



Town of Groton, Connecticut

45 Fort Hill Road
Groton, CT 06340-4394
Town Clerk 860-441-6640
Town Manager
860-441-6630

Meeting Minutes - **Draft**

Town Council

Mayor Bruce Flax, Councilors Dean G. Antipas, Diane Barber, Joe de la Cruz, Greg Grim, Karen F. Morton, Bonnie Nault, Deb Peruzzotti, and Harry A. Watson

Tuesday, June 21, 2016

7:30 PM

Town Hall Annex - Community Room 1

REGULAR MEETING

Mayor Flax called the meeting to order at 7:34 p.m.

I. ROLL CALL

Members Present: Mayor Flax, Councilor Antipas, Councilor Barber, Councilor Grim, Councilor Morton, Councilor Peruzzotti and Councilor Watson

Members Absent: Councilor de la Cruz and Councilor Nault

Also present were Town Manager Mark Oefinger, Town Clerk Betsy Moukawsher, and Office Assistant II Nathan Caron.

II. SALUTE TO THE FLAG

The Salute to the Flag was led by Craig Koehler.

III. RECOGNITION, AWARDS & MEMORIALS

2016-0150 West Side Middle School Class of 2016

Read

The Proclamation was read by Councilor Peruzzotti.

Members Present: Mayor Flax, Councilor Antipas, Councilor Barber, Councilor de la Cruz, Councilor Grim, Councilor Morton, Councilor Peruzzotti and Councilor Watson

Members Absent: Councilor Nault

2016-0158 Proclamation Recognizing Cutler Middle School Class of 2016

Mayor Flax announced that the Cutler Proclamation was nearly the same information as the Westside Proclamation.

Recess for:

Mayor Flax recessed the Town Council meeting at 7:38 p.m. for the Public Hearing.

Town Clerk Betsy Moukawsher read the notice of the Public Hearing that appeared in the New London Day on June 15, 2016.

2016-0168 Public Hearing on Groton 2020 School Facilities Initiative Ordinance

PUBLIC HEARING ON AN ORDINANCE APPROPRIATING \$184,500,000 FOR THE DESIGN AND CONSTRUCTION OF THE GROTON 2020 PLAN, CONSISTING OF A NEW, CONSOLIDATED MIDDLE SCHOOL AND CONVERSION OF THE EXISTING MIDDLE SCHOOLS INTO "RENOVATED LIKE NEW" ELEMENTARY SCHOOLS, AND AUTHORIZING THE ISSUE OF BONDS AND NOTES IN THE SAME AMOUNT TO FINANCE SAID APPROPRIATION

BE IT ORDAINED BY THE TOWN COUNCIL OF THE TOWN OF GROTON:

Section 1. That the sum of ONE HUNDRED EIGHTY-FOUR MILLION FIVE HUNDRED THOUSAND DOLLARS (\$184,500,000) is appropriated for costs related to design and construction of (i) a new, approximately 169,000 sq. ft. consolidated middle school to be situated on the Town-owned Merritt site at 35 Groton Long Point Road, between Ella Grasso Technical High School and Robert E. Fitch High School and (ii) conversion of the existing Carl C. Cutler

Middle School at 160 Fishtown Road and the existing West Side Middle School at 250 Brandegee Avenue into two "renovated like new" pre-K through grade 5 elementary schools, including the addition of approximately 11,000 sq. ft. of new space at each school. The appropriation may be spent for design and construction costs, demolition costs, equipment, furnishings, materials, land or easement acquisition, necessary utilities, parking, road and sidewalk improvements off and on the school sites, site improvements, portable classrooms, storage and moving costs, architects' fees, engineering fees, construction manager fees, legal fees, net interest on borrowings and other financing costs, and other expenses related to the project or its financing. The Town Council, or its designee, shall approve the final concept for the school project. The Town Council may reduce or modify the project and may delete portions of the project if funds are insufficient to complete the entire project.

