

May 12, 2020

Town Council Meeting

Revised Agenda



Please note: The only changes from the original agenda are items H-24 through H-86 under “Reading of Communications and Written Appeals.”

**Town of Farmington, CT
Office of the Town Manager
Regular Town Council Meeting
*Revised Agenda***

****PLEASE NOTE THE MEETING WILL BE HELD ONLINE****

To access the meeting:

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/92349417497>

Telephone Call in Information:

Dial: +1 312 626 6799

Webinar ID: 923-4941-7497

Date: May 12, 2020
(Council Members should call the Town Manager's Office if unable to attend.)

Time: 7:00 p.m.

Place: Online – Web Conference

Agenda

- A. Call to Order
- B. Pledge of Allegiance
- C. Presentations and Recognitions
- D. Public Hearing
- E. New Items
- F. Public Comments
- G. Reading of the Minutes
 - 1. April 14, 2020 Regular Town Council Meeting
 - 2. April 21, 2020 Special Town Council Meeting
 - 3. April 28, 2020 Regular Town Council Meeting

H. Reading of Communications and Written Appeals

1. Correspondence from Peggy Bliss
2. Correspondence from Cheryl and Michael Marino
3. Correspondence from Glenn Petersen
4. Correspondence from Carlene Peterson
5. Correspondence from Jackie Harris Stone
6. Correspondence from Katie Ahearn
7. Correspondence from Victoria Nicoletta
8. Correspondence from Sheena Brown
9. Correspondence from Sara Loughman
10. Correspondence from Christine Yandow
11. Correspondence from Stephen Kay
12. Correspondence from Shana Leopold
13. Correspondence from Allyson Guarino
14. Correspondence from Susanne L. Woelfel
15. Correspondence from David Hart
16. Correspondence from Emily Kaliney
17. Correspondence from Donna Campbell
18. Correspondence from Thomas J. McGinnis
19. Correspondence from Margaret Heiner
20. Correspondence from Kathryn Mayr
21. Correspondence from Scott Lister
22. Correspondence from Lanelle Gallo
23. Correspondence from Angie Simpson
24. Correspondence from Michael Frechette
25. Correspondence from Patti Boye-Williams
26. Correspondence from Michele Matava
27. Correspondence from Robert Friedland
28. Correspondence from Diana Hacker
29. Correspondence from Thomas Lyons
30. Correspondence from Nora Benanti
31. Correspondence from Allison Loucks
32. Correspondence from John and Gabriela Rivera
33. Correspondence from Thomas Messier
34. Correspondence from Mary Messier
35. Correspondence from Maureen Messier
36. Correspondence from Lisa Nollman
37. Correspondence from Jennifer Cohen
38. Correspondence from Stephanie Fink
39. Correspondence from Nick Boorman
40. Correspondence from Patricia Lux
41. Correspondence from Gary, Francesca & Mia Flynn and Felicia DeDominicis
42. Correspondence from Anthony Bean
43. Correspondence from Eric Tucker
44. Correspondence from Lisa Ladurantaye Lynch & David Lynch
45. Correspondence from Daniel Martinelli
46. Correspondence from James & Darcy Sepa
47. Correspondence from Monique Daragjati Bannon

48. Correspondence from Sonia Mason
49. Correspondence from Julie Tedesco
50. Correspondence from Betsy Sanborn
51. Correspondence from Maureen Ross Hickey
52. Correspondence from Kimberlee Gardell
53. Correspondence from Nicole Annette Falciano
54. Correspondence from Judy Lippa
55. Correspondence from Monica LaCroix-Atwood
56. Correspondence from Steve Guglietta
57. Correspondence from Dannah Ortiz
58. Correspondence from Jill Pachla
59. Correspondence from Jennifer Kaprielian
60. Correspondence from Margaret Mayr
61. Correspondence from Bob Carroll
62. Correspondence from Darlene Beckert
63. Correspondence from Kevin Mongillo
64. Correspondence from Byron Frank
65. Correspondence from Darlene Dopp
66. Correspondence from Emily Bryk
67. Correspondence from Patricia Picard
68. Correspondence from David McCullough
69. Correspondence from Tim Conway
70. Correspondence from Alexa Melonopoulos Fleury
71. Correspondence from Mike Dennison
72. Correspondence from Lisa and Phil McMahon
73. Correspondence from Sophie Nuccio
74. Correspondence from Ed Fulton
75. Correspondence from Magen Bakaj
76. Correspondence from Scott Halstead
77. Correspondence from Laura Dutil
78. Correspondence from Dylan Landry
79. Correspondence from Jillian Ciriello
80. Correspondence from Danielle DeBlois
81. Correspondence from Mary Pat McCullough
82. Correspondence from Jose R. Ruiz
83. Correspondence from Maura Harty Raeburn
84. Correspondence from Lori & Robert Tomkiewicz
85. Correspondence from Kavita Umarani
86. Correspondence from Jennifer Shockley

I. Report of the Committees

1. UCONN Health Committee
2. Land Acquisition Committee
3. Green Efforts Committee
4. Farmington High School Building Committee

J. Report of the Council Chair and Liaisons

1. Chair - Farmington High School Project

2. Board of Education Liaison
3. Economic Development Commission Liaison
4. Farmington Historic District Commission
5. Housing Authority
6. Human Relations Commission
7. Library Board
8. Town Plan and Zoning Liaison
9. Unionville Historic District Commission
10. Unionville Village Improvement Association Liaison
11. Water Pollution Control Authority
12. Other Liaisons

K. Report of the Town Manager — Memorial Day Parade, COVID-19 Updates, Quarterly Report, May 26, 2020 Town Council Meeting

L. Appointments

1. Building Code Board of Appeals (Charette)
2. Building Code Board of Appeals (Langston)
3. Justice of the Peace (Noe)
4. Plainville Area Cable TV Advisory Council (Bernier)
5. Retirement Board (Huelin)
6. Retirement Board (Miller)
7. Unionville Historic District Commission (Brockelman)

M. Old Business

N. New Business

1. To amend the Town Council's Fiscal Year 2020/2021 Proposed Budget.
2. To adopt the Town Council's Budget for Fiscal Year 2020/2021.
3. To set the Property Tax Rate and Solid Waste Special Service Charge for Fiscal Year 2020-2021.
4. To approve the transfer of uncollectible property taxes to the Suspense Tax Book.
5. To change the time of the June 23, 2020 Town Council Meeting from 7:00 p.m. to 6:00 p.m. in Conference Room "A" at the Farmington Town Hall.
6. To approve property tax refunds.

O. Executive Session

1. None.

P. Adjournment

Agenda Item H:

Reading of Communications & Written Appeals



Written Correspondence:

Agenda Item

H-2

Dear Town of Farmington

With the virus situation and our inability to vote on the budget I ask you as a long-time citizen of Farmington to reconsider the increase. Many residents are struggling w/o jobs, added to that the uncertainty of whether businesses will rebound where these people were once employed and what jobs will be available.

No tax increase for this year, we have seen taxes go up every year for so many years now, please hear your residents.

Sincerely yours,
Cheryl and Michael Marino
9 Taine Mountain Rd

Agenda Item

H-3

I am a Farmington resident and am not in favor of your tax rate increase! This is not the time for any such move on your part!

Glenn Petersen

Agenda Item

H-4

Why not Have a vote with limited cars and people allowed at each voting station at a time? One simple page to approve or not approve the proposed budget. Must wear a mask.

Is our government still for the people?

Thank you,

Carlene Peterson

Agenda Item

H-5

I would like to strongly encourage that any automatic heat and utilities be turned off in the buildings, and the resultant savings for electricity, Cleaning supplies, etc, however small, be directed into teacher raises.

Jackie Harris Stone

Agenda Item

H-6

Hello Town Council Members:

My name is Katie Ahearn and I am a Farmington resident living at 20 Penfield Place.

I applaud your efforts to limit the tax burden on our residents during these extraordinary times, but I am concerned about possible programmatic and staffing cuts on our schools if you are unable to make up the \$2.8 million shortfall.

I encourage town leaders to seek a middle ground, in hopes of avoiding the impact being felt by our students. Indeed, it is our students who are most in need of protecting, as they are already suffering the impact of being out of school for several months, missing out on much of the richness of the school environment.

For example, might the teachers union accept a reduced increase in salary in lieu of an outright salary freeze, resulting in only a small budget increase borne by taxpayers?

Again, I thank you for your work on this difficult issue and urge you to work collaboratively and creatively, to reach the best possible outcome for our children.

Best,

Katie

Agenda Item

H-7

To whom it may concern,

Hello, my name is Victoria Nicoletta and I am currently a paraprofessional for the Farmington school district. I know times are difficult right now and I am not surprised that we will be in need of budget cuts for the coming Fall season. I am very sorry for all of the tough decisions that have to be made during this pandemic. With this budget cut comes the chance that there may have to be layoffs. I would like to express how this decision will greatly impact not only staff but the students as well. We all do this job because we greatly love working with these students. We care about them and work hard to help them succeed in life. The transition back to school is going to be a tough one. The students are going to have to get used to learning in a classroom again and they may have to work through any fears they may have about the pandemic. This will be a time to have all hands on deck. We have built trust with these kids and they will need our help to fall back into the structure of the school setting. This will be a time where the kids need as much support as possible. I understand layoffs may need to happen but I also feel like there has to be another way. Not only will this hurt the students in the long run but it will also hurt the staff and their families. I truly appreciate your time in reading my opinion on this situation. Thank you for your consideration.

Sincerely,

Victoria Nicoletta

Agenda Item

H-8

Dear Council Members,

In response to the decision that was made regarding the town budget for 2020-2021, I would rather a wage freeze than layoffs or both. Our roles as paraprofessionals are critical to both the students and to the teachers alike in order for student to perform at high levels. It would be a devastating blow to our district to lose any of the very dedicated, compassionate and hardworking staff that we have here in Farmington. Student support is a valuable factor in delivering high quality education here in Farmington and cutting support staff would be doing a disservice to our students who rely on us for that individualized care and support.

Sincerely

Sheena Brown
Instructional Paraprofessional
East Farms School

Agenda Item

H-9

To All Farmington Town Council members:

Please do not cut spending for the Farmington public schools.

We chose Farmington for the schools. Excellent schools don't just "happen." It takes an investment in the people and programming that makes it happen. And please think about the big picture when it comes to our town and it's economy. Invest in the public schools, and people will flock to live here, buy property here, spend money here. Our schools should be a point of pride. Please do not cut spending.

Thank you,

Sara Loughman
118 Main St
Farmington

Agenda Item

H-10

Members of the Town Council:

My name is Christine Yandow and I am a lifelong resident of Farmington, daughter of a proud lifelong resident of Farmington. I had the utmost pleasure of growing up in this wonderful town and was taught by some of the most outstanding educators in this world, inspiring me to become a teacher myself. Four years into my career, I joined the dynamic faculty of East Farms School, standing on the shoulders of giants in order to continue the hallmark of Farmington residency: our outstanding schools.

It has been my pleasure to teach in this town for the last six years. We are facing unprecedented times. On March 13th, 2020 we closed our classroom doors not knowing what to expect. With tears in my eyes, I waved goodbye to my second graders rather than embracing them as I would on any other Friday afternoon before a break.

The men and women that I work with have not only given so much of themselves during this school year, but they continue to selflessly give of themselves during this pandemic. Farmington teachers are constantly going above and beyond for their students each day, learning new technologies, embracing what feels like an upside down landscape to make connections with students caring for their academic but also social emotional needs.

When I read that the Town Council was considering a budget that needed to take away 1.2 million dollars from the Board of Education, my heart sank. If not a pay freeze, then 40 of my valuable colleagues will need to be laid off. **Forty** colleagues that give and give to the residents of this town, day in and day out.

Speaking as a teacher in this town, pandemic aside... class sizes are growing. We are often short supplies due to budget freezes, supplementing our own money to purchase the needed supplies for our students. We are dealing with a new frontier of education and doing our very best to accommodate all of the ever changing needs of our kids. Yes, our kids. The moment these children enter our classroom, they become our kids for life. Reducing staff will only increase class sizes, and with new guidelines for social distancing, our classrooms are just not large enough to accommodate these large numbers and guidelines.

As you gather for your meeting next week, I implore you to take a closer look at your budget and consider all that the faculty of FPS does for this town every single day.

Respectfully,
Christine Yandow
Lifelong Farmington resident
Proud graduate of FHS
and even more proud to be a member of the Farmington Public Schools faculty

12 Hawthorne Lane
Farmington, CT 06032

Agenda Item

H-11

Good afternoon,

As always, I'd like to begin by thanking you for your service to our town. The countless hours you put in and the difficult decisions you must make are very much appreciated.

As you prepare to vote on your budget for the next year, I am asking that you consider avoiding a zero percent increase for education. I recognize that other towns are considering this, but Farmington is different. For years Farmington has spent far less than most municipalities per child on education. One might think: "you get what you pay for," yet Farmington has done our best to limit the impact of our budget shortfalls. My fear is this: other towns can afford to cut back because of the amount they have historically spent, but can Farmington afford this? I ask you, if the teachers and other personnel opt not to accept salary freezes, what would you suggest cutting to meet the demands of a zero percent tax increase? Full day kindergarten? Spanish in the elementary schools? The strings

programs? Small class sizes? Technology? Instead, please consider the learning gap created by Covid 19 and online learning. I would hope that the money saved from this year's school budget would be used to help students catch up on the lessons lost.

I recognize, this isn't an easy decision. But zero percent can't be the answer. Think creatively. For instance, could we meet halfway between the recommended budgets and zero percent? Could specific saving this year be earmarked for the same expenditures next year? Could we negotiate a new contract that would ask for a freeze now, but provide a lump some a year later? Again, I thank you for your service.

Respectfully,
Stephen Kay
57 Garden Gate

Agenda Item

H-12

Dear Town Council Members,

I'm writing in opposition of the zero percent increase to our budget, and the proposed massive cut to the BOE budget. Our education system is phenomenal and one of the biggest reasons that my husband and I decided to buy a house in this town 5 years ago. Our teachers have gone above and beyond by instituting the Connected Learning program on ridiculously short notice. Cutting the budget would be devastating to our schools - what a way to treat our educators whom we rely so heavily upon. I also understand that the modification of some of the elementary schools to make safer entry points has been put on hold. This is compromising the safety of our children and the staff!

Thank you for taking the time to consider these concerns. I **do** appreciate all that you are doing in this unprecedented and incredibly challenging time.

Stay well,
Shana Leopold
5 Redcoat Lane, Unionville

Agenda Item

H-13

To Whom It May Concern

Firstly, I hope that you and your families are well and safe.

I am writing to you to strongly encourage the town not to cut the BOE budget or freeze teacher pay. During a time that has been and continues to be challenging on so many people, teachers, support staff, and mental health professionals like myself have stepped in to continue learning, connectedness, and support families. We have worked tirelessly and around the clock to provide mental health support, conducted home visits, provided supplies and food for families, taught children through a new virtual world. For many, like myself, this was all done while trying to teach our own children at home. To cut funding is an unfair treatment to teachers and the town itself.

Moreover, Other towns in the state are looking to defer capital improvements, delay replacing expensive equipment, minimize road and sidewalk repairs, and/or limit new hires in order to save money for presumed challenges ahead. With \$15 million dollars in their rainy day fund, and a mill rate below all of its neighbors, it appears as if Farmington is already prepared. This freeze will also greatly impact families financially with rising health care costs, as they do not align.

Even more troubling, we have been told that even if we voluntarily agree to open our contract and accept this "freeze," the town council "reserves the right to make even further cuts."

I say No to this plan as does the FEA leadership.

Thank you for your time and I am hoping that a more fair decision is made.

Respectfully submitted,

Allyson Guarino
39 Rosedale Road. West Hartford, CT 06107.

Agenda Item**H-14**

Dear Members of the Farmington Town Council,

My name is Susanne Woelfel and I have been a teacher in Farmington since 2005. I am writing today to strongly urge you to reconsider cutting any part of the BOE budget - especially asking teachers to take a pay freeze.

About 4 months ago, our FEA negotiating committee came to an agreement with you on a 3 year contract - which you overwhelmingly approved. It is my understanding that this package of increases was less than the state average and that the increases only reflect 0.59% of the total town budget.

In addition, it seems that other towns are waiting to do capital improvements and limit new hires in order to save money. Certainly, this is something that could be considered here in Farmington.

Lastly with a \$15 million-dollar rainy day fund, this seems to be the time to use it to cover the budget shortfalls - rather than cutting the BOE budget.

I sincerely hope that you will consider the impact that these budget cuts would have on our students, teachers, and families. We pride ourselves on being one of the best districts in the state and the cuts that you are suggesting would certainly diminish that standing.

Sincerely,

Susanne L. Woelfel
30 Harvest Court
Newington, CT 06111

Agenda Item

H-15

I would urge the Farmington Town Council not to cut the BOE budget nor request the teachers take a zero pay increase.

Thank you.

David Hart (teacher: Irving A. Robbins Middle School)
800 South River Road
Coventry, CT 06238

Agenda Item

H-16

Hello Town Council Members,

I am writing to you with my concerns about the new budget cuts that were proposed at the 4/28 meeting. I believe that our town needs you to go back to the drawing board and try again. The big cuts from the operating budgets from the town and school side are unacceptable. I encourage you to be creative and courageous and be the leaders that our town needs at this time. A budget proposal that results in the elimination of so many programs and employees from our school is irresponsible and not a viable solution. The town employees have been working very hard during this unprecedented time. The legacy of this council should be one of collaboration and strength to see our town through this extreme challenge. Declaring that the budget must have a 0 percent increase and then acting as though you have provided leadership is very disappointing. I expect much more from you- especially in terms of communication. The town employees, the teachers, the residents - they need to hear more from you. A press release, a video on the town website, again, please be creative. Give the unions your reasons for asking them for this concession, give them your assurances as to how they will be treated by the town in the future. We all need to hear from you. Perhaps Tuesday, 5/12 is approaching too quickly In that case I urge you to take an extension. We cant speed through this- it's too important.

Thank you, Emily Kaliney
30 High St

2ND Correspondence from Emily Kaliney

Hello Town Council,

Since I am never shy to speak up when I am not thrilled with how things are going, I think it's only fair that I speak up when I am pleased. Thank you for collaborating with the BOE, the Town Manager, and the school/town unions to come up with an alternative solution to the budget woes our town (and the world) is currently facing. I appreciate the compromise and the unified attitude that led us to a solution that allows for the 0% increase without decimating programs or staffing levels. I still plan to "attend" the meeting tomorrow so that I can hear all the details. I want you to know I appreciate the work you do for our town. I realize that it has surely been a very intense few weeks/months.

