contracts to perform bargaining unit work when it is in the Town's best interests to do so.

f. To prescribe and enforce reasonable rules and regulations for the maintenance of discipline and for the performance of work in accordance with the requirements of the Town, provided such rules and regulations are made known in a reasonable manner to the employees affected by them and to the Union.

g. To create job descriptions and specifications and revise existing job descriptions and specifications.

h. To ensure that related duties connected with Town operations, whether enumerated in job descriptions or not, shall be performed by employees.

Section 2: The above rights, responsibilities and prerogatives are inherent in the Town of Mansfield and by virtue of statutory and charter provisions are not subject to delegation in whole or in part.

Article V Vacancies

Section 1: The Town encourages employees to develop skills, attain greater knowledge of their work and make known their qualifications for promotion to more responsible and difficult positions within the bargaining unit. When the Town Manager determines that an insufficient number of well-qualified employees is available from within the classified service, outside applicants may be considered in order to provide an adequate number of candidates for consideration. When the qualifications of two candidates are equal in the judgment of the Town Manager, the applicant with the most seniority will be awarded the position. No more than three well-qualified employees shall be required in order for the position to be filled from within the classified service.

Section 2: When the Town determines a vacancy is to be filled, the Town agrees to post a notice of the vacant position via email and on the employee intranet. Job announcements shall be posted via hard copy at work locations in which there is a bargaining unit member(s) without a Town provided email account. The notice shall be posted for a period of not less than five (5) working days.

Article VI Probationary Period

Section 1: Every person appointed to a regular position or promoted to a higher or new classification shall be required to successfully complete a probationary period which shall be of sufficient length to enable the department head or Town Manager to observe the employee's ability to perform the principal duties pertaining to the position. The probationary period shall begin immediately upon appointment or promotion and shall continue for not less than six (6) months or more than twelve (12) months. Any leave or period of worker's compensation in excess of five (5) working days shall be excluded from the time counted as probationary period.

Section 2: If after a minimum of six months has been completed, and the supervisor, department head or Town Manager determines that the employee's performance is satisfactory, the probationary period may be determined to be ended. Such action shall be in writing to the employee with a copy to the Town

Manager. Written notification must be given to the Town Manager prior to the completion of twelve (12) months' service, as stated in Section 1 above.

Section 3: At any time during the probationary period, the department head or Town Manager, in his/her sole discretion, may terminate an employee if the working test indicates that such employee is unable or unwilling to perform the duties of the position satisfactorily or that the individual's work habits and dependability do not merit continuance in the position. Such action shall be in writing to the employee with a copy to the Town Manager. Successful completion of the probationary period must occur within twelve (12) months or the employee shall be terminated.

An employee appointed through promotion who does not successfully complete the probationary period shall be reinstated in a position in the class occupied by the employee immediately prior to promotion if such a position is available. If such position is not available, the individual will be offered an appointment to a similar position for which s/he is qualified if there is a vacancy in such a position. If neither a position in the same class nor a similar position is available, the employee may displace the least senior employee in the class occupied immediately prior to promotion, provided the displaced employee is less senior than s/he. If none of these options results in the individual obtaining a position, s/he shall be placed on a reappointment list.

If an employee who fails a promotional probation claims that the decision of the department head was arbitrary, capricious or discriminatory, said employee may process a grievance at Step Three of the grievance procedure but not beyond Step Three.

Section 4: Probationary employees shall accrue the same benefits as regular employees with the following exceptions:

- a. Vacation days earned during the first six (6) months of employment cannot be utilized until six (6) months of employment have been completed.
- b. New hires cannot utilize personal days until probation has been completed. This subsection shall not apply to existing Town employees that are completing a probationary period as part of a new appointment.
- c. Promotional opportunities shall not be available to probationary employees.
- d. Insurance shall take effect after an initial waiting period as determined by the Town's insurance carriers, normally the first day of the calendar month following an employee's date of hire.

Article VII
Seniority and Layoff

Section 1: Seniority shall be defined as an employee's length of continuous full-time service with the Town from the first day of work since his/her most recent date of hire. At the time of initial hire, probationary employees shall have no seniority during the period of his/her probation, but at the expiration of such period, they shall immediately accrue seniority from their date of hire.

Section 2: The term layoff means involuntary separation from employment because of lack of work or funds, elimination of the position or other legitimate reason. The term layoff shall not include demotion or cases where an employee is promoted but does not successfully complete the probationary period for the new classification.

Section 3: The Town, in its discretion, shall determine whether layoffs are necessary.

a. Order of Layoff. When a position must be discontinued or abolished because of a change in duties, reorganization, lack of work or lack of funds, if it is determined that layoffs are necessary, employees will be laid off in the following order within classification: temporary and seasonal employees; probationary employees.

b. In the event of further reductions in force, employees will be laid off from the affected classification in accordance with their seniority and their ability to perform the remaining work available without further training. When two or more employees have relatively equal experience, skill, ability and qualifications to do the work without further training, the employee(s) with the least seniority will be laid off first.

i. If no bumping opportunity exists for the affected employee within classification, he/she shall have the option to accept the layoff or to bump the least senior employee in a position with a lower pay grade in his/her job classification grouping, provided that he/she is capable and qualified at the time of bumping to perform the job of the least senior employee in the same job classification grouping who will then be laid off. The determination and decision as to the capability and qualifications of the employee to perform the job of the least senior employee in the same job classification grouping who is to be bumped shall be made in the sole discretion of the Town Manager, but shall be subject to the grievance and arbitration procedure in the event of a dispute. Classification groupings are as follows:

- Receptionists, Administrative Assistants
- Library Assistants, Library Associates

- Finance Clerk, Assistant to Collector of Revenue
- Recreation Coordinator, Recreation Supervisor
- Social Workers (youth, adult, senior), Youth Services Coordinator
- Clerk of Works, Project Engineer, Assistant Town Engineer
- Assistant to Assessor, Property Appraiser, Assessor
- Assistant to Collector of Revenue, Revenue Collector

For example, an administrative assistant could bump a receptionist, but a receptionist could not bump an administrative assistant. Another example is that the assessor could bump a property appraiser, but a property appraiser could not bump an assessor.

Section 4: A regular employee with a satisfactory employment record who is laid off from employment in the Town shall be placed on an appropriate re-employment list for the classification that s/he held at the time of lay-off. The name of any employee on the re-employment list shall remain on such list for a period of eighteen (18) months provided that such employee does not refuse a reappointment to a comparable regular/non-temporary position and provided such employee does not request removal of his/her name from the re-employment list. For the purpose of this section, failure to respond to a written offer of recall within seven (7) days of the date on which it is issued by the Town Manager shall constitute a refusal of reappointment.

When an employee is to be recalled in a classification, the first to be offered recall shall be the employee in that classification who has the greatest seniority.

Section 5: Seniority shall be broken only by the following:

- a. discharge for cause;
- b. retirement;
- c. resignation;
- d. failure to report for duty within seven (7) working days after notification of recall (unless waived in accordance with preceding section);
- e. layoff of more than eighteen (18) months.

Seniority accumulation shall be suspended, but not broken, during layoff or approved leave of absence without pay for a period of more than five (5) working days.

Section 6: The Town shall give notice in writing to the Union and any employee selected for layoff no later than fourteen (14) calendar days prior to the layoff. The Union will be copied on the formal written communication given to the affected employee(s).

Article VIII
Job Classifications

Section 1: Each employee shall be provided with a copy of his/her current job description upon request. It is understood that an employee's work assignments may include responsibilities or duties that are not listed as a part of the job description, but which are related duties and responsibilities that could normally or reasonably be expected to be required in accordance with the overall Job description.

Section 2: Working out of Class

If, after a period of sixty (60) days, an employee reasonably believes that s/he is being required to perform a majority of the duties of a higher classification, (e.g. a library assistant performing the duties of a library associate) the following procedure shall apply.

a. The employee may file a grievance at Step Two of the grievance procedure. The grievance shall state the duties at issue and the title of the higher classification. If the Town Manager agrees that the employee has been performing the majority of the duties of a higher classification for a period in excess of sixty (60) days, the Town Manager may order removal of the duties or may order reclassification of the employee to the higher classification on a temporary or ongoing basis effective retroactive to the date of the filing of the grievance.

b. If the Town Manager denies the grievance on the grounds that the employee is not performing a majority of the duties of a higher classification, the Union may seek arbitration of the grievance in accordance with the arbitration provisions of Article XXI. However, in any such arbitration, the arbitrators shall be limited to making a determination of whether the employee is performing a majority of the duties of a higher classification to such an extent as to warrant a remedy. The remedy for such a finding shall be as follows.

(1) The employee will receive back pay for the period of time that s/he was performing such duties, but not prior to the date of the filing of the grievance.

(2) If the duties at issue are still being performed as of the date of the arbitration award, the Town shall have the option to remove the duties or to reclassify the employee on a temporary or ongoing basis.

Section 3: Change in Existing Positions

If the Town changes the duties of an existing position/title, and the Union or the Town believes that such changes are so substantial as to merit a change in the pay range for that position/title, the following procedure shall apply.

January, 2011 Complete TA

- a. The Town Manager and/or his/her designee(s) shall meet with the Union to discuss any questions or concerns regarding the changed job and to negotiate the pay level.
- b. In the event that the Town and Union disagree on the pay range to be assigned to the changed job, the dispute shall be submitted to interest arbitration in accordance with *Connecticut General Statutes § 7-473c*.
- c. A change in an existing position pursuant to this section shall not be subject to the posting requirements of this contract.
- d. Pending the outcome of interest arbitration, the Town may pay the employee at the lower of the pay ranges proposed by the Town. Any award, however, shall be retroactive to the arbitrator's finding of the date of the change in the existing position.

Every effort will be made by both parties to expedite the discussions, negotiations and/or interest arbitration with respect to this section.

Section 4: Reclassification

When Sections 2 and 3 of this article do not apply, an employee may make a written request for a review of the classification of his/her position at any time, provided no such review had been made in the previous twelve months. The reclassification request shall be handled according to the following procedure.

- a. The request shall be made through the department head with a copy to the Union President. The department head shall forward the request to the Town Manager.
- b. Upon completing his/her investigation, the Town Manager may reclassify the position effective on the date of his/her decision or may order removal of the duties. A reclassified position, including a change in title, shall not be subject to the posting requirements of this contract.
- c. If the employee's request and information from the department disclose that the employee is performing such duties as to require the creation of a new job classification, the Town Manager may develop a job description and assign a pay range for the new position or may order removal of the duties. The pay range for the new job classification shall be negotiated with the Union.

For purposes of this section, the decision of the Town Manager and the Union shall be final and shall not be subject to review under the grievance and arbitration provisions of this Agreement.

Section 5: Creation of New Positions

The following procedure shall apply whenever, during the terms of this Agreement, the Town establishes a new position that the Town views as appropriately placed within the bargaining unit represented by the Union. This procedure shall not apply to new job classifications that result from a reclassification request conducted pursuant to Section 4 of this article.

- a. A copy of the job description and a proposed pay range shall be submitted to the Union.
- b. Upon request, the Town Manager and his/her designees shall meet with the Union to discuss any questions or concerns concerning the new position and to negotiate the pay level. The Town must receive such request within two weeks of its transmittal of the job description and proposed pay range to the Union.
- c. In the event that the Town and the Union disagree on the pay range to be assigned to the new position, the dispute shall be submitted to interest arbitration in accordance with *Connecticut General Statutes § 7-473c*.
- d. Pending the outcome of interest arbitration, the Town may fill a position in a new job title at the lower of the pay ranges proposed by the Town. Any award, however, shall be retroactive to the filling of the position.

Article IX Wages and Hours

Section 1: The normal workday for full-time regular employees shall be:

- a. A total of thirty-five (35) hour work week for Town hall employees:

Monday-Wednesday	8:15 a.m.	to	4:30 p.m.	(one hour unpaid lunch)
Thursday	8:15 a.m.	to	6:30 p.m.	(one hour unpaid lunch)
Friday	8:00 a.m.	to	12:00 p.m.	

The work schedule of employees may be adjusted or "flexed" to accommodate staffing needs such as evening and weekend work. Work schedules of employees may be adjusted at the employee's request and upon the approval and at the discretion of the department head. Employees flexing their work schedules must do so in accordance with the parameters established in the flex time policy established by management.

- b. Thirty-five (35) hour workweek employees not working at Town Hall shall have their work schedule prepared by the department head. Split shifts are permissible only upon mutual consent of the employee and his/her department head.

c. Where service to the public is required on a basis other than the above (seasonal, 24-hour, varied), work schedules shall be prepared by the relevant department head with the approval of the Town Manager.

Section 3: Hours for part time employees must be regularly scheduled or may be set on an as needed basis. If adjustments are required as determined by management, at least five working days notice will be provided unless circumstances are such that twenty-four hour notice can only be given. ~~Part-time employees currently working a fixed schedule would continue to do so.~~

Section 4: The Town Manager may authorize the inclusion of a ten-minute rest period during each half of the daily schedule as time actually worked. The department head will schedule specific times for rest periods and may combine both into one twenty-minute period. On Thursdays, the Town Manager may authorize the inclusion of an additional ten-minute break. On Fridays, the Town Manager may authorize the inclusion of one ten-minute rest period.

Section 5: Longevity pay is provided in the pay plan to give financial recognition for long and faithful full-time service to the Town.

a. Annual longevity payments shall be based on the following schedule, effective July 1, 2010.

	Annual Payment
6 years but less than 10	\$575
10 years but less than 15	\$650
15 years but less than 20	\$750
20 years or more	\$900

b. Longevity pay shall be earned on the Sunday following the employee's anniversary hiring date during the fiscal year and will be paid in the second payroll of November of that fiscal year.

c. Longevity is to be determined on the basis of total years of continuous full-time service in Town employment. Prior years of full-time service which have been interrupted for just and reasonable cause may be added to years of continuous full-time service by the Town Manager. Only full-time, permanent employees are eligible for longevity pay.

Section 6: An employee may receive an increase in salary annually for meritorious service consistent with the approved pay plan. Increments are not to be considered automatic or based on length of service alone. Such increase shall be given upon the recommendation of the employee's department head.

Section 7: The entrance pay rate of a class shall normally be offered for recruitment purposes and shall normally be paid upon appointment to the class. The Town Manager may approve initial compensation at a rate higher than the minimum in the pay range for the class when the needs of the service make such action necessary, provided that:

- a. The qualifications of the applicant are outstanding in relation to those of competing applicants; the qualifications of the applicant are substantially in excess of the requirements of the class; and the applicant can not be hired at the minimum rate; and/or
- b. There is a shortage of qualified applicants available at the minimum rate of the range.
- c. The new employee will not be paid at a rate higher than that paid to incumbent employees in the same job classification with comparable experience.

Section 8: When a regular employee is transferred or reclassified from a position in one class to a position in another class at the same grade, s/he shall continue to be paid at the same rate.

Section 9: When a regular employee is demoted to a lower grade, the salary shall be set at:

- a. If the action is not for cause, the same rate as the employee earned prior to the demotion provided said rate is within the range of the lower grade and the employee may move only to the next higher step at the time of his/her next annual increment; and if the employee's rate prior to demotion is above the range of the lower grade, the new rate shall be the maximum of the lower range.
- b. If the action is for cause, the appropriate rate in the lower grade that is at least two steps less than the employee's existing salary as determined by the Town Manager.

Section 10: When an employee is promoted to a class that is one (1) grade higher than his/her current class, the beginning rate shall be at the lowest step in the higher range that will provide an increase of approximately five (5) percent over the rate received prior to promotion, provided the new range will permit such an increase. If the pay range for the class does not allow for a five (5) percent increase, the increase shall be the highest rate available in the pay rate for that class.

When an employee is promoted to a class that is more than one (1) grade higher than his/her current class, the beginning rate shall be at the lowest step in the higher range that will provide an increase of approximately ten (10) percent over the rate received prior to promotion, provided the new range will permit such an

increase. If the pay range for the class does not allow for a ten (10) percent increase, the increase shall be the highest rate available in the pay rate for that class.

Section 11: Upon satisfactory completion of probation following initial appointment or promotion, the salary of a regular employee may be advanced a half step.

Section 12: At the completion of the first 52 weeks of service, the employee may be advanced, upon recommendation of the department head and approval of the Town Manager, to the next higher rate above the hiring rate in the appropriate salary range provided performance has been satisfactory. Subsequent advancement within the range shall be dependent upon the recommendation of the department head concerned and approval of the Town Manager as follows:

- a. An employee whose performance is considered to be satisfactory may receive one step each 52 weeks until the base maximum is reached.
- b. An employee whose performance is considered to be outstanding may receive one additional step each 52 weeks until the base maximum is reached. No employee shall be granted more than two step increases in any one year.

Section 13: Each employee covered by this Agreement shall be paid pursuant to the salary schedules attached hereto and captioned in Appendices A & B. Wage increases for the duration of this agreement are as follows:

General Wage Increases			
	<u>FY 10/11</u>	<u>FY 11/12</u>	<u>FY 12/13</u>
July 1	1.5%	1.5%	Re-opener
January 1	1.5%	1.5%	Re-opener

The parties agree to a re-opener for Year Three (FY 12/13) of this agreement regarding a general wage increase only.

- b. Pay rates which have an effective date which is prior to the implementation of this Agreement shall be applied retroactively to base wages and overtime wages and only for employees who are employed as of the date of implementation of this Agreement, except for retirees that retired after the expiration of the preceding collective bargaining agreement but prior to negotiations for this bargaining agreement being completed.

c. Employees shall be paid on a bi-weekly basis. New hires as of July 1, 2010 will be required to utilize direct deposit, unless a hardship is demonstrated and approved.

Article X
Overtime

Section 1: From time to time, the Town Manager may prescribe periods of overtime work to meet operational needs. Complete records of overtime of non-exempt employees shall be maintained by Finance. Overtime shall be compensated only when properly authorized as prescribed by the Department Head. The Town Manager shall maintain a list of Fair Labor Standards Act (FLSA) designations for all positions within the bargaining unit and include the list under Appendix A of this agreement.

Section 2: Because exempt personnel have an obligation that goes beyond fixed work schedules, these employees shall not be paid for overtime work except under exceptional circumstances and with prior written approval of the Town Manager.

a. Exempt personnel will accrue compensatory time after working forty (40) hours in any one week. All paid leave shall be considered workdays for the purpose of earning compensatory time.

b. Except for employees assigned to the Community Center, exempt employees will accrue compensatory time at the rate of time and a half for each hour worked on a Sunday, holiday or vacation. Exempt employees assigned to the Community Center shall earn compensatory time at the rate of time and a half for each hour worked on the 7th consecutive day of work.

c. The compensatory time earned by an exempt employee can be taken with the approval of his/her supervisor. Compensatory leave balances in excess of one hundred and five (105) hours on May 1st, 2012 shall be forfeited unless carryover is approved by the Town Manager. Compensatory leave balances in excess of seventy (70) hours on May 1st, 2013 shall be forfeited unless carryover is approved by the Town Manager. Compensatory leave balances in excess of thirty-five (35) hours on May 1st, 2014 and beyond shall be forfeited annually on May 1st unless carryover is approved by the Town Manager.

Section 3: When a full-time non-exempt employee is required to work in excess of the normal workweek, s/he will receive payment as follows:

a. Regular hourly rate up to forty (40) hours per week, and one and one-half times the regular hourly rate for all hours worked over forty (40) hours per week.

b. One and one-half the regular rate for all work on Sundays, except for employees assigned to the Library and the Community Center. Employees assigned to the Library and the Community Center shall be paid one and one-half the regular rate for all work on the 7th consecutive day of work.

c. All paid leave shall be considered workdays for the purpose of computing overtime.

d. When a full-time employee in a non-exempt position is officially ordered to report back to work for emergency service or to attend a Town meeting after departing from his/her regularly scheduled shift, the employee shall be compensated for all hours worked at the rates set forth in Article IX or two hours pay at his/her regular rate, whichever is greater.

Section 4: A regular non-exempt full-time employee may request compensatory leave at the appropriate overtime rate in lieu of payment. Compensatory leave shall be scheduled at a time mutually agreeable to the employee and the department head and may accumulate within the fiscal year up to a maximum of thirty-five (35) hours, but shall not be carried into the next fiscal year. Compensatory time earned and not taken within the fiscal year shall be paid at the rate in which it was earned in the last pay period of the fiscal year.

Article XI Holidays

Section 1: The following holidays shall be observed as days off with regular straight time pay.

New Year's Day	Labor Day
Martin Luther King Day	Columbus Day
President's Day	Veterans Day
A Floating Holiday	Thanksgiving Day
Good Friday	Friday after Thanksgiving
Memorial Day	Christmas Day
Independence Day	

Section 2: In order to receive pay for an observed holiday, an employee must be in a work or paid leave status on both the scheduled workdays immediately preceding and following the holiday.

Section 3: Except for employees assigned to the Community Center, all work performed by bargaining unit employees on the above-enumerated holidays shall be paid for at a time and one-half rate of pay or compensatory time. Exempt employees shall be eligible for compensatory time only. Such pay or compensatory time shall be in addition to the holiday pay to which those employees are entitled. In lieu of this provision, Community Center staff whose

regularly scheduled workdays include holidays will receive their regular pay for working on the holiday and a day off scheduled by mutual agreement of the employee and the employee's supervisor in lieu of the holiday.

Section 4: Regular part-time employees whose normal work week is 20 hours or more shall receive holiday pay in proportion to their normal work week.

Article XII
Sick Leave

Section 1: Subject to the provisions of this Article, an employee will be allowed to use accrued sick leave for the following reasons:

- a. Personal illness, physical incapacity or non-compensable bodily injury or disease.
- b. Enforced quarantine in accordance with public health regulations.
- c. To meet medical or dental appointments when an employee has made reasonable effort to secure appointments outside his/her normal working hours, provided the department head is notified at least one (1) day in advance of the day on which the absence occurs.
- d. Illness or physical incapacity in the employee's immediate family (defined as parent, child, spouse requiring his/her personal attention and resulting from causes beyond his/her control not to exceed three (3) days in each fiscal year except as otherwise stated in the Town's FMLA policy.

Section 2: Regular employees whose normal work week is thirty-five (35) hours or more shall be eligible for sick leave with pay during and after his/her probationary period at a rate of 8.75 hours per month, not to exceed a maximum accrual of 210 hours.

Employees working twenty (20) or more hours per week but less than thirty-five (35) hours per week shall accrue leave on a prorated basis based upon their FTE status; the maximum accrual will also be prorated based upon their FTE status. Part-time employees who are scheduled to work less than twenty (20) hours per week shall not be eligible for sick leave benefits.

Sick leave may be utilized in no less than one-hour increments.

No employee and/or his/her estate are entitled to receive payment for accrued sick leave upon separation from service for any reason, including but not limited to termination, retirement and death.

Section 3: A department head may require proof of illness for authorized sick leave. In the judgment of the department head, proof of sick leave may include a doctor's certificate or other proof of illness from the employee's physician indicating the nature and duration of the illness. Proof of illness will not normally be needed for absences of less than three (3) days unless required by the department head. For absences of three (3) days or more, proof of illness will normally be required. The Town may investigate any absence for which sick leave is requested.

Section 4: On the first day of absence from work due to illness, the employee's supervisor must be notified no later than one (1) hour after the beginning of the scheduled work assignment. In cases where a relief employee is required such report must be made at least one (1) hour prior to the beginning of the scheduled work assignment. If an employee is absent for more than one (1) day, the employee shall notify the supervisor of his/her expected date of return. Nothing in this section shall preclude the payment of sick leave to an employee who cannot comply with provisions of this section due to extenuating circumstances.

Section 5: Deleted (Old Section 5 RHS language no longer applicable).

Section 5 The Town shall provide short and long term disability insurance for eligible employees as defined in Article I, Section 2. While an employee is on disability leave, both the employee and the Town shall remain responsible for paying their respective portions of the costs of group health insurance that the employee is otherwise eligible to receive as defined in Article XVII.

a. Short-term Disability. The short-term disability policy is intended to cover most non-occupational illnesses or injuries following an elimination period as determined in the plan documents. The benefit following the elimination period shall be 66 2/3 percent of weekly base pay to a maximum of \$1,650 per week. The Town shall supplement the benefit to 100 percent of weekly net pay. Short-term absences are covered for up to eleven (11) weeks prior to commencement of long-term benefits.

b. Long-term Disability. The long-term disability policy is intended to cover most non-occupational illnesses or injuries following an elimination period as determined in the plan documents. The benefit following the elimination period shall be 66 2/3 percent of weekly base pay to a maximum of \$7,500 per month. Employees may utilize any form of accrued leave to supplement their long-term disability benefit; employees may utilize earned leave to get as close as possible to 100% of full net pay while on long-term disability leave. Employees receiving long-term disability benefits will not be eligible to earn any form of accrued leave during the long-term disability absence. The duration of coverage shall be determined by the insurance carrier in accordance with the plan document.

Article XIII
Other Leaves of Absence

Section 1: For all leave other than holiday, sick, injury and bereavement leave, a written request on forms prescribed by the Town Manager indicating the kind of leave, duration, and dates of departure and return must be approved by the Town Manager or designee prior to the taking of leave. In the case of sick, injury or bereavement leave, the forms shall be completed and submitted for approval immediately upon the employee's return to duty. Unless an absence is substantiated by an approved leave form, an employee shall not be paid for any absence from scheduled work hours.

Section 2: All employees covered by this agreement who have completed their probationary period may request, and department heads may grant, up to a maximum of three (3) personal leave days per year with pay. Personal leave time will not be carried over from fiscal year to fiscal year and may not be taken in less than one-hour intervals of their normal working day. Personal leave may be used for:

- a. Personal business which cannot be conducted outside normal working hours.
- b. Other good and sufficient personal reasons.

Section 3: In the event of a death in the immediate family, bargaining unit employees will be entitled to three (3) days paid leave. Part-time employees' days will be based on their actual hours worked. If the funeral of a member of the immediate family takes place further than one-hundred (100) miles from the employee's residence, s/he shall be granted an additional day off with pay. All days must be taken within one week of the funeral. Immediate family includes only spouse, children, step-children, mother, father, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparents, grandparents-in-law, grandchildren, great grandparents, a person for whom the employee or the employee's spouse is the legal guardian, any other family member domiciled in the employee's household, and domestic partner regardless of gender. Domestic partner is defined as an individual in a cohabitating relationship of mutual support, caring, and commitment that intends to remain in such a relationship for the indefinite future.

Section 4: The Town Manager may grant a regular full-time employee leave of absence without pay for travel or study for a period not to exceed one (1) year. Such leave shall be granted only after consideration of the service record of the employee and when it will not result in undue harm to the Town's interests. No leave without pay shall be granted except upon written request of the employee and a signed statement by the employee promising to serve the Town for a

minimum of one (1) year after return from such leave. Part-time employees are not eligible for leave under this section.

Section 5: Court Appearance or Administrative Hearing: A regular employee subpoenaed or directed by proper authority to appear as a witness for a federal, state, county or municipal government, in a matter not related to official duty (such as providing expert testimony), shall be granted leave with full pay for the period he/she is to appear. No leave shall be required for any appearance in connection with official duty. Regular part-time employees whose normal work week is 20 hours or more shall receive pay pursuant to this section in proportion to their normal work week.

An employee who is a principal in, or is subpoenaed in connection with private litigation whether or not subpoenaed, must use vacation, personal leave or leave without pay in order to appear in court.

Article XIV Family and Medical Leave

Section 1: An employee shall be eligible for leave in accordance with the provisions of the federal Family and Medical Leave Act of 1993 as may be amended from time to time and in accordance with the Town's FMLA policy. An employee shall be required to use all paid leave concurrently with unpaid FMLA leave, with the exception of five (5) vacation days. The Town shall utilize the rolling method when calculating a 12 month FMLA period. Requests for and inquiries concerning family and medical leave shall be submitted to the Town Manager's office.

Article XV Separation Leave

Section 1: An employee who retires under a normal or disability retirement according to the provisions of the Connecticut Municipal Employees Retirement System may utilize his/her vacation accrued at the time of retirement, subject to the maximum time allowed, as separation leave. While on separation leave, the employee will not continue to accrue any form of paid leave, but will retain his/her health insurance benefits as he/she would as an active employee.

Article XVI Vacations

Section 1:
a. Regular employees as defined in Article I, Section 2 whose normal work week is twenty (20) hours or more are eligible to accrue vacation leave. Employees defined in Article I, Section 2 working twenty (20) or more hours per

week but less than thirty-five (35) hours per week shall accrue leave on a prorated basis based upon their FTE status.

b. Vacation leave shall be accrued on a monthly basis as defined in the table below:

<u>Length of Continuous Service</u>	<u>Vacation Leave Accrual</u>	<u>Maximum Accrual on Nov. 1st</u>
Six months - 35 hour work week employees	5.84 hrs/mo ≈ 5 days	35 hours ≈ 5 days
1 year up to but not including 5 years - 35 hour work week employees	5.84 hrs/mo ≈ 10 days/yr	140 hours ≈ 20 days
5 years up to but not including 10 years - 35 hour work week employees	8.75 hrs/mo ≈ 15 days/yr	175 hours ≈ 25 days
10 years up to but not including 25 years - 35 hour work week employees	11.67 hrs/mo ≈ 20 days/yr	210 hours ≈ 30 days
25 years and over - 35 hour work week employees	14.59 hrs/mo ≈ 25 days/yr	245 hours ≈ 35 days

i. Vacation leave earned in any month of service may be used in any subsequent month.

ii. Employees with approved leaves of absence of ninety (90) calendar days or less shall continue to accrue vacation leave as defined in 16b.

iii. Employees with approved leaves of absence in excess of ninety (90) calendar days shall cease to accrue vacation leave until they return to duty.

c. To apply for vacation leave, employees shall submit a Request For Leave form to their department head. Vacations shall be scheduled by each department head in accordance with departmental requirements giving preference to employee choice according to seniority.

d. In order to assure the orderly performance and continuity of those municipal services provided by the employees and their respective departments, each employee wishing to schedule a vacation should request such leave as far in advance as reasonably possible, but usually at least one (1) week in advance of the requested vacation period. In order to better assure that their vacations may be scheduled when they want them, employees should make their requests as far in advance as possible.

e. Eligible employees as defined in 16a may accumulate from year to year a maximum of ten (10) earned vacation days in addition to his/her yearly earned vacation leave as defined in the table in 16b. Any employee with a balance of vacation leave in excess of the maximum accrual amount on November 1st of each year shall forfeit said excess accrual amount. Employees seeking to make a vacation carryover request must do so in writing, have the request signed by their department head and then forward the request to Human Resources no later than October 15th for review and consideration. Vacation carryovers will only be granted for extenuating circumstances that prevented an employee from being able to use their leave during the past year.

f. Vacation leave shall be determined by the length of continuous service. For purposes of computing vacation leave, employees who leave the Town service and are later restored shall be considered as new employees.

g. An employee who is transferred between departments shall retain all accrued vacation credit.

h. An employee may take vacation leave beyond the amount earned only in the most unusual cases. Requests for advanced vacation must be submitted by the department head to the Town Manager in writing, and no advanced vacation shall be approved without a written agreement signed by the employee ensuring reimbursement to the Town if termination occurs before earning the vacation credit taken.

i. Observed holidays established by this agreement shall not be considered in the computation of vacation credit or as part of vacation leave.

j. An employee may take earned vacation leave during the year with proper authorization except that no employee may take vacation leave of less than one (1) hour. No additional salary shall be paid an employee in lieu of vacation except in the most unusual cases and with the approval of the Town Manager.

k. An employee who becomes ill while on vacation leave may not charge such illness to sick leave unless the illness exceeds three (3) vacation days and the employee files a physician's certificate describing the nature and duration of the illness with his/her department head.

Article XVII Insurance Program

Section 1. On behalf of eligible employees as defined in Article I, Section 2a and 2b and their dependents, the Town will maintain group membership in medical and life insurance programs as set forth below.

a. Health Insurance. The Town will maintain group membership in a PPO and POE/HMO plan. The details of the insurance plans are summarized in Appendix C of this Agreement. Subject to any plan restrictions, the employee may choose to participate in either of the two options.

b. Life Insurance. The Town shall provide a term life insurance for eligible employees as defined in Article I, Section 2a and 2b. The life insurance policy shall be in the amount of one and a half (1.5) times the employee's base salary and three (3) times the employee's salary in the event of accidental death and dismemberment. Changes in base salary will be reported to the insurance carrier in the calendar month following the change in salary.

b. Dental Insurance. Employees and their dependents may enroll in the dental coverage offered through the Town. Employees will be responsible for the full cost of these benefits and shall elect to pay for this coverage through payroll deduction. Upon enrollment, employees and their dependents must remain on the plan for no less than two (2) years from the date of enrollment.

Section 2: The Town shall provide the following insurance for retiring employees with the full cost to be borne by the employee: \$10,000 term life insurance and choice of the POE/HMO plan or the PPO plan if the retiree's primary residence is outside the state of Connecticut until the retiree reaches age 65 or becomes eligible for Medicare; for those age 65 and older or eligible for Medicare/Medicaid, the retiree may elect to enroll in a Medicare supplemental plan offered through the Town with the full cost to be borne by the retiree.

a. For retirees that elect to maintain the Town's insurance, the Town agrees to pay \$210 per month toward the cost of insurance defined in 17.2 for each employee who retires after July 1, 2010 (1) upon completing twenty-five (25) years of aggregate service; or (2) upon attaining the age of fifty-five (55) years provided such employee has had ten (10) years of continuous service or fifteen (15) years of aggregate service; or (3) upon receiving a disability retirement under the Connecticut Municipal Employees Retirement System (CMERS). Upon the death of a retiree, this payment is not transferable to the retiree's surviving spouse, heir, dependents, etc. Upon the death of a retiree, a surviving spouse can continue to purchase insurance through the Town with the full cost borne by the surviving spouse. This payment does not apply to insurance obtained by a retiree through a source other than the Town of Mansfield; retirees participating in the retiree payment in lieu of health insurance program are covered in Article XXVII, Section 5f of this agreement.

Section 3: The Town may elect to change carriers for any of the benefits specified in this Article, provided the coverage is at least equivalent to the coverage in effect immediately prior to the change, and provided the cost to employees and their dependents is not greater than it would be if no such change had been made. The Town may also elect to implement a program of

cost containment procedures (such as admission planning services, second surgical opinions, hospital bill audits, etc.) provided the cost to employees and their dependents who follow such procedures is not greater than it would be if no such procedure had been implemented.

Section 4: The Town and the employees agree to share the cost of insurance premiums for the coverages enumerated in Article XVII, Section 1, except for 1.b.

The employees are responsible for the percentage amounts listed below on a yearly basis with the payments to be made by payroll deduction from each check in substantially equal payments.

	<u>FY 10/11</u>	<u>FY 11/12</u>	<u>FY 12/13</u>
POE/HMO	10%	13%	14%
	12% on 3/1/11		
PPO	14%	15%	16%
	15% on 3/1/11		

For purposes of medical insurance, regular part-time employees whose normal workweek is 20 hours or more shall pay a percentage of the premium that is proportional to their FTE status. For example, an employee working twenty-five (25) hours per week is a .71 FTE. If that same employee selected single coverage POE plan for FY 11/12, the Town would contribute as follows:

$$(87\% \text{ of total premium for 1P POE coverage} \times .71) = \text{employer contribution}$$

Section 5: Payment in Lieu of Health Benefits

This program is designed for those employees who currently have dual health insurance coverage or who have the ability to acquire health insurance from another employer that does not participate in the Town of Mansfield health insurance pool. The plan provides some reimbursement for employees who terminate their coverage with the Town. The covered benefits are limited to health benefits only and do not include dental insurance benefits.

a. To enroll in this program, employees must complete the "Waiver of Insurance Agreement" and provide documentation of coverage from their spouse or another source. Employees can enroll in the program in June of each year. New employees can enroll at the time of employment or may enroll during the June following the date of employment.

b. The annual payments in lieu of coverage are as follows:

Individual	\$1,200
Two-person	\$2,400
Family	\$3,000

c. Payments will be made in two installments during the fiscal year, in January and in July. If an employee terminates or joins the program at any time following the June enrollment period for that fiscal year, the payments will be prorated on a monthly basis.

Participating employees may opt to have their payment contributed to their 457 deferred compensation account so long as the contribution is within the annual allowable contribution limits for 457 accounts as designated by the IRS.

d. Payments are considered taxable in accordance with the IRS Code.

e. Employees may re-enroll in the Town Group Health Insurance Plan under the following circumstances:

(1) The coverage that the employee had through another plan is terminated. (Copy of plan documents required.)

(2) The employee and/or his/her dependents become ineligible for coverage under the other plan.

(3) The employee acquires a new dependent through marriage, birth or adoption, and the dependent is not covered by the other plan.

(4) The coverage that is provided by the other plan is substantially reduced or the cost of that plan becomes prohibitive.

(5) The employee has not been enrolled in the Town's Health Insurance Plan for the past two years from his/her date of cancellation and now wishes to renew coverage.

(6) The employee is eligible to retire under Town's pension plan and qualifies for the group health benefit. The employee must re-enroll one year prior to retirement.

Employees re-enrolling may only enroll in the Town's Health Insurance Program. Employees must provide required documentation and notify the Town in writing that they are requesting reinstatement. Provided that all information is received, the Town will enroll the employee in the Group Health Insurance Plan effective the first of the month preceding the notification.

f. Employees retiring after July 1, 2010 may also participate in the payment in lieu of health benefits program for a benefit of \$1,740 per year if the participant is age 65 or older or Medicaid/Medicare eligible or for a benefit of \$2,520 per year if the participant is under age 65 and not Medicaid/Medicare eligible. The requirements of sections 16.5(A), 16.5(C), 16.5(E)(1) – 16.5(E)(5) and 16.5(F) shall apply to this subsection.

Article XVIII
Flexible Benefit Plan

Section 1: All regular employees defined in Article I, Section 2 are eligible to participate in the Town's Flexible Benefits Plan, established in accordance with federal and state regulations. Plan design and administration is at the sole discretion of the Town. Employees may elect to participate in the medical and/or dependent care flexible spending account programs.