Section 2. That the Town issue bonds or notes in an amount not to exceed ONE HUNDRED EIGHTY-FOUR MILLION FIVE HUNDRED THOUSAND DOLLARS (\$184,500,000) to finance the appropriation for the project. The amount of bonds or notes authorized to be issued shall be reduced by the amount of grants received by the Town for the project. The bonds or notes shall be issued pursuant to Sections 7-369 and 10-289 of the General Statutes of Connecticut, Revision of 1958, as amended, and any other enabling acts. The bonds or notes shall be secured by the irrevocable pledge of the full faith and credit of the Town of Groton. The Town does hereby covenant and agree with the holders of the bonds or notes and all notes issued in anticipation of the receipt of the proceeds from the sale of such bonds or notes that in each year while any such bonds or notes are outstanding, it will levy and collect ad valorem taxes upon all taxable properties within the Town in an amount sufficient, with such other funds of the Town as shall be available for such purpose, to pay the interest and principal on the bonds or notes as the same become due and payable.

Section 3. 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 temporary notes outstanding at any time shall not exceed ONE HUNDRED EIGHTY-FOUR MILLION FIVE HUNDRED THOUSAND DOLLARS (\$184,500,000). 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 secured by the irrevocable pledge of the full faith and credit of the Town, payable as provided in Section 2. The Town shall comply with the provisions of Sections 7-378a and 7-378b of the General Statutes with respect to any notes that do not mature within the time permitted by said Section 7-378.

Section 4. The Town Manager and the Director of Finance shall determine the amount of any temporary notes authorized by Section 3 to be sold. The Town Manager and the Director of Finance of the Town shall sign any bonds or 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 or notes. The Town Manager and the Director of Finance are authorized to determine the dates, interest rates, maturities, redemption provisions, form and other details of the bonds or notes; to provide for the keeping of a record of the bonds or notes; to designate one or more banks or trust companies to be certifying bank, registrar, transfer agent and paying agent for the bonds or notes; to designate a financial advisor to the Town in connection with the sale of the bonds or notes; to sell the bonds or notes at public or private sale; to deliver the bonds or notes; and to perform all other acts which are necessary or appropriate to issue the bonds or notes.

Section 5. That the Town hereby declares its official intent under Federal Income Tax Regulation Section 1.150-2 that project costs may be paid from temporary advances of available funds and that (except to the extent reimbursed from grant moneys) 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 and the Director of Finance 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 or 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.

Section 6. That the Town Manager and the Director of Finance are authorized to make representations and enter into written agreements for the benefit of holders of the bonds or notes 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 or notes.

Section 7. That the Board of Education is authorized to apply for and accept state grants for the project. The Board of Education is authorized to file applications with the State Board of Education, to execute grant agreements for the project, and to file such documents as may be required by the State Board of Education to obtain grants for the costs of financing the project.

Section 8. That the Town Manager, the Director of Finance and other proper officers 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 to finance the aforesaid appropriation.

Section 9. This ordinance shall become effective only if it has been adopted by vote of not less than five (5) members of the Town Council and by the Representative Town Meeting, and only if the appropriation set forth in Section 1 and the issuance of bonds and notes to finance said appropriation have been approved by the voters at referendum in accordance with Sections 5.5.5.1 and 9.13 the Town Charter, and notice of passage has been published in accordance with the provisions of the Town Charter.

Rosanne Kotowski, 24 Ann Avenue, stated that she does not support the school project because the Town of Groton does not have the money for it. She noted that there is little support for the project, and it should not go to referendum. She stated that the middle schools do not have a racial imbalance problem, and building new schools does not mean it will lead to a better education. She concluded her remarks by stating that after two-years of tax increases, there should be no further tax increase to support this proposed school initiative.

Craig Koehler, 263 Brook Street, stated that he supports the project, and the Town of Groton has neglected its schools long enough. He stated that the estimated out-of-pocket cost to the Town of Groton is twenty-nine million dollars. He reviewed fiscal indicators for the Town of Groton and compared them to neighboring communities. He noted that a quality system of education attracts new residents and businesses to Groton and preserves property values.

Natalie Burfoot Billing, 15 Ashby Street, stated that she is not voting for the School Facilities Plan. She noted that she does not support the plan because she does not agree with larger schools; she favors keeping two middle schools and three elementary schools; larger schools may lead to dangers such as sexual harassment and bullying; there is no racial imbalance problem in the middle schools; and renovating/updating schools should be spread out over time. She concluded her statements by urging the Town Council to have a plan if the measure fails at referendum.

Mayor Flax closed the Public Hearing at 7:57 p.m.

IV. RECEIPT OF CITIZENS' PETITIONS, COMMENTS AND CONCERNS

Steve Garmon, 96 Corey Road, stated that the speed limit of twenty-five miles per hour is not being enforced on Corey Road. He stated that he would like the police to monitor traffic on Corey road for various safety violations by using cameras, a mobile speed detecting device, and/or in-person traffic stops.