Thank you,
Emily Kaliney

Agenda Item

H-17

For a couple of weeks I have been holding onto the Town Council Proposed Budget trying to find the best way to approach this issue, but when I read that another town near Farmington (West Hartford) was having no tax or budget increases, I thought it was time to express my opinion. And I'm sure that I'm not the only one.

As everyone is well aware we are currently in lock down mode because of an on going pandemic. One that has hit every aspect of our economy. Yet the Town Council of the Town of Farmington is presenting a budget that will increase by 2.16%. And where do you think that the citizens of Farmington are going to get this additional money to pay this outrageous increase? I am retired and living on a fixed income, which has been steadily going down because of the stock market. I am in a tough situation and having a mill rate increase at this time is not helping my situation.

With everything that is going on, it seems to me that cuts could be made in the budget somewhere because of the pandemic. Monies are probably being saved in areas that are now being under utilized. I also don't think it is fair for a budget to be passed without a town meeting or a teleconference where the towns people can express their opinions.

Are we going to be the only town in the area that will be making the residents suffer a tax increase? It would really be nice to know that the Council will be looking out for us and helping us get through this difficult time.

Sincerely,

Donna Campbell
Unionville, CT

Agenda Item

H-18

Dear Members of the Farmington Town Council:

Your FEA Negotiating Committee came to an agreement with the town on a new 3-year contract after a long period of intense negotiations less than four months ago. That contract was approved overwhelmingly by you, the membership, and included a package of increases below state average. In fact, the total sum of our step movement and 1.75% increase at the top reflects just 0.59% of the total town budget of \$114 million dollars.

Other towns in the state are looking to defer capital improvements, delay replacing expensive equipment, minimize road and sidewalk repairs, and/or limit new hires in order to save money for presumed challenges ahead. With \$15 million dollars in their rainy day fund, and a mill rate below all of its neighbors, it appears as if Farmington is already prepared.

It is important to recognize that while voluntarily taking a "freeze" will have a minute impact on the town's budget, it will amount to a pay cut for Farmington teachers, as it will not coincide with a freeze to our rising health insurance costs.

Even more troubling, we have been told that even if we voluntarily agree to open our contract and accept this "freeze," the town council "reserves the right to make even further cuts."

We would be naive to believe that town council wouldn't ask for the same thing next year and the year after, when budget numbers will not be based on speculation but the reality of the economic costs of the pandemic.

I say NO. Your FEA leadership says NO.

Sincerely,
Thomas J. McGinnis
Dedicated Farmington Teacher 22 years
117 South Main Street
Marlborough, CT 06447

2ND Correspondence from Tom McGinnis

Dear Farmington Town Council:

I heard a conversation on Eyewitness News with Dennis House and the Teacher of The Year discussing the impact of COVID-19 on education. Dennis stated that teachers are worth every penny that they are paid and more. I couldn't agree more. I have been a teacher in Connecticut for 27 years. Every year teachers have to adapt to new technologies, school laws, and a variety of district, state, and national initiatives. We are a dynamic group of individuals that rise to the challenge every day to meet the needs of all our students.

COVID-19 has brought a very unique circumstance to all of us. We needed to adapt quickly to a virtual world of teaching using both synchronous and asynchronous platforms to ensure that students continued to have high quality and meaningful instruction. Every teacher I know and have watched on TV immediately began new training on Google Classroom, Flip Grid, Edpuzzle, We Video and a host of other instructional venues to ensure that our students are well prepared and continue to be. Special Education teachers have been working 11-12 hours a day or more to re-write IEPs and 504 plans to meet the needs of students through Distance Learning.

Unfortunately, the town of Farmington wants a 1.2 million dollar reduction from the line item of teachers' salaries. That would mean salary freezes and perhaps layoffs or reduction in programs for students. I would hope that parents would realize the significant role we play in the formative years of their sons and daughters. I would like to see cuts from other areas and not in teachers' salaries or programs. I would like to see non essential projects be halted and other initiatives put on hold in order to continue to pay our dedicated and compassionate teachers. It is important to recognize the significant contribution of teachers and maintain the FEA contract that was agreed upon.

Tom McGinnis
Proud Teacher
Farmington High School
117 South Main Street
Marlborough, CT 06447

Agenda Item**H-19**

Dear Town Council Members,

A friend just brought next year's Education budget shortfalls to my attention, and I feel compelled to reach out to express my hope that the Town Council, BOE and Unions are able to reach a consensus that does not result in job losses and cuts to important programs like elementary Spanish and Strings. I realize you're already aware of all the reasons news of these potential cuts may be disturbing to parents, students, teachers and our community as a whole. Families like mine moved to Farmington in part because of the excellent school system. My husband is German, and our family is bilingual; for us, the draw to Farmington Public Schools was linked to the promise of elementary Spanish. I cannot imagine our family is alone in wondering whether public education is the path forward for our family if "extras" like language and arts education are cut from the curriculum.

I believe the first step in coming up with a solution to this dilemma is informing our community of the problems schools are facing. For us, a tax hike to pay for these important educational needs makes sense. Perhaps others agree? Are teachers aware that acquiescing to a one-year pay freeze would limit district-wide loss of services and jobs? Is there a Rainy Day Fund for Education that our community might be able to tap into in response to the COVID-19 crisis? Might there be an opportunity for a big community fundraiser? Go Fund Me initiatives?

I don't know the answer, but feel certain that if our community as a whole comes together to address the problem, we will be able to find a solution that doesn't result in laying off beloved teachers and dismantling important programs.

Right now our community, like communities around the country and world, is struggling. Children are grieving the loss of daily interactions with friends and face-to-face input from their teachers. When children return to school, I imagine they will need extra educational support and mental health services, not fewer.

In two years, when COVID is behind us, how will we look back at the way our community and district leaders dealt with this crisis? At that time, will we be struggling to rehire the teachers we cut and reinstitute the programs we took apart?

Please, let's push forward together and figure out how to limit our losses as much as possible by continuing to offer children and families access to a broad education that includes language, arts, and mental health services.

Sincerely,
Margaret Heiner
29 Mountain Spring Rd

To Whom It May Concern,

I am finishing my fourth year as a Farmington teacher, and my seventh year working for Farmington schools. I am also a graduate of FHS. While I no longer live in town, I am deeply invested in my hometown, as well as the place where I work. My husband and I are also in the process of looking for our first home to buy, and unfortunately, the town council's approach to the budget is making us not want to purchase in Farmington. Throughout my life in Farmington, I have been continuously disappointed with some choices by the town council. The current situation is no exception.

You are sending a clear message to teachers: our dedication is not worth being compensated. During Teacher Appreciation Week, this is especially hurtful. Saying "thank you" simply doesn't cut it in a situation like this. We are not martyrs. We rely on our teaching jobs to provide for ourselves and our families, as well as pay for student loans for degrees that are required for us to teach. My colleagues and I are some of the hardest working people I know. To be told that we may not receive our agreed upon step increase hurts. It hurts even more to be told that even if this happens, there is still a chance that teachers will be cut. I don't think that you understand what it means to be a Farmington teacher. What I have been through in my first four years of teaching compared to what we are paid is not even comparable. Of course, we accept this pay because we care about our students and we love our jobs. **We chose this career. We did not choose to be treated like we don't matter.** Furthermore, it feels that our extreme efforts during Connected Learning are not recognized if these cuts go through. We have bent over backwards to make this work. When we return to school, undoubtedly there will be major adjustments that will need to be made. Our agreed upon step increase is only fair.

Why is it that other towns have been able to defer capital improvements, delay replacing expensive equipment, minimize road and sidewalk repairs, and/or limit new hires in order to save money for presumed challenges ahead? Why can't Farmington figure this out instead of attacking teachers? Our pay increases amount to only 0.59% of the total town budget of \$114 million dollars. **You are making your point clear: teachers do not matter.** Show that you care about our students, public education and teachers and do not cut the BOE budget. Please consider other options and allow teachers to receive the compensation we deserve so that we can give our students what they deserve.

Thank you,
Kathryn Mayr
53 Parker St. Apt. E202
Wallingford, CT 06492

Good Morning,

I would like to advocate for a educational budget increase in order to keep teachers and existing programs.

Thank you,

Scott Lister
8 Candlewood Lane
Farmington, CT 06032

Agenda Item

H-22

To Whom it May Concern:

I live here in town and have lived here for the past 25 years.

Four sons have gone through our Farmington School System and my youngest will graduate this June.

I also work at East Farms Elementary School as a speech therapist. I know all too well the complexity of issues that we face. Challenges fall upon us all and at this time, the issues are even greater. I work with students with social emotional needs and my colleagues are dealing with students with much more involved cases such as multiple disabilities. I urge you not to cut our budget. Education is the cornerstone for a successful society and now more than ever, we need all of our resources to keep our town thriving. Thank you for all your support so that each family will be able to be proud that their children experienced an equitable education. This is, after all, our vision for all graduates.

Thank you!

Lanelle Gallo M.S., CCC-SLP
54 Cottage Street
Unionville CT

Agenda Item

H-23

To Whom It May Concern,

More than ever teachers are needed and are essential. Cutting any funds from teachers, pay freeze, or letting teachers go will be disastrous for our students. They need every single one of us. Show the students you care as well.

Thank you!

Angie Simpson
East Farms School
Grade 2 Teacher/Team Leader/Union Rep
Room 18

Agenda Item

H-24

First, I fully support a 0% budget increase this year. I am not informed where the other cuts are so my question to you is, is it possible to make larger cuts in some of the other areas an a little less in the schools? I do feel that some of the programs there could be put

on hold for a year, such as latin an world languages. While nice to have they are not a necessity. For electives, sports, and music possibly a cost share for the parents who have children that use these programs? An I suggest this as a parent who has 3 children in the system and utilize these programs.

Michael Frechette

Agenda Item**H-25**

Hello Town Council Members,

I want to thank all of you for your service to our Town and I greatly appreciate the challenges that we are facing now, and may face in the future, as a result of the current quarantine and economic slow down. I understand that reductions in spending have to be made if revenue decreases. That being said, I also think it is vital that all avenues and possibilities be explored, including reallocation of funds and evaluating critical needs. I appreciate the close eye that the Town and Board of Education have already taken to the capital budget and other expenditures in order to minimize impact to taxpayers.

All of that being said, it is imperative that we not make our children carry the burden of an economic down turn. Forcing the Board of Education to implement \$1.8 million in additional cuts to its operating and capital budget when the Town Council already cut \$1.17 million from the Board of Education's budget during the Town Council's budget workshops means, however, that exactly that will happen. As a result of the Town Council's first round of cuts, 7th grade Latin is being eliminated. It is my 7th grader's favorite class. Summer school was cancelled (except where required by IEPs), as well, due to budget cuts. Eliminating summer school programs gets rid of vital school programming that helps our students manage class loads, explore other opportunities, and obtain additional learning. These cuts have already been made. Now we are asking our students and our teachers to sacrifice even more.

Overall, between the budget workshop and the April 28 directive from the Chair, the Town Council has requested total reductions of \$3.9 million across the budget. 76% of that (\$2.98 million) is being borne by our schools, by our children.

Farmington schools are excellent--and a deciding factor for many families when choosing to move to our Town. The excellence of our schools occurs despite the fact that Farmington spends less per pupil than the majority of towns in the state. Our teachers and students are already doing more with less. Allocating them even fewer dollars than they already receive (the Town Council's proposed cuts to the Board of Education's budget would result in over \$300,000 less to the schools than in the 2019-2020 fiscal year) is doing our students, our future, a disservice. Farmington has one of the lowest mill rates in the Farmington Valley. Our mill rate is in the lowest 22% of the entire state. There is only so low our taxes can go before tremendous damage is done. And if surrounding towns continue to invest in their schools when Farmington is not (Avon, for example, as of its May 4 Board of Finance meeting, is projecting a 3.98% increase to its education spending for fiscal year 2020-2021), we may find that our home values suffer as a result.

For these reasons, I am against a zero budget and I strongly urge the Town Council to avoid any additional cuts to the Board of Education's budget. These cuts will only disadvantage

our Town and our students for years to come. If additional funds are needed, the Council should instead consider reallocating funds that have been allocated for other, less critical needs than our students. For example, in 2019, the Town Council allocated \$700,000 for the potential purchase of the Parsons property. Based on my review of the Town Manager's update, that project has been moving forward very slowly with minimal interest by developers. Perhaps instead of allocating \$700,000 towards the purchase of a contaminated parcel of land, the Town should consider re-allocating the unspent portion of those funds (or other balances for other projects that have not been spent) to the schools a more critical need. Paying for our schools now protects our home values and preserves our children's future.

Best Regards,
Patti Boye-Williams
17 Westview Terrace
Unionville

Agenda Item

H-26

Dear Farmington Town Council,

I appreciate the work you do and how much you care about the town of Farmington. I believe that you are trying to do what you think is best for the town when you ask for a 0% tax increase. However, I do not agree with your assessment. Education is going to require more money next year, not less. We are going to need more cleaning, smaller class sizes, etc. Also, teachers are always asked to do more with less. You are asking them to work harder and longer for less money (and yes - a pay freeze is less money, because their costs continue to go up).

I think what we need to do is pressure the federal government to provide relief to states and municipalities for our losses due to the CoronaVirus. They are sending money to air lines, oil companies, etc, why not schools? An educated workforce is necessary for a thriving U.S. economy, so providing the necessary funding is an investment in our future.

Sincerely,

Mrs. Michele Matava
27 Ledgewood Dr., Farmington, CT 06032

Agenda Item

H-27

I wanted to send a note to voice my opinion on the town budget.

I fully support a 0% tax increase for the coming fiscal year budget to reduce the hardship on our population. It would be my preference to achieve these through the methods outlined in the letter from the Board of Education such as salary freezes and reductions in salary accounts as opposed to chopping programs. If salary concessions cannot be achieved then layoffs are a reasonable choice. Given that the State unemployment rate is

approximately 20% and that is without any layoffs at the State or local levels, it only seems fair that the municipal level bear some of that burden in the form of job losses as well.

Thank you,

Robert Friedland
25 Wyndham Lane

Agenda Item

H-28

Good Morning Town Council Members,

My name is Diana Hacker and I am a Farmington town resident, a parent of two children who attend Farmington Public Schools and a Literacy Paraprofessional at Noah Wallace School. I understand these challenging times due to COVID -19 and their financial impact on our local and global communities. Thank you for your service during this unprecedented crisis.

I support the 0% budget increase for our schools and the proposed wage freeze that is being asked by town and school employees. However... I understand that in exchange for these concessions the town unions are asking for a guarantee of no teacher / personnel layoffs for this sacrifice. I strongly encourage the Town Council to work collaboratively with the unions to meet in the middle and not be inflexible in these negotiations. The proposed budget cuts that are being proposed would be devastating to our students and school community. It would be an enormous mistake to put the teachers and school staff in a position where they feel they have no option but to vote against a wage freeze to protect their job security.

I strongly feel the Town Council, and teacher/ town unions need to negotiate more to avoid the potential disastrous cuts that could be enacted. Specifically at the elementary school level where strings, world language and mental health support are the very reason families choose to relocate to Farmington. Please perform diligence as town elected officials to make fair and balanced decisions that will impact our teachers and students as well as Farmington town residents.

Regards,
Diana Hacker

Agenda Item

H-29

I write to support the Town Council's goal of cutting the budget so as to have a zero percent increase in taxes. These are extraordinary times and everyone needs to make sacrifices. Residents have lost their jobs, are furloughed or receiving only a portion of their salaries. Raising taxes is only going to make matters worse for these residents.

Thomas Lyons

Agenda Item

H-30

I'm writing to voice my concern over the town budget discussions recently. I urge you as members of the Town Council to work to find other ways to come up with the budget rather than reducing BOE budget by another \$1.2 million. While I understand immediate financial pressures, Farmington needs to take a long view. Moody's and other economic organizations are projecting that the economy to recover over time. Let's not erode the exceptional curriculum and opportunity for our students that Farmington has taken so long to build.

Farmington district leaders, administration, and teachers have worked tirelessly to make connected learning work for our students. The good news is they have been incredibly successful. Students are engaged and learning. Even with this incredible work, some things can't replace 1x1 classroom interaction with our amazing teachers and staff. Across the district the fall is going to bring many children that are in need of extra help to catch up. It is exactly the wrong time to remove resources from our students who have worked so hard in challenging circumstances.

Taxpayers count on Farmington maintaining strong home values and our exceptional schools are the number one reason people buy homes in Farmington.

Nora Benanti
26 Tall Timbers Dr

Agenda Item

H-31

All,

I wanted to share my appreciation for your efforts to keep our budget/taxes essentially frozen for the next year. With so much unknown about the long term impact of the pandemic, it's essential to keep costs down. I understand it's a bummer for some to not get raises this year - but they are far from alone. Even for those folks lucky enough to still have jobs, many of us are getting paid far less. Something has to give.

One of the big draws of Farmington is that the mill rate is the lowest in the area. I've got three kids, two of whom go to West District School. It's been a nice experience thus far and it's not like a pay freeze will mean a worse educational experience for the students.

Thanks,

Allison Loucks
39 Westview Terrace

Agenda Item

H-32

Dear Town Council,

My name is Gabriel Rivera, my family and I just moved a year ago to the town of Farmington. We have been enjoying living here, and hope to continue to do so with all that this town has to offer to it's residents.

It was brought to my attention that due to the COVID crisis, and social distancing we will not be allow to vote on budgets and that you, the Council would do vote on your own on behalf the town. I am sending you this email to voice our opinions and to ask that a freeze pay would be considered.

We have lived for the past two months, with many changes that have affected all of us one way or another. It is painful to even begin to think on dealing with more, such is half kindergarten days, teachers cuts, mental programs term, etc.

It is my hope along with other families that heavy changes such the ones I mentioned, to be weighted in order to maintain our regular lives and some sense of normalcy during these times of difficulty. I believe a pay freeze could pause all the benefits we currently have until more drastic governmental decisions will be made.

Thank you for your time.