Article XIX
Pensions

Section 1: All members of the bargaining unit who are eligible shall be covered by the Connecticut Municipal Employees Retirement System (MERS) Fund B at the time of execution of this agreement, under its terms and conditions. The Town and the Union agree to a re-opener to discuss pension options for eligible employees. The parties agree to begin discussions on this topic at the request of the Town. Should the parties agree that it is in their mutual interest for employees to be enrolled in a pension plan other than MERS B an amendment shall be attached to this Agreement. This article shall not be subject to the grievance arbitration provisions of the contract. The only exception shall be the Town's failure to meet its obligation to enroll a bargaining unit member who otherwise is eligible to be covered by MERS.

Article XX
Education Assistance

Section 1: Regular full-time employees who wish to pursue formal courses of study on their own time outside of normal working hours, which, in the opinion of the Town Manager, will contribute to their ability and skill to perform as an employee of the Town may apply to the Town Manager in writing for financial assistance.

Section 2: Approved educational and training programs will be reimbursed at 100% of cost to a maximum of \$1,200 per employee per year. The Town Manager may waive this maximum when there are unexpended funds in the tuition reimbursement account after approved applications have been reimbursed.

Section 3: Reimbursable costs include tuition, required course fees, workbooks and text books. Costs not eligible for reimbursement include admission application, registration, service fees, special or activity fees, transportation, meals, supplies and other related items.

Section 4: Reimbursement will be paid the employee when proof of a grade of "C" (2.0 quality point average) or better in the course is provided, proof of payment is provided, and the applicant is still a full-time regular employee of the Town at the time the request for reimbursement is submitted.

Article XXI
Clothing

Section 1: The Town shall provide an initial issue of shirts to employees who regularly work at the Mansfield Community Center, and shall replace shirts as necessary.

Article XXII
Disciplinary Procedure

Section 1: No employee covered by this agreement shall be discharged or suspended or otherwise disciplined except for just cause.

Section 2: Other than in the case of probationary employees, any discipline or discharge may be appealed through the grievance procedure of this agreement.

Section 3: Written warnings shall remain a part of an employee's personnel record for eighteen (18) months from the date of the warning. However, if another written warning is received within the eighteen (18) month period, both warnings shall remain on the record for a period of eighteen (18) months from the date of the most recent warning. Other more severe disciplinary actions shall remain a permanent part of the employee's personnel record. Written warnings will become null and void in keeping with the above, however, they will not be literally destroyed by the Town until official permission is received from the State Public Records Administrator.

Section 4: Former employees who have been dismissed or who resigned while charges were pending will not be rehired by the Town.

Article XXIII
Grievance Procedure

Section 1: The following terms are agreed to mean as stated below.

a. "Grievant" is defined as any member of the bargaining unit and may include a group of employees similarly affected by a grievance or the Union. "Town" shall mean the Town, an agent of the Town or a committee of the Town, at the Town's option.

b. "Days" are defined as working days (Monday through Friday) excluding Saturdays, Sundays and holidays.

c. "Grievance" shall mean a claim that there has been a violation, misinterpretation or misapplication of a specific provision of this agreement.

Section 2: The following time limits are established regarding grievances.

- a. Since it is important that a grievance be processed as rapidly as possible, the number of days indicated at each step shall be considered as a maximum. The time limits specified may, however, be extended by written agreement of the parties.
- b. If an aggrieved person does not file a grievance in writing with the appropriate administrator within seven (7) days after the employee knew or reasonably should have known of the event or condition giving rise to the grievance, then the grievance shall be considered waived.
- c. Failure at any step of this procedure to communicate a decision within the specified time limits shall be deemed denial of the grievance and shall permit the aggrieved person to proceed immediately to the next step. Failure at any step to appeal within the specified time limits shall be deemed to be acceptance of the last decision rendered.
- d. Any time limits specified within this article may be extended by written mutual agreement of the Union and the Town, provided that if the grievance is not submitted to a higher step in the above procedures, it shall be deemed settled on the basis of the Town's answer in the last step considered.

Section 3: Step One - Immediate Supervisor. The aggrieved employee who wishes to pursue a grievance shall present the grievance in writing within seven (7) days after the employee knew or reasonably should have known of the event or condition giving rise to the grievance. The immediate supervisor, shall, within five (5) days after the receipt of the written grievance, render his/her decision and the reasons therefore in writing to the grievant. A copy shall be sent to the Union representative designated on the grievance form. In the case where the immediate supervisor is a member of Local 760 Supervisor's Unit, the Step One grievance shall be immediately moved to the Step Two level, without prejudice. The direct supervisor of the employee shall be simultaneously provided with a copy of the grievance. The department head will hear the grievance and render a decision.

Section 4: Step Two - Department Head. If the grievant is not satisfied with the disposition of his/her grievance at Step One, he/she may, within five (5) days after receipt of the decision at Step One, file the grievance with his/her department head. The department head may, within five (5) days after receipt of the grievance, meet with the grievant, witnesses, and representatives of the Union for the purpose of resolving the grievance, and render his/her decision and the reasons for it in writing to the grievant and to the Union representative designated on the grievance form.

Section 5: Step Three - Town Manager. If the grievant is not satisfied with the disposition of his/her grievance at Step Two, s/he may, within five (5) days of

receipt of the decision at Step Two, refer the grievance to the Town Manager. The Town Manager may, within ten (10) days after receipt of the grievance, meet with the grievant, witnesses and representatives of the Union for the purpose of resolving the grievance. Within ten (10) days after such meeting, the Town Manager will render his/her decision on the grievance in writing.

Section 6: Step Four - Arbitration. Within fifteen (15) days after receipt of the Town Manager's decision, the Union may submit the grievance to arbitration by so notifying the Town Manager and the American Dispute Resolution Center in writing. Arbitration shall proceed in accordance with the rules of the American Dispute Resolution Center.

- a. The arbitrator shall hear and decide only one grievance in each case. The arbitrator shall have no power in any matter to make an award which amends, adds to, subtracts from, or eliminates any provision of this agreement. S/he shall be bound by, and must comply with, all terms of this agreement.
- b. The arbitrator shall, within thirty (30) days after the hearing, render his/her decision in writing to the parties in interest, setting forth his/her findings of fact, reasoning and conclusions. Such decisions shall be binding on all parties.
- c. The costs of the arbitrator's fee shall be borne equally by both parties. It is understood that each party is responsible for its own costs for legal counsel, expert witnesses and other expenses.
- d. No employee may proceed to Step Four on his/her own; only the Union may submit a grievance to arbitration.

Article XXIV Outside Employment

Section 1: An employee may engage in additional employment unless the additional employment could interfere with the proper and effective performance of the duties of his/her position, result in a conflict of interest as defined by the Town's ethics ordinance which may be amended by the Town Council from time to time, or if it is reasonable to anticipate that such employment may subject the Town to public criticism or embarrassment in the opinion of the Town Manager. Upon notification in writing by the Town Manager, such outside employment shall be terminated if it is disadvantageous to the Town.

- a. Outside employment includes but is not limited to a self-owned/operated business, internet based business, or other type of business employment.
- b. Any employee who engages in outside employment shall not perform duties for his/her outside employer during work hours for the Town. Outside employment shall not interfere with an employee's Town related job duties and

work hours. Any employee who engages in employment outside of his/her regular working hours shall be subject to perform his/her assigned Town duties first.

c. The Town shall in no respect be liable nor grant sick leave in case of an injury to an employee while s/he is engaged in outside employment or any occupational illness attributed thereto.

Article XXV
Non-Discrimination

All provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination because of race, color, creed, religion, sex, age, national origin, marital status, sexual orientation, genetic makeup, political affiliation, union membership, military service and veteran's status, disability, except on the basis of bona fide occupational qualification or business necessity, or any other protected class. Any employee who files a grievance alleging breach of this provision may pursue that grievance through Step 3 – Town Manager. However, in recognition of the employee's alternate remedies under state and federal law, no grievance alleging breach of this provision may be submitted to arbitration under Article XXI (grievance procedure).

Article XXVI
No Lockout--No Strike

Section 1: The Town agrees that it will not lock out the employees covered by this agreement during its term.

Section 2: The Union and the employees expressly agree that there will be no strikes, slowdowns, picketing during working hours, work stoppages, mass absenteeism, mass feigned illness or other similar forms of interference with the operation of the Town.

Section 3: Any or all employees participating in such strike or other prohibited activity described above in Section 2 shall be subject to disciplinary action by the Town up to and including discharge.

Article XXVII
Workers' Compensation

The Town and the Union recognize the importance of assuring a safe work environment. Employees have a responsibility to perform their duties so as to minimize injuries to themselves and co-workers. Workers' Compensation leave, is granted to an employee with an accepted claim due to absence from duty caused by an accident, injury, or occupational disease that occurred while the employee was engaged in the performance of work-related duties. As part of the Town's workers' compensation coverage, the Town is a member of a preferred

provider network for health care services as they relate to workers' compensation injuries. The Town will also utilize the services of a managed care program provided by the workers' compensation insurance carrier.

a. Injuries arising out of an accident in the course of employment and while engaged in the performance of one's duties shall be reported immediately by the employee to his/her supervisor who shall make a full report to the Town's workers' compensation insurance carrier. In the event that emergency medical treatment is needed, the employee may seek treatment at a hospital or by calling 911. If non-emergency medical treatment is needed, the employee must seek initial treatment at the Town approved occupational health facility and continued treatment within the preferred provider network as determined by the managed care program. It is the responsibility of the employee to submit initial and continued medical documentation related to their injury or illness to their immediate supervisor as well as to the Town's insurance carrier.

b. Employees of the Town are covered by workers' compensation insurance for occupational illness or injury sustained on the job for the Town. All payments while on workers' compensation leave shall be made subject to the same rules and regulations as workers' compensation insurance and shall not be payable if the accident was due to intoxication, drug use, or willful misconduct on the part of the employee. Lost time during regularly scheduled work hours due to workers compensation leave will be handled in the following manner:

i. In the case of workers' compensation injuries causing absences of three (3) or less work days, the Town shall pay the employee's full net base pay for that time, since payments are not made under workers' compensation insurance for such accidents.

ii. For absences in excess of three (3) work days and up to and including sixty (60) work days, the Town shall provide for salary continuation of the employee's full net base pay for that time. The employee will not need to use accrued sick leave during this specified period for salary continuation.

For absences in excess of sixty (60) work days, the employee may elect to utilize earned sick leave as salary continuation to get as close as possible to the employee's full net base pay for that time.

iii. When an employee returns to duty, but needs continued medical care as determined by their treating medical provider in the managed care program, the employee may attend said medical appointments during regularly scheduled work hours with full pay.

c. Health insurance will continue as long as the employee is receiving workers' compensation, as required by law. The Town shall pay its share of the premium for the employee's health insurance; the employee is responsible for his

or her cost share of their health insurance premium. Failure by the employee to pay the employee share of the cost of health insurance shall result in a disruption of health benefits subject to the rights of the employee to continue such coverage pursuant to COBRA.

d. An employee who, based on the medical opinion of his/her medical provider in the managed care program, is able to return to work in a modified capacity shall be provided with modified duty work related to their job functions if, in the Town's discretion, such modified duty work is available. Employees will be provided with modified duty work for so long as it is available up to six months. Any employee who is unable to fully resume the essential functions of his/her position within a reasonable period of time not to exceed one year from the date of injury or occupational illness shall be terminated from employment with the Town unless the condition is deemed disabling under the American with Disabilities Act (ADA), the Town and employee have engaged in the ADA interactive process, and a reasonable accommodation has been determined and granted by the Town.

Article XXIII
Complete Agreement

It is understood and agreed that this agreement contains the complete agreement of the parties, and that it may be amended or altered only by mutual agreement in writing signed by the parties. The Town and the Union agree that each had a full opportunity to raise issues, and that all matters to be opportunity to raise issues, and that all matters to be included in this agreement have been presented, discussed and incorporated herein or rejected. Accordingly, it is agreed that for the life of this agreement each party voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter, whether or not referred to in this agreement.

Article XXIX
Severability Clause

In the event any sentence or provision of this Agreement is determined to be void and unenforceable by an authority of competent legal jurisdiction, that sentence or provision shall be severed from this Agreement, and the remainder of the Agreement shall continue in full force and effect.

Article XXX
Supervisor's Unit

The Supervisor's Agreement is covered by the terms of this agreement. Exceptions are illustrated in ADDENDUM.

Article XXXI
Duration

This agreement shall be effective on signing and shall remain in full force and effect through and including June 30, 2013.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this agreement on the date and year above written.

TOWN OF MANSFIELD

LOCAL 2001, CSEA, SEIU

Matthew W. Hart, Town Manager

Susan Nelson, Counsel

Theresa Leon-Guerrero, Union President

DATE: _____

ADDENDUM

LOCAL 2001, CSEA, SEIU
SUPERVISORS

This agreement sets forth the terms and conditions of employment for the bargaining unit of supervisors of the Town of Mansfield (the "Town"), represented by Local 2001, CSEA, SEIU (the "Union"). For ease of reference, this agreement incorporates certain provisions of the collective bargaining agreement between the non-supervisory bargaining unit in which the supervisory positions were formerly placed. The reference to the collective bargaining agreement shall in no way be construed to imply that the two bargaining units are covered by the same contract or are otherwise combined. Subject to this understanding, the Town and the Union agree that the terms and conditions of employment for the supervisor's unit shall be the same as those set forth in the collective bargaining agreement between the Town and the Union for the non-supervisory employees, with the following exceptions:

Article I
Recognition

Section 1: The Town recognizes the Union as the exclusive bargaining representative with respect to wages, hours and other conditions of employment for supervisors who work twenty (20) hours or more per week in the positions of administrative services manager, aquatic director, assistant town engineer, assessor, collector of revenue, , recreation supervisor, senior center coordinator and youth services coordinator.

Article II
Union Business

Section 2: When a grievance, arbitration or labor board hearing takes place during normal working hours, the Town shall release from duty without loss of pay, a maximum of two (2) employees from the bargaining unit. In the event that all the Local 2001 officers are in the non-supervisory bargaining unit, the Town shall also release from duty without loss of pay one (1) such officer from that unit when the grievance, arbitration, or labor board proceeding takes place at the Town offices. Should the specific circumstances of the situation require more than three (3) employees, the Union shall request and obtain agreement from the Town, which shall not be unreasonably withheld.

Article XXIII
Grievance Procedure

Section 1: The following terms are agreed to mean as stated below:

- a. "Grievant" is defined as any member of the bargaining unit and may include a group of employees similarly affected by a grievance or the Union.

"Town" shall mean the Town, an agent of the Town or a committee of the Town, at the Town's option.

b. "Days" are defined as working days (Monday through Friday) excluding Saturdays, Sundays and holidays.

c. "Grievance" shall mean a claim that there has been a violation, misinterpretation or misapplication of a specific provision of this agreement.

Section 2: The following time limits are established regarding a grievance:

a. Since it is important that a grievance be processed as rapidly as possible, the number of days indicated at each step shall be considered as a maximum. The time limits specified may, however, be extended by written agreement of the parties.

b. If an aggrieved person does not file a grievance in writing with the appropriate administrator within seven (7) days after the employee knew or reasonably should have known of the event or condition giving rise to the grievance, then the grievance shall be considered waived.

c. Failure at any step of this procedure to communicate a decision within the specified time limits shall be deemed denial of the grievance and shall permit the aggrieved person to proceed immediately to the next step. Failure at any step to appeal within the specified time limits shall be deemed to be acceptance of the last decision rendered.

d. Any time limits specified within this article may be extended by written mutual agreement of the Union and the Town, provided that if the grievance is not submitted to a higher step in the above procedures, it shall be deemed settled on the basis of the Town's answer in the last step considered.

Section 3: Step One - Department Head. The aggrieved employee who wishes to pursue a grievance shall present the grievance in writing within seven (7) days after the employee knew or reasonably should have known of the event or condition giving rise to the grievance. The department head shall, within five (5) days after the receipt of the written grievance, render his/her decision and the reason therefore in writing to the Grievant. A copy shall be sent to the Union representative designated in the grievance form.

Section 4: Step Two - Town Manager. If the Grievant is not satisfied with the disposition of his/her grievance at Step One, s/he may, within five (5) days of receipt of the decision at Step One, refer the grievance to the Town Manager. The Town Manager may, within ten (10) days after the receipt of the grievance, meet with the Grievant, witnesses and representatives of the Union for the purpose of resolving the grievance. Within ten (10) days after such meeting, the Town Manager will render his/her decision on the grievance in writing.

Section 5: Step Three - Arbitration. Within fifteen (15) days after receipt of the Town Manager's decision, the Union may submit the grievance to arbitration by so notifying the Town Manager and the American Arbitration Association in

writing. The arbitration shall proceed in accordance with the rules of the American Arbitration Association.

a. The arbitrator shall hear and decide only one grievance in each case. The arbitrator shall have no power in any matter to make an award, which amends, adds to, subtracts from, or eliminates any provision of this agreement. S/he shall be bound by, and must comply with, all terms of this agreement.

b. The arbitrator shall, within thirty (30) days after the hearing, render his/her decision in writing to the parties in interest, setting forth his/her findings of fact, reasoning and conclusions. Such decisions shall be binding on all parties.

c. The costs of the arbitrator's fee shall be borne equally by both parties. It is understood that each party is responsible for its own costs for legal counsel, expert witnesses and other expenses.

d. No employee may proceed to Step Three on his/her own; only the Union may submit a grievance to arbitration.

Article XXV
Non-Discrimination

All provisions of this Agreement apply equally to all employees without discrimination on the basis of race, color, creed, religion, sex, age national origin, marital status, sexual orientation or disability. Any employee who files a grievance alleging breach of this provision may pursue that grievance through Step Three - Town Manager. However, in recognition of the employee's alternate remedies under state and federal law, no grievance alleging breach of this provision may be submitted to arbitration under Article XXI (Grievance Procedure).

Article XXXI
Duration

This agreement shall be effective on signing and shall remain in full force and effect through and including June 30, 2013.

IN WITNESS WHEREOF, the parties hereto have caused their duly authorized representatives to execute this agreement on the date and year above written.

TOWN OF MANSFIELD

LOCAL 2001, CSEA, SEIU

Matthew W. Hart, Town Manager

Susan Nelson, Attorney

Date

Theresa Leon-Guerrero, Union President

**APPENDIX A
Position, FLSA Status & Salary Ranges**

Classification	Grade	FLSA	Salary Ranges FY 10/11				Salary Ranges FY 11/12			
			7/1/2010		1/1/2011		7/1/2011		1/1/2012	
			Min.	Max.	Min.	Max.	Min.	Max.	Min.	Max.
Asst. Animal Control Officer (PT)	10	NE	\$30,383	\$38,422	\$30,840	\$39,006	\$31,297	\$39,591	\$31,772	\$40,194
Library Assistant	10	NE	\$30,383	\$38,422	\$30,840	\$39,006	\$31,297	\$39,591	\$31,772	\$40,194
Exceptionist	12	NE	\$33,306	\$42,058	\$33,800	\$42,697	\$34,311	\$43,336	\$34,823	\$43,994
Administrative Assistant	13	NE	\$34,951	\$44,195	\$35,480	\$44,853	\$36,010	\$45,529	\$36,558	\$46,205
Library Associate	13	NE	\$34,951	\$44,195	\$35,480	\$44,853	\$36,010	\$45,529	\$36,558	\$46,205
Assistant to the Assessor	14	NE	\$36,577	\$46,022	\$37,125	\$46,716	\$37,673	\$47,411	\$38,239	\$48,123
Finance Clerk	14	NE	\$36,577	\$46,022	\$37,125	\$46,716	\$37,673	\$47,411	\$38,239	\$48,123
Assistant to Collector of Revenue	15	NE	\$38,422	\$48,452	\$39,006	\$49,183	\$39,591	\$49,914	\$40,194	\$50,663
Assistant Town Clerk	15	NE	\$38,422	\$48,452	\$39,006	\$49,183	\$39,591	\$49,914	\$40,194	\$50,663
Recycling and Refuse Coordinator	15	NE	\$38,422	\$48,452	\$39,006	\$49,183	\$39,591	\$49,914	\$40,194	\$50,663
Animal Control Officer	17	NE	\$42,058	\$53,202	\$42,697	\$54,006	\$43,336	\$54,810	\$43,994	\$55,632
Payroll Administrator	17	NE	\$42,058	\$53,202	\$42,697	\$54,006	\$43,336	\$54,810	\$43,994	\$55,632
Public Works Specialist	17	NE	\$42,058	\$53,202	\$42,697	\$54,006	\$43,336	\$54,810	\$43,994	\$55,632
Administrative Services Manager	18	NE	\$44,195	\$55,742	\$44,853	\$56,582	\$45,529	\$57,423	\$46,205	\$58,281
Property Appraiser	18	NE	\$44,195	\$55,742	\$44,853	\$56,582	\$45,529	\$57,423	\$46,205	\$58,281
Member Services Coordinator	18	E	\$44,195	\$55,742	\$44,853	\$56,582	\$45,529	\$57,423	\$46,205	\$58,281
Housing Inspector	19	NE	\$46,022	\$58,482	\$46,716	\$59,359	\$47,411	\$60,254	\$48,123	\$61,150
Recreation Coordinator	19	E	\$46,022	\$58,482	\$46,716	\$59,359	\$47,411	\$60,254	\$48,123	\$61,150
Aquatic Director	20	E	\$48,452	\$61,369	\$49,183	\$62,282	\$49,914	\$63,214	\$50,663	\$64,164
Clerk of the Works	20	E	\$48,452	\$61,369	\$49,183	\$62,282	\$49,914	\$63,214	\$50,663	\$64,164
Recreation Supervisor	20	E	\$48,452	\$61,369	\$49,183	\$62,282	\$49,914	\$63,214	\$50,663	\$64,164
Senior Center Coordinator	20	E	\$48,452	\$61,369	\$49,183	\$62,282	\$49,914	\$63,214	\$50,663	\$64,164
Social Worker (Sr., Adult, Youth)	20	E	\$48,452	\$61,369	\$49,183	\$62,282	\$49,914	\$63,214	\$50,663	\$64,164
Zoning Enforcement Officer	22	NE	\$53,202	\$67,398	\$54,006	\$68,403	\$54,810	\$69,426	\$55,632	\$70,467
Project Engineer	23	E	\$55,742	\$70,632	\$56,582	\$71,691	\$57,423	\$72,769	\$58,281	\$73,866
Collector of Revenue	24	E	\$58,482	\$74,048	\$59,359	\$75,163	\$60,254	\$76,296	\$61,150	\$77,447
Youth Services Coordinator	25	E	\$61,369	\$77,538	\$62,282	\$78,707	\$63,214	\$79,895	\$64,164	\$81,101
Town Assessor	26	E	\$64,256	\$81,265	\$65,224	\$82,489	\$66,210	\$83,731	\$67,197	\$84,992
Assistant Town Engineer	26	E	\$64,256	\$81,265	\$65,224	\$82,489	\$66,210	\$83,731	\$67,197	\$84,992

Please note that FLSA designations are determined by State and Federal law, and are subject to change.

APPENDIX B (WAGE STEP DETAIL)

Town of Mansfield
 Grade & Step Listing
 Effective 7/1/10

```

=====
Annual      Period      Daily      Hourly
=====
    
```

T760 Town-CSEA Union
 Grade: 001
 Hrs/Year: 1,827.00
 Hrs/Day: 7.00
 Days/Period: 10.00

Step 1:	20,517.00	785.10	78.61	11.2300
Step 2:	21,376.00	819.00	81.90	11.7000
Step 3:	22,362.00	856.80	85.68	12.2400
Step 4:	23,239.00	890.40	89.04	12.7200
Step 5:	24,445.00	936.60	93.66	13.3800
Step 6:	25,523.00	977.90	97.79	13.9700

T760 Town-CSEA Union
 Grade: 002
 Hrs/Year: 1,827.00
 Hrs/Day: 7.00
 Days/Period: 10.00

Step 1:	21,376.00	819.00	81.90	11.7000
Step 2:	22,362.00	856.80	85.68	12.2400
Step 3:	23,239.00	890.40	89.04	12.7200
Step 4:	24,445.00	936.60	93.66	13.3800
Step 5:	25,523.00	977.90	97.79	13.9700
Step 6:	26,583.00	1,018.50	101.85	14.5500

T760 Town-CSEA Union
 Grade: 003
 Hrs/Year: 1,827.00
 Hrs/Day: 7.00
 Days/Period: 10.00

Step 1:	22,362.00	856.80	85.68	12.2400
Step 2:	23,239.00	890.40	89.04	12.7200
Step 3:	24,445.00	936.60	93.66	13.3800
Step 4:	25,523.00	977.90	97.79	13.9700
Step 5:	26,583.00	1,018.50	101.85	14.5500
Step 6:	27,843.00	1,066.80	106.68	15.2400

T760 Town-CSEA Union
 Grade: 004
 Hrs/Year: 1,827.00
 Hrs/Day: 7.00
 Days/Period: 10.00

Step 1:	23,239.00	890.40	89.04	12.7200
Step 2:	24,445.00	936.60	93.66	13.3800
Step 3:	25,523.00	977.90	97.79	13.9700
Step 4:	26,583.00	1,018.50	101.85	14.5500
Step 5:	27,843.00	1,066.80	106.68	15.2400
Step 6:	29,104.00	1,115.10	111.51	15.9300

T760 Town-CSEA Union
 Grade: 005
 Hrs/Year: 1,827.00
 Hrs/Day: 7.00
 Days/Period: 10.00

Step 1:	24,445.00	936.60	93.66	13.3800
Step 2:	25,523.00	977.90	97.79	13.9700
Step 3:	26,583.00	1,018.50	101.85	14.5500
Step 4:	27,843.00	1,066.80	106.68	15.2400
Step 5:	29,104.00	1,115.10	111.51	15.9300
Step 6:	30,383.00	1,164.10	116.41	16.6300

Town of Mansfield
 Grade & Step Listing
 Effective 7/1/10

		Annual	Period	Daily	Hourly
T760 Town-CSEA Union					
Grade: 006	Step 1:	25,523.00	977.90	97.79	13.9700
Hrs/Year: 1,827.00	Step 2:	26,583.00	1,018.50	101.85	14.5500
Hrs/Day: 7.00	Step 3:	27,843.00	1,066.80	106.68	15.2400
Days/Period: 10.00	Step 4:	29,104.00	1,115.10	111.51	15.9300
	Step 5:	30,383.00	1,164.10	116.41	16.6300
	Step 6:	31,881.00	1,221.50	122.15	17.4500
T760 Town-CSEA Union					
Grade: 007	Step 1:	26,583.00	1,018.50	101.85	14.5500
Hrs/Year: 1,827.00	Step 2:	27,843.00	1,066.80	106.68	15.2400
Hrs/Day: 7.00	Step 3:	29,104.00	1,115.10	111.51	15.9300
Days/Period: 10.00	Step 4:	30,383.00	1,164.10	116.41	16.6300
	Step 5:	31,881.00	1,221.50	122.15	17.4500
	Step 6:	33,306.00	1,276.10	127.61	18.2300
T760 Town-CSEA Union					
Grade: 008	Step 1:	27,843.00	1,066.80	106.68	15.2400
Hrs/Year: 1,827.00	Step 2:	29,104.00	1,115.10	111.51	15.9300
Hrs/Day: 7.00	Step 3:	30,383.00	1,164.10	116.41	16.6300
Days/Period: 10.00	Step 4:	31,881.00	1,221.50	122.15	17.4500
	Step 5:	33,306.00	1,276.10	127.61	18.2300
	Step 6:	34,951.00	1,339.10	133.91	19.1300
T760 Town-CSEA Union					
Grade: 009	Step 1:	29,104.00	1,115.10	111.51	15.9300
Hrs/Year: 1,827.00	Step 2:	30,383.00	1,164.10	116.41	16.6300
Hrs/Day: 7.00	Step 3:	31,881.00	1,221.50	122.15	17.4500
Days/Period: 10.00	Step 4:	33,306.00	1,276.10	127.61	18.2300
	Step 5:	34,951.00	1,339.10	133.91	19.1300
	Step 6:	36,577.00	1,401.40	140.14	20.0200
T760 Town-CSEA Union					
Grade: 010	Step 1:	30,383.00	1,164.10	116.41	16.6300
Hrs/Year: 1,827.00	Step 2:	31,881.00	1,221.50	122.15	17.4500
Hrs/Day: 7.00	Step 3:	33,306.00	1,276.10	127.61	18.2300
Days/Period: 10.00	Step 4:	34,951.00	1,339.10	133.91	19.1300
	Step 5:	36,577.00	1,401.40	140.14	20.0200
	Step 6:	38,422.00	1,472.10	147.21	21.0300

Town of Mansfield
 Grade & Step Listing
 Effective 7/1/10

		Annual	Period	Daily	Hourly
T760 Town-CSEA Union					
Grade: 011	Step 1:	31,881.00	1,221.50	122.15	17.4500
Hrs/Year: 1,827.00	Step 2:	33,306.00	1,276.10	127.61	18.2300
Hrs/Day: 7.00	Step 3:	34,951.00	1,339.10	133.91	19.1300
Days/Period: 10.00	Step 4:	36,577.00	1,401.40	140.14	20.0200
	Step 5:	38,422.00	1,472.10	147.21	21.0300
	Step 6:	40,084.00	1,535.80	153.58	21.9400
T760 Town-CSEA Union					
Grade: 012	Step 1:	33,306.00	1,276.10	127.61	18.2300
Hrs/Year: 1,827.00	Step 2:	34,951.00	1,339.10	133.91	19.1300
Hrs/Day: 7.00	Step 3:	36,577.00	1,401.40	140.14	20.0200
Days/Period: 10.00	Step 4:	38,422.00	1,472.10	147.21	21.0300
	Step 5:	40,084.00	1,535.80	153.58	21.9400
	Step 6:	42,058.00	1,611.40	161.14	23.0200
T760 Town-CSEA Union					
Grade: 013	Step 1:	34,951.00	1,339.10	133.91	19.1300
Hrs/Year: 1,827.00	Step 2:	36,577.00	1,401.40	140.14	20.0200
Hrs/Day: 7.00	Step 3:	38,422.00	1,472.10	147.21	21.0300
Days/Period: 10.00	Step 4:	40,084.00	1,535.80	153.58	21.9400
	Step 5:	42,058.00	1,611.40	161.14	23.0200
	Step 6:	44,195.00	1,693.30	169.33	24.1900
T760 Town-CSEA Union					
Grade: 014	Step 1:	36,577.00	1,401.40	140.14	20.0200
Hrs/Year: 1,827.00	Step 2:	38,422.00	1,472.10	147.21	21.0300
Hrs/Day: 7.00	Step 3:	40,084.00	1,535.80	153.58	21.9400
Days/Period: 10.00	Step 4:	42,058.00	1,611.40	161.14	23.0200
	Step 5:	44,195.00	1,693.30	169.33	24.1900
	Step 6:	46,022.00	1,763.30	176.33	25.1900
T760 Town-CSEA Union					
Grade: 015	Step 1:	38,422.00	1,472.10	147.21	21.0300
Hrs/Year: 1,827.00	Step 2:	40,084.00	1,535.80	153.58	21.9400
Hrs/Day: 7.00	Step 3:	42,058.00	1,611.40	161.14	23.0200
Days/Period: 10.00	Step 4:	44,195.00	1,693.30	169.33	24.1900
	Step 5:	46,022.00	1,763.30	176.33	25.1900
	Step 6:	48,452.00	1,856.40	185.64	26.5200

Town of Mansfield
 Grade & Step Listing
 Effective 7/1/10

		Annual	Period	Daily	Hourly
T760 Town-CSEA Union					
Grade: 016	Step 1:	40,084.00	1,535.80	153.58	21.9400
Hrs/Year: 1,827.00	Step 2:	42,058.00	1,611.40	161.14	23.0200
Hrs/Day: 7.00	Step 3:	44,195.00	1,693.30	169.33	24.1900
Days/Period: 10.00	Step 4:	46,022.00	1,763.30	176.33	25.1900
	Step 5:	48,452.00	1,856.40	185.64	26.5200
	Step 6:	50,882.00	1,949.50	194.95	27.8500
T760 Town-CSEA Union					
Grade: 017	Step 1:	42,058.00	1,611.40	161.14	23.0200
Hrs/Year: 1,827.00	Step 2:	44,195.00	1,693.30	169.33	24.1900
Hrs/Day: 7.00	Step 3:	46,022.00	1,763.30	176.33	25.1900
Days/Period: 10.00	Step 4:	48,452.00	1,856.40	185.64	26.5200
	Step 5:	50,882.00	1,949.50	194.95	27.8500
	Step 6:	53,202.00	2,038.40	203.84	29.1200
T760 Town-CSEA Union					
Grade: 018	Step 1:	44,195.00	1,693.30	169.33	24.1900
Hrs/Year: 1,827.00	Step 2:	46,022.00	1,763.30	176.33	25.1900
Hrs/Day: 7.00	Step 3:	48,452.00	1,856.40	185.64	26.5200
Days/Period: 10.00	Step 4:	50,882.00	1,949.50	194.95	27.8500
	Step 5:	53,202.00	2,038.40	203.84	29.1200
	Step 6:	55,742.00	2,135.70	213.57	30.5100
T760 Town-CSEA Union					
Grade: 019	Step 1:	46,022.00	1,763.30	176.33	25.1900
Hrs/Year: 1,827.00	Step 2:	48,452.00	1,856.40	185.64	26.5200
Hrs/Day: 7.00	Step 3:	50,882.00	1,949.50	194.95	27.8500
Days/Period: 10.00	Step 4:	53,202.00	2,038.40	203.84	29.1200
	Step 5:	55,742.00	2,135.70	213.57	30.5100
	Step 6:	58,482.00	2,240.70	224.07	32.0100
T760 Town-CSEA Union					
Grade: 020	Step 1:	48,452.00	1,856.40	185.64	26.5200
Hrs/Year: 1,827.00	Step 2:	50,882.00	1,949.50	194.95	27.8500
Hrs/Day: 7.00	Step 3:	53,202.00	2,038.40	203.84	29.1200
Days/Period: 10.00	Step 4:	55,742.00	2,135.70	213.57	30.5100
	Step 5:	58,482.00	2,240.70	224.07	32.0100
	Step 6:	61,369.00	2,351.30	235.13	33.5900

Town of Mansfield
 Grade & Step Listing
 Effective 7/1/10

```

=====
Annual      Period      Daily      Hourly
=====
    
```

T760 Town-CSEA Union
 Grade: 021
 Hrs/Year: 1,827.00
 Hrs/Day: 7.00
 Days/Period: 10.00

Step 1:	50,882.00	1,949.50	194.95	27.8500
Step 2:	53,202.00	2,038.40	203.84	29.1200
Step 3:	55,742.00	2,135.70	213.57	30.5100
Step 4:	58,482.00	2,240.70	224.07	32.0100
Step 5:	61,369.00	2,351.30	235.13	33.5900
Step 6:	64,256.00	2,461.90	246.19	35.1700

T760 Town-CSEA Union
 Grade: 022
 Hrs/Year: 1,827.00
 Hrs/Day: 7.00
 Days/Period: 10.00

Step 1:	53,202.00	2,038.40	203.84	29.1200
Step 2:	55,742.00	2,135.70	213.57	30.5100
Step 3:	58,482.00	2,240.70	224.07	32.0100
Step 4:	61,369.00	2,351.30	235.13	33.5900
Step 5:	64,256.00	2,461.90	246.19	35.1700
Step 6:	67,398.00	2,582.30	258.23	36.8900

T760 Town-CSEA Union
 Grade: 023
 Hrs/Year: 1,827.00
 Hrs/Day: 7.00
 Days/Period: 10.00

Step 1:	55,742.00	2,135.70	213.57	30.5100
Step 2:	58,482.00	2,240.70	224.07	32.0100
Step 3:	61,369.00	2,351.30	235.13	33.5900
Step 4:	64,256.00	2,461.90	246.19	35.1700
Step 5:	67,398.00	2,582.30	258.23	36.8900
Step 6:	70,632.00	2,706.20	270.62	38.6600

T760 Town-CSEA Union
 Grade: 024
 Hrs/Year: 1,827.00
 Hrs/Day: 7.00
 Days/Period: 10.00

Step 1:	58,482.00	2,240.70	224.07	32.0100
Step 2:	61,369.00	2,351.30	235.13	33.5900
Step 3:	64,256.00	2,461.90	246.19	35.1700
Step 4:	67,398.00	2,582.30	258.23	36.8900
Step 5:	70,632.00	2,706.20	270.62	38.6600
Step 6:	74,048.00	2,837.10	283.71	40.5300

T760 Town-CSEA Union
 Grade: 025
 Hrs/Year: 1,827.00
 Hrs/Day: 7.00
 Days/Period: 10.00

Step 1:	61,369.00	2,351.30	235.13	33.5900
Step 2:	64,256.00	2,461.90	246.19	35.1700
Step 3:	67,398.00	2,582.30	258.23	36.8900
Step 4:	70,632.00	2,706.20	270.62	38.6600
Step 5:	74,048.00	2,837.10	283.71	40.5300
Step 6:	77,538.00	2,970.80	297.08	42.4400