Roasanne Kotowsky, 24 Ann Avenue, stated that she does not support pay raises for the non-union employees, but she supports the non-union workers. She stated that the budget process resulted in a tax increase without a discussion of the non-union raises. She stated that there is a lack of transparency in the non-union pay raises. She questioned why Fitch Middle School was being used by Groton Parks and Recreation when the building is in disrepair.

V. RESPONSES TO CITIZENS' PETITIONS, COMMENTS AND CONCERNS

Councilor Watson stated that Fitch Middle School has been used by Parks and Recreation in the past.

Mayor Flax stated that he thought the two-percent pay increase was discussed during the budget deliberations and money was placed in contingency for the raises.

Town Manager Oefinger stated that the budget process was clear and transparent. He noted that money had been set aside for union and non-union groups. He stated that the non-union increases would not be coming from contingency because of a lack of funds in the account.

VI. CONSENT CALENDAR

a. Approval of Minutes

2016-0167 Approval of Minutes (Town Council)

RESOLUTION ACCEPTING TOWN COUNCIL MINUTES

RESOLVED, that the minutes of the Town Council meeting of June 7, 2016 are hereby accepted and approved.

This Matter was Adopted on the Consent Calendar.

b. Administrative Items

2016-0164 Special Trust Fund Contributions

RESOLUTION ACCEPTING CONTRIBUTIONS TO SPECIAL TRUST FUNDS

RESOLVED, that the Town Council hereby accepts contributions to the Town as follows:
Michael Savage/The Browning Foundation - \$2,000.00 - Library Miscellaneous

This Matter was Adopted on the Consent Calendar.

c. Deletions from the Town Council Referral List

2014-0208 Policy Initiatives to Increase Revenue

This Matter was Deleted from Referral List - No further action on the Consent Calendar.

2015-0051 ClientFirst Computer Technology Acquisition Initiative

This Matter was Deleted from Referral List - No further action on the Consent Calendar.

2015-0257 Connecticut Partnership Plan 2.0

This Matter was Deleted from Referral List - No further action on the Consent Calendar.

2015-0285 Town Council Orientation

This Matter was Deleted from Referral List - No further action on the Consent Calendar.

2016-0088 Neighborhood Assistance Act Program Application (2016)

This Matter was Deleted from Referral List - No further action on the Consent Calendar.

2016-0093 FYE 2017 Proposed Budget Deliberations

This Matter was Deleted from Referral List - No further action on the Consent Calendar.

2016-0146 Fiscal Impact Analysis of Groton 2020 Plan

This Matter was Deleted from Referral List - No further action on the Consent Calendar.

2016-0162 FYE 2017 Town Operations Budget Reductions - Anticipated Impacts

This Matter was Deleted from Referral List - No further action on the Consent Calendar.

2016-0079 Request for Donation for Thames River Heritage Park Water Taxi

This Matter was Deleted from Referral List - Action to be taken on the Consent Calendar.

2016-0121 2016 Plan of Conservation and Development

- This Matter was Deleted from Referral List - Action to be taken on the Consent Calendar.
- 2016-0152 **FYE 2016 Suspense List**
- This Matter was Deleted from Referral List - Action to be taken on the Consent Calendar.
- 2016-0153 **Connecticut Dial-A-Ride Grant**
- This Matter was Deleted from Referral List - Action to be taken on the Consent Calendar.
- 2016-0155 **Mystic Art Association (Mystic Museum of Art) Neighborhood Assistance Act Program Application (2016)**
- This Matter was Deleted from Referral List - Action to be taken on the Consent Calendar.
- 2016-0156 **City of Groton Neighborhood Assistance Act Program Application (2016)**
- This Matter was Deleted from Referral List - Action to be taken on the Consent Calendar.
- 2016-0157 **Parks Leader Job Description**
- This Matter was Deleted from Referral List - Action to be taken on the Consent Calendar.
- 2016-0159 **Application for Economic Assistance Funds - Jason Gabriele**
- This Matter was Deleted from Referral List - Action to be taken on the Consent Calendar.
- 2016-0160 **FYE 2016 Non-Union Pay Increases**
- This Matter was Deleted from Referral List - Action to be taken on the Consent Calendar.
- 2016-0161 **Road Maintenance and Rehabilitation Program - Additional Roads for Calendar Year 2016 - Groton Long Point**
- This Matter was Deleted from Referral List - Action to be taken on the Consent Calendar.
- 2016-0163 **Miscellaneous and Ad Hoc Committee Appointments**
- This Matter was Deleted from Referral List - Action to be taken on the Consent Calendar.
- 2016-0166 **United Steelworkers Contract**
- This Matter was Deleted from Referral List - Action to be taken on the Consent Calendar.