John and Gabriela Rivera
149 Mountain Spring Rd
Farmington, CT 06032

Agenda Item**H-33**

To the Town Council,

I'm writing in regards to the 0% increase you have requested for the Town of Farmington's budget. It is absolutely and completely unfair to ask the Board of Education to reduce their already frugal budget by \$1.2 million, estimated to be up to 40 positions. As a student who has graduated from the Farmington Public School system, I benefited from reasonable class sizes and adequate teacher attention, so that I was able to attend the University of Connecticut, in the Honors Program, with a partial scholarship. Although my own hard work can be partially credited to my success in FPS, I have to give partial credit to teachers for engaging me and attending to my learning needs over those thirteen years. This would not have been possible if the schools I attended were not adequately staffed. My understanding is that Farmington's mill rate is significantly lower than surrounding towns with a comparable education experience. We receive a lot of benefits from living in Farmington, from superior education and recreation to leaf and trash pick up, and I believe that Farmington residents would willingly afford to pay just a bit more for these benefits. Surely Farmington has saved some money since facilities closed in March due to the Covid-19 outbreak. With its long history of fiscal responsibility, Farmington must have a "rainy day" fund. It is my expectation, as someone who is responsible with my own money, and someone who values education, that the Town of Farmington would draw on these savings to fund, rather than cut, the education budget. I strongly urge you to fully fund the budget the Board of Education has put forth for your approval.

Respectfully Yours,
Thomas Messier

Agenda Item

H-34

To the Town Council,
I'm writing about the unrealistic 0% tax increase in the budget for next year. It is ridiculous and unfair to ask the Board of Education to cut their already frugal budget by \$1.2 million. I was a student in the Farmington Public School system and I benefitted from the reasonable class sizes and sufficiently-staffed school at every level.

Respectfully,
Mary Messier

Agenda Item

H-35

Good afternoon,

As a twenty-four-year resident of Unionville whose children attended Farmington Public Schools, I urge you to approve the current Board of Education budget, rather than asking for a \$1.2M decrease. Like many others, I moved here for the school system and because Farmington was an equidistant commute for my husband and myself at the time we purchased a house. I was amazed that the town could deliver such high-quality education and other public services, including recreation and trash and leaf collection, with such a low mill rate.

Unfortunately, I watched programs disappear and class sizes get larger as the town council continued, year after year, to keep the budget low. However, as my own children enrolled and progressed through various schools, I saw how this was possible. Through the dedication and commitment of intelligent, dedicated, hard-working, and caring teachers.

I strongly urge you to approve the budget submitted by the Board of Education. The teacher contract was agreed upon by all parties involved. To ask the Board of Education to eliminate any positions that support students hurts the children of Farmington Public Schools. To ask the Board of Education to now renege on that contract, requesting a wage freeze, lacks integrity and hurts teachers.

You are in a unique position, with the governor having eliminated the requirement of a referendum. You can do what is right for Farmington students, who benefit directly from the excellent education offered and for Farmington residents, who benefit indirectly from the excellent schools through stable home values.

Do the right and courageous thing and approve the budget submitted.

Respectfully yours,
Maureen Messier

2ND Correspondence from Maureen:

Public Comment,

Our teachers are dedicated to the education of our students. We believe that, as a result of this pandemic, our students' abilities could be at a range never before seen when we return to the classroom. Teachers will need to support each child as an individual in ways that are beyond anything that has been done before. The children of Farmington will need MORE

from us, not less. Making premature budget decisions that lead to cutting staff is in direct conflict with this. Educators will continue to do what's best for the children of Farmington. We ask you to do the same.

A properly-funded education budget that meets the needs of all students ensures the high-quality education Farmington residents expect and deserve. High-quality education is one of the reasons why employees of UTC, Jackson Labs, UCHC and Westfarms Mall, businesses which have, historically, contributed significantly to our tax base, choose to reside in town.

Please take advantage of this unprecedented situation wherein voters are not allowed to make their voices heard in a referendum to do the right and courageous act of funding an already pared-back BOE budget.

Thank you.

Maureen Messier
maureenmessier@sbcglobal.net
27 Pine Drive
Unionville, Connecticut 06085

Agenda Item

H-36

Dear Council Member,

I am a 22 year resident with two children in school. I am concerned about the budget this year. I understand that we cannot have a referendum and it need to be handled a different way. Does that really mean asking the BOE to cut 1.2 million dollars at a time when the event of the world are changing the way school looks? If anything it could be more expensive next year if social distancing, extra sanitizing and remote learning options have to become part of the norm. We need all of our seasoned teachers to adapt to the changes that may come our way, not 40 fewer teachers. We will likely need more paras as children return behind grade level despite all our efforts to keep them learning. How about bussing? Do we really think 3 kids in a seat will be appropriate going forward? Tough times need creative thinking.

Thank you for considering my opinion,

Lisa Nollman

11 Hidden Oak Drive

Agenda Item

H-37

My name is Jennifer Cohen. I live at 4 Saw Mill Court, Unionville.

Please reconsider the BOE budget. If the recommended budget passes it will have negative implications that will affect our schools and students for years to come. The town's rainy day fund is for disasters and this has been one. Use it.

Once again, I ask that you do not make cuts to the BOE budget- support our schools especially after we have lost so much during the 2020 school year.

I am a registered Republican. I voted to elect you to make the right decisions for the community. The future of our students is not a compromise.

Thanks,
Jennifer Cohen

Agenda Item

H-38

To whom it may concern,

As someone who moved to this town for the school system I would like to express my concerns regarding the proposed budget. We moved to Farmington less than 2 years ago when my oldest started kindergarten, my youngest will attend kindergarten in September 2021. I have been thoroughly impressed by the West District Elementary school in every aspect.

Teachers are expected to go above and beyond for their students on a normal day, the stress of connected learning is an entire different level. There should absolutely not be a salary freeze for our teachers, this will adversely affect our students and the great public school system so many have worked so hard to create.

In addition to maintaining our great schools by retaining the teachers that are the backbone of our school system, the proposed cuts would affect my children directly. Cutting full day kindergarten would make it impossible to teachers to do their job. My oldest learned an immense amount in her first year of school, I fear for my youngest and how completely overwhelming cramming the same instruction into a half day will be. Not only is it not feasible but also the stress would affect her emotional and mental health. Our children are under enough stress, additional stress would have lasting devastating effects.

My oldest is looking forward to the string instrument program at the elementary level. She wants to learn to play violin like her father.

There must be no salary freezes or position cuts in the coming year, I do not support the 1.2 million budget reduction. If we do not invest in our schools, our teachers and our children, then we do not invest in the future of Farmington.

Thank you for your time,
Stephanie Fink
22 Kent Lane Farmington

Agenda Item

H-39

Dear Farmington Town Council,

My name is Nick Boorman and I am a teacher and coach in Farmington.

Teaching and coaching in Farmington is a true honor and privilege. Farmington's mission is to help all students reach their highest potential in and out of the classroom. I am proud of the great work school faculty and staff do on a daily basis in this incredible town. I hope that the Farmington Board of Education is given the agreed upon funding to continue the

important work we do to help the students become positive and productive members of society. In the best interest of the future of the Farmington Community, please pass the BOE budget.

Thank you for your time and consideration.

Go Farmington!!

Coach Nick Boorman
West Woods and East Farms Physical Education Teacher
Farmington High School Boys Soccer Coach

Agenda Item

H-40

To Whom it May Concern,

In response to the proposed budgetary cuts to teachers and programs in Farmington, I am writing to express my opinion. Once again, when cuts are necessary, it is suggested that we cut from the schools and the teacher's salaries. Especially during this pandemic, it is apparent that teachers and schools are vital and woefully undercompensated.

I am a library employee in the town of Farmington and I'm very concerned cuts to our budget will cost me my job. I think if you ask most citizens they would say right now, during this very difficult time, the things they appreciate the most and miss the most are schools, the library, and restaurants where people can gather and socialize.

It just does not feel like the right time to propose cuts to any aspect of education. Really, it almost feels like a slap in the face to teachers and the schools. Are all Town employees going to forgo a raise this year? That would be the only fair thing to do. Postpone the high school project for a year. Halt all non-emergency spending. And, yes, raise taxes after all that if necessary. They will probably go up because of the high school project anyway.

Thank you for allowing me to express my opinion.

Patricia Lux

Agenda Item

H-41

The four Farmington registered voters in our house do not support the proposed reduction in education funding.

Gary, Francesca & Mia Flynn
Felicia DeDominicis

Agenda Item

H-42

Dear Town Council,

I come to you as a 22-year educator of Farmington students. As I prepare to teach my students through a computer screen for the 33rd day, I am saddened to hear that you believe it is prudent to propose cutting the BOE budget by \$1.2 million in salaries.

The consequences of those actions in normal times would be detrimental to the students of Farmington, most notably your neediest students with special needs and those affected by other environmental factors such as poverty and unstable home environments.

Farmington teachers and paraprofessionals have worked tirelessly to meet with these students during the COVID-19 crisis. Is it enough? No. We could never meet the needs of students remotely in the way we can in a physical classroom. But we are doing everything we can with what we have.

Do it with less, you say? Those that will suffer the most will be our neediest and most vulnerable students. Salary freezes alone will not meet your expected budget cut. It is penny wise and pound foolish.

I do not expect the town of Farmington to care about the well-being of me, my colleagues or our families. But I do expect the government officials of the town of Farmington to care about the well-being of its students as much as I do, and to show it through their actions. It has always been about the well-being of my students. It always will be. But I cannot give more physically or mentally than I have given the past two months with less resources.

Show that you care about the students and professionals of the Farmington Public Schools by passing the current BOE budget for 2020-21.

Respectfully,

Anthony Bean
366 Ash Swamp Road
Glastonbury, CT 06033

Agenda Item

H-43

Farmington Town Council,

My name is Eric Tucker and I have been a physics teacher at FHS for 15 years.

Obviously we are dealing with challenges that are historic. That being said, I do not support a budget that threatens teacher jobs or re-opens the negotiated teacher contract.

Similar towns nearby are attempting to keep taxes low AND avoid both teacher pay-freezes or layoffs. I want to stress this. There do seem to be options and solutions that similar towns and districts are employing to make ends meet.

There comes a time when you start to realize exactly why certain sayings or adages have stood the test of time. "Actions speak louder than words" is one of those general life truths. The "action" that the Farmington Town Council is about to take with this year's budget

decision will absolutely tell the faculty of Farmington schools where we ultimately stand. Actions speak louder than words.

I feel a true sense of pride and purpose when I hear all of the words of kindness and support that the Farmington community and our entire nation is sending out there to teachers everywhere. It will be extremely difficult to hold on to those inspiring words and gestures if the town council asks us to re-negotiate our contract just signed less than four months ago.

Please find a way to support the BOE budget with no teacher layoffs & keeping the negotiated contract intact. Let your actions speak loudly.

Sincerely,

Eric Tucker
Farmington Physics Teacher
107 West Mountain Road
Canton, CT 06019

Agenda Item

H-44

To Whom it May Concern:

I am writing to contest the proposed \$1.2 million cuts to the BOE budget.

Like many other families in Farmington my husband and I are not originally from Connecticut. We were living in Massachusetts when my husband got a job offer in this area. We had just had our first child and decided that it was a good time to move - a decision that was very heavily based on the school systems in the area. When we were picking the exact area to live in we looked at Farmington, Avon, West Hartford, Glastonbury, etc and we decided on Farmington after talking to a few families in different stages of life - we talked to people who had kids in elementary school all the way to recent high school grads who had just completed their first year of college. The families from Farmington had such glowing things to say about the school system and especially the teachers. The recent grads told us how they felt so much better prepared than their cohorts in college, that while other kids were struggling they were given the tools to succeed. Hearing people talk so warmly about their schools, their experience and with true love for their educators was the tipping point on why we picked Farmington as our home.

If you choose to cut programs like Music, Art, High School Sports, Latin, and World Language you are making Farmington a less desirable place to live for current and future families. You would be hurting the standing of our schools and in the long run hurting our home values. Schools and educators are the place you need to invest in not cut from. After what we've been through this year it's so hard to hear that education is not being valued. If nothing more distance learning has taught us how much teachers involvement and classes like art and music help students' success. We need to keep education a priority, and the arts are important in the success of great education systems.

There must be another way - there must be other areas in the town that can be trimmed to make up for this shortfall. In the grand scheme of things \$1.2 million is not that much and what would that mean in a tax increase? It is worth it. The reputation of our schools is

what keeps new families moving to our town and more importantly it is what keeps existing families proud to be here.

Please do the right thing and leave the BOE budget alone.

Farmington Residents & Taxpayers,
Lisa Ladurantaye Lynch & David Lynch
3 Snowberry Lane

Agenda Item

H-45

Dear Farmington Town Council,

I have been a teacher in Farmington for the past nine years. It has always been a positive experience working in Farmington and I have often felt valued and appreciated. However, this is not the case at this current time. I urge the town to not to cut the BOE budget nor request the teachers take a zero pay increase.

Our FEA Negotiating Committee came to an agreement with the town on a new 3-year contract after a long period of negotiations less than four months ago. That contract was approved. It included a package of increases below the state average. In fact, the total sum of our step movement and 1.75% increase at the top reflects just 0.59% of the total town budget of \$114 million dollars.

Other towns in the state are looking to defer capital improvements, delay replacing expensive equipment, minimize road and sidewalk repairs, and/or limit new hires in order to save money for presumed challenges ahead. With \$15 million dollars in their rainy day fund, and a mill rate below all of its neighbors, it appears as if Farmington is already prepared.

It is important to recognize that while voluntarily taking a "freeze" will have a minute impact on the town's budget, it will also amount to a pay cut for Farmington teachers, as it will not coincide with a freeze to our rising health insurance costs.

Once again, I urge the town to not to cut the BOE budget nor request the teachers take a zero pay increase.

Thank you,

Daniel Martinelli
66 Greenhouse Blvd.
West Hartford, CT 06110

Agenda Item

H-46

Good morning,

We are not in favor of the proposal to cut the Town or BOE budgets at this time. We are willing to pay the modest tax increase to support our hardworking town employees and teachers, who have been asked to step up in these unprecedented times. Thank you for your consideration.

Sincerely,
James and Darcy Sepa
12 Tunxis St.

Agenda Item

H-47

Hello,

It is with disappointment and heavy heart that I write this commentary because, we have elected a town council to represent us, and to maintain our schools, and push them to the next level- however, decisions are being made behind closed doors that impact all of us. The proposed budget and cuts solidifies my opinion that schools are no longer a priority in Farmington. You can not live through this pandemic without realizing that teachers are our one of our greatest assets. You can not realistically strip away at technology budgets and mental health budgets in schools while thinking we can remain competitive and strong and return to our "normal" classrooms. What next, no Latin for 7th graders? My son takes Latin and his vocabulary and his view of history, has been enhanced. Next years kids get thrown into a study hall instead? I returned to Farmington as an adult, with my four children, because in all my studies and living in other countries, surrounded by brilliant people from privilege and not, the base of my education held strong. My Farmington education was something I was extremely proud of. It prepared me for the world. It has been a battle from day one - fighting against lies contrived when campaigning for a high school representative of what this community deserves - nit picking each year about a small increase when we have the lowest mill rate around. What is the message we are trying to deliver here - we do not, as a town, value our system of education? That is the message I am getting. Why are we exploiting our teachers - do more, teach bigger classrooms- we know you love your job, your students so let's exploit that and hold you to your same salary level. There's really no other job that would do this to their valued employees who prove time and again, that they will bend over backwards to learn new technologies and new styles of teaching, in order to reach our kids. Education gives you a good chance in life to be anything you want to be - a teacher investing in you, believing in you, gives you the foundation to go on and do it.

I can not stand quietly as the current climate has turned meetings into zoom calls and people seem to be trying to put one past this town. You were voted to represent us and to better this town. Do your job. Our teachers have proven over and over again that they are doing theirs.

Sincerely,
Monique Daragjati Bannon
FHS Class of 1993

Agenda Item

H-48

I received the email below from The Chair of the Board of Education. I am a resident, parent of two FHS graduates, and an employee of the Board of Education. This email is not the same message that was given to the Unions. We were told that even if we agree to a pay freeze there would be layoffs.

Layoffs at the Board of Education will greatly affect me as an employee and resident and have an impact on student support in the next school year.

Sonia Mason

Agenda Item**H-49**

Our children's mental health and education **MUST** be a priority!!!

Supporting children in their education is extremely important because it provides the necessary resources to help kids thrive. Taking away any of these options would be detrimental. These kids are already at a disadvantage. I've always loved the reputation Farmington has but if they take away supports for kids that require extra help I will no longer be proud to say I live in this town. Additionally, mental health support is so important and necessary in the world that we live in. Just hearing that these are an option to be cut enrages me.

Respectfully

Julie Tedesco

Agenda Item**H-50**

Dear Town of Farmington Officials and Representatives,

I am sure you have received many communications recently expressing concerns about the upcoming budget. These are unprecedented times, and while the community continues to show gratitude to our behind-the-scenes heroes, including healthcare professionals and school personnel, I wanted to start by acknowledging the work that you do. Navigating the uncharted territory of the Covid 19 pandemic has been difficult for all of us, but I could not imagine being in the position of making the problem-solving decisions that will impact so many. I sincerely thank you for all of your efforts, long hours of discussion and contemplation, and of course, for the support that you provide to your community.

I am writing today with NO political agenda, but as a concerned citizen, parent and educator. The decisions you make today WILL have long term consequences for the town of Farmington and the next generation of students. I know you have heard time and again, the decision of many parents who moved to the town of Farmington for the schools. I am one of those parents. I also have the insight of an educator, as a teacher of almost 12 years.

Education in this country has gotten complex, politically decisive and just plain difficult. We have more students today speaking languages other than English as their first language. We have more students today requiring the accommodations, modifications and resources of expensive Special Education programs. We have more students today experiencing stress, anxiety, isolation and trauma. And we have more teachers today who burn-out early and frequently in their careers as demands continue to rise. HOWEVER, we have more students today going to colleges and universities and pursuing advanced degrees. We have more students today who use technology to engage in discussions, join causes and solve real world problems. We have high school students taking on work of professionals as they complete capstone projects, and elementary school students who tell their own parents to adopt a "growth mindset" when typical problems arise at home. Additionally, we have teachers who don't just work, but study, learn, collaborate and love. Teachers who understand that a curriculum is not just academic, but social, emotional and has implications for the future. **THE FARMINGTON PUBLIC SCHOOLS ARE SERVING OUR COMMUNITY AND DOING IT WELL!**

FPS are serving our community through the progress and success of their amazing programs - through the decisions that are made by people like you, who believe in our students and support their learning, risk taking, passions and endeavors. THIS IS NOT THE TIME TO GO BACKWARDS. We have a world of adults who cannot compromise, nor differentiate between truth and propaganda. We have a world of adults who point fingers and fail to take responsibility. We have a world of adults who care more about profit than work ethic and passion. WE NEED THE NEXT GENERATION TO DO BETTER!