Town of Mansfield
 Grade & Step Listing
 Effective 7/1/10

	Annual	Period	Daily	Hourly
T760 Town-CSEA Union				
Grade: 025	Step 1: 61,369.00	2,351.30	235.13	33.5900
Hrs/Year: 1,827.00	Step 2: 64,256.00	2,461.90	246.19	35.1700
Hrs/Day: 7.00	Step 3: 67,398.00	2,582.30	258.23	36.8900
Days/Period: 10.00	Step 4: 70,632.00	2,706.20	270.62	38.6600
	Step 5: 74,048.00	2,837.10	283.71	40.5300
	Step 6: 77,538.00	2,970.80	297.08	42.4400
T760 Town-CSEA Union				
Grade: 026	Step 1: 64,256.00	2,461.90	246.19	35.1700
Hrs/Year: 1,827.00	Step 2: 67,398.00	2,582.30	258.23	36.8900
Hrs/Day: 7.00	Step 3: 70,632.00	2,706.20	270.62	38.6600
Days/Period: 10.00	Step 4: 74,048.00	2,837.10	283.71	40.5300
	Step 5: 77,538.00	2,970.80	297.08	42.4400
	Step 6: 81,265.00	3,113.60	311.36	44.4800
T760 Town-CSEA Union				
Grade: 027	Step 1: 67,398.00	2,582.30	258.23	36.8900
Hrs/Year: 1,827.00	Step 2: 70,632.00	2,706.20	270.62	38.6600
Hrs/Day: 7.00	Step 3: 74,048.00	2,837.10	283.71	40.5300
Days/Period: 10.00	Step 4: 77,538.00	2,970.80	297.08	42.4400
	Step 5: 81,265.00	3,113.60	311.36	44.4800
	Step 6: 85,120.00	3,261.30	326.13	46.5900
T760 Town-CSEA Union				
Grade: 028	Step 1: 70,632.00	2,706.20	270.62	38.6600
Hrs/Year: 1,827.00	Step 2: 74,048.00	2,837.10	283.71	40.5300
Hrs/Day: 7.00	Step 3: 77,538.00	2,970.80	297.08	42.4400
Days/Period: 10.00	Step 4: 81,265.00	3,113.60	311.36	44.4800
	Step 5: 85,120.00	3,261.30	326.13	46.5900
	Step 6: 89,505.00	3,429.30	342.93	48.9900
T760 Town-CSEA Union				
Grade: 029	Step 1: 74,048.00	2,837.10	283.71	40.5300
Hrs/Year: 1,827.00	Step 2: 77,538.00	2,970.80	297.08	42.4400
Hrs/Day: 7.00	Step 3: 81,265.00	3,113.60	311.36	44.4800
Days/Period: 10.00	Step 4: 85,120.00	3,261.30	326.13	46.5900
	Step 5: 89,505.00	3,429.30	342.93	48.9900
	Step 6: 93,853.00	3,595.90	359.59	51.3700

Town of Mansfield
 Grade & Step Listing
 Effective 7/1/10

		Annual	Period	Daily	Hourly
T760 Town-CSEA Union					
Grade: 030	Step 1:	77,538.00	2,970.80	297.08	42.4400
Hrs/Year: 1,827.00	Step 2:	81,265.00	3,113.60	311.36	44.4800
Hrs/Day: 7.00	Step 3:	85,120.00	3,261.30	326.13	46.5900
Days/Period: 10.00	Step 4:	89,505.00	3,429.30	342.93	48.9900
	Step 5:	93,853.00	3,595.90	359.59	51.3700
	Step 6:	98,366.00	3,768.80	376.88	53.8400
T760 Town-CSEA Union					
Grade: 031	Step 1:	81,265.00	3,113.60	311.36	44.4800
Hrs/Year: 1,827.00	Step 2:	85,120.00	3,261.30	326.13	46.5900
Hrs/Day: 7.00	Step 3:	89,505.00	3,429.30	342.93	48.9900
Days/Period: 10.00	Step 4:	93,853.00	3,595.90	359.59	51.3700
	Step 5:	98,366.00	3,768.80	376.88	53.8400
	Step 6:	103,335.00	3,959.20	395.92	56.5600
T760 Town-CSEA Union					
Grade: 032	Step 1:	85,120.00	3,261.30	326.13	46.5900
Hrs/Year: 1,827.00	Step 2:	89,505.00	3,429.30	342.93	48.9900
Hrs/Day: 7.00	Step 3:	93,853.00	3,595.90	359.59	51.3700
Days/Period: 10.00	Step 4:	98,366.00	3,768.80	376.88	53.8400
	Step 5:	103,335.00	3,959.20	395.92	56.5600
	Step 6:	108,524.00	4,158.00	415.80	59.4000
T760 Town-CSEA Union					
Grade: 033	Step 1:	42,031.00	1,610.40	161.04	20.1300
Hrs/Year: 2,088.00	Step 2:	44,140.00	1,691.20	169.12	21.1400
Hrs/Day: 8.00	Step 3:	46,040.00	1,764.00	176.40	22.0500
Days/Period: 10.00	Step 4:	48,421.00	1,855.20	185.52	23.1900
	Step 5:	50,759.00	1,944.80	194.48	24.3100
	Step 6:	53,223.00	2,039.20	203.92	25.4900
T760 Town-CSEA Union					
Grade: 034	Step 1:	32,933.00	1,261.80	126.18	21.0300
Hrs/Year: 1,566.00	Step 2:	34,358.00	1,316.40	131.64	21.9400
Hrs/Day: 6.00					
Days/Period: 10.00					

Town of Mansfield
 Grade & Step Listing
 Effective 1/1/11

		Annual	Period	Daily	Hourly
T760 Town-CSEA Union					
Grade: 001	Step 1:	20,828.00	798.00	79.80	11.4000
Hrs/Year: 1,827.00	Step 2:	21,705.00	831.60	83.16	11.8800
Hrs/Day: 7.00	Step 3:	22,691.00	869.40	86.94	12.4200
Days/Period: 10.00	Step 4:	23,587.00	903.70	90.37	12.9100
	Step 5:	24,811.00	950.60	95.06	13.5800
	Step 6:	25,907.00	992.60	99.26	14.1800
T760 Town-CSEA Union					
Grade: 002	Step 1:	21,705.00	831.60	83.16	11.8800
Hrs/Year: 1,827.00	Step 2:	22,691.00	869.40	86.94	12.4200
Hrs/Day: 7.00	Step 3:	23,587.00	903.70	90.37	12.9100
Days/Period: 10.00	Step 4:	24,811.00	950.60	95.06	13.5800
	Step 5:	25,907.00	992.60	99.26	14.1800
	Step 6:	26,985.00	1,033.90	103.39	14.7700
T760 Town-CSEA Union					
Grade: 003	Step 1:	22,691.00	869.40	86.94	12.4200
Hrs/Year: 1,827.00	Step 2:	23,587.00	903.70	90.37	12.9100
Hrs/Day: 7.00	Step 3:	24,811.00	950.60	95.06	13.5800
Days/Period: 10.00	Step 4:	25,907.00	992.60	99.26	14.1800
	Step 5:	26,985.00	1,033.90	103.39	14.7700
	Step 6:	28,264.00	1,082.90	108.29	15.4700
T760 Town-CSEA Union					
Grade: 004	Step 1:	23,587.00	903.70	90.37	12.9100
Hrs/Year: 1,827.00	Step 2:	24,811.00	950.60	95.06	13.5800
Hrs/Day: 7.00	Step 3:	25,907.00	992.60	99.26	14.1800
Days/Period: 10.00	Step 4:	26,985.00	1,033.90	103.39	14.7700
	Step 5:	28,264.00	1,082.90	108.29	15.4700
	Step 6:	29,543.00	1,131.90	113.19	16.1700
T760 Town-CSEA Union					
Grade: 005	Step 1:	24,811.00	950.60	95.06	13.5800
Hrs/Year: 1,827.00	Step 2:	25,907.00	992.60	99.26	14.1800
Hrs/Day: 7.00	Step 3:	26,985.00	1,033.90	103.39	14.7700
Days/Period: 10.00	Step 4:	28,264.00	1,082.90	108.29	15.4700
	Step 5:	29,543.00	1,131.90	113.19	16.1700
	Step 6:	30,840.00	1,181.60	118.16	16.8800

Town of Mansfield
 Grade & Step Listing
 Effective 1/1/11

	Annual	Period	Daily	Hourly
T760 Town-CSEA Union				
Grade: 006	Step 1: 25,907.00	992.60	99.26	14.1800
Hrs/Year: 1,827.00	Step 2: 26,985.00	1,033.90	103.39	14.7700
Hrs/Day: 7.00	Step 3: 28,264.00	1,082.90	108.29	15.4700
Days/Period: 10.00	Step 4: 29,543.00	1,131.90	113.19	16.1700
	Step 5: 30,840.00	1,181.60	118.16	16.8800
	Step 6: 32,356.00	1,239.70	123.97	17.7100
T760 Town-CSEA Union				
Grade: 007	Step 1: 26,985.00	1,033.90	103.39	14.7700
Hrs/Year: 1,827.00	Step 2: 28,264.00	1,082.90	108.29	15.4700
Hrs/Day: 7.00	Step 3: 29,543.00	1,131.90	113.19	16.1700
Days/Period: 10.00	Step 4: 30,840.00	1,181.60	118.16	16.8800
	Step 5: 32,356.00	1,239.70	123.97	17.7100
	Step 6: 33,800.00	1,295.00	129.50	18.5000
T760 Town-CSEA Union				
Grade: 008	Step 1: 28,264.00	1,082.90	108.29	15.4700
Hrs/Year: 1,827.00	Step 2: 29,543.00	1,131.90	113.19	16.1700
Hrs/Day: 7.00	Step 3: 30,840.00	1,181.60	118.16	16.8800
Days/Period: 10.00	Step 4: 32,356.00	1,239.70	123.97	17.7100
	Step 5: 33,800.00	1,295.00	129.50	18.5000
	Step 6: 35,480.00	1,359.40	135.94	19.4200
T760 Town-CSEA Union				
Grade: 009	Step 1: 29,543.00	1,131.90	113.19	16.1700
Hrs/Year: 1,827.00	Step 2: 30,840.00	1,181.60	118.16	16.8800
Hrs/Day: 7.00	Step 3: 32,356.00	1,239.70	123.97	17.7100
Days/Period: 10.00	Step 4: 33,800.00	1,295.00	129.50	18.5000
	Step 5: 35,480.00	1,359.40	135.94	19.4200
	Step 6: 37,125.00	1,422.40	142.24	20.3200
T760 Town-CSEA Union				
Grade: 010	Step 1: 30,840.00	1,181.60	118.16	16.8800
Hrs/Year: 1,827.00	Step 2: 32,356.00	1,239.70	123.97	17.7100
Hrs/Day: 7.00	Step 3: 33,800.00	1,295.00	129.50	18.5000
Days/Period: 10.00	Step 4: 35,480.00	1,359.40	135.94	19.4200
	Step 5: 37,125.00	1,422.40	142.24	20.3200
	Step 6: 39,006.00	1,494.50	149.45	21.3500

Town of Mansfield
 Grade & Step Listing
 Effective 1/1/11

		Annual	Period	Daily	Hourly
T760 Town-CSEA Union					
Grade: 011	Step 1:	32,356.00	1,239.70	123.97	17.7100
Hrs/Year: 1,827.00	Step 2:	33,800.00	1,295.00	129.50	18.5000
Hrs/Day: 7.00	Step 3:	35,480.00	1,359.40	135.94	19.4200
Days/Period: 10.00	Step 4:	37,125.00	1,422.40	142.24	20.3200
	Step 5:	39,006.00	1,494.50	149.45	21.3500
	Step 6:	40,687.00	1,558.90	155.89	22.2700
T760 Town-CSEA Union					
Grade: 012	Step 1:	33,800.00	1,295.00	129.50	18.5000
Hrs/Year: 1,827.00	Step 2:	35,480.00	1,359.40	135.94	19.4200
Hrs/Day: 7.00	Step 3:	37,125.00	1,422.40	142.24	20.3200
Days/Period: 10.00	Step 4:	39,006.00	1,494.50	149.45	21.3500
	Step 5:	40,687.00	1,558.90	155.89	22.2700
	Step 6:	42,697.00	1,635.90	163.59	23.3700
T760 Town-CSEA Union					
Grade: 013	Step 1:	35,480.00	1,359.40	135.94	19.4200
Hrs/Year: 1,827.00	Step 2:	37,125.00	1,422.40	142.24	20.3200
Hrs/Day: 7.00	Step 3:	39,006.00	1,494.50	149.45	21.3500
Days/Period: 10.00	Step 4:	40,687.00	1,558.90	155.89	22.2700
	Step 5:	42,697.00	1,635.90	163.59	23.3700
	Step 6:	44,853.00	1,718.50	171.85	24.5500
T760 Town-CSEA Union					
Grade: 014	Step 1:	37,125.00	1,422.40	142.24	20.3200
Hrs/Year: 1,827.00	Step 2:	39,006.00	1,494.50	149.45	21.3500
Hrs/Day: 7.00	Step 3:	40,687.00	1,558.90	155.89	22.2700
Days/Period: 10.00	Step 4:	42,697.00	1,635.90	163.59	23.3700
	Step 5:	44,853.00	1,718.50	171.85	24.5500
	Step 6:	46,716.00	1,789.90	178.99	25.5700
T760 Town-CSEA Union					
Grade: 015	Step 1:	39,006.00	1,494.50	149.45	21.3500
Hrs/Year: 1,827.00	Step 2:	40,687.00	1,558.90	155.89	22.2700
Hrs/Day: 7.00	Step 3:	42,697.00	1,635.90	163.59	23.3700
Days/Period: 10.00	Step 4:	44,853.00	1,718.50	171.85	24.5500
	Step 5:	46,716.00	1,789.90	178.99	25.5700
	Step 6:	49,183.00	1,884.40	188.44	26.9200

Town of Mansfield
 Grade & Step Listing
 Effective 1/1/11

```

=====
Annual      Period      Daily      Hourly
=====
    
```

T760 Town-CSEA Union

Grade: 016	Step 1:	40,687.00	1,558.90	155.89	22.2700
Hrs/Year: 1,827.00	Step 2:	42,697.00	1,635.90	163.59	23.3700
Hrs/Day: 7.00	Step 3:	44,853.00	1,718.50	171.85	24.5500
Days/Period: 10.00	Step 4:	46,716.00	1,789.90	178.99	25.5700
	Step 5:	49,183.00	1,884.40	188.44	26.9200
	Step 6:	51,649.00	1,978.90	197.89	28.2700

T760 Town-CSEA Union

Grade: 017	Step 1:	42,697.00	1,635.90	163.59	23.3700
Hrs/Year: 1,827.00	Step 2:	44,853.00	1,718.50	171.85	24.5500
Hrs/Day: 7.00	Step 3:	46,716.00	1,789.90	178.99	25.5700
Days/Period: 10.00	Step 4:	49,183.00	1,884.40	188.44	26.9200
	Step 5:	51,649.00	1,978.90	197.89	28.2700
	Step 6:	54,006.00	2,069.20	206.92	29.5600

T760 Town-CSEA Union

Grade: 018	Step 1:	44,853.00	1,718.50	171.85	24.5500
Hrs/Year: 1,827.00	Step 2:	46,716.00	1,789.90	178.99	25.5700
Hrs/Day: 7.00	Step 3:	49,183.00	1,884.40	188.44	26.9200
Days/Period: 10.00	Step 4:	51,649.00	1,978.90	197.89	28.2700
	Step 5:	54,006.00	2,069.20	206.92	29.5600
	Step 6:	56,582.00	2,167.90	216.79	30.9700

T760 Town-CSEA Union

Grade: 019	Step 1:	46,716.00	1,789.90	178.99	25.5700
Hrs/Year: 1,827.00	Step 2:	49,183.00	1,884.40	188.44	26.9200
Hrs/Day: 7.00	Step 3:	51,649.00	1,978.90	197.89	28.2700
Days/Period: 10.00	Step 4:	54,006.00	2,069.20	206.92	29.5600
	Step 5:	56,582.00	2,167.90	216.79	30.9700
	Step 6:	59,359.00	2,274.30	227.43	32.4900

T760 Town-CSEA Union

Grade: 020	Step 1:	49,183.00	1,884.40	188.44	26.9200
Hrs/Year: 1,827.00	Step 2:	51,649.00	1,978.90	197.89	28.2700
Hrs/Day: 7.00	Step 3:	54,006.00	2,069.20	206.92	29.5600
Days/Period: 10.00	Step 4:	56,582.00	2,167.90	216.79	30.9700
	Step 5:	59,359.00	2,274.30	227.43	32.4900
	Step 6:	62,282.00	2,386.30	238.63	34.0900

Town of Mansfield
 Grade & Step Listing
 Effective 1/1/11

	Annual	Period	Daily	Hourly
T760 Town-CSEA Union				
Grade: 021	Step 1: 51,649.00	1,978.90	197.89	28.2700
Hrs/Year: 1,827.00	Step 2: 54,006.00	2,069.20	206.92	29.5600
Hrs/Day: 7.00	Step 3: 56,582.00	2,167.90	216.79	30.9700
Days/Period: 10.00	Step 4: 59,359.00	2,274.30	227.43	32.4900
	Step 5: 62,282.00	2,386.30	238.63	34.0900
	Step 6: 65,224.00	2,499.00	249.90	35.7000
T760 Town-CSEA Union				
Grade: 022	Step 1: 54,006.00	2,069.20	206.92	29.5600
Hrs/Year: 1,827.00	Step 2: 56,582.00	2,167.90	216.79	30.9700
Hrs/Day: 7.00	Step 3: 59,359.00	2,274.30	227.43	32.4900
Days/Period: 10.00	Step 4: 62,282.00	2,386.30	238.63	34.0900
	Step 5: 65,224.00	2,499.00	249.90	35.7000
	Step 6: 68,403.00	2,620.80	262.08	37.4400
T760 Town-CSEA Union				
Grade: 023	Step 1: 56,582.00	2,167.90	216.79	30.9700
Hrs/Year: 1,827.00	Step 2: 59,359.00	2,274.30	227.43	32.4900
Hrs/Day: 7.00	Step 3: 62,282.00	2,386.30	238.63	34.0900
Days/Period: 10.00	Step 4: 65,224.00	2,499.00	249.90	35.7000
	Step 5: 68,403.00	2,620.80	262.08	37.4400
	Step 6: 71,691.00	2,746.80	274.68	39.2400
T760 Town-CSEA Union				
Grade: 024	Step 1: 59,359.00	2,274.30	227.43	32.4900
Hrs/Year: 1,827.00	Step 2: 62,282.00	2,386.30	238.63	34.0900
Hrs/Day: 7.00	Step 3: 65,224.00	2,499.00	249.90	35.7000
Days/Period: 10.00	Step 4: 68,403.00	2,620.80	262.08	37.4400
	Step 5: 71,691.00	2,746.80	274.68	39.2400
	Step 6: 75,163.00	2,879.80	287.98	41.1400
T760 Town-CSEA Union				
Grade: 025	Step 1: 62,282.00	2,386.30	238.63	34.0900
Hrs/Year: 1,827.00	Step 2: 65,224.00	2,499.00	249.90	35.7000
Hrs/Day: 7.00	Step 3: 68,403.00	2,620.80	262.08	37.4400
Days/Period: 10.00	Step 4: 71,691.00	2,746.80	274.68	39.2400
	Step 5: 75,163.00	2,879.80	287.98	41.1400
	Step 6: 78,707.00	3,015.60	301.56	43.0800

Town of Mansfield
 Grade & Step Listing
 Effective 1/1/11

		Annual	Period	Daily	Hourly
T760 Town-CSEA Union					
Grade: 025	Step 1:	62,282.00	2,386.30	238.63	34.0900
Hrs/Year: 1,827.00	Step 2:	65,224.00	2,499.00	249.90	35.7000
Hrs/Day: 7.00	Step 3:	68,403.00	2,620.80	262.08	37.4400
Days/Period: 10.00	Step 4:	71,691.00	2,746.80	274.68	39.2400
	Step 5:	75,163.00	2,879.80	287.98	41.1400
	Step 6:	78,707.00	3,015.60	301.56	43.0800
T760 Town-CSEA Union					
Grade: 026	Step 1:	65,224.00	2,499.00	249.90	35.7000
Hrs/Year: 1,827.00	Step 2:	68,403.00	2,620.80	262.08	37.4400
Hrs/Day: 7.00	Step 3:	71,691.00	2,746.80	274.68	39.2400
Days/Period: 10.00	Step 4:	75,163.00	2,879.80	287.98	41.1400
	Step 5:	78,707.00	3,015.60	301.56	43.0800
	Step 6:	82,489.00	3,160.50	316.05	45.1500
T760 Town-CSEA Union					
Grade: 027	Step 1:	68,403.00	2,620.80	262.08	37.4400
Hrs/Year: 1,827.00	Step 2:	71,691.00	2,746.80	274.68	39.2400
Hrs/Day: 7.00	Step 3:	75,163.00	2,879.80	287.98	41.1400
Days/Period: 10.00	Step 4:	78,707.00	3,015.60	301.56	43.0800
	Step 5:	82,489.00	3,160.50	316.05	45.1500
	Step 6:	86,399.00	3,310.30	331.03	47.2900
T760 Town-CSEA Union					
Grade: 028	Step 1:	71,691.00	2,746.80	274.68	39.2400
Hrs/Year: 1,827.00	Step 2:	75,163.00	2,879.80	287.98	41.1400
Hrs/Day: 7.00	Step 3:	78,707.00	3,015.60	301.56	43.0800
Days/Period: 10.00	Step 4:	82,489.00	3,160.50	316.05	45.1500
	Step 5:	86,399.00	3,310.30	331.03	47.2900
	Step 6:	90,838.00	3,480.40	348.04	49.7200
T760 Town-CSEA Union					
Grade: 029	Step 1:	75,163.00	2,879.80	287.98	41.1400
Hrs/Year: 1,827.00	Step 2:	78,707.00	3,015.60	301.56	43.0800
Hrs/Day: 7.00	Step 3:	82,489.00	3,160.50	316.05	45.1500
Days/Period: 10.00	Step 4:	86,399.00	3,310.30	331.03	47.2900
	Step 5:	90,838.00	3,480.40	348.04	49.7200
	Step 6:	95,260.00	3,649.80	364.98	52.1400

Town of Mansfield
 Grade & Step Listing
 Effective 1/1/11

	Annual	Period	Daily	Hourly
T760 Town-CSEA Union				
Grade: 030	Step 1: 78,707.00	3,015.60	301.56	43.0800
Hrs/Year: 1,827.00	Step 2: 82,489.00	3,160.50	316.05	45.1500
Hrs/Day: 7.00	Step 3: 86,399.00	3,310.30	331.03	47.2900
Days/Period: 10.00	Step 4: 90,838.00	3,480.40	348.04	49.7200
	Step 5: 95,260.00	3,649.80	364.98	52.1400
	Step 6: 99,846.00	3,825.50	382.55	54.6500
T760 Town-CSEA Union				
Grade: 031	Step 1: 82,489.00	3,160.50	316.05	45.1500
Hrs/Year: 1,827.00	Step 2: 86,399.00	3,310.30	331.03	47.2900
Hrs/Day: 7.00	Step 3: 90,838.00	3,480.40	348.04	49.7200
Days/Period: 10.00	Step 4: 95,260.00	3,649.80	364.98	52.1400
	Step 5: 99,846.00	3,825.50	382.55	54.6500
	Step 6: 104,888.00	4,018.70	401.87	57.4100
T760 Town-CSEA Union				
Grade: 032	Step 1: 86,399.00	3,310.30	331.03	47.2900
Hrs/Year: 1,827.00	Step 2: 90,838.00	3,480.40	348.04	49.7200
Hrs/Day: 7.00	Step 3: 95,260.00	3,649.80	364.98	52.1400
Days/Period: 10.00	Step 4: 99,846.00	3,825.50	382.55	54.6500
	Step 5: 104,888.00	4,018.70	401.87	57.4100
	Step 6: 110,150.00	4,220.30	422.03	60.2900
T760 Town-CSEA Union				
Grade: 033	Step 1: 42,658.00	1,634.40	163.44	20.4300
Hrs/Year: 2,088.00	Step 2: 44,808.00	1,716.80	171.68	21.4600
Hrs/Day: 8.00	Step 3: 46,729.00	1,790.40	179.04	22.3800
Days/Period: 10.00	Step 4: 49,152.00	1,883.20	188.32	23.5400
	Step 5: 51,511.00	1,973.60	197.36	24.6700
	Step 6: 54,017.00	2,069.60	206.96	25.8700
T760 Town-CSEA Union				
Grade: 034	Step 1: 33,434.00	1,281.00	128.10	21.3500
Hrs/Year: 1,566.00	Step 2: 34,875.00	1,336.20	133.62	22.2700
Hrs/Day: 6.00				
Days/Period: 10.00				

Town of Mansfield
 Grade & Step Listing
 Effective 7/1/11

```

=====
Annual      Period      Daily      Hourly
=====
    
```

T760 Town-CSEA Union

Grade: 001	Step 1:	21,138.00	809.90	80.99	11.5700
Hrs/Year: 1,827.00	Step 2:	22,034.00	844.20	84.42	12.0600
Hrs/Day: 7.00	Step 3:	23,038.00	882.70	88.27	12.6100
Days/Period: 10.00	Step 4:	23,934.00	917.00	91.70	13.1000
	Step 5:	25,176.00	964.60	96.46	13.7800
	Step 6:	26,291.00	1,007.30	100.73	14.3900

T760 Town-CSEA Union

Grade: 002	Step 1:	22,034.00	844.20	84.42	12.0600
Hrs/Year: 1,827.00	Step 2:	23,038.00	882.70	88.27	12.6100
Hrs/Day: 7.00	Step 3:	23,934.00	917.00	91.70	13.1000
Days/Period: 10.00	Step 4:	25,176.00	964.60	96.46	13.7800
	Step 5:	26,291.00	1,007.30	100.73	14.3900
	Step 6:	27,387.00	1,049.30	104.93	14.9900

T760 Town-CSEA Union

Grade: 003	Step 1:	23,038.00	882.70	88.27	12.6100
Hrs/Year: 1,827.00	Step 2:	23,934.00	917.00	91.70	13.1000
Hrs/Day: 7.00	Step 3:	25,176.00	964.60	96.46	13.7800
Days/Period: 10.00	Step 4:	26,291.00	1,007.30	100.73	14.3900
	Step 5:	27,387.00	1,049.30	104.93	14.9900
	Step 6:	28,684.00	1,099.00	109.90	15.7000

T760 Town-CSEA Union

Grade: 004	Step 1:	23,934.00	917.00	91.70	13.1000
Hrs/Year: 1,827.00	Step 2:	25,176.00	964.60	96.46	13.7800
Hrs/Day: 7.00	Step 3:	26,291.00	1,007.30	100.73	14.3900
Days/Period: 10.00	Step 4:	27,387.00	1,049.30	104.93	14.9900
	Step 5:	28,684.00	1,099.00	109.90	15.7000
	Step 6:	29,981.00	1,148.70	114.87	16.4100

T760 Town-CSEA Union

Grade: 005	Step 1:	25,176.00	964.60	96.46	13.7800
Hrs/Year: 1,827.00	Step 2:	26,291.00	1,007.30	100.73	14.3900
Hrs/Day: 7.00	Step 3:	27,387.00	1,049.30	104.93	14.9900
Days/Period: 10.00	Step 4:	28,684.00	1,099.00	109.90	15.7000
	Step 5:	29,981.00	1,148.70	114.87	16.4100
	Step 6:	31,297.00	1,199.10	119.91	17.1300

Town of Mansfield
 Grade & Step Listing
 Effective 7/1/11

	Annual	Period	Daily	Hourly
T760 Town-CSEA Union				
Grade: 006	Step 1: 26,291.00	1,007.30	100.73	14.3900
Hrs/Year: 1,827.00	Step 2: 27,387.00	1,049.30	104.93	14.9900
Hrs/Day: 7.00	Step 3: 28,684.00	1,099.00	109.90	15.7000
Days/Period: 10.00	Step 4: 29,981.00	1,148.70	114.87	16.4100
	Step 5: 31,297.00	1,199.10	119.91	17.1300
	Step 6: 32,849.00	1,258.60	125.86	17.9800
T760 Town-CSEA Union				
Grade: 007	Step 1: 27,387.00	1,049.30	104.93	14.9900
Hrs/Year: 1,827.00	Step 2: 28,684.00	1,099.00	109.90	15.7000
Hrs/Day: 7.00	Step 3: 29,981.00	1,148.70	114.87	16.4100
Days/Period: 10.00	Step 4: 31,297.00	1,199.10	119.91	17.1300
	Step 5: 32,849.00	1,258.60	125.86	17.9800
	Step 6: 34,311.00	1,314.60	131.46	18.7800
T760 Town-CSEA Union				
Grade: 008	Step 1: 28,684.00	1,099.00	109.90	15.7000
Hrs/Year: 1,827.00	Step 2: 29,981.00	1,148.70	114.87	16.4100
Hrs/Day: 7.00	Step 3: 31,297.00	1,199.10	119.91	17.1300
Days/Period: 10.00	Step 4: 32,849.00	1,258.60	125.86	17.9800
	Step 5: 34,311.00	1,314.60	131.46	18.7800
	Step 6: 36,010.00	1,379.70	137.97	19.7100
T760 Town-CSEA Union				
Grade: 009	Step 1: 29,981.00	1,148.70	114.87	16.4100
Hrs/Year: 1,827.00	Step 2: 31,297.00	1,199.10	119.91	17.1300
Hrs/Day: 7.00	Step 3: 32,849.00	1,258.60	125.86	17.9800
Days/Period: 10.00	Step 4: 34,311.00	1,314.60	131.46	18.7800
	Step 5: 36,010.00	1,379.70	137.97	19.7100
	Step 6: 37,673.00	1,443.40	144.34	20.6200
T760 Town-CSEA Union				
Grade: 010	Step 1: 31,297.00	1,199.10	119.91	17.1300
Hrs/Year: 1,827.00	Step 2: 32,849.00	1,258.60	125.86	17.9800
Hrs/Day: 7.00	Step 3: 34,311.00	1,314.60	131.46	18.7800
Days/Period: 10.00	Step 4: 36,010.00	1,379.70	137.97	19.7100
	Step 5: 37,673.00	1,443.40	144.34	20.6200
	Step 6: 39,591.00	1,516.90	151.69	21.6700

Town of Mansfield
 Grade & Step Listing
 Effective 7/1/11

		Annual	Period	Daily	Hourly
T760 Town-CSEA Union					
Grade: 011	Step 1:	32,849.00	1,258.60	125.86	17.9800
Hrs/Year: 1,827.00	Step 2:	34,311.00	1,314.60	131.46	18.7800
Hrs/Day: 7.00	Step 3:	36,010.00	1,379.70	137.97	19.7100
Days/Period: 10.00	Step 4:	37,673.00	1,443.40	144.34	20.6200
	Step 5:	39,591.00	1,516.90	151.69	21.6700
	Step 6:	41,290.00	1,582.00	158.20	22.6000
T760 Town-CSEA Union					
Grade: 012	Step 1:	34,311.00	1,314.60	131.46	18.7800
Hrs/Year: 1,827.00	Step 2:	36,010.00	1,379.70	137.97	19.7100
Hrs/Day: 7.00	Step 3:	37,673.00	1,443.40	144.34	20.6200
Days/Period: 10.00	Step 4:	39,591.00	1,516.90	151.69	21.6700
	Step 5:	41,290.00	1,582.00	158.20	22.6000
	Step 6:	43,336.00	1,660.40	166.04	23.7200
T760 Town-CSEA Union					
Grade: 013	Step 1:	36,010.00	1,379.70	137.97	19.7100
Hrs/Year: 1,827.00	Step 2:	37,673.00	1,443.40	144.34	20.6200
Hrs/Day: 7.00	Step 3:	39,591.00	1,516.90	151.69	21.6700
Days/Period: 10.00	Step 4:	41,290.00	1,582.00	158.20	22.6000
	Step 5:	43,336.00	1,660.40	166.04	23.7200
	Step 6:	45,529.00	1,744.40	174.44	24.9200
T760 Town-CSEA Union					
Grade: 014	Step 1:	37,673.00	1,443.40	144.34	20.6200
Hrs/Year: 1,827.00	Step 2:	39,591.00	1,516.90	151.69	21.6700
Hrs/Day: 7.00	Step 3:	41,290.00	1,582.00	158.20	22.6000
Days/Period: 10.00	Step 4:	43,336.00	1,660.40	166.04	23.7200
	Step 5:	45,529.00	1,744.40	174.44	24.9200
	Step 6:	47,411.00	1,816.50	181.65	25.9500
T760 Town-CSEA Union					
Grade: 015	Step 1:	39,591.00	1,516.90	151.69	21.6700
Hrs/Year: 1,827.00	Step 2:	41,290.00	1,582.00	158.20	22.6000
Hrs/Day: 7.00	Step 3:	43,336.00	1,660.40	166.04	23.7200
Days/Period: 10.00	Step 4:	45,529.00	1,744.40	174.44	24.9200
	Step 5:	47,411.00	1,816.50	181.65	25.9500
	Step 6:	49,914.00	1,912.40	191.24	27.3200

Town of Mansfield
 Grade & Step Listing
 Effective 7/1/11

	Annual	Period	Daily	Hourly
T760 Town-CSEA Union				
Grade: 016	Step 1: 41,290.00	1,582.00	158.20	22.6000
Hrs/Year: 1,827.00	Step 2: 43,336.00	1,660.40	166.04	23.7200
Hrs/Day: 7.00	Step 3: 45,529.00	1,744.40	174.44	24.9200
Days/Period: 10.00	Step 4: 47,411.00	1,816.50	181.65	25.9500
	Step 5: 49,914.00	1,912.40	191.24	27.3200
	Step 6: 52,417.00	2,008.30	200.83	28.6900
T760 Town-CSEA Union				
Grade: 017	Step 1: 43,336.00	1,660.40	166.04	23.7200
Hrs/Year: 1,827.00	Step 2: 45,529.00	1,744.40	174.44	24.9200
Hrs/Day: 7.00	Step 3: 47,411.00	1,816.50	181.65	25.9500
Days/Period: 10.00	Step 4: 49,914.00	1,912.40	191.24	27.3200
	Step 5: 52,417.00	2,008.30	200.83	28.6900
	Step 6: 54,810.00	2,100.00	210.00	30.0000
T760 Town-CSEA Union				
Grade: 018	Step 1: 45,529.00	1,744.40	174.44	24.9200
Hrs/Year: 1,827.00	Step 2: 47,411.00	1,816.50	181.65	25.9500
Hrs/Day: 7.00	Step 3: 49,914.00	1,912.40	191.24	27.3200
Days/Period: 10.00	Step 4: 52,417.00	2,008.30	200.83	28.6900
	Step 5: 54,810.00	2,100.00	210.00	30.0000
	Step 6: 57,423.00	2,200.10	220.01	31.4300
T760 Town-CSEA Union				
Grade: 019	Step 1: 47,411.00	1,816.50	181.65	25.9500
Hrs/Year: 1,827.00	Step 2: 49,914.00	1,912.40	191.24	27.3200
Hrs/Day: 7.00	Step 3: 52,417.00	2,008.30	200.83	28.6900
Days/Period: 10.00	Step 4: 54,810.00	2,100.00	210.00	30.0000
	Step 5: 57,423.00	2,200.10	220.01	31.4300
	Step 6: 60,254.00	2,308.60	230.86	32.9800
T760 Town-CSEA Union				
Grade: 020	Step 1: 49,914.00	1,912.40	191.24	27.3200
Hrs/Year: 1,827.00	Step 2: 52,417.00	2,008.30	200.83	28.6900
Hrs/Day: 7.00	Step 3: 54,810.00	2,100.00	210.00	30.0000
Days/Period: 10.00	Step 4: 57,423.00	2,200.10	220.01	31.4300
	Step 5: 60,254.00	2,308.60	230.86	32.9800
	Step 6: 63,214.00	2,422.00	242.20	34.6000

Town of Mansfield
 Grade & Step Listing
 Effective 7/1/11

	Annual	Period	Daily	Hourly
T760 Town-CSEA Union				
Grade: 021	Step 1: 52,417.00	2,008.30	200.83	28.6900
Hrs/Year: 1,827.00	Step 2: 54,810.00	2,100.00	210.00	30.0000
Hrs/Day: 7.00	Step 3: 57,423.00	2,200.10	220.01	31.4300
Days/Period: 10.00	Step 4: 60,254.00	2,308.60	230.86	32.9800
	Step 5: 63,214.00	2,422.00	242.20	34.6000
	Step 6: 66,210.00	2,536.80	253.68	36.2400
T760 Town-CSEA Union				
Grade: 022	Step 1: 54,810.00	2,100.00	210.00	30.0000
Hrs/Year: 1,827.00	Step 2: 57,423.00	2,200.10	220.01	31.4300
Hrs/Day: 7.00	Step 3: 60,254.00	2,308.60	230.86	32.9800
Days/Period: 10.00	Step 4: 63,214.00	2,422.00	242.20	34.6000
	Step 5: 66,210.00	2,536.80	253.68	36.2400
	Step 6: 69,426.00	2,660.00	266.00	38.0000
T760 Town-CSEA Union				
Grade: 023	Step 1: 57,423.00	2,200.10	220.01	31.4300
Hrs/Year: 1,827.00	Step 2: 60,254.00	2,308.60	230.86	32.9800
Hrs/Day: 7.00	Step 3: 63,214.00	2,422.00	242.20	34.6000
Days/Period: 10.00	Step 4: 66,210.00	2,536.80	253.68	36.2400
	Step 5: 69,426.00	2,660.00	266.00	38.0000
	Step 6: 72,769.00	2,788.10	278.81	39.8300
T760 Town-CSEA Union				
Grade: 024	Step 1: 60,254.00	2,308.60	230.86	32.9800
Hrs/Year: 1,827.00	Step 2: 63,214.00	2,422.00	242.20	34.6000
Hrs/Day: 7.00	Step 3: 66,210.00	2,536.80	253.68	36.2400
Days/Period: 10.00	Step 4: 69,426.00	2,660.00	266.00	38.0000
	Step 5: 72,769.00	2,788.10	278.81	39.8300
	Step 6: 76,296.00	2,923.20	292.32	41.7600
T760 Town-CSEA Union				
Grade: 025	Step 1: 63,214.00	2,422.00	242.20	34.6000
Hrs/Year: 1,827.00	Step 2: 66,210.00	2,536.80	253.68	36.2400
Hrs/Day: 7.00	Step 3: 69,426.00	2,660.00	266.00	38.0000
Days/Period: 10.00	Step 4: 72,769.00	2,788.10	278.81	39.8300
	Step 5: 76,296.00	2,923.20	292.32	41.7600
	Step 6: 79,895.00	3,061.10	306.11	43.7300