Passed The Consent Calendar

A motion was made by Councilor Watson, seconded by Councilor Antipas, to adopt the Consent Calendar, including all the preceding items marked as having been adopted on the Consent Calendar. The motion carried unanimously

VII. COMMUNICATIONS & REPORTS (Other than Committee Reports)

a. Town Councilors

Councilor Antipas stated that the Boating Advisory Board met on May 26, 2016.

Councilor Morton stated that she attended a variety show at Mitchell College on June 11, 2016. She noted that the variety show promoted increasing self-esteem and making positive, healthy choices for young women in the Groton and New London area.

Councilor Barber stated that she attended the Submarine Century kickoff event on June 21, 2016. She noted that she received communications regarding the non-union pay raises.

Councilor Peruzzotti stated that she received the same communications that Councilor Barber received regarding the non-union pay increases.

Councilor de la Cruz stated that there was a Community Speaks Out meeting on June 20, 2016, and the group will begin working with the Sheriff's department to help families deal with addiction issues. He noted that the City of Groton had four overdoses in the past week. He stated that he attended the Submarine Century kickoff events on June 21, 2016.

Councilor Grim stated that he attended the Submarine Century birthday bash at Washington Park on June 21, 2016. He noted that there will be a Farmers' Market in Washington Park this summer.

Councilor Watson stated that he ran the Tour de Noank 5-K race on June 11, 2016. He noted that the Special Olympics were held a couple of weeks ago, and Groton was well-represented.

Mayor Flax stated that he attended the RTM meeting on June 8, 2016; he met with the Groton City Mayor on June 9; he attended the promotion and graduation ceremonies at West Side Middle School, Cutler Middle School, and Fitch High School; and he attended the Submarine Century celebration at the Nautilus Submarine and the kickoff party that was held on June 21, 2016. He announced that the Farmers' Market received a \$100,000 grant that will be used to bus senior citizens to the Market. He announced that the Town of Groton is doing a Groton Week Celebration that will begin July 4, 2016 and will include a parade, a surprise community event at Fitch High School, and a softball game.

b. Clerk of the Representative Town Meeting

Town Clerk Betsy Moukawsher stated that the RTM will meet on July 13, 2016.

c. Clerk of the Council

Town Clerk Betsy Moukawsher reminded Town Councilors that they should forward correspondences included in their reports to the Town Clerk's office so they may be included in the record. She stated that residents should license their dogs during the month of June, and a late fee for dog licenses will be added for each dog registered after June 30, 2016. She noted that the Charter Revision Commission met on June 20, 2016, and all meetings are open to the public. She concluded her comments by noting that the Town Clerk's office may have more revenue than had been expected.

d. Town Manager

Town Manager Mark Oefinger reviewed items that will appear on next week's Committee of the Whole agenda.

VIII. COMMITTEE REPORTS

a. Personnel & Appointments - Chairman Watson

Chairman Watson stated that the Committee met on June 7, 2016 and discussed the appointment/re-appointment process and commissioners will submit their suggestions to the Town Clerk by the end of the week. He submitted minutes from the June 7, 2016 meeting.

b. Rules -

No meeting, no report.

c. Committee of the Whole - Mayor Flax

Mayor Flax announced the Committee of the Whole met and discussed items on tonight's agenda.

IX. NEW BUSINESS

2016-0079 Request for Donation for Thames River Heritage Park Water Taxi

RESOLUTION AUTHORIZING A \$10,000 DONATION FOR THE THAMES RIVER HERITAGE PARK WATER TAXI PROGRAM

WHEREAS, the Town of Groton has received a request from the Thames River Heritage Park Steering Committee to continue its support by joining the City of Groton and the City of New London in donating \$10,000 each to the Southeastern Connecticut Council of Governments for a water taxi program, and

WHEREAS, \$10,000 was appropriated in the FYE 2017 Budget in Function 1001 Legislative for this purpose, now therefore be it

RESOLVED, that Town Manager Mark R. Oefinger is directed to make a \$10,000 payment to the Southeastern Connecticut Council of Governments from Function 1001 Legislative.