The Farmington Schools have always been an institution of excellence and progress. I urge you to make decisions that are in the BEST INTEREST of teaching and learning. DO NOT CUT FULL DAY KINDERGARTEN. This is a crucial time for kids. Children have just a few short school-years to form habits and gain skills that they will need for the rest of their education and ultimate success. Losing this precious time would be a huge setback to the progress of Farmington programs. DO NOT CUT MENTAL HEALTH SUPPORTS. We need these now more than ever. DO NOT CUT ELECTIVES. These are opportunities where many of our not-as-academically-motivated students find passion and success. PROVIDE NEEDED RESOURCES AND SECURE INFRASTRUCTURE. AND FINALLY, SHOW TEACHERS THAT THEY ARE VALUED! Teachers and their performance in the classrooms are the biggest influence on students' success and what we need for a better future.

I realize this is a lot to ask at a time where the economy is being hit harder than most of us have seen, or will see in our lifetimes, but I urge you to think of the bigger picture here. Again, your decisions today WILL have long-term consequences.

I once drove around with a bumper sticker on my car that read, "Education is the best investment you can make." I had just gotten my first teaching job and it felt cool to show off. I didn't think much at the time about that slogan, but now know that it is one of the most important messages people can take away. This is not about pleasing residents who have kids in school. This is not about conveying to those other taxpayers who don't have kids in schools, that their home values might go down if the school system declines. And this is not about how to keep our test scores higher than our neighboring towns. Rather, this is about what it will truly take to produce a successful and engaged citizenry and a better tomorrow. I hope you feel the same way.

Thank you for your time and consideration.

Betsy Sanborn
42 West District Rd.
Unionville, CT 06085

Agenda Item**H-51**

To the Town Council,

My name is Maureen Ross Hickey. I live at 9 Larchwood West in Unionville and have been a teacher in Farmington for the past 20 years. My two daughters went through the Farmington school system and have both gone on to do very well. The school district was the reason we moved to Farmington.

I am urging the town not to cut the BOE budget nor request the teachers take a zero pay increase. I realize this is an unprecedented year but I also know first hand the hours and hours of extra work the teachers have had to put in in order for our students to be able to continue their learning. I am amazed on a daily basis how well the children are doing and know that it is due to the hard work of all the teachers supporting not only the children but their families too. This is not the norm everywhere. I know many teachers from other towns in CT and MA who are amazed at the kind of teaching we are doing every day.

This is nothing new in Farmington. I taught in several other districts in MA before choosing to come here and I have the utmost respect and admiration for the teachers in this town. They go above and beyond every day regardless of the situation and how well our children do when they go off to college or work is proof of what we do.

None of us have any idea what is to come. When schools will reopen and what that will be like but it will be different. Those students that have not been able to participate in connected learning or it has been difficult for them will be in greater need in the fall for more help and support than a classroom teacher will be able to do alone. Teachers will clearly have greater demands than before and still have their own families to consider. A freeze on teacher's pay is not going to help us with many of the unexpected outcomes of this pandemic. Our schools and our students are the most important resources we have in our town. Without educating our students well we will no longer be the well respected district we have been. This will hurt the town in the long run. Teachers need to know the town supports them and cares about them.

The FEA Negotiating Committee came to an agreement with the town on a new 3-year contract after a long period of intense negotiations less than four months ago. That contract was approved overwhelmingly by you, the membership, and included a package of increases below state average. In fact, the total sum of our step movement and 1.75% increase at the top reflects just 0.59% of the total town budget of \$114 million dollars.

Other towns in the state are looking to defer capital improvements, delay replacing expensive equipment, minimize road and sidewalk repairs, and/or limit new hires in order to save money for presumed challenges ahead. With \$15 million dollars in their rainy day fund, and a mill rate below all of its neighbors, it appears as if Farmington is already prepared.

It is important to recognize that while voluntarily taking a "freeze" will have a minute impact on the town's budget, it will amount to a pay cut for Farmington teachers, as it will not coincide with a freeze to our rising health insurance costs.

Even more troubling, we have been told that even if we voluntarily agree to open our contract and accept this "freeze," the town council "reserves the right to make even further cuts."

We would be naive to believe that the town council wouldn't ask for the same thing next year and the year after, when budget numbers will not be based on speculation but the reality of the economic costs of the pandemic.

I say NO. Your FEA leadership says NO.

Please think about our children first.

Sincerely,
Maureen Ross Hickey

To the Farmington Town Council,

I want to start by extending my sincerest thanks and gratitude to all of the students, families, and educators who came together during these unprecedented and unpredictable times. You have put your students' academic and social emotional needs first, and that is why I am honored to be a teacher in Farmington.

As a special education teacher in the district, I urge the Town Council not to cut the Board of Education budget, nor request a wage freeze from your teachers. During these times, teachers have been working harder than ever before, providing social emotional support, rigorous academic instruction, learning new technology, and completely overhauling the way education is provided in very little time. Now more than ever, our students need MORE, not less. Our students are among our most vulnerable population, and we must protect them at all costs. ANY cuts made will affect them, no matter how large or small. When we return to teaching and learning from school buildings, we will all have new social distancing rules to follow to ensure the health and safety of our students, faculty, staff, and by extension, the whole of Farmington. This cannot be done with fewer resources.

In a press conference with state officials on May 5, 2020, Governor Ned Lamont and the Commissioner of Education, Miguel Cardona answered a question from the Connecticut Mirror regarding their thoughts on school budgets during this time. Governor Lamont spoke about the ongoing negotiations in Washington DC and what support and/or requirements they will have on education in the near future. To this regard, Governor Lamont said, "They may be requiring smaller class sizes, and that would mean we'd need some additional teaching support to take over for the extra students in that other classroom." In addition, the Commissioner of Education, Miguel Cardona stated, "We know that at this time with what's happening in education, we need more, not less." He also went on to say, "...we want to send a message that it's critically important to support our schools." It is clear from their comments that making cuts to the school budget would not align with the state's vision for education during these difficult times.

In closing, I again urge you to consider an alternative to making cuts to the Board of Education budget. What is a \$15,000,000 rainy day fund for, if not a time like this? Is there another way to find the funds? Perhaps through delayed or minimized construction, or through the delay of replacing costly equipment? We know that much of the value of living in Farmington resides in it's incredible school system, which will be greatly impacted if these cuts are made. Your teachers have proven again and again that they will bend over backwards to do whatever it takes to put their students first. Don't freeze their wages in return. Let your teachers continue to provide outstanding support to students and families, by being fully staffed and fully funded. Now is the time that we need to stand together and support each other, not break each other down and take funding away. Thank you.

Sincerely,

Kimberlee Gardell, M.Ed.
Special Education Teacher
East Farms School, Farmington
745 Willis Street Bristol, CT – 06010

Agenda Item

H-53

Town Council,

I am Nicole Falciano owner of 113 Main Street in Farmington. I wanted to comment on the recent discussion of cuts that would affect the Education budget. We purchased our home here a little over 3 years ago specifically because, like other new families here, we wanted to raise our four children in a town that values education. We were thrilled to learn that there are spectacular teachers and administrators here, arts/music/sports/languages are valued and that Early Education is fully believed in and funded. I am in shock that staff would be asked to freeze their salaries for a year. While I personally do not know anyone affected that well, I interpret this as a sign of disrespect to those working so hard each day to provide first class education to our town’s children. I have three small children enrolled to begin Kindergarten this fall and am horrified that the alternative to not giving educators a deserved annual increase would be to reduce headcount or to cut things like music or languages or even worse to cut kindergarten to a half day. None of this is acceptable to me as a voter. Please consider how your ideas are impacting morale, children, educators, families and folks who are looking at what is going on here when considering if this is the town they would like to raise a family in. Please treat Education with importance, value and respect.

Warmest Regards,

NICOLE ANNETTE FALCIANO

Agenda Item

H-54

Public Comment,

Our teachers are dedicated to the education of our students. We believe that, as a result of this pandemic, our students' abilities could be at a range never before seen when we return to the classroom. Teachers will need to support each child as an individual in ways that are beyond anything that has been done before. The children of Farmington will need MORE from us, not less. Making premature budget decisions that lead to cutting staff is in direct conflict with this. Educators will continue to do what's best for the children of Farmington. We ask you to do the same.

Judy U
judithlipa@yahoo.com
89 Knollwood Road

Agenda Item

H-55

Public Comment,

Please work to find a way to balance the budget outside of cutting teacher salaries. Farmington’s teachers are some of THE BEST in the area, and they deserve to be met with support, now more than ever. These teachers have risen to the unprecedented challenge of supporting virtual learning and student connections in the face of a pandemic, and will

continue to do so as time goes on. Show them the same support that they have shown their students and families.

Thank you.

Monica LaCroix-Atwood
monica.lacroix@icloud.com
36 Woodside Drive
Unionville, Connecticut 06085

Agenda Item

H-56

I am writing in response to the debate over a 0% tax increase and proposed cuts to our educational resources and teacher salary freezes. I do not support this initiative and feel that this would have a damaging effect on our community. I believe we should pay the people who make our educational system great. As a fourth generation member of this town and lifelong resident, I have chosen to stay here because of the high level of educational excellence afforded to my children. This is not lost on the many families that move to town for the very same reason, and make our town a desirable place to live. To make such deep cuts to the education system in my opinion would have a catastrophic effect. I also do not believe this action would represent the majority of our citizens. Maintaining educational excellence benefits everyone, not just those with school aged children. The National Association of Realtors found that 26% of home buyers consider school quality when looking for a home. Economists have further estimated that a 5% improvement in test scores can raise real-estate prices by 2.5%. Now is not the time to cut programs for students who have already had their worlds turned upside down. Reducing funding for Mental Health Support is absolutely unconscionable to me. Taking away music programs and athletics would be a heart breaking loss for so many of our kids. I would hope there is still an opportunity to consider compensation increases for our educators, and avoid gutting our educational system.

Regards,

Steve Guglietta

Agenda Item

H-57

Public Comment,

Our teachers are dedicated to the education of our students. We believe that, as a result of this pandemic, our students' abilities could be at a range never before seen when we return to the classroom. Teachers will need to support each child as an individual in ways that are beyond anything that has been done before. The children of Farmington will need MORE from us, not less. Making premature budget decisions that lead to cutting staff is in direct conflict with this. Educators will continue to do what's best for the children of Farmington. We ask you to do the same.

Dannah Ortiz
ortizd@fpsct.org

237 Pierpont Road
Waterbury, Connecticut 06705

Agenda Item

H-58

I am writing to express my worries about the upcoming Budget meeting and its impact on our education. All of us with children in the school system have experienced a lot of change during Covid-19. Many, if not all, have a new appreciation for our teachers and the hard work that they put in every day. To ask them to take a salary freeze feels like the last option we should be employing right now. Is education really the area to hit?

I was shocked to hear about some of the "choices" given if union demands aren't met. Cutting kindergarten when the day is already packed full of learning? I couldn't even imagine what would go away. Increasing the sizes of class when they already big enough takes away directly from learning. And then to cut electives and sports at our schools that make our kids love school and let their talents thrive!

There has to be a better way, and I implore you to look at other options. Let's not make Covid-19 take even more from our families than it already has. Thank you.

Jill Pachla
27 Reservoir Road

Agenda Item

H-59

Public Comment,

I fully agree with the following statement: "Our teachers are dedicated to the education of our students. We believe that, as a result of this pandemic, our students' abilities could be at a range never before seen when we return to the classroom. Teachers will need to support each child as an individual in ways that are beyond anything that has been done before. The children of Farmington will need MORE from us, not less. Making premature budget decisions that lead to cutting staff is in direct conflict with this. Educators will continue to do what's best for the children of Farmington. We ask you to do the same."

Education is critically important to our family. If you truly appreciate teachers and the major impact they have on our students and the future of our country, please do not make these cuts. It is insulting to see schools getting less and less each year as they continue to deliver more and more. Thank you for your time.

Jennifer Kaprielian
jenkapmusic@gmail.com
36 Bonnie Drive
Farmington, Connecticut 06032

Agenda Item

H-60

To the Farmington Town Council,

I am a resident of Farmington and a Farmington teacher. This has, by far, been a most challenging year for everyone. We are all tasked to make the best of a very frightening, unpredictable, and unsafe environment. COVID 19 has changed the way we will live, work, and educate.

Farmington teachers stepped into Connected Learning almost overnight and we accepted that challenge. Our days are very different as we try to connect with, teach, and support all of our students, many of whom are struggling. We also support students' family members who are struggling emotionally and financially. Our jobs have definitely become more complicated and the upcoming school year will be even more so as decisions are made regarding social distancing and safety.

I urge you not to make cuts to the Board of Education budget and not to require that Farmington teachers take a zero pay increase. We know that expectations and planning will be more work than usual and we accept that for the upcoming school year. However, not honoring the pay increase for teachers is sending a message that we are not appreciated and that we are undervalued. The thanking and taking away style used during Teacher Appreciation week was especially troubling.

Value Farmington teachers by finding ways to cut other Town Projects that will not impact our students' education. Value Farmington teachers by respecting the contract that was negotiated and agreed upon. Value Farmington teachers by not forcing teacher and support personnel positions to be cut. Just as important, value our Farmington students. They deserve to be educated in a supportive, nurturing, and academically challenging environment. Cutting the BOE Budget endangers the quality of education in Farmington.

Margaret Mayr
45 Tunxis Street
Farmington, CT 06032

Agenda Item

H-61

In response to the budget process, my preference would be to reduce the budget in these 3 areas:

- Elementary world languages
- School based technology support
- Latin

Sincerely,
Bob Carroll
Farmington resident and parent

Agenda Item

H-62

I am writing to make public that I am not in support of the Town Council's decision to reduce the budget causing the BOE to cut \$1.2 million from the education budget.

I am not only a teacher in this town but also a parent. Once I started teaching here I fell in love with town and moved here to raise my family. My children have been lucky to have an exemplary education with teachers who are hardworking and willing to bend over backward to make sure their students succeed. It has become increasingly more difficult as the education budget is already shaved to the bone. There is only so much that teachers will be able to do with such limited resources and increasing class sizes.

The Town Council is showing that they can not be trusted with the best interest of the town. This cut is being done without provocation and during a time where taxpayers can not come out to vote on the budget.

Darlene Beckert
14 Hemlock Notch Street

Agenda Item**H-63**

To Whom It May Concern,

I recently moved to Farmington in the winter of 2018, and have started a family here. My son just recently had his first birthday (unfortunately in a quarantined environment), and my wife and I are so happy and excited to raise our family in such a beautiful town.

One of the most important reasons that we chose Farmington to raise our family was because of the school system. Data and historical education quality results clearly show that Farmington has one of the best school systems in CT, and ranks very high in New England. It has been brought to my attention that the town is considering freezing teacher salaries for next year, or even contemplating teacher layoffs which would only deteriorate the student/teacher ratios further.

I think we all need to think about the implications this will have to a highly successful and well run school system that we have in this town. By freezing teacher salaries, we run the risk of losing top-tier educational talent that have been successful in shaping the youth in our town for many years. By potentially laying teachers off, we put a major burden on the retained staff to teach large classrooms of students, in addition to inadvertently deteriorating the quality of learning because of the large classroom capacities.

In my personal opinion, teachers aren't paid nearly enough for the value that they bring to a community, and most importantly our families. They shape the future of our town every single day, and in Farmington they have proven to do an amazing job of that. The minimal increase to their salary each year is completely necessary, and represents just 0.59% of the total town budget. Let's be smart here. One of the last places I would look to improve the town budget situation would be to take away marginal dollars from teachers that work so hard to make our kids think, progress, and further improve our great town. There has to be budget "fat" that we can trim somewhere else, and we should all make it a point to look as hard as we can to do that before we decide to freeze teacher salary increases, or even worse, lay teachers off.

I sincerely appreciate you taking the time to read this letter and the concerns that I have expressed. Like I said before, let's be smart about this. Let's be respectful to the teachers that shape our town's future each and every day.

Best,

Kevin Mongillo

Agenda Item

H-64

Town Council Members,

I am writing this to give you my feedback to the current Town Budget proposal. I know a great amount of work has been done on the budget before and after the pandemic. I would like to make a couple of points.

1. 0% Percent Tax Increase

While having a 0% increase in taxes sounds great, what are giving up for this elimination. For me, the 2% increase would equate to approximately \$220 (less than \$20 per month). From, your proposed budget, the average increase will be \$177. I am willing to pay this increase to maintain all our services in town. You are worried about loss of tax revenue for fiscal year 2021. If taxpayers are unable to pay their taxes, it will not be due to the 2.8% increase. I suggest you keep the increase in the budget.

2. Freezing of Wages for Town / Education employees

Our town employees and education employees have stepped up over the last 2 months and will continue as we go through this crisis. Many of our town employees are residents, and a good amount of the extra money they earn goes directly back into the Farmington economy. We need our businesses to stay open and recover, but they need consumers willing to spend money. Freezing or cutting positions is not the way to help our town economy.

3. Possible Cuts to Educational Programs

As a parent of 3 children (11th, 10th and 7th grader), I have seen how much the schools have done for my children but all the families in Farmington. All of our educational employees have stepped up during the last few months. If the teachers do not accept a wage freeze, the current plan is to cut one or more of the following:

Full-Day Kindergarten

High School Sports

K - 12 Class Size

District wide Mental Health Support

School-based Technology Support

Farmington High School Electives

Elementary Strings and Music programming

Elementary World Language

Latin

Art

Custodial, Paraprofessional, Secretarial & Tutorial Support

Our students have endured enough over the last 2 months and to the end of this school year. They did not get the full education/extracurricular experience for this school. Reducing any of the programs above will then limit their experience for the 2020/2021 school year. We already know that the classroom experience will differ from prior years. One example is that we did not have spring sports for the 2020 season, and now there is a proposal to cut the athletics budget (and maybe some elimination of teams). Our student-athletes deserve better. I recommend not cutting any programs for the 2020/2021 school year.