Town of Mansfield
 Grade & Step Listing
 Effective 7/1/11

		Annual	Period	Daily	Hourly
T760 Town-CSEA Union					
Grade: 025	Step 1:	63,214.00	2,422.00	242.20	34.6000
Hrs/Year: 1,827.00	Step 2:	66,210.00	2,536.80	253.68	36.2400
Hrs/Day: 7.00	Step 3:	69,426.00	2,660.00	266.00	38.0000
Days/Period: 10.00	Step 4:	72,769.00	2,788.10	278.81	39.8300
	Step 5:	76,296.00	2,923.20	292.32	41.7600
	Step 6:	79,895.00	3,061.10	306.11	43.7300
T760 Town-CSEA Union					
Grade: 026	Step 1:	66,210.00	2,536.80	253.68	36.2400
Hrs/Year: 1,827.00	Step 2:	69,426.00	2,660.00	266.00	38.0000
Hrs/Day: 7.00	Step 3:	72,769.00	2,788.10	278.81	39.8300
Days/Period: 10.00	Step 4:	76,296.00	2,923.20	292.32	41.7600
	Step 5:	79,895.00	3,061.10	306.11	43.7300
	Step 6:	83,731.00	3,208.10	320.81	45.8300
T760 Town-CSEA Union					
Grade: 027	Step 1:	69,426.00	2,660.00	266.00	38.0000
Hrs/Year: 1,827.00	Step 2:	72,769.00	2,788.10	278.81	39.8300
Hrs/Day: 7.00	Step 3:	76,296.00	2,923.20	292.32	41.7600
Days/Period: 10.00	Step 4:	79,895.00	3,061.10	306.11	43.7300
	Step 5:	83,731.00	3,208.10	320.81	45.8300
	Step 6:	87,696.00	3,360.00	336.00	48.0000
T760 Town-CSEA Union					
Grade: 028	Step 1:	72,769.00	2,788.10	278.81	39.8300
Hrs/Year: 1,827.00	Step 2:	76,296.00	2,923.20	292.32	41.7600
Hrs/Day: 7.00	Step 3:	79,895.00	3,061.10	306.11	43.7300
Days/Period: 10.00	Step 4:	83,731.00	3,208.10	320.81	45.8300
	Step 5:	87,696.00	3,360.00	336.00	48.0000
	Step 6:	92,209.00	3,532.90	353.29	50.4700
T760 Town-CSEA Union					
Grade: 029	Step 1:	76,296.00	2,923.20	292.32	41.7600
Hrs/Year: 1,827.00	Step 2:	79,895.00	3,061.10	306.11	43.7300
Hrs/Day: 7.00	Step 3:	83,731.00	3,208.10	320.81	45.8300
Days/Period: 10.00	Step 4:	87,696.00	3,360.00	336.00	48.0000
	Step 5:	92,209.00	3,532.90	353.29	50.4700
	Step 6:	96,685.00	3,704.40	370.44	52.9200

Town of Mansfield
 Grade & Step Listing
 Effective 7/1/11

```

=====
Annual      Period      Daily      Hourly
=====
    
```

T760 Town-CSEA Union
 Grade: 030
 Hrs/Year: 1,827.00
 Hrs/Day: 7.00
 Days/Period: 10.00

Step 1:	79,895.00	3,061.10	306.11	43.7300
Step 2:	83,731.00	3,208.10	320.81	45.8300
Step 3:	87,696.00	3,360.00	336.00	48.0000
Step 4:	92,209.00	3,532.90	353.29	50.4700
Step 5:	96,685.00	3,704.40	370.44	52.9200
Step 6:	101,344.00	3,882.90	388.29	55.4700

T760 Town-CSEA Union
 Grade: 031
 Hrs/Year: 1,827.00
 Hrs/Day: 7.00
 Days/Period: 10.00

Step 1:	83,731.00	3,208.10	320.81	45.8300
Step 2:	87,696.00	3,360.00	336.00	48.0000
Step 3:	92,209.00	3,532.90	353.29	50.4700
Step 4:	96,685.00	3,704.40	370.44	52.9200
Step 5:	101,344.00	3,882.90	388.29	55.4700
Step 6:	106,459.00	4,078.90	407.89	58.2700

T760 Town-CSEA Union
 Grade: 032
 Hrs/Year: 1,827.00
 Hrs/Day: 7.00
 Days/Period: 10.00

Step 1:	87,696.00	3,360.00	336.00	48.0000
Step 2:	92,209.00	3,532.90	353.29	50.4700
Step 3:	96,685.00	3,704.40	370.44	52.9200
Step 4:	101,344.00	3,882.90	388.29	55.4700
Step 5:	106,459.00	4,078.90	407.89	58.2700
Step 6:	111,794.00	4,283.30	428.33	61.1900

T760 Town-CSEA Union
 Grade: 033
 Hrs/Year: 2,088.00
 Hrs/Day: 8.00
 Days/Period: 10.00

Step 1:	43,305.00	1,659.20	165.92	20.7400
Step 2:	45,477.00	1,742.40	174.24	21.7800
Step 3:	47,439.00	1,817.60	181.76	22.7200
Step 4:	49,882.00	1,911.20	191.12	23.8900
Step 5:	52,284.00	2,003.20	200.32	25.0400
Step 6:	54,831.00	2,100.80	210.08	26.2600

T760 Town-CSEA Union
 Grade: 034
 Hrs/Year: 1,566.00
 Hrs/Day: 6.00
 Days/Period: 10.00

Step 1:	33,935.00	1,300.20	130.02	21.6700
Step 2:	35,392.00	1,356.00	135.60	22.6000

Town of Mansfield
 Grade & Step Listing
 Effective 1/1/12

	Annual	Period	Daily	Hourly
T760 Town-CSEA Union				
Grade: 001	Step 1: 21,449.00	821.80	82.18	11.7400
Hrs/Year: 1,827.00	Step 2: 22,362.00	856.80	85.68	12.2400
Hrs/Day: 7.00	Step 3: 23,386.00	896.00	89.60	12.8000
Days/Period: 10.00	Step 4: 24,299.00	931.00	93.10	13.3000
	Step 5: 25,560.00	979.30	97.93	13.9900
	Step 6: 26,692.00	1,022.70	102.27	14.6100
T760 Town-CSEA Union				
Grade: 002	Step 1: 22,362.00	856.80	85.68	12.2400
Hrs/Year: 1,827.00	Step 2: 23,386.00	896.00	89.60	12.8000
Hrs/Day: 7.00	Step 3: 24,299.00	931.00	93.10	13.3000
Days/Period: 10.00	Step 4: 25,560.00	979.30	97.93	13.9900
	Step 5: 26,692.00	1,022.70	102.27	14.6100
	Step 6: 27,789.00	1,064.70	106.47	15.2100
T760 Town-CSEA Union				
Grade: 003	Step 1: 23,386.00	896.00	89.60	12.8000
Hrs/Year: 1,827.00	Step 2: 24,299.00	931.00	93.10	13.3000
Hrs/Day: 7.00	Step 3: 25,560.00	979.30	97.93	13.9900
Days/Period: 10.00	Step 4: 26,692.00	1,022.70	102.27	14.6100
	Step 5: 27,789.00	1,064.70	106.47	15.2100
	Step 6: 29,122.00	1,115.80	111.58	15.9400
T760 Town-CSEA Union				
Grade: 004	Step 1: 24,299.00	931.00	93.10	13.3000
Hrs/Year: 1,827.00	Step 2: 25,560.00	979.30	97.93	13.9900
Hrs/Day: 7.00	Step 3: 26,692.00	1,022.70	102.27	14.6100
Days/Period: 10.00	Step 4: 27,789.00	1,064.70	106.47	15.2100
	Step 5: 29,122.00	1,115.80	111.58	15.9400
	Step 6: 30,438.00	1,166.20	116.62	16.6600
T760 Town-CSEA Union				
Grade: 005	Step 1: 25,560.00	979.30	97.93	13.9900
Hrs/Year: 1,827.00	Step 2: 26,692.00	1,022.70	102.27	14.6100
Hrs/Day: 7.00	Step 3: 27,789.00	1,064.70	106.47	15.2100
Days/Period: 10.00	Step 4: 29,122.00	1,115.80	111.58	15.9400
	Step 5: 30,438.00	1,166.20	116.62	16.6600
	Step 6: 31,772.00	1,217.30	121.73	17.3900

Town of Mansfield
 Grade & Step Listing
 Effective 1/1/12

```

=====
Annual      Period      Daily      Hourly
=====
    
```

T760 Town-CSEA Union

Grade: 006	Step 1:	26,692.00	1,022.70	102.27	14.6100
Hrs/Year: 1,827.00	Step 2:	27,789.00	1,064.70	106.47	15.2100
Hrs/Day: 7.00	Step 3:	29,122.00	1,115.80	111.58	15.9400
Days/Period: 10.00	Step 4:	30,438.00	1,166.20	116.62	16.6600
	Step 5:	31,772.00	1,217.30	121.73	17.3900
	Step 6:	33,343.00	1,277.50	127.75	18.2500

T760 Town-CSEA Union

Grade: 007	Step 1:	27,789.00	1,064.70	106.47	15.2100
Hrs/Year: 1,827.00	Step 2:	29,122.00	1,115.80	111.58	15.9400
Hrs/Day: 7.00	Step 3:	30,438.00	1,166.20	116.62	16.6600
Days/Period: 10.00	Step 4:	31,772.00	1,217.30	121.73	17.3900
	Step 5:	33,343.00	1,277.50	127.75	18.2500
	Step 6:	34,823.00	1,334.20	133.42	19.0600

T760 Town-CSEA Union

Grade: 008	Step 1:	29,122.00	1,115.80	111.58	15.9400
Hrs/Year: 1,827.00	Step 2:	30,438.00	1,166.20	116.62	16.6600
Hrs/Day: 7.00	Step 3:	31,772.00	1,217.30	121.73	17.3900
Days/Period: 10.00	Step 4:	33,343.00	1,277.50	127.75	18.2500
	Step 5:	34,823.00	1,334.20	133.42	19.0600
	Step 6:	36,558.00	1,400.70	140.07	20.0100

T760 Town-CSEA Union

Grade: 009	Step 1:	30,438.00	1,166.20	116.62	16.6600
Hrs/Year: 1,827.00	Step 2:	31,772.00	1,217.30	121.73	17.3900
Hrs/Day: 7.00	Step 3:	33,343.00	1,277.50	127.75	18.2500
Days/Period: 10.00	Step 4:	34,823.00	1,334.20	133.42	19.0600
	Step 5:	36,558.00	1,400.70	140.07	20.0100
	Step 6:	38,239.00	1,465.10	146.51	20.9300

T760 Town-CSEA Union

Grade: 010	Step 1:	31,772.00	1,217.30	121.73	17.3900
Hrs/Year: 1,827.00	Step 2:	33,343.00	1,277.50	127.75	18.2500
Hrs/Day: 7.00	Step 3:	34,823.00	1,334.20	133.42	19.0600
Days/Period: 10.00	Step 4:	36,558.00	1,400.70	140.07	20.0100
	Step 5:	38,239.00	1,465.10	146.51	20.9300
	Step 6:	40,194.00	1,540.00	154.00	22.0000

Town of Mansfield
 Grade & Step Listing
 Effective 1/1/12

	Annual	Period	Daily	Hourly
T760 Town-CSEA Union				
Grade: 011	Step 1: 33,343.00	1,277.50	127.75	18.2500
Hrs/Year: 1,827.00	Step 2: 34,823.00	1,334.20	133.42	19.0600
Hrs/Day: 7.00	Step 3: 36,558.00	1,400.70	140.07	20.0100
Days/Period: 10.00	Step 4: 38,239.00	1,465.10	146.51	20.9300
	Step 5: 40,194.00	1,540.00	154.00	22.0000
	Step 6: 41,911.00	1,605.80	160.58	22.9400
T760 Town-CSEA Union				
Grade: 012	Step 1: 34,823.00	1,334.20	133.42	19.0600
Hrs/Year: 1,827.00	Step 2: 36,558.00	1,400.70	140.07	20.0100
Hrs/Day: 7.00	Step 3: 38,239.00	1,465.10	146.51	20.9300
Days/Period: 10.00	Step 4: 40,194.00	1,540.00	154.00	22.0000
	Step 5: 41,911.00	1,605.80	160.58	22.9400
	Step 6: 43,994.00	1,685.60	168.56	24.0800
T760 Town-CSEA Union				
Grade: 013	Step 1: 36,558.00	1,400.70	140.07	20.0100
Hrs/Year: 1,827.00	Step 2: 38,239.00	1,465.10	146.51	20.9300
Hrs/Day: 7.00	Step 3: 40,194.00	1,540.00	154.00	22.0000
Days/Period: 10.00	Step 4: 41,911.00	1,605.80	160.58	22.9400
	Step 5: 43,994.00	1,685.60	168.56	24.0800
	Step 6: 46,205.00	1,770.30	177.03	25.2900
T760 Town-CSEA Union				
Grade: 014	Step 1: 38,239.00	1,465.10	146.51	20.9300
Hrs/Year: 1,827.00	Step 2: 40,194.00	1,540.00	154.00	22.0000
Hrs/Day: 7.00	Step 3: 41,911.00	1,605.80	160.58	22.9400
Days/Period: 10.00	Step 4: 43,994.00	1,685.60	168.56	24.0800
	Step 5: 46,205.00	1,770.30	177.03	25.2900
	Step 6: 48,123.00	1,843.80	184.38	26.3400
T760 Town-CSEA Union				
Grade: 015	Step 1: 40,194.00	1,540.00	154.00	22.0000
Hrs/Year: 1,827.00	Step 2: 41,911.00	1,605.80	160.58	22.9400
Hrs/Day: 7.00	Step 3: 43,994.00	1,685.60	168.56	24.0800
Days/Period: 10.00	Step 4: 46,205.00	1,770.30	177.03	25.2900
	Step 5: 48,123.00	1,843.80	184.38	26.3400
	Step 6: 50,663.00	1,941.10	194.11	27.7300

Town of Mansfield
 Grade & Step Listing
 Effective 1/1/12

```

=====
Annual      Period      Daily      Hourly
=====
    
```

T760 Town-CSEA Union

Grade: 016	Step 1:	41,911.00	1,605.80	160.58	22.9400
Hrs/Year: 1,827.00	Step 2:	43,994.00	1,685.60	168.56	24.0800
Hrs/Day: 7.00	Step 3:	46,205.00	1,770.30	177.03	25.2900
Days/Period: 10.00	Step 4:	48,123.00	1,843.80	184.38	26.3400
	Step 5:	50,663.00	1,941.10	194.11	27.7300
	Step 6:	53,202.00	2,038.40	203.84	29.1200

T760 Town-CSEA Union

Grade: 017	Step 1:	43,994.00	1,685.60	168.56	24.0800
Hrs/Year: 1,827.00	Step 2:	46,205.00	1,770.30	177.03	25.2900
Hrs/Day: 7.00	Step 3:	48,123.00	1,843.80	184.38	26.3400
Days/Period: 10.00	Step 4:	50,663.00	1,941.10	194.11	27.7300
	Step 5:	53,202.00	2,038.40	203.84	29.1200
	Step 6:	55,632.00	2,131.50	213.15	30.4500

T760 Town-CSEA Union

Grade: 018	Step 1:	46,205.00	1,770.30	177.03	25.2900
Hrs/Year: 1,827.00	Step 2:	48,123.00	1,843.80	184.38	26.3400
Hrs/Day: 7.00	Step 3:	50,663.00	1,941.10	194.11	27.7300
Days/Period: 10.00	Step 4:	53,202.00	2,038.40	203.84	29.1200
	Step 5:	55,632.00	2,131.50	213.15	30.4500
	Step 6:	58,281.00	2,233.00	223.30	31.9000

T760 Town-CSEA Union

Grade: 019	Step 1:	48,123.00	1,843.80	184.38	26.3400
Hrs/Year: 1,827.00	Step 2:	50,663.00	1,941.10	194.11	27.7300
Hrs/Day: 7.00	Step 3:	53,202.00	2,038.40	203.84	29.1200
Days/Period: 10.00	Step 4:	55,632.00	2,131.50	213.15	30.4500
	Step 5:	58,281.00	2,233.00	223.30	31.9000
	Step 6:	61,150.00	2,342.90	234.29	33.4700

T760 Town-CSEA Union

Grade: 020	Step 1:	50,663.00	1,941.10	194.11	27.7300
Hrs/Year: 1,827.00	Step 2:	53,202.00	2,038.40	203.84	29.1200
Hrs/Day: 7.00	Step 3:	55,632.00	2,131.50	213.15	30.4500
Days/Period: 10.00	Step 4:	58,281.00	2,233.00	223.30	31.9000
	Step 5:	61,150.00	2,342.90	234.29	33.4700
	Step 6:	64,164.00	2,458.40	245.84	35.1200

Town of Mansfield
 Grade & Step Listing
 Effective 1/1/12

	Annual	Period	Daily	Hourly
T760 Town-CSEA Union				
Grade: 021	Step 1: 53,202.00	2,038.40	203.84	29.1200
Hrs/Year: 1,827.00	Step 2: 55,632.00	2,131.50	213.15	30.4500
Hrs/Day: 7.00	Step 3: 58,281.00	2,233.00	223.30	31.9000
Days/Period: 10.00	Step 4: 61,150.00	2,342.90	234.29	33.4700
	Step 5: 64,164.00	2,458.40	245.84	35.1200
	Step 6: 67,197.00	2,574.60	257.46	36.7800
T760 Town-CSEA Union				
Grade: 022	Step 1: 55,632.00	2,131.50	213.15	30.4500
Hrs/Year: 1,827.00	Step 2: 58,281.00	2,233.00	223.30	31.9000
Hrs/Day: 7.00	Step 3: 61,150.00	2,342.90	234.29	33.4700
Days/Period: 10.00	Step 4: 64,164.00	2,458.40	245.84	35.1200
	Step 5: 67,197.00	2,574.60	257.46	36.7800
	Step 6: 70,467.00	2,699.90	269.99	38.5700
T760 Town-CSEA Union				
Grade: 023	Step 1: 58,281.00	2,233.00	223.30	31.9000
Hrs/Year: 1,827.00	Step 2: 61,150.00	2,342.90	234.29	33.4700
Hrs/Day: 7.00	Step 3: 64,164.00	2,458.40	245.84	35.1200
Days/Period: 10.00	Step 4: 67,197.00	2,574.60	257.46	36.7800
	Step 5: 70,467.00	2,699.90	269.99	38.5700
	Step 6: 73,866.00	2,830.10	283.01	40.4300
T760 Town-CSEA Union				
Grade: 024	Step 1: 61,150.00	2,342.90	234.29	33.4700
Hrs/Year: 1,827.00	Step 2: 64,164.00	2,458.40	245.84	35.1200
Hrs/Day: 7.00	Step 3: 67,197.00	2,574.60	257.46	36.7800
Days/Period: 10.00	Step 4: 70,467.00	2,699.90	269.99	38.5700
	Step 5: 73,866.00	2,830.10	283.01	40.4300
	Step 6: 77,447.00	2,967.30	296.73	42.3900
T760 Town-CSEA Union				
Grade: 025	Step 1: 64,164.00	2,458.40	245.84	35.1200
Hrs/Year: 1,827.00	Step 2: 67,197.00	2,574.60	257.46	36.7800
Hrs/Day: 7.00	Step 3: 70,467.00	2,699.90	269.99	38.5700
Days/Period: 10.00	Step 4: 73,866.00	2,830.10	283.01	40.4300
	Step 5: 77,447.00	2,967.30	296.73	42.3900
	Step 6: 81,101.00	3,107.30	310.73	44.3900

Town of Mansfield
 Grade & Step Listing
 Effective 1/1/12

	Annual	Period	Daily	Hourly
T760 Town-CSEA Union				
Grade: 025	Step 1: 64,164.00	2,458.40	245.84	35.1200
Hrs/Year: 1,827.00	Step 2: 67,197.00	2,574.60	257.46	36.7800
Hrs/Day: 7.00	Step 3: 70,467.00	2,699.90	269.99	38.5700
Days/Period: 10.00	Step 4: 73,866.00	2,830.10	283.01	40.4300
	Step 5: 77,447.00	2,967.30	296.73	42.3900
	Step 6: 81,101.00	3,107.30	310.73	44.3900
T760 Town-CSEA Union				
Grade: 026	Step 1: 67,197.00	2,574.60	257.46	36.7800
Hrs/Year: 1,827.00	Step 2: 70,467.00	2,699.90	269.99	38.5700
Hrs/Day: 7.00	Step 3: 73,866.00	2,830.10	283.01	40.4300
Days/Period: 10.00	Step 4: 77,447.00	2,967.30	296.73	42.3900
	Step 5: 81,101.00	3,107.30	310.73	44.3900
	Step 6: 84,992.00	3,256.40	325.64	46.5200
T760 Town-CSEA Union				
Grade: 027	Step 1: 70,467.00	2,699.90	269.99	38.5700
Hrs/Year: 1,827.00	Step 2: 73,866.00	2,830.10	283.01	40.4300
Hrs/Day: 7.00	Step 3: 77,447.00	2,967.30	296.73	42.3900
Days/Period: 10.00	Step 4: 81,101.00	3,107.30	310.73	44.3900
	Step 5: 84,992.00	3,256.40	325.64	46.5200
	Step 6: 89,011.00	3,410.40	341.04	48.7200
T760 Town-CSEA Union				
Grade: 028	Step 1: 73,866.00	2,830.10	283.01	40.4300
Hrs/Year: 1,827.00	Step 2: 77,447.00	2,967.30	296.73	42.3900
Hrs/Day: 7.00	Step 3: 81,101.00	3,107.30	310.73	44.3900
Days/Period: 10.00	Step 4: 84,992.00	3,256.40	325.64	46.5200
	Step 5: 89,011.00	3,410.40	341.04	48.7200
	Step 6: 93,597.00	3,586.10	358.61	51.2300
T760 Town-CSEA Union				
Grade: 029	Step 1: 77,447.00	2,967.30	296.73	42.3900
Hrs/Year: 1,827.00	Step 2: 81,101.00	3,107.30	310.73	44.3900
Hrs/Day: 7.00	Step 3: 84,992.00	3,256.40	325.64	46.5200
Days/Period: 10.00	Step 4: 89,011.00	3,410.40	341.04	48.7200
	Step 5: 93,597.00	3,586.10	358.61	51.2300
	Step 6: 98,128.00	3,759.70	375.97	53.7100

Town of Mansfield
 Grade & Step Listing
 Effective 1/1/12

		Annual	Period	Daily	Hourly
T760 Town-CSEA Union					
Grade: 030	Step 1:	81,101.00	3,107.30	310.73	44.3900
Hrs/Year: 1,827.00	Step 2:	84,992.00	3,256.40	325.64	46.5200
Hrs/Day: 7.00	Step 3:	89,011.00	3,410.40	341.04	48.7200
Days/Period: 10.00	Step 4:	93,597.00	3,586.10	358.61	51.2300
	Step 5:	98,128.00	3,759.70	375.97	53.7100
	Step 6:	102,860.00	3,941.00	394.10	56.3000
T760 Town-CSEA Union					
Grade: 031	Step 1:	84,992.00	3,256.40	325.64	46.5200
Hrs/Year: 1,827.00	Step 2:	89,011.00	3,410.40	341.04	48.7200
Hrs/Day: 7.00	Step 3:	93,597.00	3,586.10	358.61	51.2300
Days/Period: 10.00	Step 4:	98,128.00	3,759.70	375.97	53.7100
	Step 5:	102,860.00	3,941.00	394.10	56.3000
	Step 6:	108,049.00	4,139.80	413.98	59.1400
T760 Town-CSEA Union					
Grade: 032	Step 1:	89,011.00	3,410.40	341.04	48.7200
Hrs/Year: 1,827.00	Step 2:	93,597.00	3,586.10	358.61	51.2300
Hrs/Day: 7.00	Step 3:	98,128.00	3,759.70	375.97	53.7100
Days/Period: 10.00	Step 4:	102,860.00	3,941.00	394.10	56.3000
	Step 5:	108,049.00	4,139.80	413.98	59.1400
	Step 6:	113,475.00	4,347.70	434.77	62.1100
T760 Town-CSEA Union					
Grade: 033	Step 1:	43,952.00	1,684.00	168.40	21.0500
Hrs/Year: 2,088.00	Step 2:	46,166.00	1,768.80	176.88	22.1100
Hrs/Day: 8.00	Step 3:	48,149.00	1,844.80	184.48	23.0600
Days/Period: 10.00	Step 4:	50,634.00	1,940.00	194.00	24.2500
	Step 5:	53,077.00	2,033.60	203.36	25.4200
	Step 6:	55,645.00	2,132.00	213.20	26.6500
T760 Town-CSEA Union					
Grade: 034	Step 1:	34,452.00	1,320.00	132.00	22.0000
Hrs/Year: 1,566.00	Step 2:	35,924.00	1,376.40	137.64	22.9400
Hrs/Day: 6.00					
Days/Period: 10.00					

**TOWN OF MANSFIELD
APPENDIX C**

HEALTH INSURANCE PLAN DESIGN

BENEFIT	PPO (BEGINNING MARCH 1, 2011)	HMO/TOE (BEGINNING MARCH 1, 2011)
Costshares	<p>In-Network services subject to co-pays Out-of-Network services subject to deductible and coinsurance \$ 20 PCP / \$ 25 Specialist \$ 175 Outpat Hosp / \$ 350 Inpat Hosp co-pay \$50 Emergency / \$25 Urgent Care Facility Deductible \$400/\$800/\$1,000 Cost share Maximum \$1,600/\$3,200/\$4,000 Out of Pocket Cost \$2,000/\$4,000/\$5,000</p> <p>Lifetime Maximum In-Network -Unlimited</p>	<p>In-Network services subject to co-pays Out-of-Network not available</p> <p>\$ 15 PCP / \$ 15 Specialist \$ 100 Op Hsp / \$ 200 Inpat Hosp co-pay \$75 Emergency / \$50 Urgent Care Facility</p> <p>Lifetime Maximum In-Network -Unlimited</p>
Preventive Care Pediatric	<p>Covered according to age-based schedule: \$20 co-pay Per Federal Regulations Preventive will be covered at 100% effective January 1, 2011 Birth to 1 year - 6 exams 1 year through 5 years - 6 exams 6 years through 10 years - 1 exam every two years 11 years through 21 years - 1 exam every year</p>	<p>Covered according to age-based schedule: \$15 co-pay Per Federal Regulations Preventive will be covered at 100% effective January 1, 2011 Birth to 1 year - 6 exams 1 year through 5 years - 6 exams 6 years through 10 years - 1 exam every two years 11 years through 21 years - 1 exam every year</p>
Adult	<p>Covered according to age-based schedule: \$20 Co-pay 22 through 29 one exam every 5 years 30 through 39 one exam every 3 years 40 through 49 one exam every 2 years 50 and over one exam per year</p>	<p>Covered according to age-based schedule: \$15 Co-pay 22 through 29 one exam every 5 years 30 through 39 one exam every 3 years 40 through 49 one exam every 2 years 50 and over one exam per year</p>
Vision	<p>\$20 Co-pay one exam every two years (Frames & Lenses covered under vision rider)</p>	<p>\$15 Co-pay one exam every two years (Frames & Lenses covered under vision rider)</p>
Hearing	<p>\$ 20 Co-pay</p>	<p>\$ 15 Co-pay</p>
Gynecological	<p>\$15 Co-pay Routine annual exam</p>	<p>\$15 Co-pay Routine annual exam</p>
Medical Services Medical Office Visit	<p>\$ 20 office visit co-pay PCP \$ 25 office visit co-pay Specialist</p>	<p>\$ 15 office visit co-pay PCP \$ 15 office visit co-pay Specialist</p>
Outpatient PT/OT/Chiro/ Speech	<p>\$ 20 office visit co-pay Unlimited Visits (subject to medical necessity)</p>	<p>\$ 15 office visit co-pay Unlimited Visits (subject to medical necessity)</p>
Allergy Services	<p>\$20 office visit co-pay No copay for injections maximum benefit - 60 visits in 2 years</p>	<p>\$15 office visit co-pay No copay for injections maximum benefit - 60 visits in 2 years</p>
Diagnostic Lab & X-ray	<p>Covered</p>	<p>Covered</p>
Inpatient Medical Services	<p>Covered</p>	<p>Covered</p>

January, 2011 Complete TA

Surgery Rees	Covered	Covered
Office Surgery	Covered	Covered
Outpatient MH	\$ 20 office visit co-pay Limited to 40 visits per calendar year	\$ 15 office visit co-pay Limited to 40 visits per calendar year
Emergency Care Emergency Room	\$ 50 co-pay (waived if admitted)	\$ 75 co-pay (waived if admitted)
Urgent Care	\$ 25 co-pay Participating Facilities only	\$ 50 co-pay Participating Facilities only
Ambulance	Covered Land & Air Ambulance	Covered Land & Air Ambulance
General/Medical/Surgical/ Maternity (Semi-Private)	Note: All hospital admissions require pre-cert \$ 350 per admission co-pay	Note: All hospital admissions require pre-cert \$ 200 per admission co-pay
Ancillary Services (Medication, Supplies)	Covered	Covered
Psychiatric	\$ 350 per admission co-pay	\$ 200 per admission co-pay
Substance Abuse/ Detox	\$ 350 per admission co-pay	\$ 200 per admission co-pay
Rehabilitative	\$ 350 per admission co-pay up to 60 days per calendar year	\$ 200 per admission co-pay up to 60 days per calendar year
Skilled Nursing Facility	\$ 350 per admission co-pay up to 90 days per calendar year	\$ 200 per admission co-pay up to 90 days per calendar year
Hospice	\$ 350 per admission co-pay up to 60 days per calendar year	\$ 200 per admission co-pay up to 60 days per calendar year
Outpatient Hospital Outpatient Surgery Facility Charges	\$ 175 per admission co-pay	\$ 100 per admission co-pay
Diagnostic Lab & X-ray	Covered	Covered
Pre-Admission Testing	Covered	Covered
Other Services Durable Medical Equip	Covered (Limited to covered items only) Prosthetics limited to \$ 1,000 annual max	Covered (Limited to covered items only) Prosthetics limited to \$ 1,000 annual max
Prescription Drugs	\$ 10 Generic / \$ 20 Brand / \$ 30 Non listed Brand 1 co-pays mail - \$ 3,000 max add'l benefits subject to ded & coin (Oral contraceptives are covered)	\$ 10 Generic / \$ 20 Brand / \$ 30 Non listed Brand 1 co-pays mail - unlimited max (Oral contraceptives are covered)
Infertility	\$5,000 Lifetime maximum Phase I \$ 5 co-pay Phase II & III 50% (limited to covered services only)	\$5,000 Lifetime maximum Phase I \$ 5 co-pay Phase II & III 50% (limited to covered services only)
Dependent age max	Per Federal regulations eligible dependents will be covered to age 26 effective January 1, 2011	Per Federal regulations eligible dependents will be covered to age 26 effective January 1, 2011

Note: For July 1, 2010 – February 28, 2011, the Plan Design in effect is the same as the previous collective bargaining agreement dated July 1, 2006-June 30, 2010. Please reference that document's appendix for summary of benefits.

PAGE
BREAK



**TOWN OF MANSFIELD/MANSFIELD PUBLIC SCHOOLS
SCHOOL BUILDING COMMITTEE**

December 22, 2010

**Audrey P. Beck Municipal Building
Council Chambers**

Present: Fred Baruzzi, Matt Hart, Mark LaPlaca, Anne Willenborg, Mark Boyer, Mary Feathers, Shamim Patwa, Bill Ryan.
Staff: Bill Hammon
Guest: Rick Lawrence of Lawrence Associates

1. Call to Order/Roll Call

Meeting called to order at 5:40p.m.

2. Minutes

Meeting minutes from March 31, 2010 were passed unanimously.

3. Opportunity for the public to address the Committee

No Comment

4. Charge from Council

Mr. LaPlaca explained the Town Council has not made their final decision of what Option should be put on the ballot for referendum. They have requested that the Committee reconvene to see if the cost of Option E, two new schools, can be reduced closer to the cost of Option D, the one new school option. Town Council has appointed Bill Ryan as a new member of the Committee and the Mansfield Board of Ed Chair appointed Shamim Patwa to the Committee. Town Council has appropriated \$7,500 to have schematic floor plans drawn for a second school. In order to do so, Mr. Lawrence will need to meet with Mr. Baruzzi and the Administrators to determine where to reduce the square footage. Mr. Lawrence stated that in order to reduce square footage, it will be more economical to build a two story building rather than a single story building. Once schematic plans are drawn, then it will be determined if the building, parking, ball fields, etc can be arranged at the Goodwin site. If so, a water/well/septic analysis will need to be conducted at the Goodwin site. To clarify, the two sites being considered for Option E are the Goodwin site with possibly purchasing land that adjoins it and Southeast School site.

Mr. Hart reviewed the newest financial data provided by Mrs. Trahan on options A, D, and E and the effect of each on projected mill rates over the next 20 years.

Ms. Katherine Paulhus, requested to have another opportunity for the public to address the Committee. She spoke in favor of having a school at the North end of Town, at the Goodwin site. She also commented on the need to find a way to put money put aside each year to protect the longevity of our schools and to avoid a large mill increase in the future.

5. Adjournment

Next meeting will be held on Wednesday January 19, 2011 at 5:30 pm in the Council Chambers.

The meeting was adjourned at 6:40 p.m.

Respectfully submitted,
Alicia Ducharme

TOWN/UNIVERSITY RELATIONS COMMITTEE
Tuesday, December 14, 2010
Audrey Beck Municipal Building
Council Chambers

Minutes

Present: P. Barry, M. Beal, M. Hart, J. Hintz, C. Richards, E. Paterson, J. Saddlemire, W. Simpson, R. Schurin, C. Paulhus, N. Silander

Staff: M. Capriola, G. Padick (Town); C. van Zelm (MDP); W. Wendt (UCONN)

1) Call to Order

The meeting was called to order at 4:02p.m.

2) November 9, 2010 Meeting Minutes

The minutes of November 9, 2010 were moved by Mr. Barry, seconded by Mr. Paulhus and approved unanimously as presented.

3) Updates:

a) *Police Services Study*. Mr. Hart provided a recap and update on the Town's police services study which is currently underway. The consultants will share their initial findings with the Police Services Study Steering Committee in January. The study is targeted for completion in early spring.

b) *Mansfield Community Campus Partnership*. Ms. Silander and Mr. Hintz provided an update on recent meetings. Topics discussed have included mandatory (alcohol) server training, party patrols, and party disbursement. MCCP has applied for a grant that would encourage/address responsible party hosting.

c) *Mansfield Downtown Partnership*. Ms. van Zelm provided an update on the Storrs Center project. Design is underway for the parking garage, intermodal center, and village street. Phase 1A and 1B plans have been submitted to the Design Committee, with the intention to forward them to the Planning Director in December and for MDP to hold a public hearing in January. The proposed development agreement between the Town, Storrs Center Alliance, and EDR is currently under review by the Town Council. The Mayor provided a summary of the December 9th public hearing and of the Storrs Center public participation process to date. Ms. van Zelm concluded the update by providing an overview of next steps to the project.

4) Other

Mr. Saddlemire distributed a draft of the joint town/university Spring Weekend 2010 report. The Committee will review the draft and discuss it at a later date. Mr. Saddlemire also provided a brief update on Committee on Community Quality of Life activities.

5) Opportunity for Public to Address the Committee

None.

6) Adjournment

The meeting adjourned at 4:45p.m.

Respectfully Submitted,

Maria E. Capriola, Assistant to Town Manager, Town of Mansfield

TOWN OF MANSFIELD
Energy Education Team
Minutes of the Meeting
January 11, 2011

Present: Sally Milius (acting chair), Dennison Nash, Pene Williams, Coleen Spurlock, Madeline Priest (guest), Jenna Zelentz (guest), Jeff Crawford (guest), Virginia Walton (staff)

Milius called the meeting to order at 7:03 pm.

The minutes from the December 14, 2010 meeting were approved.

Walton reported that the sustainability committee finished developing their priorities. The priorities fall under five broad categories: (1) staffing, (2) gathering data/informed planning, (3) raising public awareness and educating residents, (4) engaging and participating in Town projects and (5) economic sustainability.

Priest reported that the official launch of the Neighbor to Neighbor website (www.ctenergychallenge.com) has been moved to the end of March. An on-line database will be one of the website's features. The price for the Home Energy Solutions audit will most likely rise from \$75 to \$99 by the time the challenge begins. Six Home Energy Solutions contractors have committed to promote the Neighbor to Neighbor Energy Challenge. Organizations that partner with the Town will earn points toward a cash prize. Neighbor to Neighbor is in the process of selecting energy efficiency contractors – any references from the committee would be appreciated. Committee members reported which Mansfield organizations are interested in partnering in the challenge. Priest will meet with these organizations and send an updated list of partners to the committee. Crawford and Zelentz went over some of their campaign ideas targeted for businesses, churches and schools. Neighbor to Neighbor organizers are looking to highlight households that have made energy improvements on the website. It was suggested that some of the Mansfield Energy Challenge participants would be excellent candidates for "testimonials". Priest stated that on January 26, 2011, author Seth Leightman will be presenting a "Green Lighting" program at Eastern Connecticut State University at 6 pm in the Science room 104.

Walton reported that four additional kilowatts should be added to the EO Smith photovoltaic system by the end of the month. According to Dan Britton, Juniper Hill Village should receive their solar panels in February. As of December, the Mansfield Library, Eagleville Fire Station, Storrs Fire Station and Senior Center have small photovoltaic systems that are in operation.

The next meeting is scheduled for February 8, 2011.

The meeting was adjourned 8:40 pm.

Respectfully Submitted,

Virginia Walton

**MANSFIELD DOWNTOWN PARTNERSHIP
NOMINATING COMMITTEE
Windham Hospital
112 Mansfield Avenue, Willimantic
Thursday, May 6, 2010**

3:00 PM

MINUTES

Present: Chair Philip Lodewick, Steve Bacon, Honey Birkenruth, Tom Callahan,
Matthew Hart, Steve Rhodes

Staff: Cynthia van Zelm

1. Call to Order

Chair Philip Lodewick called the meeting to order at 3:10 pm.

2. Approval of Minutes from January 5, 2010

The minutes from January 5, 2010 were approved.

3. Interviews with Candidates for University of Connecticut Student Representative on Board of Directors

Steve Bacon said that he and Cynthia van Zelm had interviewed four candidates for the student representative on the Board of Directors. They recommended that David Lindsay and John Samela be interviewed by the full Nominating Committee which would make a recommendation to the full Board.

The Committee interviewed Mr. Lindsay and Mr. Samela. The Committee thought both candidates would be excellent additions to the Board. The Committee recommended that David Lindsay be appointed as the University of Connecticut student Board representative. The Committee encouraged Ms. van Zelm to reach out to all three other candidates to ascertain their interest in serving on a committee of the Board.