A motion was made by Councilor Grim, seconded by Councilor de la Cruz, that this matter be Adopted.

The motion carried unanimously

2016-0121 2016 Plan of Conservation and Development

RESOLUTION ENDORSING THE 2016 PLAN OF CONSERVATION AND DEVELOPMENT

WHEREAS, the Town Council has reviewed the draft 2016 Plan of Conservation and Development, now therefore be it

RESOLVED, that the Town Council endorses the 2016 Plan of Conservation and Development.

A motion was made by Councilor de la Cruz, seconded by Councilor Morton, that this matter be Adopted.

The motion carried unanimously

2016-0152 FYE 2016 Suspense List

RESOLUTION ESTABLISHING THE FISCAL YEAR 2016 SUSPENSE LIST

WHEREAS, State law requires that once a year a list shall be compiled of taxes that should be suspended, and

WHEREAS, the accounts which have been determined as uncollectible have been contacted at least nine times with no response, and

WHEREAS, placing uncollected items on the Suspense List helps avoid waste of money and staff time, and

WHEREAS, taxpayers remain liable for all amounts that are placed on the Suspense List, now therefore be it

RESOLVED, that the following amounts be added to the Suspense List as reported to the Town Council:

Town: \$617,905.65

Sewer District: \$2,699.35

Mumford Cove Association: \$3.65

Total: \$620,608.65

A motion was made by Councilor Watson, seconded by Councilor Grim, that this matter be Adopted.

The motion carried unanimously

2016-0153 Connecticut Dial-A-Ride Grant

RESOLUTION AUTHORIZING A GRANT AGREEMENT FOR THE TRANSPORTATION OF THE ELDERLY AND DISABLED

WHEREAS, since 2006, the Groton Town Council has authorized the Town Manager to apply for annual grants, and to enter into agreements, for Dial-a-Ride grants for the transportation of elderly and disabled persons, and

WHEREAS, the Town of Groton is eligible to participate in a regional effort, including pooled funding with eleven nearby towns, in which an apportioned Dial-a-Ride grant of \$44,519 for the Town of Groton is available from the State of Connecticut for a twelve year period, now therefore be it

RESOLVED, that Town Manager Mark R. Oefinger is empowered and authorized to execute and deliver in the name and on behalf of the Town of Groton a grant agreement with the State of Connecticut Department of Transportation on behalf of the Town of Groton for transportation services to elderly and disabled persons for the next twelve year period of the grant.

A motion was made by Councilor Peruzzotti, seconded by Councilor de la Cruz, that this matter be Adopted.

Town Manager Oefinger clarified that this is a twelve-year grant.

The motion carried unanimously

2016-0155 Mystic Art Association (Mystic Museum of Art) Neighborhood Assistance Act Program Application (2016)

RESOLUTION APPROVING THE MYSTIC MUSEUM OF ART NEIGHBORHOOD ASSISTANCE ACT PROGRAM APPLICATION (2016)

WHEREAS, the State of Connecticut provides tax credits to businesses that make cash investments in qualifying community programs conducted by tax exempt or municipal agencies, and

WHEREAS, the Mystic Art Association dba Mystic Museum of Art has proposed an energy conservation project that will replace interior and exterior lighting with LED lighting, now therefore be it

RESOLVED, that the Groton Town Council approves the Mystic Museum of Art 2016 Neighborhood Assistance Act Program application for an energy conservation program.

A motion was made by Councilor Barber, seconded by Councilor Peruzzotti, that this matter be Adopted.

The motion carried unanimously

2016-0156 City of Groton Neighborhood Assistance Act Program Application (2016)

RESOLUTION APPROVING THE CITY OF GROTON NEIGHBORHOOD ASSISTANCE ACT PROGRAM APPLICATION (2016)

WHEREAS, the State of Connecticut provides tax credits to businesses that make cash investments in qualifying community programs conducted by tax exempt or municipal agencies, and

WHEREAS, the City of Groton has proposed an energy conservation project that will replace City Municipal Building HVAC units, now therefore be it

RESOLVED, that the Groton Town Council approves the City of Groton Neighborhood Assistance Act Program application for an energy conservation program.