4. Results from Fiscal Year 2019-2020

It would be helpful to see the reprojection for fiscal year 2020. Are we going to have a surplus or deficit? After 7 months, the town has already received over 92% of the revenue for the fiscal year. If there was a surplus, can we earmark that to help fund the 2020/2021 budget? Your estimate after 7 months into the fiscal year was a \$1.3 million surplus.

5. Unassigned General Fund (Rainy Day Fund)

From the financial report for June 30, 2019, the following was reported on the Unassigned General Fund:

The general fund is the chief operating fund of the Town. At the end of the current fiscal year, unassigned fund balance was \$15,227,357. As a measure of the general fund's liquidity, it may be useful to compare unassigned fund balance to total general fund expenditures. Unassigned fund balance represents 14.37% of total general fund budgetary expenditures and transfers out. The Town Council's current policy requires 10% to 15% in unassigned fund balance of the following year's budget.

The recommended budget from March had total expenditures of \$115.4 million. Based on the current policy, the unassigned fund balance should be in the range of \$11.5 to \$17.3 million. Can we use a small portion of the general fund to help in balancing the budget? If this is not a time to use the fund, then I cannot imagine what would be the appropriate time.

I know these are difficult times, but I am truly concerned with the revised budget. I am in favor of keeping the recommend budget from March. If you truly need to deviate from the recommended budget, I propose using some of the ideas from above.

Thank you!!

Byron Frank
50 Burnt Hill Rd.
Farmington, CT

Agenda Item

H-65

Public Comment,

Our teachers are dedicated to the education of our students. We believe that, as a result of this pandemic, our students' abilities could be at a range never before seen when we return to the classroom. Teachers will need to support each child as an individual in ways that are beyond anything that has been done before. The children of Farmington will need MORE from us, not less. Making premature budget decisions that lead to cutting staff is in direct

conflict with this. Educators will continue to do what's best for the children of Farmington. We ask you to do the same.

Darlene Dopp

doppgolf@aol.com

3 Belgravia Terrace
Farmington, Vermont 05032

Agenda Item

H-66

Hi everyone,

As the parents of two elementary school students in Farmington, as well as as a K-12 educator, I'm deeply saddened to hear about the proposed changes to the school budgets for the 2020-2021 academic year. While I understand that there are tough choices to be made, the last thing we as a community need to do is to weaken our school system. Our top priority must be providing the same excellent educational system that was the reason so many of us either moved to Farmington or chose to stay here! The proposed cuts (full day kindergarten, language in elementary schools, art and sports programs, etc.) are all things that help enrich our children's lives and our community as a whole.

The proposal, as well, to have the teachers' union choose between salary freezes and staffing cuts is brutal. It's an impossible choice to make. We can do better -- we have to do better.

Neither proposal is acceptable. Please, find a way to keep our schools (and our faculty) strong, even if it involves a tax raise.

Thanks,
Emily Bryk
Farmington

Agenda Item

H-67

To the members of the TC and BOE of the Town of Farmington,

First of all, thank you. Thank you for representing our town in your volunteer position. I know you all work hard by attending endless meetings and town functions, not to mention all the preparation before meetings and the recaps after. You do this while taking time away from your own families to help maintain our excellent level of town services and outstanding school system with the lowest mill rate in the local area. So thank you! I also know that you are expecting less income as people have a harder time paying their taxes and have therefore asked for a 0% increase in the overall town budget resulting in additional BOE cuts of 1.2 million from it's 2020-21 budget.

I can't begin to know the challenges of trying to plan for our town's future during normal conditions let alone during these unprecedented times. However, what I do know is that our children need you all to work out a budget that effects them the least. TC - since you are not purchasing the Parson's lot can't all or at least part the \$700,000 be used to help off set the difference in the BOE budget this year during this emergency we are facing? Our town manager is excellent, she and her team will find additional cost cutting savings. I know

you've asked. We are already holding off on repaving roads. There are probably other projects that could wait? Are both sides (town and school) trying to renegotiate outside service contracts, utility rates, etc? Does the state mandate anything that costs us money to implement? Can we ask for waivers on those items? One would think the state would work with municipalities to help defer expenses during the coming year as we all deal with the aftermath of COVID-19. Although my thinking might be too idealistic?

If the 0% increase must remain and the BOE has to make additional cuts there are other options besides a teacher salary freeze or cutting positions and eliminating student programs. There has to be! We all know there are cost savings strategies that can ease or eliminate the need to freeze salaries next year and maintain as much of our educational programs as possible. Here are a few I've noticed or heard about recently. I am unable to fact check everything I've heard but I ask our BOE to do more than ask town residents to only make comments to the TC. The majority of your \$210,000 cuts were to summer school and teacher salaries. You can cut more!

Please continue to work together so our students are impacted the least. Please consider the below cost savings strategies before hurting the best assets our school system has - the teachers and students. Our schools are rated so highly every year because of the people inside the buildings. Support those people - our faculty, staff and students. Find a way!

1. 2020 Spring Sports Salaries - Are you going to pay your coaches? Quite frankly you should since coaches work with their athletes year round even if only keeping in touch and sending workouts to do independently or with captains? However, if you are not going to pay them then those funds better role into next year.
2. Summer School - is it going to be virtual? It appears so since 160K was cut already but if there are more savings to be had in that line item find it. Perhaps less teachers are needed if it's virtual?
3. Central Office, principals and directors - I'm assuming all salaries will be frozen but that was not the message sent by our BOE this week so I want to make sure every employee under the BOE budget will be asked to do this not just teachers, paras and tutors. The wealthiest among our overall payroll are not the ones I just listed. Is there fat to be cut or frozen with this group?
4. Public Relations - It is not a necessity to promote our district, it is a luxury.
5. Professional Education - Can we not do this for less money next year? That has a 45% increase from the previous year's budget. Does this include PD days? Can we ask the state for a waiver on this to allow districts and towns to save some money. Do more online training or in-house training. Keep CO and other administrators in district. I know for a fact that we've sent principals to conferences around the country. Can we please just stay local next year. 3/4 of a million dollars is A LOT of money.
6. Lease of Equipment - renegotiate the lease. Do we really need the equipment?
7. Eliminate - field trips, new library books, library and professional subscriptions unless they are online tools NEEDED to help teach students. Maybe limit the number of online subscriptions to help save money.
8. Printing - if this includes the very pretty 4 color glossy update sent semi annually I don't NEED it and neither does anyone else. Send all information electronically. This would also help with your postage line item.
9. Travel - make schedules that allow a teacher to stay in one school for an entire day or let them fill up at Highway & Grounds once they reach a certain amount. The town must get a

better rate than having them fill up at Mobil and get a reimbursement for miles. Or is this the gasoline line item? That's a lot of gasoline by the way. CO stay in district for one year. I mean where are we going for 82+K a year. For one year you can stay put.

10. Replacement Equip & New Equipment - Can we get by for one more year with what we have? I find it very hard to believe that we couldn't. Less fortunate districts would love our equipment. And when can we have a conversation about Bring Your Own Device to school. Especially at the MS and HS. Many districts do this and it limits the need to constantly purchase new equipment. We'd need some but not as many if students who have them brought their own laptops or other device to school.

11. Memberships - are they necessary or a luxury?

12. Has the BOE factored in retiring teachers. Can responsibilities be shifted? Salaries should decrease since new hires tend to be paid a lot less than a retiring teacher. I know \$48+K was already cut but now is the time to be creative.

The bottom line is you can't send out emails and YouTube videos thanking teachers, staff and students for working so hard during Distance Learning or in celebration of Teacher Appreciation Week and then the next minute tell them you're cutting the programs and teachers we love and/or tell teachers your union needs to agree to this or we are cutting some of your colleagues. The optics were horrible and the timing appeared that one side was pointing fingers at another to rile up the masses. You are all on the same team. The Town of Farmington team - work together. Keep our town running without major changes to what makes our town so special - great schools and town services at the best mill rate around.

Once again, thank you for all that you have done and continue to do for our town. Please dig deep and figure out a better solution for the people who make our schools great - the teachers and students.

Sincerely,
Patricia Picard
11 Tanglewood Road

Agenda Item

H-68

Hi,

In these unprecedented times, Farmington must invest in the schools or risk falling further behind our surrounding peer town school districts. In a day and age when distance learning and evolving classroom approaches demand more of our teachers and administrators, we must give them adequate funding to do their job.

On a more personal note, we had my son apply to Northwest Catholic and other private schools this year due to our concerns about FHS. It's a shame that we have to explore that option but it really illuminates what a travesty this latest round of cuts is in the grand scheme of a financially stable town.

These proposed cuts and the process associated with it are unacceptable and if passed, there will be repercussions at the ballot box next fall and spring, mark my words.

Thank you,
David McCullough

Agenda Item

H-69

I have lived in Farmington for 44 years and this is the first time I have commented on the budget. My 4 children attended K thru 12 and graduated from very good universities. They were able to do this because of the education they received from the Farmington school system.

I am retired and therefore concerned about expenses but I feel the school system is the last place that cuts should be made. People relocate to Farmington because of the school systems and the tax rate is very reasonable.

I hope that the request to reduce the education budget by 1.4mm is reconsidered.

Thank you
Tim Conway

Agenda Item

H-70

Dear Members of the Town Council,

I write to you to share my profound disappointment with the lack of transparency associated with the budget process for the town this year and the increasing burden placed on our schools, teachers, students and their families.

As a parent, educator and resident of Farmington I do my best to stay informed, but the budget that I received in the last Farmington Newsletter and on the town's website is no longer what will be voted on by the council this week. I have learned that the Town Council Chair is now seeking a 0% tax increase, a change from the approved budget (March 2020). I did not receive any information, in any format, about changes in funding. Do you think it is appropriate to propose such a drastic cut to the town's budget without any official communication to the residents?

It is my understanding that bulk of the cuts will be to education. Why? Please tell me why education is always being asked to cut its budget? Why, in a town where most people value education and often move here because of our strong school system, is this an acceptable financing strategy?

I have learned that before the budget went to the Board of Education, Kathleen Greider cut \$800,000 from the budget and that the Town Council already cut \$1.7 million from the Board's budget during the Council's workshops. Now you are requesting an additional cut of \$1.8MM (\$1.2MM in operating and \$615,000 in capital.)?

How is this responsible when the schools, administrators and teachers have proven themselves to be more essential than ever under our current circumstances? You are asking teachers, yet again and after contracts were negotiated, to agree to a salary freeze? Have administrators agreed to a similar freeze? If the union does not agree to a salary freeze, the proposed cuts to education will severely affect students of this town and are in areas of direct student contact. The cuts are even more disturbing in the midst of the Covid-19 crisis.

How are families supposed to get back to work, or afford additional day care, if full day kindergarten is not available? Do you not see how the mental health of our students is more important as ever? As a teacher, I can tell you that mental health support services are essential to not only to academic success of students but more importantly to their well-

being. Cutting funding to high school sports sets up a "pay to play" situation that simply cannot be equitable – allowing only those with means to play. Finally, I have been in arts education for over 25 years. I could share volumes and volumes of research and statistics on how the arts are an essential part of any successful educational system and community.

Why can't cuts be made in other areas of the town budget? Why is the burden always on the teachers and school system?

Respectfully submitted,

Alexa Melonopoulos Fleury
10 Hillside Avenue
Unionville, CT

Agenda Item

H-71

Hello,

I am writing regarding the goal of the town council to have a zero tax increase in the coming year. I neither agree with or understand the rationale for this goal. The tax system is in place to fund necessary services that benefit the entire community and make us stronger as a whole. Weakening those services at a time like this when they are needed the most is a mistake. I understand that some have concerns about the future given the situation we are starting at, but the small extra sacrifice that each resident is being asked to give with a 2-3% increase in taxes does not compare to what we are losing with the cuts that need to be made. I hope that the council will take a hard look at the cuts that are required and make the correct choice to ask everyone to contribute a small amount to help benefit those who need these services more than ever in this time of need.

Thank You,
Mike Dennison
5 Hidden Spring Ln.

Agenda Item

H-72

Hi all-

We are writing to express our disagreement with the proposed budget for the town of Farmington, specifically the 0% increase and cuts to the BOE budget. If they don't agree to a salary freeze, many many programs will have to be cut that directly affect our students at all levels across the schools. We do understand that the COVID-19 pandemic has had devastating effects for many people all over the country and state; however I think we have to keep in mind the values of our town and reasons many residents live here.

We employ you all to do the job that you were elected to do. We are unable to vote in a referendum this year due to the pandemic which takes away our right to vote and express our feelings about the town budget. This proposed budget is not good for our town, our teachers and most importantly the smallest residents that live in this town. So many of us live in Farmington for the schools and wonderful education they provide. Please do not take that away by making the schools decide upon a salary freeze or major cuts to programs that are so important for our students and keep us as a top school district in the state.

Thank you for your time and I am confident that the elected members will do the right thing.

Lisa and Phil McMahon
1 Valerie Ln
Unionville, CT 06085

Agenda Item

H-73

Dear Farmington Town Council,

As an educator in the Farmington Public School system, I am writing to encourage the town NOT to cut the Board of Education budget. I also want to urge you NOT to request that the teachers take a zero pay increase. Education is of utmost importance to our community and the educators in Farmington are among the best in the state. The quality education that we provide to our students should be honored and respected; so that we can continue to provide exceptional learning for our students.

Please think of our students and our community and dedicate yourself to the cause to continue to help it thrive.

Thank you,

Sophie Nuccio
Team C Social Studies Teacher
Irving A. Robbins Middle School

Agenda Item

H-74

Zero budget increase and no lost jobs!

Ed Fulton

Agenda Item

H-75

Good morning - I think with all of the work teachers have put in for remote learning we do not need to have a 0 percent budget increase. Where is that coming from? Teachers need to be paid more! This is not the time to ask them to sacrifice even more. This is the time to invest in the people that our keep our community together and make our town attractive to live in. The town council needs to get it together. These schools and teacher are the community. Is this how we treat the people that help and teach our children? Thank you for your time.

Magen Bakaj

Agenda Item

H-76

Thank you very much for your service to the town. I understand the extraordinarily difficult situation under which you are operating and that you want to make the best decisions possible for the town in these unprecedented times.

I am very concerned about holding the BOE to a 0% increase. Without concessions from the teacher's union the programs that are slated to be cut would be devastating to education in this town. Innumerable residents have said education is a primary reason for moving to Farmington. I fear if these programs are cut they will never be reinstated. The damage would be irreparable.

I certainly understand the financial challenges we all face but strongly encourage you to look at other options including tapping into the rainy day fund and/or using funds set aside for the Parson's property.

Thank you for your time.

Scott Halstead
20 Trotters Glen

Agenda Item**H-77**

Dear Members of Town Council,

I would first like to say I hope you are all doing well and to thank you for all you are doing for our town during this time.

As a parent of a middle school student and a third grade student, I find it necessary to reach out and express my concern over the potential reduction to the school budget. I can appreciate your desire to present an overall town budget with 0% increase for '20-'21, however, that would be a big mistake that would create an enormous impact on our student population.

If the salary freeze is not agreed upon, cutting the \$1.2 million from the school budget would have long lasting effects on the students well beyond the '20-'21 academic year. The students, teachers, and administrators have suffered a great deal already these past 2 months and will continue to suffer through the end of the school year and into the summer without summer school support for those that would benefit from it.

Any reductions to programs that I have been hearing about as possible cuts (full day Kindergarten, increased class sizes to already too big classes, world language, music, arts program, high school electives, any sports, Latin, mental health staff, and other school support staff) would continue the suffering and negative impact that the Farmington student population has already endured through this pandemic time. I implore you to identify other options to maintain our teaching and support staff.

Class sizes are already too large and teachers are struggling to provide adequate support, even with Paraprofessionals in the rooms. In my experience as an active volunteer in the school, they have their hands full with behavior challenged children that takes away from the overall academic experience for all students. Larger class sizes would greatly and negatively impact this even further. The programs that are being considered as a cut are great outlets for students and reduce the chances for students to succeed in areas they may be interested in as careers opportunities.

Reducing teaching, paraprofessional, mental health, custodial and other support staff is wrong, especially following the months of crisis the students will have endured. It is paramount that they receive a better academic experience by having more intimate class sizes and support they will undoubtedly need and benefit from. They will require more social and emotional support right along with the need for the academic. Next year and the

coming years will be more challenging to bring children up to where they should be, it isn't only the summer slide they will have to recover from, it will really be a March 23rd and on slide. Reducing class size, not reducing staff, is the way to go. This not only supports the need for the academic, social, and emotional needs, but would address the social distancing needs that will most likely be required. You put our children at more risk by increasing class size.

There must be other ways to find this money. The most obvious is a small tax increase and possibly tapping into a "rainy day" fund. If this isn't a rainy day, or monsoon day, I don't know what would be.

While I certainly understand the challenges, I unequivocally know that cutting the BOE budget is not the answer if the salary freeze is not agreed upon. I may seem cliché, but these children are our future, and they have already been impacted far too greatly to hurt them even more. The students, our teachers, and frankly the community deserve better.

Respectfully,
Laura Dutil
1 Barberry Lane

Agenda Item**H-78**

Town Council Members,

14 and a half years ago, my family and I moved to Farmington, CT. Part of it was because the town was beautiful, and we could experience all the seasons we love. Part of it was because it was safe, and was a town filled with amazing people. The biggest factor into our move from Bristol to Farmington was because of the great reputation of the school system. My parents looked high and low, but nothing topped the education that Farmington School Systems would eventually give us. From the first day of school, to the field trip to the firehouse across the street, the Boston field trip, the 6th grade and eighth grade fun-days. This has been the best school system I could have asked for.

Now we, the students of the Farmington Public School System, need something more. In the Recent email sent to residents of Farmington far and wide, it was stated that Farmington was looking to cut money out of the school system in order to prevent tax increase this year. As a noble cause as that is, The school system would never be the same without the things that would be cut out of the budget.

In this new budget cut, there could be significant reductions in both boys and girls athletics at the high-school. This means that any students looking to compete in state wide, country wide, and maybe even district wide competitions would be unable to do so. This also means no new equipment for the teams. As an avid sports fan and player at the High-school, this is unfair. Unfair to any students who work tirelessly to improve their game for a shot at a scholarship. Unfair to students who interact with their teammates and create lifelong friendships. Unfair to students who come to school so they can play the game. Cutting sports off means cutting off a part of a Student-Athlete's life.