4. Adjourn

The meeting adjourned at 4:30 pm.

Minutes taken by Cynthia van Zelm

**MANSFIELD DOWNTOWN PARTNERSHIP
FINANCE AND ADMINISTRATION COMMITTEE**

THURSDAY, NOVEMBER 18, 2010

MINUTES

Present: Chair: Tom Callahan, Michael Allison, Mark Hammond, Matt Hart, Phil Spak

Staff: Cynthia van Zelm

1. Call to Order

Tom Callahan called the meeting to order at 3:10 pm.

2. Approval of Minutes from October 28, 2010

The minutes were approved by consensus.

Matt Hart moved to go into Executive Session pursuant to Connecticut General Statutes sections 1-200 (6) (D), 1-200 (6) (E) and 1-210 (b) (5).

Mark Hammond seconded the motion.

The motion was approved unanimously.

3. Executive Session pursuant to Connecticut General Statutes sections 1-200 (6) (D), 1-200 (6) (E) and 1-210 (b) (5).

Present: Committee members Mr. Allison, Mr. Callahan, Mr. Hammond, Mr. Hart and Mr. Spak.

Also Present: Ms. van Zelm

4. Budget Overview

Ms. van Zelm said she will be receiving estimates on budget from the Partnership's attorney and relocation consultant. She said the budget will include health care costs for employees and their spouses.

Mr. Callahan asked that financials to November 30 be provided at the next meeting.

5. Update on Four Corners Sewer and Water Advisory Committee

Phil Spak said the Four Corners Sewer and Water Advisory Committee met on November 10. Mark Westa from the University of Connecticut Office of Planning met with the Committee and talked about the University's landscape plans. Mr. Spak said the Committee is interested in signage at Four Corners as a gateway to the University. Mr. Westa said the University considers the gateway to be at the top of the hill on Route 195. The group agreed that the Committee would work with Mr. Westa on design at the Four Corners. Mr. Westa will come back to the Committee in January.

The Committee discussed its prior meeting with the Partnership's Planning and Design Committee on design guidelines. The Four Corners Committee will likely be developing a smaller set of design guidelines for Four Corners.

Mr. Spak said the Committee's water consultant Environmental Partners will be developing four alternatives for water supply.

Weston & Sampson has been hired for the sewer pump station work.

He said work is pending on grant requests for the water and sewer needs including looking at USDA Rural Development and CT STEAP grants.

The Committee will next meet on December 7.

6. Meeting Dates in 2011 (attached)

The Committee agreed on the proposed meetings dates for 2011.

7. Adjourn

Mr. Callahan made a motion to adjourn. Michael Allison seconded the motion. The motion was approved unanimously. The meeting adjourned at 4:10 pm.

Minutes taken by Cynthia van Zelm

**Town of Mansfield Parking Steering Committee for Storrs Center
Tuesday, December 14, 2010
Mansfield Downtown Partnership Office
1244 Storrs Road (behind People's United Bank in Storrs Commons)**

6:00 PM

Minutes

Members Present: Karla Fox (Chair), Martha Funderburk, Manny Haidous, Matthew Hart, Meredith Lindsey, Mindy Perkins (on behalf of Paul Aho), Michael Taylor

Ex-Officio Members Present: Lon Hultgren, Howard Kaufman, Macon Toledano, and Cynthia van Zelm

Guest: John Phillips, West Hartford Director of Public Works and former West Hartford Municipal Parking Manager

1. Call to Order

Chair Karla Fox called the meeting to order at 6:05 pm.

2. Approval of Minutes of October 12, 2010

Martha Funderburk made a motion to approve the minutes of October 12, 2010. Michael Taylor seconded the motion. The motion was approved unanimously.

3. Remarks from the Chair

Karla Fox noted that the Committee had a full agenda and was looking forward to hearing from Mr. Phillips about West Hartford's parking experiences.

4. Continued Discussion of Issues for Storrs Center Parking including enforcement and Storrs Center surrounding parking

Manny Haidous asked about the discussion around not charging for on-street parking. Mr. Taylor said his concern was about unpaid parking on streets contiguous to areas where the parking is not charged. His feeling is that the inclination will be to park in free lots surrounding paid parking.

Ms. Fox indicated that this subject was part of an ongoing discussion with the Committee.

Mr. Haidous asked if the parking would be enforced if it is "free." Ms. Fox replied in the affirmative and noted that it would be very important to have strong enforcement.

Ms. Fox said there had been some discussion at the last meeting about forming a consortium of current property owners and the new property owners of Storrs Center to develop a plan for uniform enforcement throughout the entire downtown.

Lon Hultgren said he thought this would be a good way to start and suggested that a cooperative be formed which could meet quarterly to evaluate how it was working. Revenue from tickets could go into an enforcement "pot" and private and public property owners would continue to do their own enforcement on their properties.

Howard Kaufman queried whether tickets could be given out on private property. He expected this would need to be legal question.

In response to a question from Mr. Taylor, Mr. Kaufman said he thought there would be a mix of short and long-term parking on the street. He said shorter term meters, if used, would make sense directly in front of stores. Mr. Taylor expected that people would park in the garage for stays from 2 to 4 hours.

Mr. Haidous asked about pricing in the garage vs. on-street. Mr. Kaufman said that parking professionals advise that the more competitive spots (those on-street) should cost more than in the garage. The Committee has been discussing a model where parking may be free on-street.

4. Discussion with John Phillips, West Hartford Director of Public Works and former West Hartford Municipal Parking Manger

Ms. Fox introduced John Phillips, Town of West Hartford Director of Public Works, and noted that the Committee was looking at how West Hartford has dealt with a mix of public and private parking venues and enforcement.

Mr. Phillips said that West Hartford has regulated parking in West Hartford Center since the mid-1960s. Private lots north of Farmington Avenue had been managed independently. He said the Town put in meters right away in its downtown. He said in the late 1980s/early 1990s, the Town wanted to control some parking as they were finding that on-street spots would fill up quickly.

The Town took over many of the private lots and made them one functioning parking lot. The Town developed contracts with the property owners and reimbursed the value of the land to the property owner. The Town regulates and controls the property by leasing it from the private property owner.

Mr. Phillips said there is a private garage that mirrors the Town's parking rates.

Mr. Phillips said there is a private lot where the Town has the ability to ticket and tow if a violation. This is a free lot. The private property owner must have a letter on file with the Town to allow the Town Police Dept. to enforce this lot.

Mr. Phillips has his own staff and constables that provide enforcement on Town lots, garages, and on-street parking.

Mr. Taylor asked if a private property owner monitors a private lot, will the Town still provide enforcement? Mr. Phillips said that the Town will ticket and tow on the Whole Foods lot adjacent to Blue Back Square.

Howard Kaufman asked if a third-party operator could issue tickets. Lon Hultgren said the key will be to come to an agreement with all the landowners and that consistency will be important.

Mr. Phillips said the Town's parking operation is 100 percent sustainable. They have two full-time police officers, four enforcement officers, a maintenance person, and a parking manager that provide parking services. All employees are paid from the parking revenues. The Town has a total of 2,000 spaces and last year the Town brought in \$3 million in revenue. Mr. Phillips said that of the \$3 million in revenue, \$700,000 is from fines. The \$700,000 goes back into the General Fund.

Mr. Haidous asked how late enforcement is done? Mr. Phillips said it is done until 8 pm on street Monday through Saturday. Sunday is free. Enforcement in the garages is 24 hours a day, every day.

Macon Toledano asked how close other shopping areas are to West Hartford Center and what type of parking do they have for their customers. Mr. Phillips said there are about 5 shopping areas within a few miles of West Hartford Center (including West Farms Mall) where parking is free. He said there is no paid parking outside of West Hartford Center.

Mr. Phillips noted that paid parking only works well if there is an attractive destination.

Mr. Taylor said there are many contiguous lots to the proposed Storrs Center. He said his current leases require that he provide free parking. His concern is that future free on-street parking will exacerbate his current enforcement issue.

Mr. Phillips said that he expects that free on-street parking will be used by employees. Mr. Taylor said employee parking is strictly enforced in his lots with fines if necessary. Fines start at \$25 a day and escalate after that if an employee parks in spots not designated for employees.

Mr. Phillips said that West Hartford has a \$3/day parking program. Employers distribute these passes to employees.

Mr. Kaufman asked if employees have a favorable rate in the garage, would that free up parking on-street?

Mr. Phillips said he feels that without meters, there will need to be constant enforcement efforts.

Mr. Taylor requires the employees' license number and make and model of their cars. Mr. Taylor said he has never had a major problem with employee parking enforcement.

Mr. Phillips said that Blue Back Square in West Hartford has a similar clause regarding registering employee car information but it became unmanageable. He said that is why the Town implemented the \$3/day rate. Part of the problem is that employees can turn over a lot.

Matt Hart asked Mr. Phillips for his advice on how to address the concerns of private property owners. Mr. Phillips said that free parking could be offered but he suggested that a gated system would need to be implemented. The Town of Middletown is using gates with tokens.

Mr. Phillips said he believes in the shared parking system where the garage spaces are "shared" so that as office workers leave a spot, people parking for entertainment take their spots.

Mr. Kaufman asked if West Hartford has done enforcement without meters. Mr. Phillips said that the Town police have done enforcement in the nearby neighborhoods where people will park to use the downtown.

Mr. Phillips said the Town does have meters that are free for a certain period of time or a small amount i.e., 25 cents for 15 minute parking.

Mr. Phillips said the Town's goal is to be 85 percent full for on-street spots so that people can find spots.

Mr. Phillips predicts demand will only increase in Storrs Center over time, and it will be difficult to regulate without charging for parking.

Mr. Taylor asked if there were meters that would take money as small as a penny so people would feel compelled to move because they would not want to keep feeding the meter. Mr. Phillips said he did not know but was inclined to think "yes." There are some meters now that will take pictures of licenses and monitor by a license if someone parks beyond his/her allotted time.

Mr. Phillips and Mr. Hultgren said that sensors can also be done in the pavement. Some of these enforcement measures can start to get expensive. Mr. Haidous asked about video enforcement and Mr. Phillips said it can be very expensive.

Mr. Phillips said that in West Hartford there are customer service ambassadors that help people with parking and with enforcement. Mr. Taylor asked how many people are undertaking enforcement in West Hartford. Mr. Phillips said they have four full-time person parking monitors doing enforcement. The enforcement is done from 6 am to 2 am in various shifts.

Mr. Phillips said the threat of an \$18 ticket for a parking violation will help with enforcement management.

Ms. Fox and the Committee thanked Mr. Phillips for attending and providing information that will be helpful to the Committee. Mr. Phillips offered his assistance in continuing to work with the Committee.

5. Update on Parking Elements of DRAFT Development Agreement between the Town of Mansfield/Storrs Center Alliance and EDR

Mr. Hart went over some of the key elements in the DRAFT Development Agreement. He said that Leyland will manage the parking system, and likely retain a 3rd party operator to do the day to day management. Leyland will be responsible for any deficit with the parking. Mr. Hart said that any net operating income (NOI) will go to Leyland to cover any operating deficit; after any deficit retired, 50 percent will go to the Town and 50 percent to Leyland until the parking reserve is fully funded; and after that 100 percent will go to Leyland for operating the garage.

EDR has agreed to a long-term lease for 425 spaces. Parking will be nested/separated for the residents in the garage. The parking rate will be \$60 a month per space. The rate can increase every three years according to the CPI but will not exceed 10 percent in any three year period. The term of the parking arrangement shall be for 98 years.

Mr. Hart said that with respect to maintenance, the Town will establish a capital reserve. Desman Associates and Walker Parking Consultants have recommended starting with \$50,000 a year.

The parking garage is likely to have a useful life of 50 years. During the first 50 years, the Town will make all necessary capital improvements with the reserve and additional Town funds as needed. The level of obligation will decrease beginning in the 51st year with only liability limited to the amount in the reserve.

Mr. Hart said an additional deck in the garage is being proposed if the current grant funding can cover the costs.

Mr. Haidous asked if after 50 years the Town could sell the garage to Leyland for \$1. Mr. Hart said if the garage's useful life has expired, it can be transferred to the developer for minimal consideration.

Mr. Taylor asked how much each space in the garage costs. Mr. Hultgren said based on an estimated budget of \$9.2 million, the cost per space is \$15,000 to \$16,000.

Mr. Taylor asked if prevailing wage applies. Mr. Hultgren said prevailing wage is required on state and federally funded projects.

Mr. Haidous asked about the Steering Committee's role with respect to the development agreement and the Town Council deliberations. Mr. Hart said the DRAFT agreement was not referred to the Steering Committee and was deliberately silent on details that would come under the purview of the Steering Committee.

6. Continued Discussion of Issues for Storrs Center Parking including enforcement and Storrs Center surrounding parking

Mr. Kaufman said he was interested in the idea of ticketing for trespassing on private lots. It does pave the way for a cooperative agreement with all the property owners.

He noted that the other issues to be determined is meters vs. no meters, and what rates would be for paid parking (in garage, lots, and on-street if metered). What is a realistic meter charge to alleviate enforcement?

Mr. Taylor said if there are meters, there should be a continuum of fees and they should be de minimis. He reiterated his support for mutual enforcement among the current property owners and Leyland's management.

Mr. Taylor asked if there are problem parkers, and their cars need to be towed, and Leyland's management team is non-responsive, can his employees perform the same function at no cost to Leyland? Mr. Hultgren said the system will need group and individual owner enforcement. The whole team will need to agree on standards.

7. Review of next meeting date

Ms. Fox suggested that the Committee continue to review the key issues of enforcement and paid vs. non-paid parking. The Committee will meet on January 11.

Ms. van Zelm suggested that she and Mr. Hultgren put together a one page memo on the remaining key items to discuss for the next meeting.

8. Public Comment

David Freudmann said the parking discussion has come a long way. He asked if a \$50,000 reserve is enough money for maintenance and capital improvements. Mr. Kaufman said that Walker Parking Consultants gave the Town an estimate of costs. This was reviewed by Desman Parking and they concurred with Walker's estimates. He noted that the Town is receiving professional advice on these costs.

Mr. Kaufman said that because of EDRs' commitment to spaces, Walker and EDR can also better estimate revenue from parking.

Mr. Hultgren said that the capital reserve is for major capital improvements. Equipment repairs would come out of the regular parking operations budget.

Mr. Taylor noted that his tenants pay CAM (common area maintenance) which pays for painting lines, snow plowing, etc. Major expenses such as repaving the lot would be at his cost as the property owner.

9. Adjourn

The meeting adjourned at 7:45 pm.

Minutes taken by Cynthia van Zelm.

Town of Mansfield Transportation Advisory Committee
Minutes of the Meeting on September 22, 2010

Present: Frantz (chair), Nash, Lindsey, Marcellino, Grunwald (Human Services), Bilokur (Senior Center), Hultgren (staff), Veillette (staff)

The meeting was called to order by Chair Frantz at 7:32 PM. The minutes of the May 20, 2010 meeting were approved on a motion by Lindsey/Marcellino.

Hultgren updated members on the correspondence and meetings of interest including that the Storrs Center Parking Committee was still at work on a master parking plan, designers for the Storrs Center parking garage were to be interviewed on September 30th, proposals had been received for the design of the intermodal aspects of Storrs Center and interviews would be conducted in mid-October, the Town-UConn bike mapping project was still in progress and a new Engineering Student Intern was being hired to continue this project, and finally some of the current Traffic Authority requests for Town action regarding speeds and parking on Town roads.

The WRTD fare free program for this fiscal year (10-11) was briefly discussed noting that UConn had agreed to split the farebox revenues with the Town to continue to prepaid fare program for the year. Hultgren was waiting for updated ridership figures which he will email to committee members when they are received.

Grunwald updated members on the Senior Transportation volunteer drivers program noting that interviews for the program coordinator had just taken place and a job offer was imminent. Guidelines for the program were also distributed. Discussion ensued.

The priority worksheet for future walkways and bikeways in Mansfield was discussed and reworked to show committee member preferences. Staff will compile a new version of the worksheet and circulated it to committee members (and others interested). It will be discussed at the next meeting.

The next meeting was set for Tuesday November 16th at 7:30 PM.

The meeting was adjourned at approximately 8:50 PM.

Respectfully submitted,

Lon Hultgren
Director of Public Works

cc: Town Clerk
Town Manager
Public Notices
Traffic Authority
file

February 9, 2011

Dear Betsy,

It was wonderful to chat with you and catch up on all that is going on within the Town of Mansfield. One particular subject that we discussed I would like to ask you to bring to both Matt and the Town Council.

As you know Ed and I have had a long standing admiration for the Public Works Department (Town Crew) that works under the guidance of Lon Hultgren. I mentioned it once before when I sat on the Council.

Betsy a few years have passed since I made my original statement and my feelings have not changed.

Having once been active members of our fire department Ed and I still continue to listen to the scanner on a daily basis. Even though we are getting older the desire to serve the town never leaves us and we ponder the ways in which we could still serve. With that in mind we spend many an hour (usually the wee hours, old habits die hard) listening to the goings on within Mansfield.

With the advent of all the recent storms this winter we often find ourselves smiling and chuckling at the camaraderie that we hear amongst the crew of men (and Linda) that indicate that they are out there in the service of our town.

If I could think of a way to take what those men have and bottle it I would probably a very rich woman. In reality I am richer for they have frequently started my day with their great example which in turn puts me in the right frame of mind to face my job. I often have my six year old grandson listen to them talking pointing out to him the great example they set.

Betsy, I wish that everyone in this town could spend some time listening. They work as a team, are constantly checking on the whereabouts of each other, are quick to respond to each other's needs, discuss priorities and ensure that the Town's needs are met to the best of their abilities. Anyone that has any kind of complaint about these men have clearly never listen to them work in tough times.

One of the most outstanding points of the way they work is their attitude. As we are all very aware this has been an extremely tough winter, especially on this crew. Through it all, at least on the air, they keep the best attitude of any group that we listen to. They're not afraid to joke and keep things light at a time when they could turn their job into total drudgery all the while treating each other with respect.

Another important aspect of this crew is the skill in which they bring to our Town. As you know Ed had long provided similar skills to the State of CT. One comment he made to me the other day was that he was glad to see our town did not lose the common sense and skills that so many other places seem to have lost with the retirement of those that remember when it used to snow. Even though they have many miles of roads to maintain in our town you hear them seven days a week out there planning, working and ensuring that they are ready for the next storm.

Now with all of this said I want to make sure that you know it is not just in the winter that we see and hear evidence of this great team. (It's just not twenty four hours a day like when it snows). Spring, summer, fall or winter their work ethic is the same.

Ed and I are very pleased and happy to have such a wonderful crew (department) serving our town. We would like to take a moment to recognize them and thank them for all the hard work that they do. We hope that other residents of Mansfield truly recognize how lucky we are and also take a moment to thank them.

Sincerely,

Alison W. Blair

Matthew W. Hart

From: Betsy Paterson [betsy_paterson@hotmail.com]
Sent: Sunday, February 06, 2011 8:54 AM
To: Lon R. Hultgren; Matthew W. Hart
Subject: FW: Town Snow Removal
Follow Up Flag: Follow up
Flag Status: Blue

Matt,

Please enclose a copy of this in the Council packet.

Lon,

Great job by your crew in keeping up with all of this. I have heard praise from many and want to add mine. This winter has been a challenge and your people have met it head on, and as a result, made life easier for the rest of us. Thanks to all.

Betsy

Subject: FW: Town Snow Removal
Date: Sat, 5 Feb 2011 17:44:12 -0500
From: PatersonE@mansfieldct.org
To: betsy_paterson@hotmail.com

From: Charles Eaton [mailto:ceaton05@charter.net]
Sent: Fri 2/4/2011 6:21 PM
To: Elizabeth Paterson
Subject: Town Snow Removal

Betsy,

I wanted to let you know that the Public Works employees have done an excellent job in cleaning our streets, even with the record snow fall. And I learned recently that they are doing this with less staff than in the past. They deserve our praise and thanks. The number of hours worked nights, days and weekends and the long duration of the storms must have taken a toll on them. In spite of this, they have done a great job considering the equipment we own in lower New England is not equipped to address this amount of snow.

I also want to express my appreciation for the leadership from both Mark and Lon. They are managing this crisis in a professional and thoughtful manner.

Some in town may be upset that the roads are narrower or that they are not cleared exactly when they wish, but with over 7 feet of snow and more on the way I have total confidence in the Mansfield Public Works Department. BRAVO!

Sincerely,

2/10/2011

Charlie Eaton
89 Lorraine drive
Storrs, CT 06268
860-428-7836

Sara-Ann Bourque

From: Thomas Haggerty [thomas.m.haggerty@gmail.com]
Sent: Wednesday, February 09, 2011 11:59 PM
To: philip.austin@uconn.edu; Nicholls, Peter; Barry Feldman; Urban, Ralph; John Saddlemire; Hudd, Robert; jim.walter@uconn.edu; Town Mngr; Town Council; PAUL.MCCARTHY@uconn.edu; Clausen, John; susan.herbst@uconn.edu; Joan Wood; rachel.rubin@uconn.edu
Cc: Briody, Joseph; Herman, Rebecca; Higgins, Katrina; Fox, Karla; Freake, Hedley; Brown, Scott; susan.spiggle@uconn.edu; Bramble, Pamela; Holsinger, Kent; Lowe, Charles; Corey Schmitt; Adam Scianna; Colon Jr, Richard
Subject: A Statement of Position Regarding Spring Weekend
Attachments: Spring Weekend Legislation Final.doc

President Austin,

Attached is the final draft of "A Statement of Position Regarding Spring Weekend" that was passed by the Undergraduate Student Government Senate an hour ago. Although the Speaker of the Senate and I have not officially signed the piece of legislation, I wanted to unofficially present a copy to you, Chairmen McHugh, President-Designate Herbst, the membership of the Task Force to De-Escalate Spring Weekend, and the Senate Executive Committee.

After months of open forums, committee meetings, and discussions with faculty, staff, students, and community members, the Undergraduate Student Government is presenting to you our official position on Spring Weekend.

The Undergraduate Student Government Executive Committee is hoping to meet with you in the near future to discuss this piece of legislation. In addition, I want to thank the members of the Task Force for the countless hours they poured into researching this issue and producing their report. Regardless of differing opinions, I can say with confidence that we all have the best interests of the University at heart.

All the best,

Thomas M. Haggerty
President
University of Connecticut
Undergraduate Student Government
2110 Hillside Road, Room 219 Unit 3008
Storrs, CT 06269
(860) 486-3708
thomas.haggerty@uconn.edu

A STATEMENT OF POSITION REGARDING SPRING WEEKEND

WHEREAS, the Undergraduate Student Government recognizes Spring Weekend as a topic of concern to the University of Connecticut and its surrounding community;

WHEREAS, the events of Spring Weekend can place and have placed the student body at risk;

WHEREAS, the events of Spring Weekend place a great strain on financial and human resources including but not limited to emergency medical personnel, University Police, State Police, landowners, administrators, Mansfield residents, staff members, and Resident Assistants;

WHEREAS, the Undergraduate Student Government acknowledges that those who are arrested on Spring Weekend are predominantly non-University of Connecticut students, and, therefore, believes that the participation of persons unaffiliated with the University of Connecticut on Spring Weekend is unnecessary and detrimental;

WHEREAS, the Undergraduate Student Government acknowledges that the University of Connecticut student population also contributes to concerns associated with Spring Weekend;

WHEREAS, the Undergraduate Student Government understands that many students are passionate about Spring Weekend and view it as a positive tradition and a source of university pride;

WHEREAS, the Undergraduate Student Government recognizes the need to balance enduring traditions with the dynamic academic and social environment;

THEREFORE BE IT RESOLVED, the Undergraduate Student Government values the student body's thoughts and opinions and recognizes that our constituents have numerous and varied viewpoints regarding Spring Weekend;

BE IT FURTHER RESOLVED, the Undergraduate Student Government believes that advocating for the safety and well-being of the student body is our primary responsibility and it will work diligently to ensure our constituents are protected during Spring Weekend and have access to resources that will keep them safe;

BE IT FURTHER RESOLVED, the Undergraduate Student Government supports efforts to eliminate the presence of those who instigate harmful behavior during Spring Weekend events;

BE IT FURTHER RESOLVED, the Undergraduate Student Government supports a ban on guests who are not students at the University of Connecticut during Spring Weekend 2011 in order to encourage the sense of pride students feel uniting with their fellow Huskies, unimpeded by the actions of outsiders;

BE IT FURTHER RESOLVED, the Undergraduate Student Government strongly believes that efforts to curtail University-sponsored events located on-campus during Spring Weekend are counterproductive, as such events provide a safe and controlled environment at which University of Connecticut students are able to celebrate the culmination of their academic year;

BE IT FURTHER RESOLVED, the Undergraduate Student Government holds its membership to the highest of standards and expects those in our organization to conduct themselves in a manner that embraces civility and propriety;

BE IT FURTHER RESOLVED, the Undergraduate Student Government urges all students to take a proactive role in campus safety by acting in a mature and responsible manner;

BE IT FURTHER RESOLVED, the Undergraduate Student Government endorses the University Senate's motion to initiate a Metanoia on community civility in memoriam of Jafar Karzoun, a fellow student who died as a result of injuries sustained during the events of Spring Weekend;

BE IT FURTHER RESOLVED, the Undergraduate Student Government encourages the Trustee-Administration-Faculty-Student Committee to expand the scope of the aforementioned Metanoia to include education on the complexities of Spring Weekend;

BE IT FURTHER RESOLVED, the Undergraduate Student Government will play an active role in the development and implementation of the aforementioned Metanoia;

BE IT FINALLY RESOLVED, the Undergraduate Student Government commits to being a part of the ongoing conversation with other members of the University community regarding Spring Weekend.

PAGE
BREAK



TOWN OF MANSFIELD

MANSFIELD ADVISORY COMMITTEE ON PERSONS WITH DISABILITIES

AUDREY P. BECK BUILDING
FOUR SOUTH EAGLEVILLE ROAD
MANSFIELD, CT 06268-2599
Tel: (860) 429-3315
Fax: (860) 429-7785
E-Mail: SocServ@mansfieldct.org

Item #13

Town of Mansfield
Town Council
4 South Eagleville Rd.
Storrs, CT 06268

Dear Council Members:

We are writing in regards to the proposed walkway on South Eagleville Rd. from Sycamore Drive to Maple Rd. This project represents a significant advancement for seniors and residents with disabilities by connecting the Glen Ridge retirement community to Wrights Way and the Mansfield Senior Center, along with linking to the existing walkway to the Community Center, the Town Hall complex, and ultimately the Storrs Downtown development.

We understand that the Town had hoped to fund the construction of this walkway through a grant, but that the application was not funded. We would like to encourage the Council to seek another source of funding to build this walkway as soon as possible. If an external source of funding cannot be identified we suggest that this project be included in the Town's proposed fiscal year budget. While we understand that this is a costly project, we believe that it represents a significant investment in the Town's infrastructure that will go a long way towards improving the quality of life for seniors and people with disabilities.

Please let us know how to best proceed in pursuing this issue. Thank you.

Sincerely,

Wade Gibbs
Chair

cc. Transportation Advisory Committee

PAGE
BREAK

To: Town Council
From: Agriculture Committee
CC: Matt Hart, Town Manager; Jenifer Kaufman, Parks Coordinator
Date: February 9, 2011
Re: Agriculture Committee Initiatives Report

Item #14

Since its presentation to you on September 27, 2010, the Agriculture Committee has continued its efforts on several key initiatives.

Tax and Other Incentives to Improve Farm Viability in Mansfield

In March 2010, the Town Council requested that the Agriculture Committee review available municipal farm tax incentives for implementation in Mansfield. The committee established a subcommittee to review the three optional municipal farm tax incentives:

- CGS 12-81 Municipal option to abate up to 50% of property taxes on farm-related land, equipment and buildings, for a dairy farm, fruit orchard, vegetable farm, nursery, and/or nontraditional farm, such as hydroponic farming
- CGS 12-91(b) Municipal option to provide additional exemption of assessment on farm machinery up to \$100,000 assessed value.
- CGS 12-91(c) Municipal option to provide tax exemption of assessment on farm buildings up to \$100,000 of assessed value.

To supplement their review, subcommittee members attended a workshop sponsored by the AGvocate Program entitled "*Tax Incentives to Protect Family Farms Without Breaking Your Budget.*" After learning about the experiences of other Towns it became clear that prior to making a recommendation to the Council, the committee needed to hear from the farming community. In addition, other Towns have implemented farm tax incentives as part of a broad range of initiatives to promote agricultural viability such as a municipal Right-to-Farm Ordinance and zoning and other regulations that support farming. The committee will make a recommendation after more data is collected from the farming community.

Outreach and Communication

The committee is developing a survey to collect information on the types of farm businesses in Mansfield, how products are marketed, if tax incentives would assist the farm community, the possibility of implementing a Right-to-Farm Ordinance, among other information that will help the committee better promote agricultural viability. In addition, the Committee will be working on other ways to improve outreach to farmers, raising awareness of agriculture in Town, and increasing communication with the Town Council, Town Departments, and other Town committees.

Zoning regulations Related to Agriculture

The Committee is providing recommendations regarding zoning regulations related to agriculture. A subcommittee has worked with Planning Director Greg Padick to focus its efforts on the management plan option and the livestock option. The sub-committee will be reviewing its recommendations with members of the agricultural community then will make a formal recommendation to the Planning and Zoning Commission.

Leasing of Town Owned Farmland

A sub-committee is reviewing the Town's leasing policy for Town-owned farmland. A recommendation is forthcoming.

Finally, it is with sadness that the Committee reports the recent loss of fellow member Bill Palmer. Bill, whose family had been farming in Mansfield for over one hundred years, had been an active and passionate member of the agriculture community. He will be missed.

The Committee thanks the Town Council for its continued support of Mansfield's farm businesses and farming families.

PAGE
BREAK

TOWN OF MANSFIELD
INLAND WETLAND AGENCY

Item #15

AUDREY P. BECK BUILDING
FOUR SOUTH EAGLEVILL ROAD
STORRS, CT 06268
(860) 429-3330

January 24, 2011

Mansfield Downtown Partnership, Inc.
C/o Cynthia van Zelm, Executive Director
1244 Storrs Road
P.O. Box 513
Storrs, CT 06268

COPY

Re: Mansfield's IWA approval
IWA File #W1468

Dear Ms. van Zelm,

At a meeting held on 1/19/11, the Mansfield Inland Wetland Agency adopted the following motion:

"that the Inland Wetlands Agency hereby modifies its 10/1/07 license granted to Storrs Center Alliance, LLC, by accepting, as updated plans for Phases 1A and 1B of the Storrs Center project, a series of site plans dated 12/29/10 as prepared by BL Companies. These plans have been determined to be consistent with the Agency's 10/1/07 approval. This modification approval is subject to the following conditions:

1. Except for a minor revision to Condition #1 (noted below), all of the conditions cited in the Agency's 10/1/07 license approval shall remain in effect. Whereas the open space areas will now be deeded to the Town, Condition #1 shall be revised to replace the word "construction" with "occupancy". This condition is designed to ensure a timely dedication and monumentation of the open space area.
2. Upon preparation, design plans for the garage/intermodal center and associated streets, drainage and other site improvements shall be submitted to the Agency for review and a subsequent determination that the plans are consistent with the 10/1/07 license approval. It is expected that the "hand dug retention" area east of the garage will be included in the garage plans.
3. All future Storrs Center Phases shall be submitted to the Agency for a determination that the plans are consistent with Agency's 10/1/07 license approval.

If you have any questions regarding this action, please call the Planning Office at 429-3330.

Very truly yours,


Katherine K. Holt, Secretary
Mansfield Inland Wetland Agency

Cc: Mansfield Town Council
Storrs Center Alliance LLC.
Attorney Thomas Cody
Attorney Lee Cole-Chu

**PAGE
BREAK**

**TOWN OF MANSFIELD
PLANNING AND ZONING COMMISSION**

AUDREY P. BECK BUILDING
FOUR SOUTH EAGLEVILL ROAD
STORRS, CT 06268
(860) 429-3330

January 24, 2011

COPY

Mansfield Downtown Partnership, Inc.
C/o Cynthia van Zelm, Executive Director
1244 Storrs Road
P.O. Box 513
Storrs, CT 06268

Re: Mansfield's PZC approval
PZC file #1246-2

Dear Ms. van Zelm

At a meeting held on 1/19/11, the Mansfield Planning and Zoning Commission adopted the following motion:/

“that the PZC Chairman and Zoning Agent be authorized to approve the modification request of Storrs Center Alliance LLC for building and site improvements on Dog Lane as depicted on plans dated December 21, 2010 as prepared by BL Companies and as described in other application submissions, subject to the following conditions:

1. All applicable conditions contained in the PZC's 7/5/06 Special Permit approval, including but not limited to conditions 2,5,6,7 and 8, shall remain in effect and be addressed in association with the issuance of a Zoning Permit.
2. The site plan revisions cited in the Director of Planning's 1/13/11 report shall be addressed on final plans submitted for Zoning Permit approval.
3. Storefront signage and lighting improvements shall require subsequent PZC review and approval.
4. No work shall begin until a Zoning Permit is issued.

This approval authorizes the proposed automobile repairers use at the subject Dog Lane site and the use of an existing Bishop Center parking area for the subject mixed use project.”

If you have any questions regarding this action, please call the Planning Office at 429-3330.

Very truly yours,



Katherine K. Holt, Secretary
Mansfield Planning & Zoning Commission

Cc: Mansfield Town Council
Storrs Center Alliance LLC.
Attorney Thomas Cody
Attorney Lee Cole-Chu

**PAGE
BREAK**



Eastern Highlands Health District

4 South Eagleville Road • Mansfield CT 06268 • Tel: (860) 429-3325 • Fax: (860) 429-3321 • Web: www.EHHD.org

January 18, 2011

**EHHD ACHIEVE
Initiative**

Leadership Team

Ande Bloom, M.S., R.D.
*EHHD, Health Education
Program Coordinator*

Linda Drake, M.S.
*UConn, Director of
Expanded Food and
Nutrition Education
Program*

Linda Farmer, AICP
Tolland, Town Planner

Chris Grulke, R.N.
*Tolland BOE, Nurse
Supervisor*

Kevin Grunwald, MSW
*Mansfield, Director of
Human Services*

Kathleen Krider
*Director, Mt. Hope
Montessori School*

Elizabeth McCosh Lillie
Region 19 BOE Member

Robert Miller, MPH, R.S.
EHHD, Director of Health

Gregory Padick
*Mansfield, Director of
Planning*

Wendy Rubin, CPRP
*Coventry, Director of
Parks and Recreation*

Bette Day Stern, M.A., CPRP
*Mansfield, Recreation
Supervisor*

Jaci VanHeest, PhD
*UConn, Associate
Professor*

Mary Withey, MSN, APRN
*VNA East, Inc.
Coordinator of
Community Outreach
Services*

Rudy Favretti, Chairman
Mansfield Planning and Zoning Commission
4 South Eagleville Road
Mansfield, CT 06268

Dear Mr. Favretti:

On behalf of the Eastern Highlands Health District's ACHIEVE (Action Communities for Health, Innovation, and Environmental Change) leadership team I would like to commend the Mansfield Planning and Zoning Commission and the Town of Mansfield Planning office for taking the time to review and update subdivision regulations. The focus of ACHIEVE is to promote and effect change in communities to encourage policies and environments that provide opportunities for healthy eating and active living.

It is clear from the proposed Subdivision Regulations that the Mansfield PZC has taken significant steps to encourage and enable active living in Mansfield. Specifically, the EHHD ACHIEVE leadership team noted that revisions to the following sections of the current regulations can have a positive impact on the community's health and reduce the incidence of chronic disease over time:

- Section 6 includes requirements for sidewalks, bikeways, trails and/or other improvements designed to encourage and enhance bicycle and pedestrian use;
- Section 9 includes new provisions of pedestrian improvements unless waived by a $\frac{3}{4}$ vote of the Commission; and
- Section 13.8 clarifies park and trail improvements that can be required.

These proposed changes are model practices that exemplify progressive community planning, and contribute to the promotion of healthy behaviors.

Thank you for being a partner in community health.

Sincerely,

Ande Bloom, M.S., R.D.

cc: Matthew Hart
Greg Padick

PAGE
BREAK

TOWN OF MANSFIELD
OFFICE OF PLANNING AND DEVELOPMENT

Item #18

GREGORY J. PADICK, DIRECTOR OF PLANNING

Memo to: Curt Hirsch, Mansfield Zoning Agent
From: Gregory Padick, Director of Planning
Date: February 9, 2011
Re: Zoning Permit Applicant, Storrs Center Phases 1A and 1B



Pursuant to the provisions of Article X, Section S of the Zoning Regulations, I have completed my review of the 1/13/11 Zoning Permit application of Storrs Center Alliance LLC and Education Realty Trust, Inc. and have determined that, subject to the attached conditions of approval, the Zoning Permit is in compliance with all applicable Zoning requirements. Accordingly, you are authorized to issue a Zoning Permit for the subject Storrs Center Phases 1A and 1B subject to incorporation of those conditions which do not involve immediate map revisions.