A motion was made by Councilor Morton, seconded by Councilor Barber, that this matter be Adopted.

The motion carried unanimously

2016-0157 Parks Leader Job Description

RESOLUTION APPROVING JOB DESCRIPTION FOR PARKS LEADER

WHEREAS, reductions in the Parks and Recreation FYE 2017 budget require a reduction of expenses, and

WHEREAS, a decision has been made to not fill the vacant Foreman - Parks position and to replace it with a Parks Leader position that will not only direct employees, but will also participate in a variety of parks tasks, now therefore be it

RESOLVED, that the Town Council approves the attached job description for Parks Leader dated May 2016.

A motion was made by Councilor Antipas, seconded by Councilor Barber, that this matter be Adopted.

The motion carried unanimously

2016-0159

Application for Economic Assistance Funds - Jason Gabriele

RESOLUTION APPROVING AN APPLICATION BY JASON GABRIELE FOR ECONOMIC ASSISTANCE FUNDS

WHEREAS, the Town has received an application for a grant from the Town of Groton Economic Assistance Fund to cover costs associated with adding 13 residential units to the existing commercial building at 1028 Poquonnock Road, and

WHEREAS, documented infrastructure cost estimates total \$24,300 for extension of a water line and electrical conduit to the building, and

WHEREAS, the requested funding would facilitate creation of a mixed use development in downtown Groton, and

WHEREAS, it has been estimated that taxes to the Town would increase from approximately \$17,000 pre-improvements to approximately \$27,000 post-improvements, and

WHEREAS, the Town of Groton Economic Development Commission has recommended approval of the grant, now therefore be it

RESOLVED, that the Town Manager may disburse the amount of \$24,300 from the current fund balance of the Economic Assistance Fund for the water and electrical infrastructure improvements at 1028 Poquonnock Road.

A motion was made by Councilor Antipas, seconded by Councilor Morton, that this matter be Adopted.

The motion carried unanimously

2016-0160

FYE 2016 Non-Union Pay Increases

RESOLUTION IN SUPPORT OF 2% WAGE INCREASE FOR NON-UNION EMPLOYEES FOR FYE 2016

WHEREAS, negotiated FYE 2016 wage increases for the various labor unions in Town range from 2.0% to 2.5%, now therefore be it

RESOLVED, that the Town Council supports the Town Manager's recommendation that all non-union employees in good standing receive a 2% wage increase retroactive to July 1, 2015 or their anniversary date, whichever occurs later in FYE 2016.

A motion was made by Councilor Morton, seconded by Councilor Grim, that this matter be Adopted.

In response to Councilor Peruzzotti's question, Town Manager Oefinger stated that there are forty-two non-union employees.

Councilor Morton stated that it is unfair to single-out the non-union employees when five other groups of employees have received raises.

Councilor Barber stated that she thinks the deal is too sweet, and the Town Council should be looking at union negotiations as well.

Councilor de la Cruz stated that the non-union group of employees may vote to unionize if this increase is not approved.

Councilor Antipas stated that he views this as a long-range cost saving measure. He noted that if the Town Council does not approve the raises, then it may wish it had later.

Councilor Peruzzotti stated that she looks at issues as fairly as possible. She stated that if the Town Council is in favor of approving the raises, then she will support the measure, but she is not in favor of approving a fourth year of raises.

In response to Councilor Antipas' question, Town Manager Mark Oefinger stated that the raises will result in an approximate \$36,000 reduction in the general fund. He reviewed the results of union negotiations past and present.

Mayor Flax stated that a wage increase should not be tied to an increase in the mill rate. He questioned why the raises could not be effective at the time of their approval and not retroactively. He stated that he does not think this year's mill rate increase is on the backs of the non-union employees who would be receiving this raise.

Human Resources Director Robert Zagami stated that he favors performance-based ratings. He noted that the Town of Groton is attracting quality talent that often makes decisions with a private-sector mentality.

In response to Councilor Barber's question, Robert Zagami stated that employee evaluations are completed annually, but he supports daily job performance feedback.

Councilor Grim stated that another option is to let the Town Manager determine which non-union employees should get raises and what percentage.

Councilor Watson stated that the Town Manager had authority over raises in the past.

Mayor Flax agreed that employees should be held accountable.

Councilor Antipas stated that he is in favor of the two-percent increase this year. He noted that he supports performance-based raises.