It is also written in the list of budget cuts that there would be less electives for the students, as well as larger class sizes. This cannot be done. Reductions in the music department and art department would take away some of the most positive experiences in the school day. Students who rest everything on the fact that they can leave a choir, art, band, and countless other classes in these departments stress free, because they were able to spend time expressing themselves and being creative. Taking these classes away would be a

horrible thing, for all the students they positively impact every single day. I can't imagine my life without a choir to sing in, and to have to go through everyday without interacting with some of the best music teachers in the state, that would be awful. Opportunities that some students may never see again would be cut out of their life, like being able to perform for family in our community or be chosen for regionals, and they couldn't do anything about it. These actions could result in the loss of musical scholarships, or as simple as the development of a lifelong hobby throughout our school system.

As stated before, this would also result in larger class sizes, which means less specialized learning. Smaller classes means that students get the attention that they need in the class, as well as lessons that were catered to help them learn better. A larger class would mean that one lesson would have to suffice for upwards of 25 students. This would result in a drop of grades throughout the district, and some students would have to spend copious amounts of time teaching themselves. As I have learned throughout this connected learning process the face time I get with my teacher is a valuable asset to my education, and I only would receive that type of education with smaller class sizes.

Another thing that would be cut out of the schools is the mental health department. This means guidance counselors would be released, or schools would be sharing mental health staff, and there would be no one to help kids struggling, in school or out. When reading this, my mind instantly went to my guidance counselor, Kimberly Hudock, known to me as Ms. Hudock. Without her, I would have been totally lost this year. At the beginning of the year, she helped me out by getting off to a strong start, and also scheduled a 504 meeting for me, because I had some difficulties learning in a typical environment. In the middle of the year, she helped me pull myself out of a hole when I missed a week and a half of school due to the flu. She helped me get back to my feet, and also helped me stay strong in that time. That isn't it, lately Ms. Hudock has been helping me with connected learning, because I have struggled with the transition to a completely different way of learning. Ms. Hudock is helping me set up a schedule, and by keeping me motivated. I owe Ms Hudock everything this year, and to think that if I didn't have her specialized help, I could be failing school. This could be the reality that some students would have next year; Failing because they didn't get the help they needed from a guidance counselor, school psychologist, or paraprofessional. It would ruin their year, by keeping them from doing what they wanted, in sports, outside of school, and even in the extracurricular activities. A solid mental health staff means so much to some kids in the school system, and taking that department out, or shortening the staff could lead to a student struggling not only academically but emotionally and even result in flunking out of highschool.

The final point I have to make on all this is where the Latin department lies. Taking away these classes could be one of the worst things some students could imagine. The creative and fun ways to learn in those classes, as well as the curriculum, makes them one of the best learning environments in the high-school. Students who take these classes may also be taking them because they want to go into a career that requires them to know Latin. These careers include translators, Foreign language and literature teachers, secondary school teachers, and some branches in the medical field. This could crush some students' dreams, of being a teacher, or a doctor.

When I read about these potential cuts, I can only think of teachers who I know and interact with almost every single day, like Ms. Kenyon, my former Choir teacher, who helped me find my love for singing. Ms. Carrozza, who is helping me take my singing to the next level. Ms. Millar, who helped me find my way in Algebra in 8th grade, which has helped me succeed as a freshman. I can think of so many examples of teachers (too many to list) who have helped me in school from grade to grade, year to year. I write this for the students who will come after me, in hope that they can have the same great experience in

school singing, playing sports, doing art, or playing an instrument as I have. I write this letter hoping that the members of the council will realize that, while these things that the school offers may not be necessary in the eyes of the town council, they are necessary in the hearts of the children, teens, and teachers of the Farmington Public School System. I believe the town has built an academic reputation for itself as providing a great school system, the teachers, supports, and students are worthy of protecting that reputation and the town should be willing to support small tax increases to protect that reputation as well.

Thank you for your time, Dylan Landry FHS Class of 2023

Agenda Item

H-79

Dear Town Council Members,

I first want to thank you for all of your hard work navigating the budget season in this very difficult time. Thank you for finding a path for the budget that prevents teacher lay-offs and wage freezes. We are proud of the Farmington school system and it was a big factor in our decision to purchase a home here 4 years ago. I personally would support a tax increase if needed to maintain our schools' high standards. I look forward to hearing more about the new plan and thank you for all your hard work in these challenging times.

Sincerely,
Jillian Ciriello
4 Glenmore Dr

Agenda Item

H-80

To Whom It May Concern,

I know these are unprecedented times. Difficult decisions must be made. I understand folks don't want costs to increase, but I am deeply concerned that our children's future will be profoundly impacted if we start eliminating vital aspects and choices across all levels of education in our schools. The curriculum is currently very rich and full of vital educational opportunities that are helping to shape my children and all our children as they have to navigate the unique world we live in. My kids love learning the core curriculum, but they also especially love learning the cello, love the language opportunities they have and love the sports opportunities. They love art and the STEM aspects of their learning as well. All of this is shaping them to compete in the future global market of higher education as well as the global job market.

As it is, despite being told no formal decisions have been made about curriculum cut backs, rising sixth grade students entering IAR are already experiencing changes and cuts as Latin was eliminated from their curriculum choice. This is so sad! I feel once we start eliminating choices like this no matter how minimal it seems in the moment, this will very likely start a negative cascading of cut backs. Farmington's exceptional educational school system will lose it's exemplary standards of providing each child a well rounded education. This vital education affords enrichment opportunities that helps put them ahead as they have to compete against other students coming from equal or better educational curriculums from other towns and in fact globally as they try to prepare getting into colleges or trade schools, then ultimately the job markets of the future.

Each time we take a language, sport, art, musical or technological opportunity away, we impact each child's ability to achieve his or her best personal path forward in discovering what he or she is meant to do.

As a healthcare worker working in the trenches with COVID + patients I am living with the reality of federal and state cut backs over the years...a little here...a little there...over the years to cut costs and how these cut backs over time have caught up to us. Every day I am told I have to modify how I protect myself because there isn't enough PPE. I am living daily with risking my family's and my health daily because of cutbacks.

I don't want those same mistakes made for my children in terms of their education here in Farmington. This is their future and the global economy is only going to become more competitive and unsure over time. I want both my children to have as many choices as possible to succeed.

I am hoping there is transparency in this process and that all options are explored versus cutting vital components out of our curricula. Once we cutback these vital diverse educational opportunities it is difficult to reinstate them back.

Please, I implore you to look at all options before you take away vital learning opportunities. Even if it means increasing taxes or working across lines in the unions to negotiate compromised agreements going forward. We have to try and figure this out without compromising our educational integrity here in Farmington.

Thank you for taking the time to allow me to express my opinion. I hope collectively everyone can work towards a positive outcome.

Sincerely,

Danielle DeBlois

Agenda Item

H-81

While we are pleased that a compromise has been reached that will not devastate our municipal services or schools, we must correct your statement about the unions declining a wage freeze. The wage freeze proposals would have been accepted by almost all unions if the council had offered a no lay-off promise. Purportedly, the wage freezes would have maintained a 0 increase budget, so it was disingenuous to not extend that assurance. Please know these unions were, and remain, aware and supportive of the need to adjust to this fiscal reality. A great many are town residents as well as town employees, who choose to live and work in Farmington and are committed to the best for our community.

Mary Pat McCullough

Agenda Item

H-82

To the Farmington Town Council Chair and Town Council Members,

I would like to start by thanking the Farmington Town Council and all our elected and non-elected officials for the work you are doing during this difficult time. I am writing because of concerns I have regarding the proposed cuts to our schools' budget that would result in the elimination of school programs and services. Farmington's strong schools are one of the principal factors that distinguishes our community from others in the region and the state. Our schools are an important asset to our community, and one that must not be put in jeopardy.

Our highly regarded schools make our town a desirable place to live and positively impacts both its residents and its businesses. The home values of all Farmington residents directly benefit from its schools regardless of whether they have children in the schools or not. Homes in communities with strong schools enjoy better and more stable property values than those located in communities with underfunded schools. Many businesses in our community benefit from our schools' reputation because they use this point when recruiting employees. Many of our large businesses attract candidates by emphasizing Farmington's high quality of life which is highly influenced by the strength of our schools. Businesses in our town also benefit by the pool of qualified candidates our schools provide. Keeping our educational system competitive benefits our whole community. Any step taken that weakens our schools will have negative and long-term effects on its residents and businesses.

The current crisis has demonstrated the tremendous value of having a quality educational system. Our children have been able to cope better than children in other communities thanks to the school district this community has worked hard to develop and maintain over many decades. Teachers, Custodians, Cooks, Principals, Nurses, Office Staff, and every member of Farmington schools have worked hard to confront this health crisis and ensure the children of our community continue to receive a great education and support. Cutting funding to our schools will make the job of educating our children more difficult in the immediate future and it could place Farmington in the same path other towns took that led them to diminished schools and communities.

Our schools are an integral and important pillar of our community and one that represents some of the best qualities of Farmington. Yes, our community is facing a large challenge, but this challenge must not be addressed with actions that we will regret long after the crisis is over. I respectfully ask the Farmington Town Council to abandon the proposed cuts to our schools.

Sincerely,

Jose R. Ruiz
20 Whispering Rod Road
Unionville, CT 06085

Agenda Item**H-83**

Dear Town Council,

I am a lifelong resident of Farmington, I have lived here for 50 years. I grew up here with my 8 siblings, all attending Farmington schools. 3 of us and my mother still live here. I have 3 kids in 3 different schools here in town, plus my niece. As I am sure you can understand, Farmington is a special place to me, I chose to stay here and raise my kids here. One of the main reasons I stayed was because of the school system.

I am very concerned if you cut \$1.2 million from the school budget. It's bad enough that the high school already has its challenges with a school that is falling apart and is posing health and other risks to our children. My daughter NEVER had a breathing problem or asthma in her life. She developed breathing problems when she entered FHS last fall as a freshman. Ironically she gets better over the summer but it all returns when she goes back to school. She now has an inhaler and nebulizer. The classes are overcrowded, a budget cut and cutting teachers is not the answer. There has to be another way??? Don't let our school system go down, families move here or stay here for our wonderful school system & our dedicated teachers! We need ALL these teachers, if you cut them and classes are

overcrowded, I am concerned our children will have even greater challenges, especially with doing CL. These kids need the extra help, the extra support in all aspects of school life.

My siblings and I participated in after school sports at the high school. We played soccer, baseball, softball, volleyball, basketball and track and field. My daughter and niece are both involved in FHS sports now. It's a great outlet for the stresses of everyday life for these kids and gives each student the opportunity to participate, form new friendships and a support system they need, especially now. I can't imagine cutting any of them.

My Mom has attended 14 IAR graduations (15 would have been this year) and 11 FHS graduations (4 more in the future). We are proud of our schools here in Farmington. If our schools get overcrowded and don't have the support my kids need, I would hate to have to look to alternative schooling.

Make the right choice. I know you can figure a way to keep these teachers and keep from cutting \$1.2 million from our budget.

Thank you,

Maura Harty Raeburn

Class of 1988

Agenda Item**H-84**

Dear Members of the Town Council:

We are so disheartened to hear that the Farmington Town Council wants the 20/21 budget to be cut drastically so there is no tax increase this year. We sincerely hope that you reconsider. I understand your desire to do this as so many are suffering economically right now. But the area of education is NOT the area to make such deep cuts.

We are hearing that you are asking schools to cut \$1.2 million from their operating budget(salaries) and \$615 from their capital budget (building projects).

Asking teachers to take a pay freeze is ridiculous after the hard work they have put into Connected Learning and having their jobs turned upside down throughout the process. The next step will likely be asking them to return to a classroom that may put their health at risk. And at the same time give them a pay freeze? It is unacceptable.

I understand If there is no salary freeze, there could be other cuts:

- no full day kindergarten (7 teaching positions)
- higher class sizes across the district
- reductions in FHS electives - 1 per department
- reductions in FHS sports- both boys and girls
- Reductions in the music department, including, but not limited to grade 2 strings
- No world language in grades k-4
- No latin in grades 8-12
- reductions to the mental health staff
- reductions to the Arts program

Ironically, these are many of the things that set Farmington apart as being a great school system. It is why we moved here 6 years ago. So, now if you take away these amazing

educational opportunities and necessities, add the crumbling FHS building to it all...and you have a grim outlook for Farmington. Who would want to move here, or stay here? Low morale from a staff who was forced to get pay freezes after putting their all into a chaotic year, programs taken away, higher class sizes. This all sounds horrible in my opinion. We are repeatedly being given opportunities to move elsewhere, but we love Farmington, the people, the teachers, the programs, our neighbors, the businesses, the bike trails, the land. But decisions like cutting essentials in our childrens' education are sure to have us looking to go elsewhere.

It is in times like these where you must come up with creative ways to fund our schools. Education is the key to success. We count on you to foster the success of our Farmington students. My family is counting on you to make the right decision, a decision that is best for the future of our young residents, our families, our town. That decision should be funding our schools properly.

Thank you.

Sincerely,
Lori & Robert Tomkiewicz
3 Old Canal Xing
Farmington, CT 06032

Agenda Item

H-85

Hello Farmington Town Council members,

I am Kavita Umarani living at 7 Lakeview Dr Farmington ct 06032.

The 2020 pandemic has posed unprecedented challenges and forced us all to innovate new ways of carrying on processes. In regards to that, I appreciate the new processes put forth by the State Government.

With the town budget I understand the hard choices you are having to make, as a parent with two children in the Farmington school district I am very concerned about what cuts could do to our schools, and would request you to work collaboratively with the Board of Education and unions.

Thanks for your consideration,

Sincerely,
Kavita Umarani

Agenda Item

H-86

To the Town Council,

I am the mother of three students in three different Farmington schools. While I cannot imagine being without a job and contemplating a year's worth of taxes, I cannot imagine a public school system cutting funding for any programs directed at mental health. My family has spent over a year navigating the mental health system in the state of Connecticut including hospitals and insurance companies. When the battle began for us I can identify

three educators who raised the red flags that started the journey. That is not to say that there were not others who picked up signs that we had an uphill battle, but did they feel empowered or comfortable or confident enough to say anything? Did they have the training to recognize normal, healthy child or adolescent behaviors versus unhealthy, dangerous behaviors?

I am thrilled that Westwoods' connected learning frequently spends time on stress reduction and ways for fifth graders to identify which go to methods of stress reduction will reach them. I would like to think it is a town wide initiative and not just the team my son is on. I would like to think that Farmington recognized the dangers of unidentified mental health issues, the risks of isolation that some kids are feeling and introduced these lessons into the curriculum. Maybe this particular team has foresight beyond their years.

Knowing what a horrific loss the high school community experienced at the beginning of this school closure, how can cutting mental health services, programs, specialists, support systems and activities that contribute to strong mental well being be anywhere on your list?

Sincerely,

Jennifer Shockley

Agenda Item K:

Report of the Town Manager



MOTION:

Agenda Item K

Report of the Town Manager—Memorial Day Parade, COVID-19 Updates, Quarterly Report, May 26, 2020 Town Council Meeting

Memorial Day Parade

The Memorial Day Parades scheduled for May 25, 2020 have been cancelled. We are working with the Veterans on another way to honor the community. I will update the Town Council when more information becomes available.

COVID-19 Update

- **Economic Development Update**
Attached please find an update on the Economic Development Department's COVID-19 response.
- **Social Services Update**
Attached please find an update on Social Services COVID-19 efforts.

Quarterly Reports

Attached please find the Quarterly Reports.

May 26, 2020 Town Council Meeting:

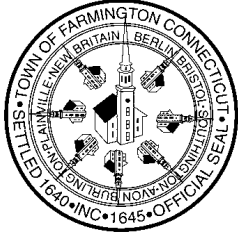
The May 26, 2020 Town Council meeting will be a workshop meeting. The Hill-Stead Museum will be giving a presentation.

Agenda Item K:

Economic Development

COVID-19 Updates





ECONOMIC DEVELOPMENT MEMORANDUM

TO: Kathy Blonski, Manager's Report Submission

FROM: Rose Ponte, Economic Development Director

DATE: April 30, 2020

SUBJECT: Economic Development Department COVID 19 Response

COVID-19 quickly and dramatically changed life as we knew it. To keep pace with the flood of rapidly changing COVID- 19 information we worked with our website designer to modify the Explore Farmington website and temporarily convert it to a Farmington COVID-19 response site. The modifications allowed us to:

- Highlight essential businesses that were still operating
- Effectively communicate all updates with the community
- Roll out the latest health guidelines, economic assistance programs, and safety ideas
- Promote virtual events
- Offer ways for the community to support local businesses, highlighted volunteer opportunities and donation needs in the community

In addition to the website modifications we increased our email communications. During the past seven weeks, we sent out

- 16 emails with an open rate of 37%, representing 8,998 open emails, and 1,294 link clicks.

- Daily we posted on Explore's Facebook page, and weekly on Instagram. Engagement on both platforms have continually increased.

Maintaining a sense of community and keeping the community connected, informed, and engaged has always been an important goal of the Economic Development Department. During this stressful time, not only was it imperative that we communicate effectively, but we needed to celebrate our heroes, to comfort families and kept spirits high. To accomplish this, we:

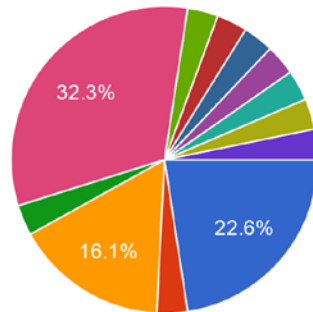
- Coordinated with local churches and the Farmington Fire Department to lead the community on Friday evenings to cheer and thank our first responders and essential employees
- We blogged about the hometown heroes living and working in Farmington
- We promoted the first responder's parade at UCONN Health, the Parade at New Horizon's Village, and parade at Touchpoints nursing home
- We created a Farmington Strong photo collage to celebrate the generosity and spirit of the Farmington community.

To help us shift from response mode to recovery mode, we sent out a business and consumer confidence survey. Over the course of the past week we received 73 responses. The survey results will allow us to better understand the challenges that our businesses are facing and will provide insight into the expectations that must met before consumers feel safe returning to their favorite restaurant and shops. I've attached the results of the survey responses for you to review.

As we prepare to reopen our economy and adapt to our new normal, continuing to communicate and engage our community will be a crucial component to a successful recovery. In the coming months we'll need stay adaptable and flexible, we'll have to think outside the box while implementing best practices, and we'll have to make difficult decisions. I look forward to working with you and the rest of our team to bring Farmington back!

What are the greatest challenges to restarting your business?