In the process of making this compliance determination, I note the following findings:

- The applicant's submission includes a thirty-eight (38) page set of site and architectural plans with an issue date of 1/13/11, as prepared by BL Companies and a comprehensive application packet dated 1/13/11 which contains a Statement of Use; Table of Land Uses; documentation of public water and sewer service; statements of consistency with the PZC approved Preliminary Master Plan, Master Parking Study, Master Traffic Study, Master Stormwater Drainage Study, the Storrs Center Design Guidelines; and a Design Review Checklist and signed Design Certification. This information appropriately meets the submission requirements of Article X, Section S.5.c.
- Pursuant to the provisions of Article X, Section S.6.b.(ii), the Mansfield Downtown Partnership has conducted a public hearing and provided an appropriate opportunity for the submittal of public comment. On 2/8/11, the Mansfield Downtown Partnership determined that the Zoning Permit application for Phases 1A and 1B complies with the requirements of the Storrs Center Special Design District regulations and the Storrs Center Design Guidelines. This action was taken after consideration of public comments and a report from its Planning and Design Committee. The Director of Planning attended the Downtown Partnership Public Hearing.
- On 1/19/11, the Inland Wetland Agency determined that the plans for Phases 1A and 1B were consistent with its 10/1/07 License approval for the Storrs Center Project.
- On 1/19/11, the Planning and Zoning Commission conditionally approved a Special Permit modification application for all proposed construction in the Planned Business-2 zone that remains under the Commissions approval authority.
- For over three months various Mansfield staff members have met with applicant representatives to help ensure compliance with all applicable regulatory requirements. Written staff reports have been received from R. Miller, Director of Health; V. Walton, Recycling Coordinator; L. Hultgren, Director of Public Works; K. Grunwald, Director of Human Services and J. Jackman, Deputy Chief/Fire Marshal. Verbal feedback also has been received from G. Meitzler, Assistant Town Engineer/Inland Wetlands Agent. Written comments also have been received from R. Favretti, PZC Chairman and resident D. Morse. Subject to conditions included in this Zoning Permit approval authorization, all identified zoning issues will be addressed.
- All approval criteria contained or referenced in Article X, Section S.6.d, including Article V, Section A.5 and Article XI, Section C.3. have been addressed or will be addressed by conditions included in this Zoning Permit authorization.

Article X, Section S.6.e. authorizes the Director of Planning to add conditions deemed necessary to ensure compliance with all applicable regulatory requirements. The following conditions, except for those that require immediate map revisions, shall be incorporated into the Zoning Permit approval for Phases 1A and 1B:

1. Pursuant to Article X, Section S.6.g of the Zoning Regulations, any proposed revisions to the submitted plans and associated application narratives and/or the proposed uses hereby granted Zoning Permit approval shall be submitted to the Director of Planning for review and approval. It is recognized that plans for the parking garage/intermodal center, Village Street, Town Square, Storrs Road, Dog Lane and other site improvements are not yet finalized and accordingly, plan revisions are anticipated.
2. All conditions of approval cited in the Planning and Zoning Commission's 7/5/06 Special Permit approval, as modified on 1/19/11, shall be met. These conditions, which apply to the portion of the project within the PB-2 zone, include required map revisions, additional submission requirements and the posting of a \$5,000 site development bond. To address Zoning Permit provisions, this \$5,000 bond, with an associated bond agreement to be approved by the Director of Planning, shall cover all site work in Phases 1A and 1B.
3. All conditions of approval cited in the 10/1/07 Inland Wetland Agency license approval, as revised on 1/19/11, shall be met. This includes a requirement that open space areas be deeded to the Town and monumented prior to the issuance of occupancy permits.
4. Based on the Planning and Zoning Commission required notations on the Preliminary Master Plan mapping, Storrs Road and Dog Lane improvements shall be constructed in association with Phase 1A and the Village Street improvements, including a public access connection to the Storrs Post Office Road, shall be constructed in association with Phase 1B. Whereas these roadway/streetscape improvements, as well as the parking garage/intermodal center, are now Town projects, this Zoning Permit approval does not specifically tie completion of these Town projects to the initial issuance of occupancy permits. However, no occupancy permits in either Phase 1A or 1B shall be issued until it is demonstrated (to the satisfaction of the Director of Planning) that safe and appropriate vehicular and pedestrian access has been provided.
5. No construction shall start in Phase 1A until it is confirmed (to the satisfaction of the Director of Planning) that the Phase 1A and 1B improvements are acceptable to all federal and state agencies who have granted permit approval for the entire Storrs Center project. No Building Permit can be issued until a State Traffic Commission Certificate is issued.
6. With the exception of demolition work, no construction shall start in Phases 1A or 1B until title to identified properties to be acquired in each phase are conveyed to the applicant and merged in a manner that eliminates the need for subdivision approval.
7. No construction shall start in Phase 1A until the proposed ground lease with from the University of Connecticut for the Bishop Center surface parking lot is executed and a notice of lease is filed on the Land Records. To provide long term use rights, it is understood that the subject ground lease shall be for a term of ninety-eight (98) years, including renewal options. Any reduction in this term must be approved by the Director of Planning.
8. To supplement applicant submissions regarding construction traffic, no construction shall begin until a more specific construction traffic management plan is developed in association with the Town of Mansfield, who is responsible for Storrs Road, Dog Lane, the Village Street and the parking garage/intermodal center projects, and with the University of Connecticut who will be upgrading sewer lines in the project area. The coordinated construction traffic management plan shall be approved by the Mansfield Traffic Authority.

9. The proposed Common Interest Ownership arrangement is acceptable for Phases 1A and 1B subject to compliance with all applicable State requirements and incorporation of commitments made in the Zoning Permit application. A copy of the executed Common Interest Ownership documents shall be Filed in the Mansfield Planning Office.
10. Unless alternative parking arrangements are approved by the Director of Planning, no occupancy permits shall be issued for Phase 1A buildings until the parking garage and associated access improvements are approved, constructed and operational. As an exception to this condition, the relocation of the Storrs Automotive use and other commercial uses existing in buildings that will be demolished, may be issued occupancy permits provided approved surface parking is available in the Bishop Center lot and safe vehicular and pedestrian access is provided to the subject relocated uses.
11. Prior to the construction of the "Temp Road" in Phase 1A, specific plans for addressing parking, loading, vehicular and pedestrian traffic and landscaping for the areas adjacent to the Marketplace retail building and the "Temp Road" shall be submitted to and approved by the Director of Planning.
12. Prior to beginning any demolition work, specific plans for protecting the existing tree "to be saved" adjacent to Storrs Road shall be submitted to the Director of Planning, approved and implemented.
13. As noted on Sheets SP-1A/1B, prior to the issuance of occupancy permits for building TS-2 in Phase 1B, design plans for the Town Square and site restoration/site enhancement plans for the Phase 1C area now occupied by the Marketplace retail building shall be submitted to the Director of Planning, approved and implemented.
14. In order to confirm the adequacy of parking for the final mix of commercial uses in building TS-2, no occupancy permits for commercial spaces in Phase 1B shall be issued until a more specific breakdown of commercial uses is provided for this building. The Director of Planning needs to confirm that adequate parking will be provided in accordance with the approved Master Parking Study.
15. All designs for commercial storefront areas, including signage, awnings, outdoor seating and other features to enhance the streetscape, shall be submitted for approval by the Director of Planning. Planning and Zoning Commission approval is required for the DL-1 building situated within the PB-2 zone. Individual commercial spaces may also need approval from the Eastern Highlands Health District.
16. Pursuant to Article XI Sections 4.d, no new foundation walls shall be constructed until certification from a licensed land surveyor is received by the Zoning Agent confirming that foundation footings are in approved locations.
17. Due to ongoing design work on the Village Street, Town Square and associated improvements, street lighting, street trees, bus shelters, benches, trash receptacles, directional signage and other streetscape improvements shall require subsequent review and approval by the Director of Planning. It is anticipated that final approvals of these elements of the Storrs Center Project can be issued in the spring of 2011. 2/7/11 comments received from R. Favretti shall be considered in reviewing proposed landscaping improvements and more attention shall be given to avoiding monocultures in the street tree design.
18. Unless specifically authorized by the Director of Planning, all new utility lines shall be installed underground.
19. All material that will be removed from the project area in association with demolition activities shall be disposed of in an appropriate location that has been approved for such disposal. All site demolition contractors shall be advised of this requirement.

20. To address regulatory approval criteria, and applicant commitments, the following revisions noted below shall be incorporated onto the final site and architectural plans. All final plans shall be signed and sealed by the responsible professionals.
- A. Plan revisions identified in a 2/1/11 memorandum from A. Graves of B.L. Companies. These revisions were agreed upon after meeting with the Downtown Partnership Planning and Design Committee.
 - B. Revisions deemed necessary by the Mansfield Fire Marshal to address Section 4.10 of the Design Guidelines regarding fire protection measures and site safety issues.
 - C. Revisions to the design of the parking, loading driveway and waste disposal site improvements situated north of building DL-1/2 and east of building TS-1. The Planning and Zoning Commission has expressed concerns regarding vehicular and pedestrian safety in this area, the Mansfield Solid Waste Advisory Committee has raised concerns regarding access to the dumpster near building DL-1 and the Advisory Committee on the Needs of Persons with Disabilities has suggested providing accessible parking spaces closer to building entrances. Additionally, consideration should be given to specifically identifying all reserved spaces. A final design for this area shall be approved by the Director of Planning with assistance from other Mansfield Staff members.
 - D. Plan revisions required by the Planning and Zoning Commission in association with the Special Permit approval granted for work in the PB-2 zone.
 - E. The plans shall incorporate electrical outlets appropriate for community event use in the Town Square area and along other project roadways.
 - F. On Sheet LL-1, the tree to be saved at the corner of Storrs Road and Dog Lane needs to be identified for specific protection during construction activities.
 - G. On Sheet DN-1, the accessible parking space detail needs to be revised to depict cross-hatching on the right side as per Mansfield Zoning requirements.

Please let me know if you have any questions regarding this report and the listing of approval conditions. If additional information is received regarding the subject conditions or it is determined that wording revisions are necessary to clarify requirements, I will reconsider the conditions.

It also is noted that review comments have been received regarding residential floor plans and occupancy of the project apartments. It is my finding that the proposed residential units comply with the permitted use provisions of the Zoning Regulations. Furthermore, Education Realty Trust, Inc. has the right to modify floor plans, without additional zoning approval, as long as all applicable building and fire code requirements are met and as long as there is no change in permitted use classification. Floor plan revisions are anticipated, particularly in association with residential marketing efforts designed to serve the general public.

Cc: Storrs Center Alliance, LLC
Education Realty Trust, Inc.
Mansfield Downtown Partnership Inc.
Mansfield Planning and Zoning Commission
Mansfield Town Council
Barry Feldman, UConn Vice President and Chief Operating Officer

**Top Ten Taxpayers
October 1, 2010 Grand List**

The list percentages are calculated by dividing the individual property assessment by the October 1, 2010 Net Grand List Total of \$974,016,941.
974016941

PROPERTY OWNER	DESCRIPTION	ASSESSMENT	% OF TAXABLE GRAND LIST
Connecticut Light & Power	Public Utility	\$ 11,894,406	1.22%
ING US Students No 8 LLC	Apartments	10,285,870	1.06%
Eastbrook F LLC (et al)	Eastbrook Mall	9,242,310	0.95%
ING US Students No 1 LLC	Apartments	8,371,580	0.86%
Celeron Square Associates LLC	Apartments	7,360,360	0.76%
Colonial BT LLC	Apartments	6,342,280	0.65%
New Samaritan Corp.	Nursing Home	5,368,370	0.55%
Glen Ridge Cooperative, Inc.	Housing Co-Op	5,306,770	0.54%
Carriage Polo Run LLC	Apartments	4,895,240	0.50%
Hayes-Kaufman Mansfield Assoc.	Shopping Plaza	4,655,000	0.48%
Total Top Ten Assessments		<u>\$ 73,722,186</u>	<u>7.57%</u>

PAGE
BREAK



DECD

State of Connecticut
Department of Economic and
Community Development

Office of Strategy and Policy

All Municipalities

Notice 11-01

Distribution Date: February 1, 2011

Effective: Immediately

SUBJECT: AFFORDABLE HOUSING LAND USE APPEALS LIST

Under Chapter 126a of the Connecticut General Statutes (CGS), the department is required to annually promulgate a list of municipalities which satisfy the criteria contained in this subsection 8-30g (k). Attached is the 2010 Affordable Housing Land Use Appeals List that identifies exempt municipalities.

Exempt municipalities are municipalities in which at least ten per cent of all dwelling units in the municipality are: (1) assisted housing; or (2) currently financed by Connecticut Housing Finance Authority mortgages; or (3) subject to binding recorded deeds containing covenants or restrictions which require that such dwelling units be sold or rented at, or below, prices which will preserve the units as housing for which persons and families pay thirty per cent or less of income, where such income is less than or equal to eighty per cent of the median income, or (4) mobile manufactured homes located in mobile manufactured home parks or legally-approved accessory apartments, which homes or apartments are subject to binding recorded deeds containing covenants or restrictions which require that such dwelling units be sold or rented at, or below, prices which will preserve the units as housing for which, for a period of not less than ten years, persons and families pay thirty per cent or less of income, where such income is less than or equal to eighty per cent of the median income.

Changes in the number of units counted toward the ten per cent threshold are caused by several factors: (1) the relocation of households using Section 8 or RAP certificates; (2) the expiration of deed restrictions or refinancing of mortgages; (3) the demolition of buildings; or (4) the addition of units completed or under construction during the 2009-10 program year.

The data for the list comes from a variety of different sources on the federal, state, and local level. Local administrative review of and input on the street addresses of units and projects and information on deed-restricted units are of particular importance to data accuracy. The response to the department for the list varies widely from community to community. If you have any questions or wish to discuss this information, please contact Jeri Fazzalano, Planning Specialist at 860-270-8164.

Attachment

2010 Affordable Housing Appeals List

2010 Affordable Housing Appeals List - Exempt Municipalities							
	Town	2000 Census Housing Units	Governmentally Assisted Units	CHFA Mortgages	Deed Restricted Units	Total Assisted Units	Percent
1	Ansonia	7,937	1,040	109	9	1,158	14.59%
2	Bloomfield	8,195	698	299	0	997	12.17%
3	Bridgeport	54,367	9,013	943	8	9,964	18.33%
4	Bristol	26,125	2,508	1,034	0	3,542	13.56%
5	Brooklyn	2,708	244	65	0	309	11.41%
6	Danbury	28,519	2,526	297	223	3,046	10.68%
7	Derby	5,568	562	61	0	623	11.19%
8	East Hartford	21,273	2,245	907	0	3,152	14.82%
9	East Windsor	4,356	604	96	14	714	16.39%
10	Enfield	17,043	1,536	545	7	2,088	12.25%
11	Groton	16,817	3,312	338	10	3,660	21.76%
12	Hartford	50,644	17,428	1,431	0	18,859	37.24%
13	Killingly	6,909	658	248	0	906	13.11%
14	Manchester	24,256	2,603	916	38	3,557	14.66%
15	Mansfield	5,481	576	80	0	656	11.97%
16	Meriden	24,631	2,725	1,046	4	3,775	15.33%
17	Middletown	19,697	3,679	613	0	4,292	21.79%
18	New Britain	31,164	4,322	1,163	0	5,485	17.60%
19	New Haven	52,941	13,775	1,128	453	15,356	29.00%
20	New London	11,560	1,980	452	42	2,474	21.40%
21	Norwalk	33,753	3,114	236	553	3,903	11.56%
22	Norwich	16,600	2,634	517	0	3,151	18.98%
23	Plainfield	5,676	597	254	0	851	14.99%
24	Putnam	3,955	450	98	0	548	13.86%
25	Stamford	47,317	5,342	299	1,143	6,784	14.34%
26	Torrington	16,147	1,375	631	17	2,023	12.53%
27	Vernon	12,867	1,875	371	0	2,246	17.46%
28	Waterbury	46,827	7,590	2,369	378	10,337	22.07%
29	West Haven	22,336	2,280	425	0	2,705	12.11%
30	Winchester	4,922	560	120	0	680	13.82%
31	Windham	8,926	2,150	438	0	2,588	28.99%
Total Exempt Municipalities		639,517	100,001	17,529	2,899	120,429	

Source: DECD, OHDF

2010 Affordable Housing Appeals List - Non-Exempt Municipalities

Town	2000 Census Housing Units	Governmentally Assisted Units	CHFA Mortgages	Deed Restricted Units	Total Assisted Units	Percent
Andover	1,198	25	21	0	46	3.84%
Ashford	1,699	34	35	0	69	4.06%
Avon	6,480	142	21	0	163	2.52%
Barkhamsted	1,436	3	12	0	15	1.04%
Beacon Falls	2,104	7	26	0	33	1.57%
Berlin	6,955	495	84	6	585	8.41%
Bethany	1,792	0	2	0	2	0.11%
Bethel	6,653	261	61	63	385	5.79%
Bethlehem	1,388	24	0	0	24	1.73%
Bolton	1,969	2	13	0	15	0.76%
Bozrah	917	4	14	0	18	1.96%
Branford	13,342	270	178	0	448	3.36%
Bridgewater	779	0	2	0	2	0.26%
Brookfield	5,781	41	39	27	107	1.85%
Burlington	2,901	30	23	0	53	1.83%
Canaan	610	0	9	1	10	1.64%
Canterbury	1,762	78	27	0	105	5.96%
Canton	3,616	230	52	32	314	8.68%
Chaplin	897	1	25	0	26	2.90%
Cheshire	9,588	240	77	17	334	3.48%
Chester	1,613	25	9	0	34	2.11%
Clinton	5,757	92	41	0	133	2.31%
Colchester	5,409	390	84	0	474	8.76%
Colebrook	656	0	6	0	6	0.91%
Columbia	1,988	28	39	0	67	3.37%
Cornwall	873	18	0	0	18	2.06%
Coventry	4,486	107	119	20	246	5.48%
Cromwell	5,365	217	213	0	430	8.01%
Darien	6,792	91	1	80	172	2.53%
Deep River	1,910	29	22	0	51	2.67%
Durham	2,349	34	11	0	45	1.92%
East Granby	1,903	73	33	0	106	5.57%
East Haddam	4,015	74	26	1	101	2.52%
East Hampton	4,412	75	71	25	171	3.88%
East Haven	11,698	544	298	0	842	7.20%
East Lyme	7,459	350	87	10	447	5.99%
Eastford	705	0	16	0	16	2.27%
Easton	2,511	0	0	11	11	0.44%
Ellington	5,417	271	74	0	345	6.37%
Essex	2,977	40	5	0	45	1.51%

2010 Affordable Housing Appeals List: Non-Exempt Municipalities

Town	2000 Census Housing Units	Governmentally Assisted Units	CHFA Mortgages	Deed Restricted Units	Total Assisted Units	Percent
Fairfield	21,029	422	32	111	565	2.69%
Farmington	9,854	574	120	152	846	8.59%
Franklin	711	0	16	0	16	2.25%
Glastonbury	12,614	626	130	0	756	5.99%
Goshen	1,482	2	6	0	8	0.54%
Granby	3,887	89	34	5	128	3.29%
Greenwich	24,511	1,195	2	54	1,251	5.10%
Griswold	4,530	198	142	0	340	7.51%
Guilford	8,724	172	29	0	201	2.30%
Haddam	2,822	23	16	0	39	1.38%
Hamden	23,464	1,165	457	4	1,626	6.93%
Hampton	695	0	17	0	17	2.45%
Hartland	759	2	5	0	7	0.92%
Harwinton	2,022	24	21	0	45	2.23%
Hebron	3,110	62	28	0	90	2.89%
Kent	1,463	25	4	24	53	3.62%
Killingworth	2,283	0	5	5	10	0.44%
Lebanon	2,820	31	46	0	77	2.73%
Ledyard	5,486	39	161	4	204	3.72%
Lisbon	1,563	2	36	0	38	2.43%
Litchfield	3,629	144	11	29	184	5.07%
Lyme	989	0	0	7	7	0.71%
Madison	7,386	92	5	29	126	1.71%
Marlborough	2,057	24	13	0	37	1.80%
Middlebury	2,494	79	9	8	96	3.85%
Middlefield	1,740	30	11	0	41	2.36%
Milford	21,962	1,101	219	107	1,427	6.50%
Monroe	6,601	36	19	1	56	0.85%
Montville	6,805	111	183	0	294	4.32%
Morris	1,181	20	0	0	20	1.69%
Naugatuck	12,341	762	319	0	1,081	8.76%
New Canaan	7,141	146	3	31	180	2.52%
New Fairfield	5,148	0	23	13	36	0.70%
New Hartford	2,369	12	39	15	66	2.79%
New Milford	10,710	248	103	0	351	3.28%
Newington	12,264	478	392	36	906	7.39%
Newtown	8,601	138	18	15	171	1.99%
Norfolk	871	28	3	0	31	3.56%
North Branford	5,246	69	59	0	128	2.44%
North Canaan	1,444	101	7	0	108	7.48%

2010 Affordable Housing Appeals List: Non-Exempt Municipalities

Town	2000 Census Housing Units	Governmentally Assisted Units	CHFA Mortgages	Deed Restricted Units	Total Assisted Units	Percent
North Haven	8,773	371	77	1	449	5.12%
North Stonington	2,052	2	16	0	18	0.88%
Old Lyme	4,570	60	4	3	67	1.47%
Old Saybrook	5,357	51	14	1	66	1.23%
Orange	4,870	50	9	0	59	1.21%
Oxford	3,420	38	10	0	48	1.40%
Plainville	7,707	244	317	53	614	7.97%
Plymouth	4,646	184	143	0	327	7.04%
Pomfret	1,503	35	12	0	47	3.13%
Portland	3,528	276	44	0	320	9.07%
Preston	1,901	43	32	0	75	3.95%
Prospect	3,094	5	23	0	28	0.90%
Redding	3,086	0	0	0	0	0.00%
Ridgefield	8,877	179	7	5	191	2.15%
Rocky Hill	7,962	254	188	0	442	5.55%
Roxbury	1,018	19	1	0	20	1.96%
Salem	1,655	1	23	0	24	1.45%
Salisbury	2,410	16	3	8	27	1.12%
Scotland	577	0	9	0	9	1.56%
Seymour	6,356	285	76	0	361	5.68%
Sharon	1,617	21	4	0	25	1.55%
Shelton	14,707	267	86	82	435	2.96%
Sherman	1,606	0	2	0	2	0.12%
Simsbury	8,739	251	65	0	316	3.62%
Somers	3,012	59	18	0	77	2.56%
South Windsor	9,071	474	249	0	723	7.97%
Southbury	7,799	91	13	0	104	1.33%
Southington	15,557	640	292	51	983	6.32%
Sprague	1,164	28	30	0	58	4.98%
Stafford	4,616	192	141	0	333	7.21%
Sterling	1,193	2	22	0	24	2.01%
Stonington	8,591	314	51	0	365	4.25%
Stratford	20,596	878	261	33	1,172	5.70%
Suffield	4,853	215	45	15	275	5.67%
Thomaston	3,014	94	88	0	182	6.04%
Thompson	3,710	160	49	0	209	5.63%
Tolland	4,665	99	71	3	173	3.71%
Trumbull	12,160	321	35	289	645	5.30%
Union	332	2	4	0	6	1.81%
Voluntown	1,091	21	24	0	45	4.12%

2010 Affordable Housing Appeals List: Non-Exempt Municipalities						
Town	2000 Census Housing Units	Governmentally Assisted Units	CHFA Mortgages	Deed Restricted Units	Total Assisted Units	Percent
Wallingford	17,306	623	313	35	971	5.61%
Warren	650	1	2	0	3	0.46%
Washington	1,764	14	0	23	37	2.10%
Waterford	7,986	137	192	0	329	4.12%
Watertown	8,298	229	140	0	369	4.45%
West Hartford	25,332	1,254	319	277	1,851	7.31%
Westbrook	3,460	146	12	24	182	5.26%
Weston	3,532	1	0	0	1	0.03%
Westport	10,065	218	2	13	233	2.31%
Wethersfield	11,454	709	223	0	932	8.14%
Willington	2,429	165	32	0	197	8.11%
Wilton	6,113	89	6	70	165	2.70%
Windsor	10,900	354	383	0	737	6.76%
Windsor Locks	5,101	275	187	0	462	9.06%
Wolcott	5,544	315	130	0	445	8.03%
Woodbridge	3,189	36	5	0	41	1.29%
Woodbury	3,869	62	18	0	80	2.07%
Woodstock	3,044	28	38	0	66	2.17%
Total Non-Exempt Municipalities	746,461	23,513	9,179	1,929	34,620	

Source: DECD, OHDF

2010 Affordable Housing Appeals List: Summary					
Municipalities	2000 Census Housing Units	Governmentally Assisted Units	CHFA Mortgages	Deed Restricted Units	Total Assisted Units
Exempt	639,517	100,001	17,529	2,899	120,429
Non-Exempt	746,461	23,513	9,179	1,929	34,620
Total	1,385,978	123,514	26,708	4,828	155,049

Source: DECD, OHDF

Matthew W. Hart

From: Knierim, Paul [PKnierim@ctprobate.gov]
Sent: Tuesday, February 08, 2011 10:07 AM
To: Knierim, Paul
Subject: Probate Court Facilities Report
Attachments: Facilities Report.pdf
TO: Municipal Chief Elected Officials

Thanks in large part to the assistance of municipal leaders across the state, Connecticut's probate courts successfully completed a watershed restructuring project at the beginning of this year. This memo is to express, on behalf of the probate system, our sincere appreciation for your support throughout this challenging process. We are very grateful for the ongoing partnership between the probate courts and the cities and towns.

I have enclosed for your information my report to the General Assembly on the condition of probate court facilities. As I indicate in my report, improvements in our facilities statewide are one of the many positive outcomes of court restructuring. All 32 of our new regional courts are operating from facilities that fully comply with the statutory requirements, a remarkable feat considering the short timeframe and difficult budget environment in which we were working. The credit for this success belongs to the many local officials who assisted us.

Thank you, again, for your support. I hope that you will feel free to call on me if I can ever be of assistance.



Paul J. Knierim
Probate Court Administrator
186 Newington Road
West Hartford, CT 06110
(860) 231-2442

.Attachment

This information may be confidential and/or privileged. If you received this in error, please inform the sender and remove any record of this message. Note that messages to or from the CTPROBATE domain may be subject to disclosure to persons other than the addressee under the Freedom of Information Act or other law governing disclosure of public records.



STATE OF CONNECTICUT

OFFICE OF THE
PROBATE COURT ADMINISTRATOR

PAUL J. KNIERIM, JUDGE
Probate Court Administrator

THOMAS E. GAFFEY
Chief Counsel

HELEN B. BENNET
Attorney

DEBRA COHEN
Attorney

186 NEWINGTON ROAD
WEST HARTFORD, CT 06110

TEL (860) 231-2442
FAX (860) 231-1055

February 1, 2011

HAND DELIVERED

Senator Eric D. Coleman
Co-Chair, Judiciary Committee
Legislative Office Building
Room 2501
Hartford, CT 06106

Representative Gerald M. Fox, III
Co-Chair, Judiciary Committee
Legislative Office Building
Room 2502
Hartford, CT 06106

Re: Report on Probate Court Facilities

Dear Senator Coleman and Representative Fox:

General Statutes § 45a-8 charges the Office of the Probate Court Administrator ("PCA") with the responsibility of enforcing the statutory facilities requirements for probate courts and making an annual report to the Judiciary Committee as to any identified deficiencies. This year, I am enthused to report that significant improvements in probate court facilities statewide are one of the many positive outcomes of our just-completed restructuring. ***These improvements would not have been possible but for the support and cooperation of the municipalities that our courts serve.***

Public Acts 09-114 and 09-01 (September 2009 Special Session) reduced the number of probate courts from 117 to 54 as of January 5, 2011. As a consequence, 94 previously separate courts were merged into 32 new regional courts, while 22 existing districts were unchanged. Our facilities-related activities in 2010 were accordingly focused on arranging for appropriate facilities for the 32 new courts. Nearly all of the 22 non-merging courts are already in full compliance with the facilities requirements, and this office will work to resolve the few remaining problems among those courts in 2011.

Redistricting Process

Public Act 09-114 established a three-step process to consolidate probate courts and determine the configuration of the new probate districts. To minimize the

financial impact on municipalities, the act specified the availability of appropriate facilities as a crucial factor in the determination of the new probate districts. Because the issue was a central focus in all three steps of the redistricting process, only 11 of the 32 new regional courts required substantially new or expanded facilities. In all other cases, existing probate court facilities were available to accommodate the needs of the merged courts, typically with only minor modifications.

Probate Assembly Proposal

Recognizing that the incumbent probate judges were uniquely familiar with the needs of court users in their communities, the restructuring legislation invited the Probate Assembly to initiate the redistricting process. Judges began by meeting on a regional basis and soliciting input from the affected communities. Following a series of meetings of the statewide group, the assembly advanced a plan for 50 courts, the maximum number of districts permitted under Public Act 09-114.

Probate Court Redistricting Commission

The Probate Court Redistricting Commission then began the second step of the redistricting process. Chaired by Representative Robert Godfrey, the bipartisan commission sought further input by conducting a formal public hearing. Municipal officials, legislators, probate judges, court users, attorneys and many others offered information about the nature and volume of cases handled by the courts, the suitability of existing court facilities for regional courts, the geographic accessibility of potential court locations, and communities of interest among cities and towns. Like the Probate Assembly, the Probate Court Redistricting Commission sought to minimize the fiscal impact on municipalities by arranging the new districts, wherever possible, around existing facilities. The commission's final report included a plan for 50 probate districts in accordance with the statutory mandate as well as a recommendation that the General Assembly consider adding additional districts to resolve certain identified concerns related to facilities and geographic accessibility.

Public Act 09-01 (September 2009 Special Session)

In the third and final phase of redistricting, the General Assembly adopted Public Act 09-01 in September 2009. The act reflected the recommendations of the Probate Court Redistricting Commission as to both the number and configuration of districts, resulting in a 54 court plan.

Implementation of Court Consolidation

With less than 18 months between the passage of Public Act 09-01 and the January 5, 2011 effective date of act, PCA immediately began planning an implementation strategy for court consolidation. Key issues addressed in that strategy were determining the locations for the new regional courts, securing appropriate facilities, upgrading computer systems and modernizing our records management techniques.

Court Names and Locations

As a first step, this office communicated with all affected municipalities about the passage of Public Acts 09-114 and 09-01 and the details of court consolidation. We asked cities and towns to determine the names and locations of their regional courts. Creativity flourished as judges, court staff and municipal officials chose names that would evoke cultural and historical connections among the partnered communities. In most cases, the decision where to locate the court was dictated by the availability of appropriate space in a municipal building within the district. In several regions, healthy competition prevailed as participating municipalities vied to host the court. The decision process concluded successfully in all locations. In accordance with General Statutes § 45a-2a, this office published a new directory of courts and locations in December 2010. As in the past, most probate courts continue to be located in city and town halls.

Facilities

Of the 32 new regional courts, five are now housed in space not previously occupied by a court. Six others are located at an existing court facility that was modified or expanded to accommodate the regional court. Twenty-one existing courts had adequate space to host a regional court with little or no modification.

PCA staff assisted with the design of all of the new or expanded facilities. Staff from this office met with judges and court employees as well as municipal officials to develop office layouts and specifications for electrical, telephone and network needs. To minimize costs, many municipalities performed the construction work with their own public works departments. Similarly, many municipalities contributed furniture, equipment and supplies to obviate new purchases. Town staff also handled the work of moving furniture, equipment and records to the new court locations.

Information that municipalities have shared with this office indicates that the capital outlay for the renovations ranged from a few hundred dollars to a high of

Senator Eric D. Coleman and Representative Gerald M. Fox, III

Page 4

February 1, 2011

\$40,000. While these figures are not insubstantial, they are relatively modest in comparison to the cost of most public works projects. The completion of renovations for these amounts reflects the sharing of responsibility for the work among the towns, courts and this office and the practical manner in which the projects were undertaken.

All of the facilities serving the 32 new regional courts fully comply with the requirements set forth in § 45a-8. The regional court facilities represent a marked improvement over the conditions at many courts prior to court consolidation.

This office recognizes that court consolidation, which was designed to save money for the probate system and hence the state, required many towns to expend funds for facilities modifications during a difficult budget environment. We expect, however, that this investment will be partially offset in future years. Municipalities will enjoy modest savings from court consolidation because the regional courts will eliminate certain duplicative expenses for office equipment and supplies. In addition, our new digital records management system (described below under "Records and Vaults") will altogether eliminate the need for municipalities to add costly fireproof vault space for records storage. The relocation of many courts to regional locations has also freed up much needed space within many city and town halls.

Computer Systems

While municipalities are required to wire court facilities to accommodate court computers, PCA provides each court with all necessary computer equipment and software. This office implemented significant upgrades to the computer systems as part of the restructuring process. All courts are now connected to a system-wide network that supports our newly-implemented central financial structure. The network greatly enhances our ability to provide support and software modifications without the expense of traveling to courts. It also enables this office to back up all data off site on a daily basis.

Records and Vaults

Probate courts are the stewards of centuries of historical records, and the proper management of that material presented another major challenge of the court consolidation initiative. We approached this topic with three principal goals in mind: first, to preserve historical records; second, to improve public access to those records, and third, to avoid the expense of constructing new vault space, which would have fallen on municipalities, for the new regional courts.

This office worked with the State Library to develop a plan that addresses these three objectives. Under this plan, all 54 courts have converted to a digital document storage system that can be backed up to microfilm at significantly less cost than prior systems. With this system, it is no longer necessary for courts to retain paper records of closed files, and courts will therefore not require expanded vault space. The savings directly benefit the towns. The updated records plan also establishes the State Library as the central repository for all of the state's historical probate records. We are now in the process of moving our oldest and most fragile records to the State Library.

Financial Arrangements among Municipalities

In response to input from municipal officials, this office sought legislation last year to provide greater flexibility in allocating probate court expenses among the towns in a region. Our proposal was adopted as Public Act 10-34, and § 45a-8 now permits municipalities to adopt any form of expense-sharing arrangement, provided that all towns are in agreement. In the absence of an agreement, expenses are divided in proportion to the grand lists of the participating towns.

Procedural Issues

It bears mention that some local officials expressed frustration with the lack of specific statutory rules on how to resolve disagreements among the municipalities within a regional probate district. For example, the question occasionally arose as to whether a majority vote among municipal chief executives would establish a binding decision or whether unanimity would be required. Some questioned whether each municipality would have one vote, regardless of their relative populations. Yet another concern is how to enforce the obligation to contribute towards the expense of a regional court when a town refuses to pay its share.

Fortunately, most of the many decisions required to implement consolidation were achieved through consensus and are now behind us. The topic does warrant monitoring, however, and this office will inform the Judiciary Committee if the absence of statutory guidelines on these issues proves to be a problem.

Conclusion

The improvement of probate court facilities statewide is a clear and tangible benefit of court consolidation. That the system was able to consolidate 94

Senator Eric D. Coleman and Representative Gerald M. Fox, III

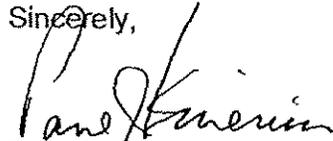
Page 6

February 1, 2011

separate courts into 32 new regional courts that now operate from professional facilities – all at the same time – is a testament to the partnership between the probate courts and the cities and towns. It is also a reflection of the extraordinary efforts over the past year of the judges and staff of the probate courts, municipal officials and the staff of this office.

Thank you for your consideration of this report. We would be pleased to provide any additional information that you may find helpful.

Sincerely,



Paul J. Knierim

Probate Court Administrator

cc: The Honorable Chase T. Rogers, Chief Justice of the Supreme Court
The Honorable Barbara M. Quinn, Chief Court Administrator
Judges of the Courts of Probate

PAGE
BREAK



January 26, 2011

TO: CCM-Member Mayors, First Selectmen & Town/City Managers
 FROM: Jim Finley, CCM Executive Director and CEO 
 RE: CCM-member dues for FY 2011-12

*As I first communicated to you by email on December 17th, **THERE WILL BE NO INCREASE IN YOUR CCM DUES FOR NEXT FISCAL YEAR. FOR BUDGETARY PURPOSES, YOU CAN PLUG IT IN RIGHT NOW -- A ZERO PERCENT INCREASE -- FOR THE THIRD STRAIGHT YEAR.***

CCM understands the fiscal stress that continues to confront municipalities during these difficult economic times. We know everyone is being called on to do more with less, including us. But remember, when times are tough, towns and cities need CCM even more. CCM membership is one of the few things left to give you a guaranteed return on investment.

Your continued support strengthens the most valuable collective resource in our state for Connecticut town and city governments. **CCM services** – from our peerless advocacy and invaluable research and information services, to free member training, energy saving, responsive risk management and much more -- **ensure a return on your investment that far and away exceeds your member dues.** You have my word on that.

In this tough economy, it is even more important *that every town and city* stick together to advance the common interests of municipal governments. As Benjamin Franklin said, “We must all hang together or surely we will all hang separately.” Sure, towns can choose to be a “free rider” by not joining – because all municipalities get some of the benefits of our advocacy – but if everyone did that, there would be no CCM and no municipal advocates pressing State Government 365 days a year.

Thank you for your continued membership in CCM. Our exclusive mission is to serve our member towns and cities. Please contact me at (203) 498-3020 or jfinley@ccm-ct.org at any time with any questions or concerns.

CC: Council Chairmen
 Board of Finance Chairmen
 Finance Directors

PAGE
BREAK



MUNICIPAL MANAGEMENT BULLETIN



Item #23

900 CHAPEL STREET, 9th FLOOR, NEW HAVEN, CT 06510-2807 PHONE (203) 498-3000 • FAX (203) 562-6314

www.ccm-ct.org: Your source for local government management information on the Web

January 26, 2011, Number 11-03

EDUCATION FUNDING RECOMMENDATIONS SENT TO STATE BOARD OF EDUCATION

The Ad Hoc Committee to Study ECS and Choice Funding completed its work this past Monday. The report now goes to the State Board of Education for discussion and action. The “Core Values” and “Design Principles” for a public education funding system adopted by the Committee are below.

Newspaper reports have failed to provide an accurate description of the Committee’s recommendations. These recommendations were adopted as a package, and thus must be read together – not in isolation. They provide the framework for a funding system – they do not necessarily call for a new formula.

The recommendations that the State pay at least 50% of the cost of operating public schools, and that the funding calculations for children enrolled in a public school outside their district be scaled to reflect actual savings and costs, are designed to ensure a stable state funding base, and to respect the right to an adequate public educational opportunity for all children.

CCM opposed the last phrase in Design Principle #6 as it was interpreted by some to mean that it would mandate -- as does the present Minimum Budget Requirement (MBR) -- municipalities and their property taxpayers to make up for inadequate state education funding with local property tax dollars.

Ad Hoc Committee to Study ECS and Choice Funding Core Values

1. Every student has a right to, and the state has an obligation to ensure that every student receives, a high-quality education provided by highly qualified and effective educators, irrespective of his/her race, ethnicity, wealth, zip code and individual needs, which means targeting a larger percentage of funding for students in need.
2. Within limitations, parents should be able to enroll their student in any public school choice opportunity.
3. State public school funding decisions should primarily focus on individual students and their learning needs while accounting for different fiscal capacities and other conditions of communities.
4. In addition to highly functioning traditional schools, inter- and intra-district public school choice is an effective part of a strong, diverse statewide public school system that has the potential to improve student outcomes, reduce racial and economic isolation, foster regionalism and contain system costs, including transportation.