The motion carried by the following vote:

Votes: In Favor: 7 - Mayor Flax, Councilor Antipas, Councilor de la Cruz, Councilor Grim, Councilor Morton, Councilor Peruzzotti and Councilor Watson
Opposed: 1 - Councilor Barber

2016-0161 Road Maintenance and Rehabilitation Program - Additional Roads for Calendar Year 2016 - Groton Long Point

RESOLUTION AUTHORIZING ADDITIONAL ROAD ENGINEERING/DESIGN COSTS IN GROTON LONG POINT'S YEAR 4 ROAD MAINTENANCE AND REHABILITATION PROGRAM

WHEREAS, in November 2012 Groton voters approved a five-year road maintenance and rehabilitation program for calendar years 2013 through 2017 that provides funding for the Town, City, and Groton Long Point to maintain and rehabilitate the community's road system, and

WHEREAS, the program requires each entity to file a report with the Town Council by December 30th of each year that identifies the roads completed in the calendar year, compares estimated costs to actual costs, and identifies the roads to be addressed in the upcoming year, and

WHEREAS, Groton Long Point has asked to add engineering and design costs in the amount of \$50,000 for Year 5 roads (Island Circle/Island Avenue) to the Year 4 program, now therefore be it

RESOLVED, that the Town Council authorizes the addition of \$50,000 for engineering and design costs associated with Year 5 roads to the Year 4 Road Maintenance and Rehabilitation Program for Groton Long Point.

A motion was made by Councilor Barber, seconded by Councilor Watson, that this matter be Adopted.

The motion carried unanimously

2016-0163 Miscellaneous and Ad Hoc Committee Appointments

RESOLUTION APPOINTING MISCELLANEOUS AND AD HOC COMMITTEE APPOINTMENT

RESOLVED, that Rita Schmidt, 12 Bank Street, Mystic is appointed as the Town of Groton's representative to the Eastern Regional Tourism District, to serve until replaced by the Town Council.

A motion was made by Councilor Peruzzotti, seconded by Councilor Morton, that this matter be Adopted.

The motion carried unanimously

2016-0166 United Steelworkers Contract

RESOLUTION APPROVING TENTATIVE AGREEMENT BETWEEN THE TOWN OF GROTON AND UNITED STEELWORKERS OF AMERICA AFL-CIO, LOCAL UNION 9411 FOR THE PERIOD JULY 1, 2015-JUNE 30, 2017

WHEREAS, the Town of Groton and United Steelworkers of America AFL-CIO, Local Union 9411 have reached a tentative agreement for the term July 1, 2015-June 30, 2017, and

WHEREAS, the bargaining unit membership voted to approve the agreement, and

WHEREAS, approval is recommended by the Town's negotiators, therefore be it

RESOLVED, the Groton Town Council hereby approves the agreement and the expenditure of funds necessary to implement the agreement between the Town of Groton and United Steelworkers of America AFL-CIO, Local Union 9411 for the period July 1, 2015-June 30, 2017.

A motion was made by Councilor Watson, seconded by Councilor Peruzzotti, that this matter be Adopted.

Councilors Antipas and Peruzzotti stated that they would be abstaining from the vote.

The motion carried by the following vote:

Votes: In Favor: 6 - Mayor Flax, Councilor Barber, Councilor de la Cruz, Councilor Grim, Councilor Morton and Councilor Watson
Abstain: 2 - Councilor Antipas and Councilor Peruzzotti

Councilor Watson stated that the Town Council does not have a permanent Rules Committee.

In response to Councilor Watson's comment, Mayor Flax appointed Councilors Grim, Watson, and Antipas (as Chairman) to serve on the Town Council Rules Committee.

Councilor de la Cruz stated that there may be a need for Public Works to patrol the parade route before the parade. He announced that there will be a Community Speaks Out meeting on June 22, 2016.

In response to Councilor Grim's question, Town Manager Mark Oefinger stated that the Town of Groton acquired a grant for the re paving of Crystal Lake Road, and he gave a brief overview of the project.

X. ADJOURNMENT

Councilor Watson made a motion to adjourn, seconded by Councilor de la Cruz. Mayor Flax adjourned the meeting at 9:14 p.m.

Attest:

*Betsy Moukawsher
Clerk of the Town Council*

*Nathan Caron
Office Assistant II*