31 responses

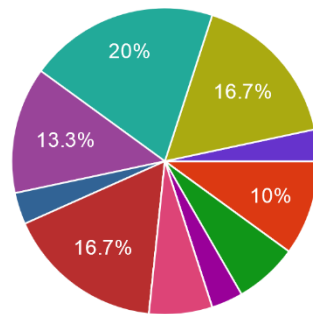


- Cashflow – payroll, rent, utilities
- Having an adequate Workforce
- Employing social distance guidelines f...
- Access to capital
- Access to Business Assistant Program
- Having adequate disinfecting procedu...
- Loss of customer base
- PPE supply

▲ 1/2 ▼

Select your Industry

30 responses

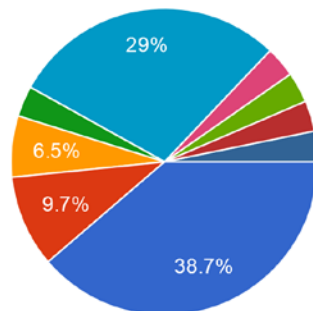


- Arts and Culture
- Construction
- Entertainment
- Finance
- Hospitality
- Insurance
- Manufacturing
- Marketing/Advertising

▲ 1/3 ▼

What are your employees' greatest concerns?

31 responses



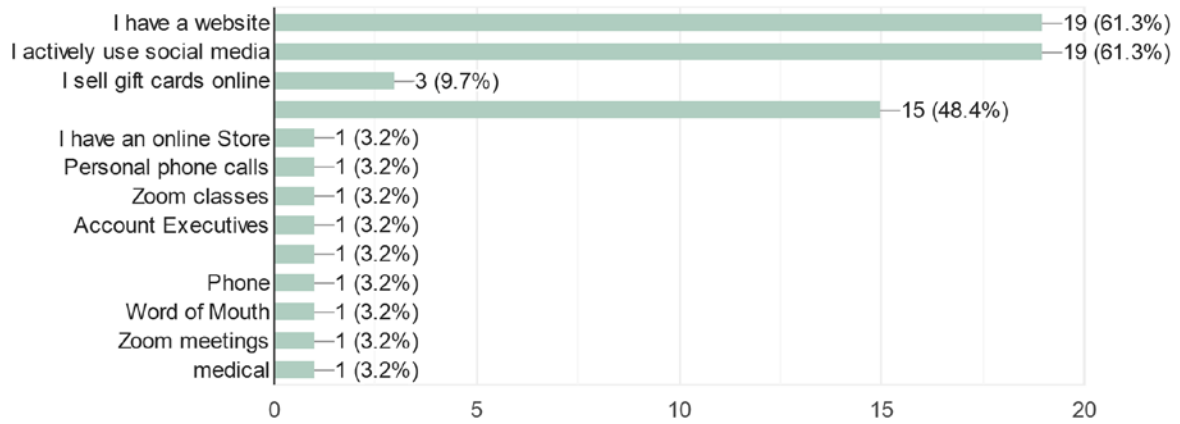
- Loss of pay; in ability to pay bills
- Loss of productivity
- Inadequate childcare
- Inability to work remotely due to inade...
- Access to Health insurance / health care
- Fear of workplace exposure
- not sure seasonal help have not open...
- should they come back and lose their...

▲ 1/2 ▼

BUSINESS SURVEY

How do you engage with your customers? (Please check all that apply)

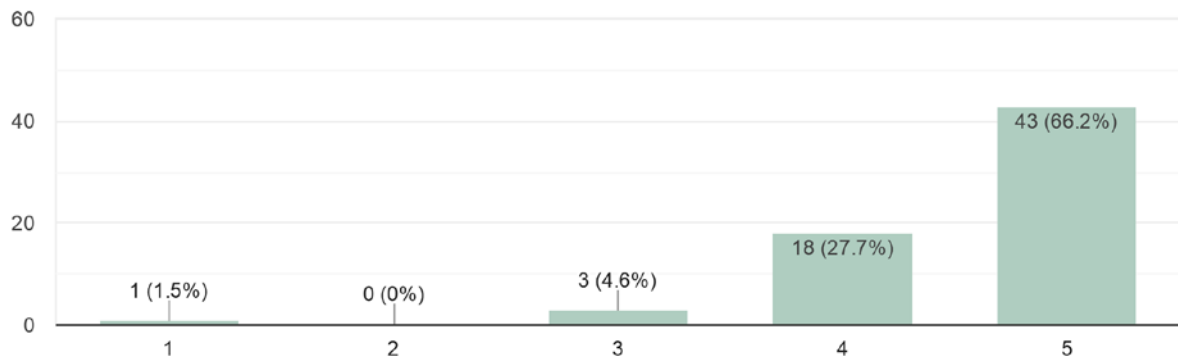
31 responses



CONSUMER CONFIDENCE SURVEY RESULTS

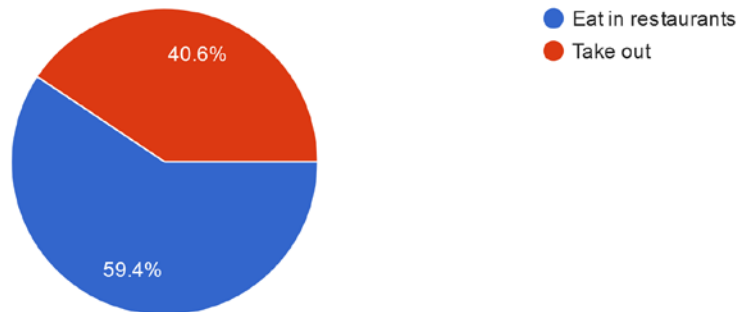
Where do you prioritize supporting local business?

65 responses



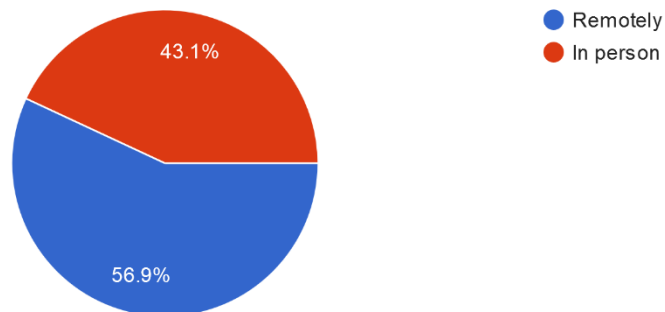
When it is safe to reopen our economy how do you plan to visit restaurants?

64 responses



How will you prefer to attend large events?

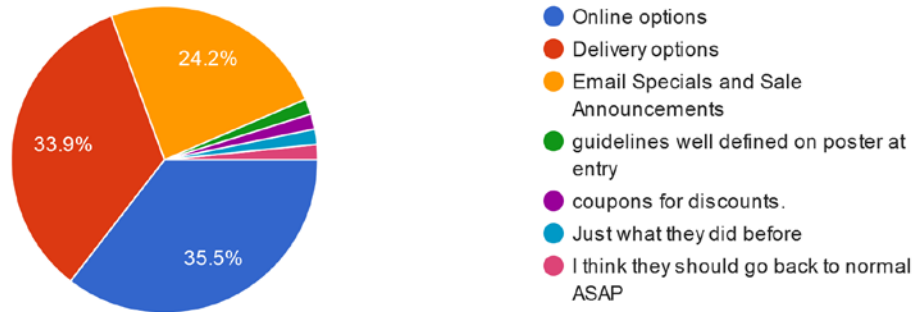
65 responses



CONSUMER CONFIDENCE SURVEY RESULTS

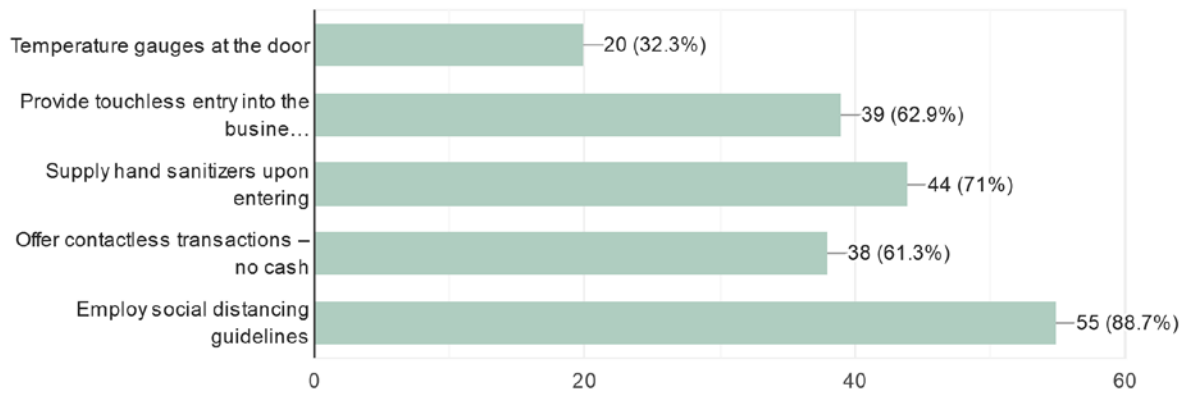
What do you want local businesses to offer?

62 responses



Select all the options you feel businesses should employ to make you feel safe:

62 responses



Agenda Item K:

Social Services

COVID-19 Updates



FARMINGTON COMMUNITY & RECREATIONAL SERVICES

COVID-19 Crisis Response

The entire staff of Community & Recreational Services is actively engaged in community support initiatives while adhering to the town policy of social distancing and remote operations.

SUPPORTIVE SERVICES

#IsolateAndAdvocate

Responding to sharp increase in requests for assistance with unemployment, SNAP, past-due bills & food pantry needs.

Hundreds of check-in calls made weekly to at-risk residents (income-restricted, elderly, disabled and mental health needs).

New partnerships with Cugino's of Farmington and Dine In CT to deliver free meals to quarantined families.

Offering financial relief to families through United Way's COVID-19 Response Fund

Supporting Farmington Food Pantry to ensure they can meet increased demand for food and household items

Virtual counseling, JRB meetings, and youth and client check-ins happening regularly.

COMMUNITY SERVICES

#IsolateAndCollaborate

Working with more than 50 volunteers to provide services for residents in isolation (grocery shopping, yard work, prescription delivery, small errands). Over \$3,000 from Farmington Community Chest's Direct Aid Fund spent through this program.

Collecting and distributing hundreds of masks to residents, prioritizing at-risk seniors and families.

High school students and Rotary Club volunteers are calling isolating residents for check-ins

Senior Center hosting Zoom meetings for certain social and hobby groups as well as weekly emails.

Dial-a-Ride continues to provide transportation for all seniors to essential services (grocery, banking, etc), as well as to families for the school meal program

Working with local radio station to air special FHS "Songs of Hope" music performance by students

RECREATIONAL SERVICES

#IsolateAndRecreate

Developing and determining the possibility of summer programming, utilizing new COVID-19 guidelines and restrictions

Instructional videos and activities posted on Recreation Instagram and Facebook pages to keep residents engaged.

Golf course continues to operate successfully following COVID-19 protocols

Agenda Item K: Quarterly Reports



TOWN OF FARMINGTON STRATEGIC PLAN

Adopted July 2005
Amended January 2006
Adopted January 2008
Amended November 2008
Adopted March 2010
Amended November 2012
Adopted February 2014
Adopted December 2014
Adopted February 2016
Adopted May 2018
Adopted January 2020



Strategic Plan/Town Manager’s Goals – 2020-2022

Goal 2 Transportation and Land

Improve the transportation infrastructure systems to allow for better traffic movement through town and facilitate implementation of traffic improvement systems including alternate means of transportation (biking and walking); endorse policies that expand, preserve and protect the character of neighborhoods including the town’s significant historic roots and charm with a balance between open space and land development.

Desired Outcomes	Deliverables	2020-2022 Goals
<p>2.1 Partner with the Town Plan and Zoning Commission (TPZ) to facilitate public awareness of the TPZ and Town Council roles, responsibilities and vision in land use matters.</p>	<p>The Development Wing participates and provides professional planning and technical support for all land use committees, including Planning and Zoning Commission, Zoning Board of Appeals, Architectural Review Committee the Inlands Wetlands Commission, Conservation Commission, Historic District commissions and the Economic Development Commission, and maintains a communication link between the public, the Land Use committees, Economic Development Commission and the Town Council.</p>	
<p>2.2 Collaborate with Town Plan and Zoning Commission to implement the vision in land use matters.</p>	<p>Assist the Town Plan and Zoning Commission with their leadership and policy-making roles and assist in the implementation of the Town of Farmington Strategic Plan. Ensure the administration and compliance with Town Plan of Conservation and Development. Review and make recommendations to the Town Plan and Zoning Commission regarding town planning issues.</p>	<p>1.) To establish a Town Council ad-hoc committee to work with Town staff to make recommendations to the Town Council on the following:</p> <ul style="list-style-type: none"> - The future use of Parson’s property. - The environmental liability associated with ownership of the Parson’s property. - The phasing portion of the BSC Streetscape Improvement Plan. - The selection of a preferred developer for the development of the Parson’s property. <p>See attachment 1</p>

Strategic Plan/Town Manager's Goals – 2020-2022

Goal 2 Transportation and Land

Improve the transportation infrastructure systems to allow for better traffic movement through town and facilitate implementation of traffic improvement systems including alternate means of transportation (biking and walking); endorse policies that expand, preserve and protect the character of neighborhoods including the town's significant historic roots and charm with a balance between open space and land development.

Desired Outcomes	Deliverables	2020-2022 Goals
<p>2.2 (continued) Collaborate with Town Plan and Zoning Commission to implement the vision in land use matters.</p>	<p>Assist the Town Plan and Zoning Commission with their leadership and policy-making roles and assist in the implementation of the Town of Farmington Strategic Plan. Ensure the administration and compliance with Town Plan of Conservation and Development. Review and make recommendations to the Town Plan and Zoning Commission regarding town planning issues.</p>	<p>2.) To review Affordable (Workforce) Housing Goals and present deliverables and strategies for Town Council consideration. Provide quarterly reports to the Town Council.</p> <p>The Affordable Housing Grant Application and Budget were submitted to the State on April 16, 2020.</p>
<p>2.3 Collaborate with Federal and State officials to expedite traffic improvement plans.</p>	<p>Oversee actions taken to improve traffic issues to include meeting with the State of Connecticut staff representatives on a regular basis.</p> <p>Work with the State of Connecticut to implement future State DOT projects and apply to CRGOG or to the State for the new projects.</p> <p>Oversee actions taken to improve traffic issues to include meeting with the State of Connecticut staff representatives on a regular basis.</p> <p>Work with the State of Connecticut to implement future State DOT projects and apply to CRGOG or to the State for the new projects</p>	<p>3.) Manage actions taken to improve traffic problems including meeting with the State of Connecticut Department of Transportation on quarterly basis. Report on the following projects to the Town Council on a quarterly basis.</p> <p><u>State Project(s)</u></p> <ul style="list-style-type: none"> • #51-260-Route 4 Project- To conduct and review the options for a post construction traffic study. Study is being reviewed and evaluated • LOTCIP Project South Road/Route 6 Plans submitted to CRCOG/DOT for review on May 4, 2020 <p>4.) To continue to evaluate the potential and location of an additional river crossing with the State of Connecticut Department of Transportation to alleviate traffic in the Town</p>

Strategic Plan/Town Manager’s Goals – 2020-2022

Goal 2 Transportation and Land

Improve the transportation infrastructure systems to allow for better traffic movement through town and facilitate implementation of traffic improvement systems including alternate means of transportation (biking and walking); endorse policies that expand, preserve and protect the character of neighborhoods including the town’s significant historic roots and charm with a balance between open space and land development.

Desired Outcomes	Deliverables	2020-2022 Goals
		Centers. Ongoing. No funding available at this time.
	<p>Staff to participate in the Traffic Review Board, coordinate and work closely with the police department special projects unit. Manage the statistical data and information from traffic accident data to address neighborhood traffic concerns and update the traffic enforcement plan.</p> <p>Staff to work with the Town Plan and Zoning Commission with regards to alleviating particular traffic issues in conjunction with developments that have been submitted to the Town Plan and Zoning Commission.</p> <p>Staff to continue to utilize non-structural improvements within new developments submitted to the Town Plan and Zoning Commission (school bus access, curb cuts, mass transit, and emergency access).</p>	<p>5.) Provide needed support to ensure that the Bicycle Advisory Committee develops new goals for Town Council consideration for the 2020-2021 year in conjunction with Town Departments. Provide Quarterly Reports to the Town Council</p> <p>No action. Quarterly Reports will be submitted to the Town Council following the next Committee meeting. The April 2020 Meeting was cancelled.</p>
<p>2.5 Ensure that roads and sidewalks are maintained at a high level of quality and are accessible to all residents.</p>	<p>Public Works Department to manage the safe, efficient and effective construction and maintenance of public roadways, including directing road construction, snow, leaf removal, and tree removal and overall general maintenance and upkeep of all public roads</p>	<p>6.) To establish an ad-hoc Town Council sub-committee to work with Town staff to review Chapter 169 “Streets and Sidewalks” and to make recommendations for any modifications to the Ordinance to the Town Council for approval. Provide quarterly updates to the Town Council.</p> <p>No Action: COVID-19</p>

Strategic Plan/Town Manager's Goals – 2020-2022

Goal 2 Transportation and Land

Improve the transportation infrastructure systems to allow for better traffic movement through town and facilitate implementation of traffic improvement systems including alternate means of transportation (biking and walking); endorse policies that expand, preserve and protect the character of neighborhoods including the town's significant historic roots and charm with a balance between open space and land development.

Desired Outcomes	Deliverables	2020-2022 Goals
<p>2.6 Determine Farmington's citizen and business priorities for future land use in regards to initiatives put forth by federal and state agencies.</p>	<p>Maintain a communication link between the public, the business community and the Town through the implementation of the Plan of Conservation and Development and encourage those priorities at the federal and state level.</p>	
<p>2.7 Promote the maintenance, improvement and expansion of Town wide infrastructure.</p>	<p>Manage and continue to implement the maintenance and improvement plans for all Town infrastructures through the seven -year Capital Improvement Plan. Assist in updating the Town's sanitary sewer master plan of the Water Pollution Control Authority.</p>	<p>7.) To close out all remaining financial aspects of the comprehensive upgrade of the Wastewater Treatment Plant and develop the share of the project cost that each of the participating Towns (Avon, Burlington, Canton, and Farmington) and the University of Connecticut Health Center must pay over the next 20 years. Provide quarterly reports to the Town Council.</p> <p>Attachment 2</p> <p>8.) Provide needed support to ensure that the Farmington High School Building Committee moves forward and receive the appropriate staffing support to complete objectives. Provide quarterly reports to the Town Council.</p> <p>Attachment 3</p>

Strategic Plan/Town Manager's Goals – 2020-2022

Goal 2 Transportation and Land

Improve the transportation infrastructure systems to allow for better traffic movement through town and facilitate implementation of traffic improvement systems including alternate means of transportation (biking and walking); endorse policies that expand, preserve and protect the character of neighborhoods including the town's significant historic roots and charm with a balance between open space and land development.