- more -

5. Excluding federal funds, the State should pay for at least 50 percent of the cost of operating public schools and state funds allocated for education should be spent on education locally.
6. The ECS formula and accompanying programs are not functioning effectively, thereby disadvantaging many different types of communities.

Design Principles for a Public Education Funding System

1. The system must be student based and transparent with both the need factors of students and the income, the property wealth and property tax burden of the communities in which the students reside consistently included as significant factors.
2. When children are enrolled in a public school outside of their school district, the funding calculations for those children must be scaled to reflect actual savings and costs.
3. While serving programmatic goals, school districts must have flexibility to deploy categorical and other funding in ways that respond to student need and to develop incentives to economize.
4. Given that access to choice options is in the interest of the state, then the state must accept responsibility for the additional associated costs and provide a greater portion of school funding statewide.
5. Any funding system must ensure that the state provides at least 50% of non-federal funding for education statewide. Given that all children must receive an equal opportunity for a free public education, the proportion of state funding must be related to the wealth and need of a community, but all communities must receive a minimum amount of state funding regardless of wealth.
6. Variables in any funding formula, including the foundation amount, weights for student need, and share ratios, should be based on a rigorous analysis that considers effective spending patterns and promising student outcomes to determine the appropriate level of state aid, ensuring that students will be funded at least at the level the formula dictates at whatever public school they attend.
7. The transition to any new system should be phased in to give the state, local districts and choice options an opportunity to adjust.

###

For more information regarding this or other state-local issues, please contact Jim Finley, Executive Director and CEO of CCM, at (203) 498-3000.

Matthew W. Hart

From: CCM Public Policy and Advocacy [publicpolicy@CCM-CT.ORG]

Sent: Wednesday, February 09, 2011 4:59 PM

Subject: CCM Hails Governor for Commitment to ECS Funding

Jim Finley, Executive Director and CEO of the Connecticut Conference of Municipalities, this afternoon (Wednesday, Feb 9) said, "The announcement by Governor Dannel P. Malloy that he will level fund the Education Cost Sharing Grant is great news for towns and cities and school children across the state. The Governor first made his commitment during the campaign and he has proven to be a man of his word. Maintaining ECS funding will require the State to appropriate \$270 million in new state funding to make up for the loss of federal stimulus funding. Such action shows his commitment to forging a strong partnership with municipalities and hard-pressed local property taxpayers across the state."

PAGE
BREAK



THE END of CIVILITY?

Saturday, October 2, 2010

"Courtesy costs nothing." *Anonymous*

Some Simple Thoughts on Promoting Public Discourse

- To be respected, one must respect
- To be heard, one must listen
- To be understood, one must strive to understand
- To teach, one must be willing to learn

Elements of a Good Apology

- It is delivered as soon as possible, through appropriate means, i.e., via email, telephone call, personal note, in person, through a gift, etc. The seriousness of the breach determines the means: forgetting to return a call is one thing; forgetting to attend a dinner in your honor another entirely.
- It specifically acknowledges the inconvenience or harm caused, and how this must have made the person feel.
- It is unequivocal; no ifs, ands or buts about it.
- It recalls no past grievances.
- It includes a promise to try and not let it happen again.

The Gift of Listening

- Give undivided attention
- Refrain from asking questions or directing the conversation
- Mirror the speaker's emotions, i.e., smile if s/he smiles, or look concerned if s/he looks concerned
- Re-state throughout to make sure we understand and to let the speaker know we are listening
- Empathize

A special "Thank You" to Rosanne Thomas of *Protocol Advisors, Inc.*

www.protocoladvisors.com

The Connecticut Forum ♦ 750 Main Street ♦ Hartford, CT 06103 ♦ (860) 509-0909
Visit us at www.ctforum.org

THE END

of CIVILITY?



Saturday, October 2, 2010

"Men are respectable only as they respect." *Ralph Waldo Emerson*

"The final test of a gentleman is his respect for those who can be of no possible service to him."
William Lyon Phelps

"People with clenched fists cannot shake hands." *Indira Gandhi*

"If you once forfeit the confidence of your fellow citizens, you can never regain their respect and esteem. You may fool all of the people some of the time; you can even fool some of the people all of the time but you can't fool all of the people all of the time." *Abraham Lincoln*

"Democracy arose from men's thinking that if they are equal in any respect, they are absolutely equal."
Aristotle

"Humility leads to strength and not to weakness. It is the highest form of self-respect to admit mistakes and to make amends for them." *John (Jay) McCloy*

"Words like 'freedom,' 'justice,' 'democracy' are not common concepts; on the contrary, they are rare. People are not born knowing what these are. It takes enormous, and above all, individual efforts to arrive at the respect for other people that these words imply." *James Baldwin*

"Without feelings of respect what is there to distinguish men from beasts?" *Confucius*

"The test of good manners is to be patient with bad ones." *Solomon Ibn Gabriel*

"When another speaks, be attentive yourself and disturb not the audience. If any hesitate in his words, help him not nor prompt him without desired. Interrupt him not, nor answer him 'till his speech be ended."
George Washington

"Treating everyone with respect is the first line of self-defense." *US Martial Arts Association*

"Kind words are short and easy to speak, but their echoes are truly endless." *Mother Teresa of Calcutta*

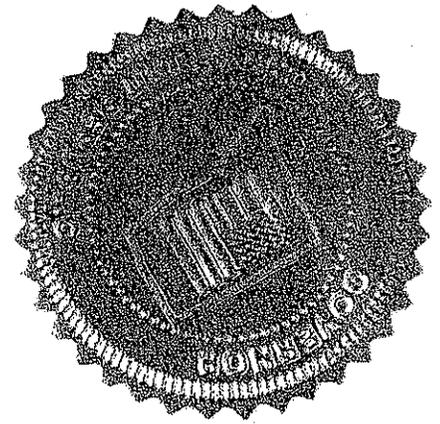
"Teaching civility is an obligation of the family." *Stephen L. Carter*

"Let your conversation be without malice or envy, for 'tis a sign of a tractable and commendable nature, and in all causes of passion, permit reason to govern." *George Washington*

The Connecticut Forum ♦ 750 Main Street ♦ Hartford, CT 06103 ♦ (860) 509-0909
Visit us at www.ctforum.org



In the cities and towns of
Connecticut on the
Connecticut Republic



Notice to the agent is notice to the principle
Notice to the principle is notice to the agent

Connecticut Secretary of State
Susan Bysiewicz
30 Trinity Street
Hartford, CT 06115

Item #26

December 15, 2010

Secretary of State Susan Bysiewicz,

Subject: Notice of lawful and peaceful assembly.
REGISTERED MAIL # RA 041 671 561 US with a certificate of mailing enclosed.

We, the peaceful men and women of good conduct and character on the soil within the boundaries of the Connecticut Republic, have assembled our private civilian judicial district, pursuant to the County(s) Assembly Settlement Constitution, on the Connecticut Republic. There is no longer an emergency on this district. The law of necessity and all other laws of war do not apply and we no longer require your military assistance to enforce your statutory enforcement scheme.

As we have gathered as an assembly on a regular basis, elected officer holders and operate a competent court; we hereby give notice to you Susan Bysiewicz as Secretary of State in the STATE OF CONNECTICUT and the Attorney General Richard Blumenthal in the STATE OF CONNECTICUT. This notice is to be considered sufficient notice to all cities/towns in STATE OF CONNECTICUT and we decree:

All cases of dispute shall be heard in our private civilian common law jurisdiction. Further, our decree in the matters addressed by our court is the final word and judgment on the matter.

So be it on, this twentieth day of October 2010.

John Dagata
Assembly Foreperson - John Dagata - All Rights Reserved

Jerry L. Plisko
Scribe - Jerry L. Plisko - All Rights Reserved

Cc; State of Connecticut Attorney General
U.S. Secretary of State
Homeland Security Administrator

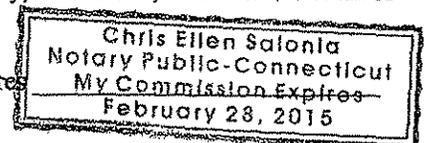
JURAT

NEW HAVEN COUNTY)
) ss.
STATE OF CONNECTICUT)

The above named individuals, John Dagata and Jerry L. Plisko appeared before me, a Notary, subscribed, sworn to the truth of this contractual. **NOTICE OF LAWFUL AND PEACEFUL ASSEMBLY.**

Under oath this 17th day of December 2010.
Chris Salonia
Notary

My commission expires



SEAL

Reply to - Notary Public: Chris Salonia - 82 Smithfield Avenue, Meriden Connecticut near [06451]
Copy to - Assembly Foreperson: John Dagata - 108 Hillhurst Avenue - New Britain, Connecticut near [06053]

**PAGE
BREAK**

FOR IMMEDIATE RELEASE

Contact: Lisa Mercurio (203) 705-0683

The Business Council of Fairfield County Launches Award for Healthy Workplaces

Stamford, Connecticut; January 28, 2011 - - The Business Council of Fairfield County will host our third Healthy Workplace Employer Recognition Program on Friday, February 11 at the Holiday Inn, Downtown Stamford from 7:45-9:30am.

Our 2011 Healthy Workplace Employer Recognition Program will applaud the efforts of 30 area employers who understand the competitive advantage of a healthy workforce and who have implemented cutting edge programs to promote a healthy workplace and assist their employees to live healthier lives.

From these programs we have learned that promoting health in the workplace doesn't have to be complicated or expensive, and that organizations – large and small – can make healthy foods available, promote smoking cessation programs, walking programs and disseminate health related information from a wide array of sources.

There are three categories of distinction, Platinum, Gold and Silver, awarded on the basis of program components and outcomes.

Those being recognized in the Platinum category include Anthem Blue Cross and Blue Shield, Big Y Foods, Inc., Cartus, Deloitte, IBM, Town of Mansfield, CT; Nestlé Waters North America; People's United Bank; Pitney Bowes Inc.; Sikorsky; Stamford Hospital; Tauck; and Terex Corporation.

Those being recognized in the Gold category include Ability Beyond Disability; American

Heart Association; AmeriCares; R.C. Bigelow; University of Hartford; Mediacom Communications; Pawling Corporation; Purdue Pharma L.P.; Sacred Heart University and XL America.

Those being recognized in the Silver category include Compass Furnished Apartments Fairfield County Bank; 1-800-Flowers; Rockwood Service Corporation; Silver Hill Hospital; St. Vincent's Medical Center and Telephonics Corporation.

"Health is a business issue. As costs related to health and health care escalate business has responded in a variety of ways," commented Tanya Court, Vice President, Public Policy, The Business Council of Fairfield County. "By recognizing the efforts of employers to promote healthy lifestyles, we hope to serve as a catalyst for other employers in both the private and public sector to take action."

Corporate Wellness Programs in the Region

Research demonstrates that employers realize increased productivity and reduced direct healthcare costs when they offer health and wellness programs to their employees.

"So often employers develop and implement excellent wellness programs for their employees yet the programs are underutilized due to limited communication and inconsistent reinforcement. UnitedHealthcare is pleased to sponsor The Business Council's Healthy Workplace Employer Recognition to acknowledge those employers who have recognized and communicated the value of their wellness programs to employees," said John King, Vice President, Client Development, UnitedHealthcare.

Registration begins at 7:45am and the program will start at 8:00 and conclude by 9:30am. Registration is free for honored companies; \$25 for members of The Business Council and \$35 for non-members. To register, please contact The Business Council of Fairfield County at 203-359-3220.

PZC OKs center permit

By MIKE SAVINO *1/20*
Chronicle Staff Writer

MANSFIELD — The Storrs Center Project took another step Wednesday toward a spring ground-breaking when the planning and zoning commission agreed to modify a 2006 special permit.

Leyland Alliance LLC, which created Storrs Center Alliance LLC for this project, requested the modification so it could move one of the buildings due to a change in plans.

Leyland Alliance is the master developer of the \$220-million mixed-use project featuring commercial, retail and housing. A spring ground-breaking is expected for the first phase of construction.

Wednesday's approval, with an 8-1 vote, allows SCA to now place a building named Dog Lane 1 adjacent to other buildings in the first phase of construction.

Roswell Hall opposed the vote, but said during the discussion he would save his questions and

comments for another time.

Mansfield Downtown Partnership Executive Director Cynthia van Zelm could not be reached for comment. Steven Bacon, chairman of the partnership's planning and design committee, said the spring ground-breaking is "looking very, very likely at this point."

Dog Lane 1 was originally planned to be a standalone building used as a temporary site during construction for current **(PZC, Page 4)**

PZC OKs permit for Storrs Center

(Continued from Page 1)

businesses relocating to Storrs Center.

But since the 2006 special permit approval, plans have changed and businesses will now be able to stay in their current locations until phases 1A and 1B are completed.

SCA attorney Thomas Cody said the building will now have commercial use on the first floor, with residential space on the other three floors.

But much of the focus of Wednesday's discussion dealt with floor plans for the apartments and the selection of Education Realty Trust as the residential developer.

EDR Vice President Tom Trubiana was present at Wednesday's meeting and told the PZC the company, which has a history of building student housing, is seeking to build more "collegiate housing" complexes.

He said the complexes would attract graduate students, research workers and others associated with local universities beyond undergraduate students.

"The company sees that as a tremendous opportunity," he said.

EDR's involvement has been a concern among some residents, but no one raised any opposition Wednesday.

PZC member Katherine Holt, though, did make some recommendations to floor plans she said would cater more toward retired

tenants, including shower stalls, more storage space and "other tweaks."

PZC Chairman Rudy Favretti, meanwhile, said he was concerned about four parking spots at the building for the Daily Campus, noting the parking lot has a roadway behind it.

Project architects said they could look into making the spaces loading zones, which would limit the ability to park in those spaces.

The special permit change also meant the inland wetlands agency, comprised of PZC members, needed to modify wetlands permits due to changes in water management.

The wetlands agency unanimously approved the change Wednesday.

The Mansfield Downtown Partnership, a nonprofit organization overseeing the project, will now hold a public hearing Feb. 1 to seek input on designs for the first phase.

The hearing, scheduled for 7 p.m. at the University of Connecticut's Bishop Center, is required under the Storrs Center Special Design District guidelines for the project.

After receiving input from residents, plans will be submitted to Town Planning Director Gregory Padick who will determine whether they meet the special design district guidelines.

**PAGE
BREAK**

Editor:

At its Jan. 10 Mansfield Town Council meeting, members heard an apology from Education Reality Trust's, better known as EDR, Executive Vice President, Chief Investment Officer Tom Trubiana for the improper wording of a prospectus filed with the Security Exchange Commission.

The explanation was that a mistake was made by the legal staff of EDR, and the prospectus had been re-filed with the Security Exchange Commission, so that it is compliant with the agreement that was considered and approved by the Mansfield Town Council.

In his remarks to the council, Trubiana also indicated that the apartments this company will construct would be an attractive place to which he and his wife would like to settle.

So, if he can be taken at his word, welcome to Mansfield, Mr. & Mrs. Trubiana.

**Richard Pellegrine
Storrs**

Editor:

Just read the notice for a public hearing Feb. 1 on zoning changes for the Storrs Downtown Partnership.

After listening to everyone's concern about University of Connecticut students renting those spaces, now this hearing is actually being held in a UConn building (Bishop

Letters to the editor 1/21

Center). What about the town hall?

So what is it? A town downtown (Town of Mansfield project) or a UConn (in sheep's clothing) project that the town will pay for.

The businesses in that area are just getting by during the summer months already.

All I can say is "good luck Mansfield." It's another project like the community center — great appearance and facility, expensive to join and expensive to maintain.

Let's see how this project is going to survive.

Oh, yea. More taxes.

**Dick Palmer
Willington**

Editor:

Do I understand this situation correctly? Did the Mansfield town manager and mayor, maybe the council, lie to the public when they said the agreement with the developers of Storrs Downtown provided for a seven-year tax rebate to the developer as an inducement? I think they did.

One of the developers set the record straight last week and told everybody there was no tax rebate. I thank him for that information. This developer loaned Mansfield \$3 million and

what appears to be a tax rebate — and what citizens were told was a tax rebate — is really repayment of this loan. Mansfield needs to spend \$3 million in order for the Downtown Project to proceed.

From the limited information provided, I calculate an interest rate of about 12 percent that Mansfield citizens are paying for this loan. The total cost is \$4,457,000. That's pretty steep interest in today's economy. Surely, Mansfield could have gone to bond for this \$3 million and paid a much lower interest rate.

Why not bond, if the town needed \$3 million? I guess it could be that to do so would require a referendum vote. Now, Mansfield council members tell us that the majority of people in Mansfield want this downtown. I don't know how the council knows this since there has never been a vote taken to show that people want the project. Why not do the referendum vote to bond for the money?

Why require taxpayers to pay 12 percent interest when you can bond and pay much less? Is this irresponsible? Is it incompetence? How about answering me? Do I understand the situation correctly? It seems to me that I was lied to about the "tax abatement" and that my tax dollar is being spent to pay excessive interest.

**Betty Wasmundt
Storrs**

PAGE
BREAK

2 the Chronicle, Willimantic, Conn., Friday, January 21, 2011

Longtime planner to retire

By MIKE SAVINO
Chronicle Staff Writer

MANSFIELD — The town will soon begin a search for a new planning director after current director Gregory Padick announced his retirement before the planning and zoning commission Wednesday.

Town Manager Matthew Hart said he knew about Padick's decision prior the meeting, but Padick wanted to tell the PZC himself before the town posted the opening.

"It was a decision that was very difficult because I've always enjoyed for 30 years working with the planning and zoning commission," he told commission members Wednesday after their meeting.

He also said he plans to retire in June, but has not picked an exact date as of yet.

Hart said Padick has been considering retirement for some time and has kept Hart posted, adding Padick made the decision in a "deliberate manner."

Hart also said his only request was that Padick give six months notice, allowing the town to conduct a thorough search for a new planning director.

He said the town will post the position in a number of professional publications and conduct a "good nationwide search."

Hart said the town will conduct an initial screening of applications before sending a list of candidates to a panel of planning directors from other towns.

A list of finalists will then go through a second interview and reference checks, with Hart making the final decision.

He said he would also seek input from the PZC during the process.

Padick said he will continue to live in town after he retires and would be willing to help the town in the future, which Hart said will help in the transition.

"He's one of the most respected planning directors in the state," Hart said of Padick's skills and long tenure with the town.

Hart specifically credited Padick with having a "productive relationship" with the University of Connecticut.

PZC Chairman Rudy Favretti agreed the town is losing a great director in Padick, saying he is a "walking encyclopedia" who is also easy to work with.

"We all highly, highly respect not only Greg's professional abilities, but also his other abilities," he said.

**PAGE
BREAK**

UConn Spring Weekend report:

Stop the insanity

By MIKE SAVINO
Chronicle Staff Writer

1/21

STORRS — Looking for ways to “de-escalate” Spring Weekend, the University of Connecticut’s Spring Weekend Task Force has recommended a voluntary, one-year moratorium for all sanctioned and non-sanctioned activity this April.

The task force made a handful of recommendations in its final report, issued Thursday.

The group’s goal is to reduce the size of crowds and control activity during Spring Weekend, typically the last weekend before the last week of classes in the spring.

Those recommendations also include ending UConn-sanctioned events and banning guests from the campus during Spring Weekend.

“The safety of our students is paramount, and I believe we must do everything we can top eliminate

the risk of violence during the particular weekend in question and throughout the year,” acting President Philip Austin said in a cover letter for the report.

Former President Michael Hogan formed the task force last May after UConn student Jafar Karzoun died during an altercation in April with Edi Rapo, of East Hartford, who was not a UConn student.

Rapo is facing second-degree manslaughter and other charges and was expected to appear in court today, weather permitting.

The report notes other efforts in the past to address Spring Weekend activity, including a report to the board of trustees’ student life committee in 2009.

But the task force also said the deaths of Karzoun and Jasper Howard, a former UConn football player who was killed in October 2009, were a “long-held

(UConn, Page 4)

UConn unveils Spring Weekend report

(Continued from Page 1)

fear on the part of the university" and prompted a call for more action.

Howard was fatally stabbed outside a dance, sponsored by a student organization, when he was involved in an altercation with John Lomax III, 22, of Bloomfield, who also was not a UConn student. Lomax pled no contest to first-degree manslaughter on Jan. 14 and is scheduled to appear in Rockville Superior Court March 25 for sentencing.

The report states Spring Weekend has "existed in different incarnations" since the 1960s and has continued to grow through the decades.

Spring Weekend drew increased attention in 1998, when UConn officials made the decision to close X-Lot — a traditional location for parties on Saturday night — leading to "destructive confrontations" between law enforcement and party revelers.

The report said the crowd has grown drastically since that time, with police estimating between 10,000 and 15,000 people in recent years, up from the roughly 4,000 people gathered in 1998.

To help decrease the size of the crowds and manage the behavior of any activity during Spring Weekend, the task force made recommendations for the university, including:

- Prohibit guests in dormitories on all three nights of Spring Weekend, meaning students living on campus cannot have guests stay overnight.

UConn should also ban non-students from dining halls during this time period.

The report estimates that between 6,000 and 7,000 registered guests, as well as more who are unregistered, are among the crowds at Spring Weekend. The task force said these guests "played a major role" in the volume of the Spring Weekend crowds, as well as to the amount of emergency activity.

UConn police say 80 percent to 90 percent of the people they arrest annually are non-students, including 70 of the 84 arrests, or 83 percent, they made in 2010. The task force said UConn and state police have also noted the presence of gangs.

UConn's Health Services said non-students also make up as much as 90 percent of patients treated because they are injured or dangerously intoxicated.

- Aggressively work to prevent non-students from successfully gaining access to campus or the nearby off-campus complexes to participate in Spring Weekend.

"It is clear that those with no connection to the university who travel here for Spring Weekend cause the vast majority of the problems the event generates," the task force said, adding non-students "represent a threat to the safety of UConn students."

- When possible, cancel remaining university-sponsored events associated with Spring Weekend and cancel other evening events on campus during this period, including those at Jorgensen Center for the Performing Arts and

the Student Union.

The task force said even positive events intended to draw people away from parties would make it more difficult to ban non-students from gaining access to the campus.

The task force also repeatedly stated there is no real evidence showing sanctioned events have kept students or non-students from attending parties, with many party goers attending both types of activities.

- Propose a voluntary moratorium on Spring Weekend in 2011 in light of the deaths of Karzoun and Howard.

"In recognition of these losses, we recommend that students be asked to not participate in any Spring Weekend activities out of respect for their late classmates," the task force said.

The task force noted Easter happens to fall on the same weekend Spring Weekend is traditionally held, and encouraged students observing the holiday to go home if possible.

In addition, the task force is asking that landlords help control Spring Weekend problems and actively participate as well.

The report also states a one-year moratorium would help "serve as the foundation" of de-escalating the size and scope of any future Spring Weekend activities.

But the task force also noted that trying to simply cancel Spring Weekend could be difficult because it is "a tradition that has grown and developed organically," due both to students and non-students.

Editor:

1/24

The Mansfield's Town Council has approved the Storrs Center project. The town will own, maintain and manage a parking garage, as well as a complicated parking scheme that will extend to both on- and off-street parking. The council was so eager to act it did not even wait for a management plan from the Parking Steering Committee it formed specifically for "evaluation of the cost of operational and enforcement systems." Some might argue an analysis of revenues and costs should precede signing off on a 50-year contract.

But that would be missing the point.

The project, to be built on University of Connecticut-owned land, is not about Mansfield taxpayers. It is about UConn's desire to have a (1) boutique downtown as a recruitment tool, (2) more private apartments, (3) a parking garage near campus, (4) someone (Mansfield) to offload 30 acres of unwanted swampland on, and (5) getting the locals to arrange it.

It worked. A gullible council believes that what is good for UConn is good for Mansfield.

Are you concerned a town parking garage will lose money? Don't be: A consultant says it will yield net income. (Definition: Consultant — Person(s) hired by the town manager to validate council sentiments.)

Isn't it obvious that this public-private partnership will, like all others, (Windham Mills, Fort Trumball, Colt Armory), fail? Relax. Fiscal impact analyses show profitability. But the FIAs ignore both upfront and ongoing outlays (\$2 million of town funds to date), as well as predictable expenditures for the garage (operating costs, etc.).

Stop quibbling. Trust your council, the Smart Growth for Mansfield cheerleaders, UConn and those consultants. Just do it.

Mansfield's half century-long debacle is about to begin. Immutable market rules trump misguided attempts at economic central plan-

ning every time. The Storrs Center project will prove to be no exception.

David Freudmann
Mansfield

**PAGE
BREAK**

Mansfield mulls report for Four Corners water

By MIKE SAVINO
Chronicle Staff Writer

1/24

MANSFIELD — After receiving a water report from its consultant earlier this month, the Mansfield Four Corners advisory committee is hoping to narrow down potential sources for water in the next few months.

A report from Environmental Partners recommended the committee further examine sites in the Mansfield Depot area and near Eagleville Lake, both along the Willimantic River, as possible well fields.

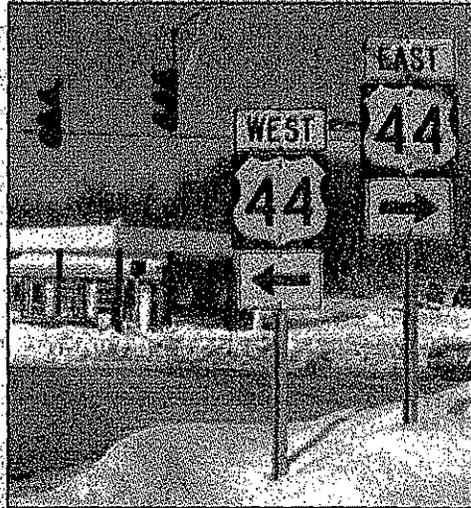
Other options in the study included using groundwater along the Cedar Swamp area or interconnections with the Connecticut Water Co. or Windham Water Works.

Committee Chairman Gene Nesbitt said the report helps provide some guidance for the project, but noted all of the options are still on the table.

"That's the thing to stress is that this is a preliminary report," he said.

The committee is looking at ways to improve water and sewage systems at the intersection of routes 44 and 195, an area once home to restaurants, shops and other businesses.

But the area has become nearly vacant in recent years and the town has said improving water supplies and providing sewers to the intersection is key to any future development



Marie Brennan

The Mansfield Four Corners advisory committee is hoping to narrow down potential sources for water in the next few months.

success.

The committee has also supplied the report to the town council and various land-use boards and Nesbitt said one of the next steps is to seek input from town officials and residents.

(Mansfield, Page 4)

Mansfield mulls Four Corners report

(Continued from Page 1)

The committee will also wait as the consultant looks at "potential issues" with the Mansfield Depot and Eagleville Lake well sites, including an environmental study.

Environmental Partners' report recommended both locations, in part, because they are town-owned sites, eliminating the need for the town to purchase land outright or seek easements.

Nesbitt said having to negotiate purchases or easements could cost the town time and money.

The Mansfield Depot area is close to the Four Corners area and any locations used to interconnect with water systems, further reducing costs if the town opted for this location.

But the town-owned site in the Mansfield Depot area was once used for the treatment and disposal of wastewater and the town would need to see if the groundwater supply is even useable.

The Eagleville Lake site, meanwhile, is close to the lake and Environmental Partners said the presence of the lake would help negate the impact of groundwater

drawn from the area for consumption.

But the site is further away from the Four Corners area and any interconnection sites, requiring more piping and increased costs.

The report stated the Cedar Swamp aquifer "has a limited drainage area," while a connection with Windham Water Works could be expensive due to the distance from any interconnection site.

Connecticut Water Works, meanwhile, has offered to pay for any installation costs, but the University of Connecticut and Tolland

would need to agree to any agreements because water would flow through their systems.

After an environmental study, Nesbitt said the consultant would also need to drill some test wells to make sure a proposed site can produce enough groundwater.

"It's a fluid situation at this point," he said.

The Four Corners planning area includes 60 properties totaling 500 acres of land, with a need for as much as 170,000 gallons per day over a "20-year planning horizon," the report said.

Opinion

Chronicle

Lucy B. Crosbie
President

Kevin Crosbie
Publisher

Charles C. Ryan
Editor

Editorial 1124

We offer these threads, needles

Needles to Education Realty Trust (EDR) for including the dreaded words "student housing" on federal Securities and Exchange Commission paperwork regarding its intentions to build apartments as part of the Storrs Center Project. The housing component has been a concern among project naysayers, many of whom worry the center will devolve into a Carriage House Apartments-like cauldron of debauchery. EDR is known for building student apartments at universities. But, its officials have repeatedly said the University of Connecticut project wouldn't be student housing, but rather upscale apartments for UConn staffers and professionals. The last thing project supporters and EDR needed was a federal filing indicating "student housing" is the goal in Storrs. EDR officials claim it was an honest mistake. Let's hope that is the case.

PAGE
BREAK

Mansfield Four Corners:

Two towns may collaborate for water source

By MIKE SAVINO
Chronicle Staff Writer

MANSFIELD/COVENTRY — As Mansfield continues to look at possible water sources for the Mansfield Four Corners area, it could look to Coventry to help fund the project.

During a discussion Monday on a consultant's report on water sources for Four Corners, Town Manager Matthew Hart told the town council he has had preliminary contact with Coventry.

He also said he and Mansfield Public Works Director Lon Hultgren, who also serves as the town engineer, plan to meet with Coventry Town Manager John Elsesser and Coventry Town Engineer Todd Penney.

Mansfield has been looking at potential water sources to support development at Four Corners, the area around the intersection of routes 44 and 195.

The Four Corners advisory committee received a report earlier this month from Environmental Partners examining various potential groundwater sources, as well as possible agreements with Connecticut Water Company or Windham Water Works.

Advisory Committee Chairman Gene Nesbitt told the council Monday the report recommended a site along the Willimantic River near Eagleville Lake, where the town owns property.

Environmental Partners noted the University of Connecticut also has a well field along the river and said there could be concerns about how much water the river could supply.

But the report also noted the presence of Eagleville Lake could alleviate those concerns, while Hultgren noted Mansfield's location would be down river, where the Willimantic River has an increased water supply.

Hart, meanwhile, said the location could allow for a regional effort with Coventry, which is also looking for additional water sources.

Elsesser said Tuesday he contact Mansfield to talk about the possibility because a collaborative effort is more likely to receive permitting than two separate well fields along the same water source.

"Aquifers don't really know where town borders are," he said.

Elsesser said Connecticut Water Company, which supplies water to some residents and businesses in South Coventry, is currently looking for additional sources because it has to truck in water during the summer.

He said the two towns could undergo a project together, with Connecticut Water Company buying water, or Mansfield could do the project on its own with Coventry's endorsement.

Elsesser said Coventry does not need a "huge amount" of water and would be looking to supply water for summer demand and pos-

sible fire hydrants along Route 31.

Hultgren said the Four Corners area, with 60 properties comprising 500 acres, would need a projected 170,000 gallons per day after full build out, but also said the consultant recommended trying to find a water supply surpassing the basic need.

Hart agreed, saying Mansfield, Coventry and UConn all need to see if the Eagleville Lake area could meet the needs of all three communities.

He said Mansfield and UConn, which is also looking for additional water, do not need to partner on any water solution, but noted they have a lot of "mutual needs."

Nesbitt said Environmental Partners, which also looked at possible well fields in the Mansfield Depot and Cedar Swamp areas, will now need to do an environmental study of the Eagleville Lake area.

The consultant said further tests need to look at how a gravel pit and other uses of area properties has impacted the water quality, and the town-owned property also sits in a 100-year flood plain.

Hultgren and Nesbitt said the town is also working on getting a consultant to find possible locations for a sewage pump station, but that study will likely be quicker than the water study.

**PAGE
BREAK**

Deadline coming for Masonicare

By MIKE SAVINO
Chronicle Staff Writer

1/26

MANSFIELD — With Masonicare's purchase option for an assisted-living complex set to expire at the end of February, company executives said they plan to determine in the next few weeks if the site can get water.

If the developer can't find a viable water option, including a connection to the University of Connecticut's system, the company could look for another site in town, they said.

Masonicare executives met with the town council Monday to provide an update on the company's effort to build an assisted-living complex for seniors on Maple Road.

The council selected Masonicare, a nonprofit health-care provider based in Wallingford, as its preferred developer for the project in July 2008.

The designation means the town will work to facilitate the project, but will not commit any funding to the project or grant Masonicare any exemptions from land-use regulations or permits.

But seniors in town have raised concerns about the project's slow progress, which the company said is due to a stagnant economy.

Jon-Paul Venoit, president of Masonicare's Ashlar Village complex in Wallingford, and David Gessart, chairman of the complex's board of directors, told the council Monday the company is very interested in building a complex in Mansfield.

"We're actually very excited about the prospect of doing anything in Mansfield," Venoit said.

He also said Masonicare targeted a location on

Maple Road because it would be close to the Mansfield Center for Nursing and Rehabilitation and the senior center.

But he also said water is a "challenge" and testing has found that drilling wells at the current projected site is "not a viable option" at this time.

Masonicare's option for the targeted site, which is more than 40 acres, expires Feb. 28 and the developer hopes to meet with UConn next week to discuss a connection to its system, Venoit said.

He added UConn has not committed any water to the project, but has designated it as a site for future service, so a connection is possible.

Venoit said Masonicare would need to look at other sites if it could not find a viable water source before its option expires, but reiterated the company's intent to build a facility in Mansfield.

"I'm happy to say the demand for a retirement community in Mansfield is good," Venoit said.

Company officials have said a complex could contain between 50 and 100 units, some of which would be assisted living.

Town Manager Matthew Hart said an ongoing study to find a water source for Four Corners, the area around the intersection of routes 44 and 195, could also play a factor.

He said the town's ultimate decision for water, which could include well fields, could also provide water for the complex.

But Hart also noted the study would not be done for at least a few more months and that option would force Masonicare to push back its timeline.

**PAGE
BREAK**

Editor:

1126

Many years ago, when my work required monitoring the state legislature, I watched one political party hand over control to its opponents.

The events of that day made a deep impression on me. The transfer was totally peaceful, in spite of the fact that individual politicians had just suffered personal and political losses.

It taught me that conflict and accepting its consequences are defining qualities of American democracy. We have a two-party system, in which one wins and one loses. We have adversarial court systems where you either win or you lose.

Good politicians try to meet the most important needs of the most people, but some are always left disappointed, if not enraged.

Learning to lose with grace is central to our system. Good politicians know that there will always be another day, that sometimes the other side has majority support, or might be right.

This central principle, that you don't always win, is sometimes lost in our uncivil politics.

Mansfield Town Council members, regardless of how they vote on particular issues, continue to maintain respectful working relationships.

Not all citizens understand this. Last week, after lengthy and difficult hearings, discus-

sions and a vote regarding the Storrs Center project, we received another vitriolic letter calling us and town employees "liars and incompetents."

We need good people to step forward to accept the responsibility of public service. Faced with slanders, attacks on their character and sometimes even veiled threats, reasonable people hesitate to serve. The same is true of the people who might choose to work in government.

It's my belief that anger becomes dangerous when people fail to accept the rules of a democracy: the majority rules, sometimes you lose, there's always another election, persuasion works best.

Antonia C. Moran
Storrs

PAGE
BREAK

School decision deadline looms

By MIKE SAVINO 1/27
Chronicle Staff Writer

MANSFIELD — With the deadline approaching for a May referendum, the school building project committee told the council Monday the town's cost to build two new schools dropped by roughly \$3.4 million after changes to plans.

During a special workshop to discuss the project, town officials, meanwhile, told the council it needed to make a decision by the end of February if it wants to hold a May referendum.

The council has been looking at various options to upgrade the town's existing three elementary schools and middle school, including building new schools or renovating all four buildings.

Along with building two elementary schools capable of holding as many as 350 students each, current options also include building one elementary school with a capacity of 700 students. Either option would also result in renovations to Mansfield Middle School.

The council could also opt for renovations to all three existing elementary schools and MMS, or it could decide to wait on the project.

But school officials said Monday

the town could benefit from a new school project, as the town could get grants to help provide energy and technology upgrades for the schools.

School board Chairman Mark LaPlaca said the board has put off technology upgrades in recent budgets, while Superintendent Frederick Baruzzi said the town would "hopefully gain a number of efficiencies" with energy upgrades.

Recent discussions have mainly focussed on the cost of building two schools, and Monday the building project committee said it was able to reduce the space by roughly 4,600 square feet per school.

The change brought the total estimated cost for the project down to roughly \$55.98 million, with the town responsible for just under \$23.48 million after state reimbursements, a drop of \$3.4 million.

The costs figures also included the price to purchase two properties adjacent to Dorothy C. Goodwin Elementary School, located on Hunting Lodge Road.

Discussions have targeted the site for a school in the north end of town, but architect Rick Lawrence confirmed concerns Monday that the town's property alone is not big enough for a new school.

"It does not appear to be enough land," he said of the Goodwin property, although he said purchasing the two properties would provide adequate space.

Town Planning Director Gregory Padick said he estimated the purchases would add a net cost of \$450,000 to the total price tag, as the town could sell one of the existing homes on a two-acre lot.

Town Finance Director Cherie Trahan said the modified two-school project would result in a tax impact of as much as 1.7 mills annually, peaking in the second year of a 20-year bond.

But she also noted the council would need to consider other debt, including bonding recently approved by town meetings, and other capital improvement needs in town.

"We've put off our capital needs over the last few years as (state funding) has gone down," she said.

Trahan and other town officials also said the council would need to make a decision by the end of February if it wants to have a referendum in May.

She added the town would need resident approval by May if it wants to submit an application to the state before the fiscal year ends on June 30, as the town would need a month to prepare the document.

Councilmen and town officials have said they hope to get the application in this fiscal year, as reimbursement rates for grants could change in the next budget.

PAGE
BREAK

Students: Spring Weekend moratorium will be difficult

By MIKE SAVINO
Chronicle Staff Writer

1/29

STORRS — With the University of Connecticut now looking to implement the steps in last week's Spring Weekend Task Force report, students on campus seemed to agree a moratorium may be too tall a task.

But they also seemed to agree the student body needs to play a role in helping to make Spring Weekend, and off-campus events in general, safer.

"It seems (the recommendations will) work if students want them to work," said Sophia Walker, a sophomore from Ridgefield.

Former President Michael Hogan formed the Spring Weekend Task Force in May after UConn student Jafar Karzoun died during an alleged altercation in April with Edi Rapo, of East Hartford, who was not a UConn student.

He charged the task force with finding ways to reduce the size of crowds and control activity during Spring Weekend, typically the last weekend before the last week of classes in the spring.

The task force, comprised of UConn officials, faculty and students, as well as local and state officials, issued a report Jan. 20 calling for a voluntary one-year moratorium on the event.

UConn spokesman said the report is just a "first step," and UConn administrators will now begin working with Mansfield officials and other parties to implement the recommendations.

But Ammar Quidwa, a junior from Westborough, Mass., said he does not think it is realistic for the university to expect such large crowds to just stop gathering this year.

"I don't think they can stop 18,000 people" from gathering at the off-campus apartment complexes, Quidwa said.

Walker agreed, saying "students will go off-campus" regardless of UConn's requests, especially since the event was not sanctioned by the university in the first place.

"If it's all on the students, we're the ones to control it," she said. Walker also said Karzoun's death will likely help bring a new perspective, but others do not think students are paying enough attention right now.

"I would say people are not as concerned as they should be," said sophomore Emily Udal of Willington.

But she also said students could be distracted by the first week of classes and was optimistic students will focus more on safety during Spring Weekend as the semester progresses.

(Students, Page 4)



Biraj Godsay



Sophia Walker



Ammar Quidwa

Roxanne Pandolfi photos

Students react to call for Spring Weekend moratorium

(Continued from Page 1)

She also said "safety should be a priority" and students should come together. Other students agreed something needs to be done.

The task force said in its report that the deaths of Karzoun and football player Jasper Howard were a "long-held fear on the part of the university," and prompted the university to address large gatherings, with a specific eye towards Spring Weekend.

Rapo is facing second-degree manslaughter and other charges for allegedly killing Karzoun and is scheduled to appear in Rockville Superior Court again Feb. 25.

Howard was stabbed in an altercation with John Lomax III, 22, of Bloomfield, after an on-cam-

pus dance sponsored by a student organization in October 2009.

Lomax pled no contest to first-degree manslaughter Jan. 14 and was scheduled to appear in Rockville Superior Court on March 25 for sentencing.

The task force said in its report Spring Weekend has grown rapidly since 1998, with crowds going from an estimated 4,000 people nightly 12 years ago to between 10,000 and 15,000 nightly this past year.

But the task force also said many of the attendees getting arrested or needing emergency medical attention are not UConn students, and also said the campus has between 6,000 and 7,000 registered visitors that weekend.

The task force recommended banning visitors that weekend,

and students agreed keeping non-students out of the event could help.

"When people aren't from around here ... they're not worried about getting in trouble," said Biraj Godsay, a junior from Nashua, N.H. He specifically noted non-students do not need to fear repercussions from UConn.

Walker said the move would be a "fair way" to address the problem, but wondered how officials could keep non-students who might be intent on attending Spring Weekend.

The Spring Weekend report also recommended urged working landlords to control renters, but Quidwa said "at the end of the day" the tenants are responsible for the off-campus events.

Kirk also agreed students will

need to play a hand, as all members of the university community "will need to work as a whole" to address Spring Weekend.

"If (UConn) could have (stopped Spring Weekend), it would have a long time ago," he said.

UConn has tried to sponsor on-campus events in the past to keep students away from the off-campus parties, but the task force said to cancel those events because they have been unsuccessful.

Kirk also said UConn believes all of the recommendations can be accomplished, something the task force intended when it issued the final report.

"I don't think the task force would have recommended them if they didn't think they were doable," Kirk said of the steps outlined in the report.

Storrs ^{V31} project is up for hearing

By MIKE SAVINO
Chronicle Staff Writer

STORRS — The Mansfield Downtown Partnership, Inc., will host a public hearing Tuesday — weather permitting — to receive resident feedback on its zoning application for phases 1A and 1B of the Storrs Center project.

The public hearing will start at 7 p.m. in the University of Connecticut's Bishop Center, located at 1 Bishop Circle behind the Lester E. Shippee Residence Hall.

The hearing is required as part of the town's zoning regulations for the Storrs Center Special Design District that was approved by the planning and zoning commission in 2007.

Under the special design district guidelines, zoning applications for the proposed \$220-million mixed-use project are submitted to the town planning director.

The director will determine if the plans meet the design guidelines, but the Partnership, a non-profit organization overseeing the project is required to first hold a public hearing.

The guidelines are available on the Partnership's web site at www.mansfieldct.org/mdp.

Phases 1A and 1B of the project would contain about 290 rental apartments and 69,000 square feet of retail space combined.

Steven Bacon, chairman of the Partnership's planning and design committee, said the public hearing will begin with presentations from the project's architect and engineer, followed by an opportunity for public comment.

Members of the public can also view application materials, including project mapping and parking, traffic and stormwater information, at the planning office in the Audrey P. Beck Municipal Office Building located at the intersection of routes 195 and 275.

Bacon said he expects a sizeable audience for Tuesday's hearing because it will be the first time many residents have seen the plans.

"I would expect the public would be interested in the plans," he said, adding people can also view the application materials at the Partnership's office at 1244 Storrs Road.

He also said the public hearing will likely be the "last major public step" as the project moves toward a spring ground breaking.

Bacon noted the project would still need approval for the zoning permits, followed by building permits from the town.

Planning Director Gregory Padick told the PZC during a special meeting Jan. 19 that the application "appears to be very consistent" with the guidelines, based on his preliminary review.

"I'm quite comfortable that the applicant understands the process," he added.

Downtown Partnership Executive Director Cynthia van Zelm told the PZC, which does not meet again until Feb. 7, that she would ask the Partnership to keep the hearing open until commission members have the chance to comment.

PAGE
BREAK

Opinion 1/31

Chronicle

 Lucy B. Crosbie
President

 Kevin Crosbie
Publisher

 Charles C. Ryan
Editor

Editorial

We offer these threads, needles

Threads to the University of Connecticut's Spring Weekend Task Force for its recommendation students abide by a voluntary, one-year moratorium on Spring Weekend activities this year. Also included in the report, released Jan. 20, was an end to all sanctioned events and a ban on students having overnight guests that weekend. In 1998, rioting at Spring Weekend forever put this "celebration" on the state police's annual watch list. Ugliness equal to 1998 never returned, but the crowds simply grew too big — something attributed to more and more non-students participating, according to the task force. While the recommendation stops short of an enforced ban, the group is hoping the UConn community — students included — does its part to avoid the massive crowds (sometimes as many as 10,000 people) who clog outlying roads and apartment complexes. Last year, a student was killed in a fight during Spring Weekend. When that happened, the future of this so-called celebration was immediately put in jeopardy. Hopefully, over time, Spring Weekend will go the ways of "The Jungle," an infamous party dormitory complex at UConn that eventually was tamed.

**PAGE
BREAK**

211

Storrs Center hearing postponed

STORRS — Due to the winter storm expected today and Wednesday, the Mansfield Downtown Partnership has rescheduled its public hearing on plans for Phases 1A and 1B of Storrs Center.

Originally slated for today, the hearing is now Thursday at 7 p.m. in Room 7 of the Bishop Center (located at 1 Bishop Circle in Storrs).

The monthly open house scheduled for Thursday will be cancelled as staff will be at the public hearing.

The hearing will be held pursuant to Mansfield's zoning regulations for the Storrs Center Special Design District.

The purpose of the hearing is to receive comments on a zoning permit application of Storrs Center Alliance LLC and Education Realty Trust Inc. to develop Phases 1A and 1B of the Storrs Center project.

Storrs Center will be a \$220 million mixed-use town center and main street corridor at the crossroads of the Town of Mansfield and the University of Connecticut.

It will feature retail, restaurant, and office uses with a variety of residence types all within walking distance of existing civic spaces, including E.O. Smith High School, the Mansfield Community Center and the Audrey P. Beck Municipal Building.

Proposed Phase 1A, which is located at the northeast corner of Dog Lane and Storrs Road, will include approximately 27,000 square feet of commercial space and 127 apartment units.

Proposed Phase 1B, which is located at the southeast corner of Dog Lane and Storrs Road, will include approximately 42,000 square feet of commercial space and 160 apartments.

The public hearing will consist of a presentation of the proposed plans and an opportunity for public comment as to whether the proposed plans are consistent with the Storrs Center Special Design District regulations, available on the partnership's web site at www.mansfieldct.org/mdp.

Application materials, including project mapping and traffic, parking and stormwater drainage information are available for review at the Mansfield Planning Office at 4 South Eagleville Road, the Downtown Partnership Office at 1244 Storrs Road, the Mansfield Public Library at 54 Warrenville Road, and at www.mansfieldct.gov.

For more information about the Storrs Center project, visit the partnership's web site, which includes detailed information and a list of frequently asked questions. Interested residents may also call the Partnership office at (860) 429-2740 with questions.

**PAGE
BREAK**

Shapiro replaces Haddad on town council

By MIKE SAVINO
Chronicle Staff Writer

2/3

MANSFIELD — The town council is, once again, full after recently appointing a new member to replace state Rep. Gregory Haddad, D-Mansfield, who resigned to serve in Hartford.

The council unanimously appointed Paul Shapiro to the council, filling a vacancy left when Haddad resigned Jan. 5 to serve as the representative for the 54th House District, a seat he won in November. The term for the council seat expires Nov. 14.

Because Haddad was a Democrat, the council asked the Democratic town committee to make a nomination, which Shapiro received.

Mansfield Democratic Town Committee Chairman Mark LaPlaca told the council via

e-mail "the committee feels (Shapiro) will be a strong member" of the council.

Shapiro was an assistant attorney general for 29 years, including years in that role stationed at the University of Connecticut.

He is also chairman of the board of directors of the New Samaritan Corp., which owns and operates the Mansfield Center for Nursing and Rehabilitation.

The nonprofit organization, based in North Haven, provides housing and services to the elderly, and also manages the Juniper Hill and Glenn Ridge senior housing complexes.

He is the former president of Temple Bnai Israel in Willimantic and Shapiro said he also used to be a classroom volunteer in the Mansfield's schools.

Shapiro said this is his first time serving on a

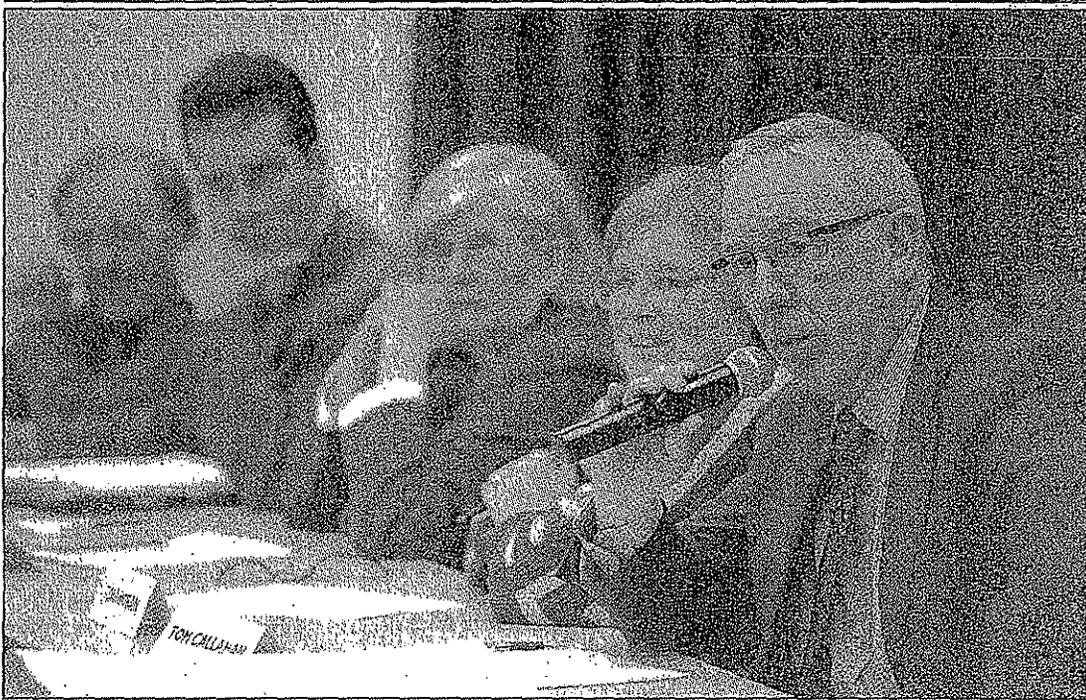
town board, but said he believes he "has done my share of volunteer work with all different age groups."

He also said he has "significant concerns" regarding the future of the town's schools and the "kinds of services that are provided and should be provided" to seniors, which is why he wanted to serve on the council.

The council named Councilman Antonia Moran as its new deputy mayor during its Jan. 10 meeting with a 5-0 vote, although the three Republican members voted for Councilman Meredith Lindsey.

During that meeting, the council also unanimously agreed to appoint Moran to fill Haddad's seat on the Mansfield Downtown Partnership's board of directors, with a term expiring June 30, 2012.

PAGE
BREAK



Al Malpa photos

ABOVE: University of Connecticut Associate Vice President of Administration and Operations Thomas Callahan, right, answers a question from the audience during a public hearing on Phases 1A and 1B of the Storrs Center project Thursday night at the UConn Bishop Center. Other members of the Mansfield Downtown Partnership, right to left, are Mansfield Deputy Mayor Antonia Moran, Mayor Elizabeth 'Betsy' Paterson, and Town Manager Matthew Hart. BELOW: Storrs resident David Morse speaks out against the project.

Several dozen turn out for Storrs Center PZC hearing

By MIKE SAVINO
Chronicle Staff Writer

2/4

STORRS — A few dozen residents came out to see detailed zoning plans for the first round of construction for the Storrs Center project Thursday, but the Mansfield Downtown Partnership Inc. received little public input.

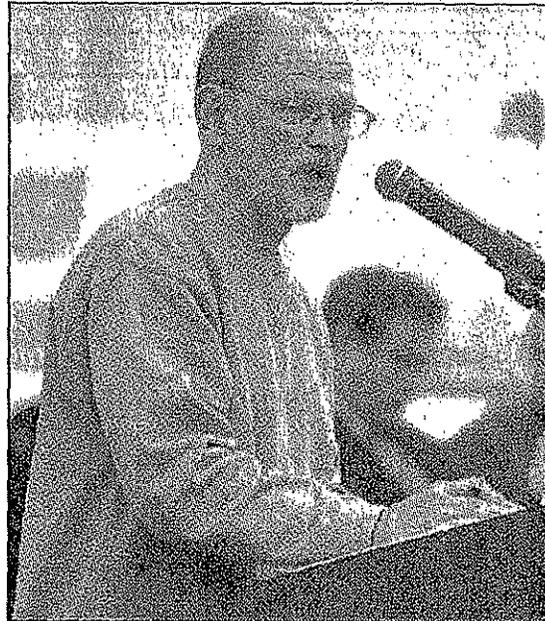
The Partnership, the nonprofit organization overseeing the project, was required to hold the public hearing as it seeks zoning permits for phases 1A and 1B of Storrs Center.

It will keep the hearing open for written comment until 10 a.m. Tuesday.

Two of the three attendees who spoke during the hearing said they were worried about water issues and the potential strain it could place on local water supply.

Resident David Morse said the University of Connecticut was "outsourcing" its water problem to the town and fellow resident Winky Gordon said "water is already an issue for our area."

(Several, Page 4)



Several dozen attend Storrs Center hearing

(Continued from Page 1)

Morse was also critical of Education Realty Trust's plans for apartments, since the firm primarily builds housing for students, and student housing is not "mixed-use housing."

But Macon Toledano, vice president of planning and development for Leyland Alliance, said project officials have looked for the most-efficient water plans as they created designs for buildings.

Leyland Alliance is the master developer of the \$220-million mixed-use project featuring residential, commercial and retail development.

The two residents raised concerns the project does not have to follow guidelines from Leadership in Energy and Environmental Design, an organization that provides a certification system for environmentally friendly buildings.

But Toledano and other project officials said LEED certification can be costly and they

have, instead, created plans "catered very specifically for this project."

No one in attendance objected to building designs, which Andrew Graves, building design and engineering director for BL Companies, said match a "traditional" New England style.

Phases 1A and 1B will be located at the western end of a proposed street, Village Street, and the buildings will be near the parking garage and town square.

"This neighborhood was always intended to be the center of civic activity," Toledano said, noting plans call for a number of businesses to fill commercial space on the bottom floor of the buildings. The buildings will also include rental apartments on the remaining floors and the two phases would contain about 290 rental apartments and 69,000 square feet of retail space combined.

Graves said plans call for "strong buildings" around the town green, making the project

"look organic" and appear as if it occurred over time.

Plans for Village Street, the parking garage and town green are not included in phases 1A and 1B, but Toledano said those aspects are also under design.

He said project officials wanted to make sure all aspects fit together and zoning permits will likely be coming in the near future, followed by more public hearings.

The third attendee to speak Thursday offered his support for the project, saying it would help create jobs and could provide a boost to the local economy.

Peter Reilley, president of the Greater Hartford building and construction trades council, also urged the Partnership to consider a project labor agreement, which could require the hiring of local workers.

"Connecticut needs to rebuild itself and it needs to do so one community at a time," he said.

Storrs Center easements granted

By MIKE SAVINO ^{2/14}
Chronicle Staff Writer

STORRS — The town now has the right to do work for the Storrs Center project on some University of Connecticut-owned land after trustees granted easements last week.

UConn's board of trustees unanimously approved the easements, as well as some property transfers, during its meeting Jan. 26 and university officials stated their support for the project.

UConn acting President Philip Austin said the proposed \$220-million mixed-used project is "critically important" for the university.

He said a downtown area would give university students "something (to do) other than drink in a bar or sit around and study."

Austin and trustee board Chairman Lawrence McHugh also cred-

ited Mansfield Mayor Elizabeth "Betsy" Paterson and town officials with helping to move the project forward. "You were really our front on working with the university on this," McHugh said to Paterson, whom he also called a "strong proponent."

The trustees' decision was a necessary step to allow for construction associated with the Storrs Center project, including the reconstruction of Route 195 and Dog Lane.

The properties involved in the decision are along the two roads and include the site of UConn's Publications Building, which will be demolished.

According to information provided to trustees, two major properties still need to be surveyed and the two sides still need to draft easement agreements. The two sites will be the eventual locations for the parking garage and intermodal center, as well as the land needed for Village Street, which

would run through the center and connecting transit pathways.

Mansfield Public Works Director Lon Hultgren said town officials hope easements for the two properties will be ready for trustees in the near future.

Project officials are hoping to break ground for phases 1A and 1B in the spring and the Mansfield Downtown Partnership Inc. is currently seeking zoning permits from the town.

The Downtown Partnership, the non-profit organization overseeing the project, also announced last week Select Physical Therapy, currently located in the area of the project, became the latest business to sign a letter of intent.

The Vanilla Bean Café, Moe's Southwest Grill, Storrs Automotive, Wings Over Storrs, Travelplanners, Campus Cuts, Body Language, Tailoring by Tima, Cosimo's Italian Restaurant and Insomnia Cookies have also submitted letters of intent.

PAGE
BREAK

the Chronicle, Willimantic, Conn., Monday, February 7, 2011 3

Town of Mansfield is a safe place to work

By MIKE SAVINO
Chronicle Staff Writer

MANSFIELD — The Town of Mansfield will join private businesses Friday when The Business Council of Fairfield County recognizes 30 healthy workplaces.

Employers of any size throughout New England, New York New Jersey, include municipal, state and federal agencies, were welcome to apply for recognition.

The business council said the award is intended to "recognize employers who have implemented cutting-edge programs or best practices to promote a healthy workplace."

Mansfield was one of 11 employers to fall in the council's platinum category, which is for "employers with well-established programs

and can demonstrate measurable success and documented outcomes."

Others in the platinum category include Big Y Foods, Inc., Anthem Blue Cross and Blue Shield, Sikorsky and Stamford Hospital.

The council also has gold, silver and honorable-mention categories, and Mansfield is the only government employer winning an award.

Mansfield Mayor Elizabeth "Betsy" Paterson said she was "thrilled" to hear the town was receiving recognition, adding a healthy workplace can have "a lot of different effects."

"One of the ways it has shown up is in insurance," she said, adding healthier employees can reduce insurance costs.

She said the town has been implementing programs to promote wellness and safety am-

ong workers.

Mansfield Town Manager Matthew Hart and The Business Council of Fairfield County spokesman Lisa Mercurio could not be reached for comment this morning.

But business council Vice President of Public Policy Tanya Court agreed with Paterson.

She said she hopes the award ceremony will help encourage other employers to promote healthier lifestyles.

"By recognizing the efforts of employers to promote healthy lifestyles, we hope to serve as a catalyst for other employers in both the private and public sector to take action.

The business council will recognize all of its award winners during a ceremony Friday morning at the Holiday Inn in Stamford.

PAGE
BREAK

Mansfield is ready to celebrate wintertime

MANSFIELD — The Mansfield Downtown Partnership, the Mansfield Community Center and the Town of Mansfield invite area residents to celebrate the season at the fifth annual Winter Fun Day on Saturday.

This event will be held from 11 a.m. to 2 p.m. outside of the Mansfield Community Center.

There will be a number of fun activities for all ages to enjoy, including ice skating (weather permitting/bring your own skates).

Visitors can take a break from skating with a ride in a horse-drawn wagon, courtesy of Cedar Knoll Farms.

Or they can step inside the community center for storytelling and crafts with the Mansfield Public Library and the Mansfield Advocates for Children.

Throughout the day, representatives from University of Connecticut Dining Services will demonstrate how to create art from ice.

Meanwhile, members of the Tolland County Dive/Rescue Team will have a display of their ice rescue equipment and information about winter safety.

In keeping with the community spirit of the event, a donation drive to benefit the Town of Mansfield Human Services' Food Pantry will be held during Winter Fun Day.

Visitors are asked to please bring a non-perishable food item or a household necessity, such as toothpaste, soap or paper goods, to the community center.

The human services department requests that donors ensure the items are unopened and have not expired. For a list of suggested items, visit the Winter Fun Day page on the town's web site at www.mansfieldct.gov. Questions regarding donations should be directed to the human services department at (860) 429-3315.

This event is free and open to the public and will be held outdoors. The inclement weather date is Saturday, Feb 19.

For more information, contact the Mansfield Downtown Partnership at (860) 429-2740 or mdp@man-

**PAGE
BREAK**

Pool water drained by accident ^{2/9}

By MIKE SAVINO
Chronicle Staff Writer

MANSFIELD — One of the pools at the Mansfield Community Center was closed this morning after it was almost completely drained by what town officials are calling an "unfortunate" mistake.

Mansfield Parks and Recreation Director Curt Vincente said the community center's pool was accidentally drained as part of routine maintenance Tuesday night.

He said staffers routinely clean the pool's filters by "backwashing" the pool, a process that reverses the pumps to drain a certain level of water from the pool.

But the pumps were left on for too long Tuesday night and employees found the 153,000-gallon pool "pretty close to empty" when they arrived early this morning, he said.

The parks and recreation department was working with a company in Uncasville to transport water to the community center, possibly from Windham Water Works.

Vincente said the town was optimistic it would have the pool filled by this evening, but the community center would also need to heat the water to a level safe for users.

He said he expects a price tag of roughly \$6,000 to have water brought to the community center, noting the town paid that amount to have the pool refilled after it was drained for routine maintenance over the summer.

Vincente said he hoped to have the pool open to the public again by Thursday, but that would depend on how quickly the water could arrive and how much it needed to be heated.

He added the community center has secured the pool area, while an 11,000-gallon pool, used mostly for therapy classes and swim lessons, remained open today.

Anyone looking for an update on the pool's status can call the Mansfield Parks and Recreation Department at (860) 429-3015.

**PAGE
BREAK**

Storrs Center close to key approval

By MIKE SAVINO 2/9
Chronicle Staff Writer

MANSHFIELD — The Mansfield Downtown Partnership Inc. Tuesday agreed that plans for phases 1A and 1B of the Storrs Center project will comply with zoning requirements.

As a result, Mansfield Planning Director Gregory Padick said he could approve the applications soon.

In 2007, the town's planning and zoning commission approved a set of design guidelines for the Storrs Center project, creating a template for plans to follow.

Those guidelines require developers

to submit applications for zoning permits to the town planning director, who then must decide if the plans meet the requirements.

Edward Almeida, the sole member of the Storrs Center Alliance, LLC, and Education Realty Trust, or EDR, submitted the zoning applications to the town last month.

Edward Almeida, the projects manager, said he expects to include them among other conditions included in his approval.

He said he has targeted a few areas where he is concerned about traffic and pedestrian safety, and also wants more detailed plans for the streetscape improvements such as plants, streetlights and other upgrades.

Padick said he is currently seeking input from the applicants and from the University of Connecticut, but he believes there is time to address concerns.

He said work during the spring would mostly consist of contractors "digging holes," allowing for months to resolve conditions before construction begins, so some of the concerns will likely not delay his decision.

Padick said some of the streetscape issues, for example, could be resolved as the town receives permit applications for the Village Street parking garage and intermodal centers.

He noted phases 1A and 1B are adjacent to those sites and those plans could influence streetscape improvements, adding he expects some permit applications as early as this spring.

Storrs Center project close to key approval

(Continued from Page 1)

applications based on his review thus far, echoing his statements to the planning and zoning commission Monday.

"Based on my review to date, these plans are very consistent" with the design guidelines, he told the PZC Monday.

Padick has 20 days to make a decision and told the PZC he would wait on a decision if members of the commission wanted to comment on the plans.

He said he could otherwise decide by the end of the week and added Tuesday night he had not received indication from PZC members they are looking to provide more input.

Padick already received written comments from PZC Chairman Rudy Favretti, stating concerns about parking along the Daily Campus building and regarding some of the plant species included in the landscaping plan.

Favretti said four parking spaces at the building create dangers for vehicles circling the building, while some trees in the landscaping plan were not suitable for the project.

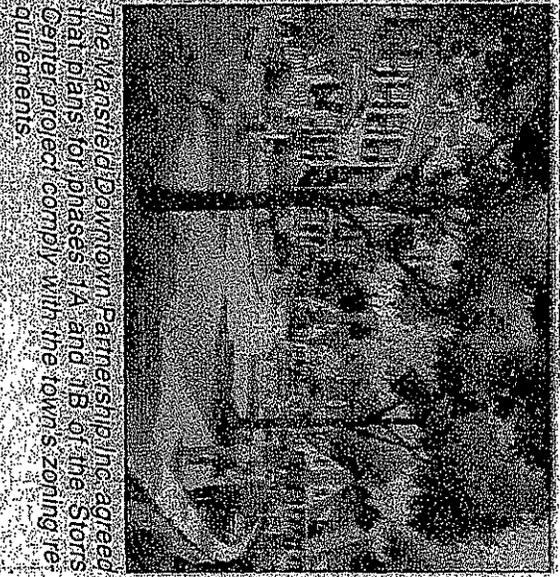
Padick said both concerns warranted further investigation and

plans for the first round of construction meet the special design guidelines established for the Storrs Center project.

The board also authorized Downtown Partnership President Philip Ledwith to convey its motion to Padick, who will need to approve the zoning permits.

The permits are one of the last steps for a spring groundbreaking for phases 1A and 1B of the \$220 million, mixed-use Storrs Center project.

Padick told the board of directors Tuesday he expects to approve the plans in a special meeting Tuesday those



The Mansfield Downtown Partnership Inc. agreed that plans for phases 1A and 1B of the Storrs Center project comply with the town's zoning requirements.

**PAGE
BREAK**

courant.com/news/connecticut/hc-uconn-spring-weekend-plans-20110120

Courant.com

UConn Task Force Recommends 'Voluntary Moratorium' On Spring Weekend

Report Suggests Students Be Asked To Refrain From Activities This Year In Recognition Of 2 Who Died

By KATHLEEN MEGAN, kathy.megan@courant.com

The Hartford Courant

7:06 PM EST, January 20, 2011

A University of Connecticut task force has proposed a "voluntary moratorium" on Spring Weekend 2011 in recognition of the deaths of Jasper Howard in 2009 and Jafar Karzoun last year.

Karzoun was the student who died of injuries suffered during spring weekend last year. Howard, a UConn football player, was killed in October 2009 when he was stabbed after a dance on campus. His death was unrelated to Spring Weekend.

"In recognition of these losses," the report says, "we recommend that students be asked not to participate in any Spring Weekend activities out of respect for their late classmates."

The report, which was prepared by top UConn administrators and others, also suggests that all students be encouraged to return home for Spring Weekend this year if they can and makes several other recommendations aimed at "de-escalating" the weekend and reducing the crowds on campus.

"The long term goal of the university is to continually de-escalate Spring Weekend — both on and off-campus," the report says. "A one-year moratorium this April will serve as the foundation of that effort."

Michael Kirk, a spokesman for UConn, said that between now and Spring Weekend — which would be April 22-24 this year — the university will be working with students "in an effort to get them to buy in" to the proposed voluntary moratorium.

"This is the beginning of the process not the end," said Kirk. "The moratorium is intended to be the foundation of de-escalating this event over time. It's not like flipping a switch. It will be a gradual process. A moratorium, at very least, can be a first step."

Kirk noted that because the notorious weekend's partying is not supported or organized by UConn, "the

advertisement



task force can't declare a moratorium. The students will have to take up that effort. ... Ultimately, the students will decide."

Other recommendations from the task force include prohibiting guests on campus during the three-night Spring Weekend and aggressively working to prevent non-students from gaining access to campus or nearby off-campus areas.

The task force also suggests canceling remaining university-sponsored events associated with Spring Weekend and canceling other events on campus during that period, including those at Jorgensen Center for the Performing Arts and the Student Union.

Several students interviewed Thursday had doubts about whether the call for a voluntary moratorium would work.

"I think it's unrealistic," said Nina Hunter, a senior and president of a campus group called Idealists United. "Spring Weekend is one of those events that has a mind of its own."

Like other students interviewed, Hunter said that if the university cancels other campus events on Spring Weekend, then students — with nothing else to distract them — will be more likely to party.

John Kennedy, editor-in-chief of The Daily Campus, said that he personally does not enjoy Spring Weekend, but, "I don't like the idea of people reaching in and telling us what we can and can't do."

Kennedy said some students will probably engage in the moratorium, especially those who were close to Karzoun and Howard. "Others will be angered that the university is trying to reach into their private lives and they won't honor it," he said.

Thomas Haggerty, president of UConn's Undergraduate Student Government, said the group has been surveying students for their opinions on Spring Weekend and holding forums to gather input. He said the student government will meet Wednesday night to decide on what approach to take on Spring Weekend.

The task force was established last year by then-UConn President Michael Hogan after Karzoun died.

The report notes that Spring Weekend was a relatively "sedate" event in the 1960s. By the 1990s, the report said, it had become "vast, unwieldy, unpredictable and dangerous" and included increasingly more "vandalism, medical emergencies, recklessness, drug and alcohol abuse, aggression and violence." In recent years, the crowd has been estimated at 10,000 to 15,000.

Earlier this month, the lawyer for Karzoun's family notified the university of the family's intent to sue, contending that UConn failed to protect him.

Donald L. Altschuler, the West Haven lawyer for Karzoun's parents, Basem and Loryann Karzoun, said that his research has shown that there have been "problems all along" with the annual Spring Weekend celebration and that the university "did not take appropriate measures to curb, curtail or end it."

Reached on Thursday afternoon, Altschuler said it remained to be seen whether the recommendations in the task force report would be sufficient to de-escalate the weekend.

Downtown New London Reaches for New Heights with Help from NLC's America Downtown Program

by Dolores Palma, Doyle Hyett and Denise Belser

Today, there is a vibrancy that is uniquely New London, Conn., — thanks to a downtown that is full of pride, a rich maritime history, forward-looking businesses, popular restaurants, creative galleries, a bustling nightlife and strong family values. The city and local non-profit groups have taken many steps to help the community realize its vision of downtown New London as a more vibrant and attractive place to live, work and play.

Set in motion nine years ago when the city first took advantage of NLC's America Downtown Program, the resulting Downtown Action Agenda has come to fruition, and along with it the need to define the next phase of action for moving downtown forward, according to Martin Berliner, New London's recently retired city manager.

Last October, New London's City Council generated a lot of buzz when it announced that NLC's downtown technical assistance experts, HyettPalma, would be returning to the city to update the 2001 Downtown Action Agenda. News quickly spread throughout the community, as the Office of Development and Planning contacted members of various downtown groups to schedule site visits and meetings over a four-day period. Although some questioned why the City Council would ask the outside consulting firm to return for a second time in nine years, most agreed that an outside perspective would be paramount to the success of the city's overall economic development activities.

The NLC team welcomed the opportunity to revisit New London in late 2010 to assess how well the community had implemented its America Downtown Action Agenda since it was completed in 2001 and to launch the America Downtown update service offered in partnership with NLC. The opportunity to update a Downtown Action Agenda has recently been made available to cities that have previously participated in the America Downtown Program and would like to move their downtown enhancement efforts



Hygienic Arts is among the enhancements in downtown New London, Conn.

on to a new level. NLC launched America Downtown in 1992 as part of a national program to provide direct, hands-on help to community leaders who want to start, refocus or energize their downtown enhancement efforts.

The America Downtown Program adheres to a proven and inclusive method of engaging residents, city officials, and downtown business and property owners in cities and towns across the country. Many New London locals recalled this process from almost a decade ago and came to the highly anticipated October town hall meetings fully prepared to articulate their hopes and aspirations for their downtown's future.

New London residents quickly listed the reasons why the city's present architecture and deep water harbors on the Long Island sound are two of the city's biggest assets to be marketed to investors and new businesses. The recurring question was how to accomplish this task and which organization(s) would have this responsibility.

While those participating in the meetings agreed that downtown New London has seen vast improvements over the past nine years, some of the same issues that were present in 2001 were also discussed — remaining vacant store fronts, the desire for additional foot traffic, insufficient street parking for downtown residents, limited public transportation to access downtown including the disconnect between local colleges and the downtown district and inconvenient traffic flow for both residents and visitors.

Very little discussion took place about the landmark Kelo legal case and the bitter taste

that ensued for many who protested against the city's decision to forcibly relocate property owners under the state's eminent domain rules. Instead, high praise was given to city officials and their private sector partners for staying the course and completing many highly visible initiatives recommended in the original America Downtown Action Agenda, including a downtown park along the Thames River, construction of more than 100 market-rate downtown housing units and the rehabilitation of more than 100 existing downtown housing units, beautification programs focusing on improvements to the façades of downtown's historic buildings, increased street lighting, better street signage and improved relations with the local police department, especially during SailFest, the city's largest maritime festival.

According to former mayor and current City Councilor Rob Pero, "We have made a good deal of progress and downtown revitalization remains a top priority."

Last June, the city completed a highly anticipated project to restore the historic Parade area in front of downtown's Union Station and adjacent to the municipal public parking garage, as an open plaza with public art, a fountain and community gathering areas offering views of downtown and the waterfront.

"A key goal," said Pero, "is to enhance the experience of visitors to New London and passengers on Amtrak, the bus lines, Cross Sound Ferry and Shoreline East Commuter Line. These downtown enhancements have brought in substantial new revenue to the city since com-

Need Help With Your Downtown? Meet one-on-one with NLC's America Downtown consultants, HyettPalma, at the upcoming 2011 Congressional City Conference in Washington, D.C. At no charge, HyettPalma will offer professional advice to help city officials tackle their tough downtown issues. For more information, contact Denise Belser at (202) 626-3028.

pletion of our initial America Downtown Action Agenda."

Apart from the Downtown Action Agenda, the city recently approved a \$6 million bond issue to further enhance downtown's marine facilities and a \$10 million bond issue to improve sidewalks and infrastructure in downtown and throughout New London.

"The task of continuing the vision for the city's downtown is essential, but at times can also be somewhat daunting given its importance to the city as a whole," said Berliner, the former city manager.

One of the great joys of New London residents and visitors alike is the organic culture of downtown that has developed over the last decade. The upspring of a growing restaurant, arts and cultural scene along Bank Street and State Street — as new businesses such as Chaplin's Restaurant, Pincel A Unique Boutique, and the Provenance Center Gallery, join long-time downtown anchors such as Hygienic Arts (created in the old Hygienic Restaurant building) and Dutch Tavern (an Eugene O'Neill haunt) — is now a testament to the new, blended vibrancy of downtown

New London.

Impressive strides have been made in implementing New London's 2001 America Downtown Action Agenda. And, with New London's 2011 Downtown Action Agenda now in place — intended to guide the downtown enhancement effort over the next five-years — the community is motivated anew.

"Propelling downtown on to even greater levels of success will be a challenge that requires collaboration among our residents, business improvement organizations, and city hall," said Pero. "I have no doubt that we will be more than able to meet that challenge."

Details: For more information on the America Downtown Program, visit the America Downtown webpage at www.nlc.org/enterpriseprograms/americadowntown or e-mail Denise Belser at belser@nlc.org.

Dolores Palma and Doyle Hyett are the founders of HyettPalma Inc., a national consulting firm specializing in the economic renaissance of downtowns and older business districts. Denise Belser is the NLC program director for America Downtown.

Green, from page 5

Government" will feature results of three recently completed surveys of sustainability across U.S. cities, towns, and counties. Speakers include Ken Rosenfeld, director of NLC's Sustainability Program, Tad McGalliard, director of sustainability at the International City/County Management Association and Jared Lang, program manager, Green Government Initiative, National Association of Counties.

The second workshop, "Building a Green Economy: Strategies for Cities" will feature representatives from local government, research, and business to discuss how public-private partnerships are being developed to move policies at the local, state and federal level that will strengthen local economies and create quality green jobs.

To learn more, view the on-line program of events, or register to attend please visit: www.greenjobsconference.org.

Details: To learn more about NLC's Center for Research and Innovation's work on sustainability issues, contact Tammy Zborel at zborel@nlc.org.

PAGE
BREAK