Desired Outcomes	Deliverables	2020-2022 Goals
<p>2.7 (Continued) Promote the maintenance, improvement and expansion of Town wide infrastructure.</p>		<p>9.) To approve the Fire Department's Statement of Needs and establish a Fire Stations Building Committee to complete the Statement of Needs. Provide quarterly reports to the Town Council.</p> <p>No action.</p>
<p>2.8 Collaborate with all relevant boards and commissions to preserve and protect the environment.</p>	<p>Assist and provide technical support to the Inlands/Wetlands and Conservation Commission with their leadership and policy-making roles in the implementation of the Strategic Plan. Work with the Land Acquisition Commission to continue the acquisition of open space and apply for state grants for reimbursement.</p>	<p>10.) To work with the Farmington Cemetery Committee to identify land that would be suitable for the expansion of the Riverside Cemetery and present a report including options to the Town Council.</p> <p>No action.</p> <p>11.) To provide the needed support to ensure that the Land Acquisition Committee moves forward and receives the appropriate staffing to complete its objectives. Provide Quarterly Reports to the Town Council.</p> <p>The Town Council approved the purchase of 8489 Meadow Road at the February 11, 2020 Town Council Meeting.</p>

Strategic Plan/Town Manager's Goals – 2020-2022

Goal 3 Economic Development

Promote growth of the tax base through programs and processes designed to encourage business retention, expansion and attraction while maintaining the character of the community.

Desired Outcomes	Deliverables	2020-2022 Goals
<p>3.1 Assure that Farmington's policies and procedures are competitive and conducive to economic development in the community.</p>	<p>Manage and support the Economic Development Commission in all aspects of the Economic Development policy and program.</p> <p>Establish and maintain working relationship with commercial real estate companies, developers, State of Connecticut Department of Economic Development, and local utility providers. Work in conjunction with the Planning and Development office on policy development.</p> <p>Work with the Planning Department and the Town Plan and Zoning Commission to attract housing development which will enhance quality of life and will appeal to young professionals.</p>	<p>12.) Provide needed support to ensure that the Town Council UCONN sub-committee moves forward and receives the appropriate staffing support to complete objectives. Provide a yearly to Town Council.</p> <p>Ongoing. The Committee is scheduled to meet on June 26, 2020.</p> <p>13.) To create a Town Council ad-hoc subcommittee with Town staff to explore various quality of life features that enhances a sense of place for millennials. Report quarterly to the Town Council on any recommendations including long-term and short-term costs.</p> <p>No action.</p>
<p>3.2 Continue to monitor and update a plan that promotes the retention and expansion of existing businesses and attraction of new businesses.</p>	<p>Economic Development Director to participate in business visitation meetings and maintain a communication link between the business community and the Town Government. Maintain inventory of available Town properties, vacancy rates, and information on the local utility infrastructure. Provide guidance to businesses concerning various economic development programs. Track trend changes critical to businesses and develop reporting mechanisms to applicable parties.</p>	

Strategic Plan/Town Manager's Goals – 2020-2022

Goal 3 Economic Development

Promote growth of the tax base through programs and processes designed to encourage business retention, expansion and attraction while maintaining the character of the community.

Desired Outcomes	Deliverables	2020-2022 Goals
<p>3.3 Ensure Farmington business satisfaction with business-related policies, and participation in Town sponsored/endorsed offerings and/or events.</p>	<p>Economic Development Director to serve as the Town's representative to a number of organizations such as the Chamber of Commerce. Maximize economic development through regional and civic cooperative efforts and organizations.</p> <p>Develop coordinated marketing aligning tourism with an economic development message to highlight Farmington's historic and cultural institutions, quality of life, and vibrant business community.</p>	<p>14.) That the Town of Farmington actively participates in regional and state economic development activities; and provides quarterly reports to the Town Council concerning regional and state activities.</p> <p style="text-align: center;">Attachment 4</p>
<p>3.4 Facilitate and partner with stakeholder groups to implement redevelopment plans.</p>	<p>Support businesses that are affected by redevelopment. Incorporate the needs of existing businesses in the planning process for redevelopment. Provide relocation assistance to affected businesses.</p>	<p>15.) Explore partnership with the Farmington Trails Council, neighboring towns, and the business community to research opportunities that will enhance the trails experience and support local businesses. Report quarterly to the Town Council on any recommendations including long-term and short-term costs.</p> <p style="text-align: center;">Attachment 5</p>
<p>3.5 Ensure that Farmington's economic development materials provide factual, timely and user-friendly information to existing and potential businesses.</p>	<p>Review and update communication materials. Promote Farmington businesses and economic development activities. Develop strategies that encourage people passing through to stop at local businesses and activities.</p>	<p>16.) Continue to use Explore Farmington to increase engagement with Town residents and local businesses with the goal of increasing users and improving the user experience. Report to the Town Council quarterly.</p> <p style="text-align: center;">Attachment 6</p>

Strategic Plan/Town Manager's Goals – 2020-2022

Goal 4 Budget

Operate with balanced budgets supported by stable and equitable revenues collected from varied public and private sources.

Desired Outcomes	2020-2022 Goals
<p>4.1 Prioritize service expenditures (beginning with the 05-06 budget based on citizen polling/surveys) to ensure that services are competitive within the region and are based on “best practices”.</p>	<p>17.) Prepare and present the 2020-2021 Annual Budget to Town residents and ensure that a budget is prepared on a timely basis, according to Town Council direction and Town Charter guidelines. Attachment 7</p> <p>18.) To create a Town Council ad-hoc subcommittee to recommend a policy to the Town Council establishing where the employer matching contributions for the Farmington Public Schools' Non-Certified Staff Defined Contribution Plan will be budgeted each year.</p> <p>No action.</p>

Strategic Plan/Town Manager's Goals – 2020-2022

Goal 4 Budget

Operate with balanced budgets supported by stable and equitable revenues collected from varied public and private sources.

Desired Outcomes	2020-2022 Goals
<p>4.2 Promote private contributions of funds and property to the Town.</p>	
<p>4.3 Explore ways to increase and create more awareness of property tax relief for those in need.</p>	<p>19.) To establish an Ad-Hoc Committee to review Article IV, Property Tax Relief for Elderly Homeowners (Local Option) , Article VI Qualifying Veterans and Surviving Spouses, Article V, Property Tax Relief for Volunteer Fire Fighters; and Article VII, Elderly Tax Freeze Program of Chapter 176 Taxation, of the Code of the Town of Farmington for the purpose of determining whether there is a need for ordinance changes.</p> <p>No action.</p>
<p>4.4 Coordinate efforts with elected federal and state officials to explore alternate ways to decrease reliance on the local property taxes.</p>	<p>20.) Continue to meet with Farmington's delegation on a yearly basis to explore ways to decrease reliance on local property taxes, such as, but not limited to, cost sharing with other municipalities.</p> <p>Ongoing. Farmington's delegation came to the Town Council meeting on February 12, 2020.</p>
<p>4.5 Continue outreach to citizen, volunteer and business groups to promote monetary and property private contributions to the Town of Farmington. Allocate appropriate resources to enable the Town to assist groups through appropriate procedures and processes.</p>	

Strategic Plan/Town Manager's Goals – 2020-2022

Goal 5 Best Practices

Incorporate Best Practices in all government services to provide excellent customer service and increase civic responsibility.

Desired Outcome	2020-2022 Goals
<p>5.1 Deliver and maintain excellent Town-wide services for families, retirees, senior citizens, people in need and veterans in accordance within industry standards, achieving maximum efficiencies and with above average levels of citizen/customer satisfaction to maximize the highest quality of life for all residents.</p>	<p>21.) Manage and monitor all Town departments to ensure they are effectively and efficiently making progress in achieving their individual, specific goals and objectives and that their efforts are in line with the mandates of the Strategic Plan and its goals. Regularly review programs, staffing regionalization efforts, and service levels to ensure that they are utilizing “best practices” in order to meet budgetary constraints and policy objectives. On a quarterly basis, report to the Town Council on the progress each department has made meeting its goals and objectives. Ongoing.</p> <p>22.) Provide Town Council a yearly report on Town Manager’s goals and objectives. Due in June 2020.</p> <p>23.) To establish a Town Council Ad Hoc Legal Services Sub-Committee for the purpose of seeking proposals from qualified law firms and/or qualified individual attorneys to provide legal services to the Town of Farmington in the capacity of General Town Attorney, Bond Counsel, Labor Attorney and Land Use/Environmental Attorney The first round of interviews is scheduled for the end of May 2020.</p>
<p>5.2 Endorse and track goals for elected and appointed Boards and Commissions and Department Work Plans on an annual basis.</p>	<p>24.) Provide the Town Council with technical information, policy recommendation and legislative advice for each Town Council meeting. Ongoing.</p>
<p>5.3 Establish a leadership role among Connecticut communities through the collaboration of the elected leadership – Town Council, Board of Education and Planning and Zoning.</p>	

Strategic Plan/Town Manager’s Goals – 2020-2022

Goal 5 Best Practices

Incorporate Best Practices in all government services to provide excellent customer service and increase civic responsibility.

Desired Outcome	2020-2022 Goals
5.4 Conduct market research/survey periodically to better understand service levels and customer needs.	
5.5 Increase communication with and encourage participation of citizens, the business community and Town employees regarding the Town’s governmental structure, processes and services.	
5.6 Enhance high level of productivity and job satisfaction among Town-wide employees and volunteers.	
5.7 Re-affirm that 100% compliance with the Ethics Policy 100% of the time is the foundation of good government.	
5.8 Increase public awareness and municipal participation in “green” efforts including natural resources conservation, energy reduction/alternative energy, and waste reduction and recycling. Establish a leadership role in the community in promoting environmentally friendly practices in Town. Explore ways to fund green initiatives.	25.) To ensure that the Green Efforts Committee moves forward and receives the appropriate staff support to complete its objectives. Provide Quarterly Reports to the Town Council. Attachment 8
5.9 Affirm that the ADA accessibility standard is the minimum standard and the Town will strive to exceed that standard	

Strategic Plan/Town Manager's Goals – 2020-2022

Goal 5 Best Practices

Incorporate Best Practices in all government services to provide excellent customer service and increase civic responsibility.

Desired Outcome	2020-2022 Goals
5.91 Continually strive to improve communication and transparency with residents in all areas of government.	

Strategic Plan/Town Manager's Goals – 2020-2022

Goal 6 Recreation

Provide wholesome programming for all populations including sports and physical fitness, community programs, social programs, camp programs, golf course, and passive recreation to achieve creative solutions for a healthy community.

Desired Outcomes	2020-2022 Goals
<p>6.1 Promote and provide recreation and community programs for the entire community. Continue to review programs, staffing and budgetary consideration to ensure that all recreation programs continue to meet the needs of the entire community.</p>	
<p>6.2 Work with the Board of Education and Library to ensure that all recreation programs and resources are complementary; not in conflict with each other.</p>	
<p>6.3 Ensure that the ratio of Town funded recreation programs versus self-funded or user fee recreation programs are in line with “best practices” or are similar to comparable Connecticut municipalities.</p>	
<p>6.4 Provide adequate funding for the maintenance of recreational facilities and other capital improvements.</p>	<p>26.) Establish a comprehensive ten-year facilities improvement plan for Tunxis Mead Park. The Plan shall establish what major improvement projects should be undertaken over the next 10 years with associated project schedules and costs. Provide Quarterly Reports to the Town Council.</p> <p>Ongoing. CIP Plan is being developed for Tunxis Mead Park and will be presented to Town Manager for review.</p>
<p>6.5 Offer a well maintained and managed municipal golf course in which the operations are in line with other municipal golf courses and best practices.</p>	

Strategic Plan/Town Manager's Goals – 2020-2022

Goal 6 Recreation

Provide wholesome programming for all populations including sports and physical fitness, community programs, social programs, camp programs, golf course, and passive recreation to achieve creative solutions for a healthy community.

Desired Outcomes	2020-2022 Goals
<p>6.6 Town Council to address the ease of access to the Town's recreational facilities.</p>	<p>27.) To research best practices in conjunction with the Farmington Trails Council, neighboring towns and the business community regarding the addition of potential bathroom facilities (i.e. temporary and/or permanent), water fountain(s), and/or water bottle filling station(s) on the Rails-to-Trails system and make recommendations based on the research including long- and short-term costs to the Town Council. Provide Quarterly Reports to the Town Council.</p> <p>Ongoing. Recommendation for water fountain is forthcoming for funding</p>
<p>6.7 Promote and provide access for the active and passive use of Town land for recreational purposes.</p>	
<p>6.8 Manage the maintenance and use of Town open spaces. Expand recreational opportunities such and trails and recreational facilities through state grants.</p>	

Town Manager Quarterly Report

May 2020

Attachment 1

AD-HOC COMMITTEE FARMINGTON CENTER

GOAL 1

**OFFICE OF THE TOWN MANAGER
MEMORANDUM**

TO: Town Council Members
FROM: Kathleen A. Blonski, Town Manager
RE: Farmington Center Committee- Goal 1
DATE: May 12, 2020

To establish a Town Council ad-hoc committee to work with Town staff to make recommendations to the Town Council on the following:

- **The future use of Parson's property**
- **The environmental liability associated with ownership of the Parson's property**
- **The phasing portion of the BSC Streetscape Improvement Plan**
- **The selection of a preferred developer for the development of the Parson's property.**

- To date the ad-hoc committee has not been established, however, staff has continued to work with our Brownfield's consultant to determine if any brownfield contamination remains on the site. An RFP was issued to gauge developer's interest in Parson's. Uncertainty concerning the possible Brownfields liability on site discouraged developers from responding to the RFP. Understanding the extent of the Brownfield liability will not only encourage developers but it will help the town to better understand the liabilities associated with owning the site. We continue working with Amy Vaillancourt, from Tighe & Bond, to conduct further testing on Parson.
- On November 26, 2019, we issued an RFP to select a preferred developer to develop the Parson's site. Responses were due on January 26, 2020
- On November 26, 2019, Amy Vaillancourt contact Rob Robinson, DOT to discuss the scope of work that would be required to determine the outstanding liability associated with the site. As part of the DOT project a new road was constructed and Amy needed verification that we would need to drill in the road, because the road had already been remediated.
- On December 6, 2019, Amy informed us that after several emails and voice messages that she had not heard back from Mr. Robinson.
- On December 7th the Town Manager sent a letter to Mr. Robinson requesting a phone conference.
- On December 27, the Town Manager again emailed Mr. Robinson requesting a phone conference
- On January 21, 2020, Mr. Robinson met with the Economic Development Director, Amy Vaillancourt and the Town Manager to discuss remediation that was completed beneath the new road.
- On January 26, 2020 the RFP response deadline did not have any respondents.
- On February 24, Mark DeVoe, Rose Ponte and Amy Vaillancourt met to discuss the additional testing that will be required to determine the environmental liability associated with Parson's
- On March 13, 2020 a proposal was sent to Amy to obtain a licensing agreement with DOT to obtain permission to access the site and conduct brownfield testing.
- On April 28, 2020 Amy notified us that she is working with DOT to finalize the licensing agreement and once finalized it will be sent to OPM for processing.

Attachment 2

WATER POLLUTION CONTROL PLANT UPGRADE

GOALS 7

**OFFICE OF THE TOWN MANAGER
MEMORANDUM**

TO: Town Council Members

FROM: Kathleen A. Blonski, Town Manager

RE: State of Connecticut DOT Projects- Goal 2

DATE: May 12, 2020

To close out all remaining financial aspects of the comprehensive upgrade of the Wastewater Treatment Plant and develop the share of the project cost that each of the participating Towns (Avon, Burlington, Canton, and Farmington) and the University of Connecticut Health Center must pay over the next 20 years. Provide quarterly reports to the Town Council.

Due to delays in work completion and finally billings by the construction engineer on the project, the submission of final billings to the State of Connecticut Clean Water Fund were delayed until March 2020. Final grant payment from the CWF is expected to be received in June 2020 and permanent financing of the Interim Financing Obligation is scheduled for July 2020. Billings to organizations for their share of the cost of the project are expected to be issued in July with payments anticipated to begin in August of 2020.

Attachment 3

**FARMINGTON HIGH SCHOOL BUILDING
COMMITTEE**

GOAL 8

**OFFICE OF THE TOWN MANAGER
MEMORANDUM**

TO: Town Council Members

FROM: Kathleen A. Blonski, Town Manager

RE: Farmington High School Building Committee-Goal 8

DATE: May 12, 2020

Provide needed support to ensure that the Farmington High School Building Committee moves forward and receive the appropriate staffing support to complete objectives. Provide quarterly reports to the Town Council.

The Farmington High School Building Committee has made the following progress since the beginning of this year:

- In January, the FHS Building Committee held three meetings during which QA+M Architecture and TSKP Studio presented conceptual design options to the Committee and to the public. The Committee subsequently recommended TSKP Studio's New Build Option to Town Council.
- At the February 4, 2020 Town Council meeting, the Council unanimously voted to charge the FHS Building Committee to complete the requirements for the planning and construction process for building projects per [53-4 of the Farmington Town Code](#) for TSKP Studio's New Build Option, with a determined net municipal cost of \$105,000,000 to \$110,000,000.
- The FHS Building Committee has held ten meetings this year and continues to meet biweekly.
- The Communications Subcommittee has held seven meetings this year and continues to meet biweekly.
- The Neighborhood Communications Subcommittee has held five meetings this year, including two Neighborhood Engagement meetings for abutting property owners and residents of the Highlands neighborhood.
- The Financial Communications Subcommittee has held one meeting this year.

The schematic design for the New Build Option is 85% complete and TSKP Studio plans to present the preliminary budget at the May 13, 2020 FHS Building Committee meeting. If the FHS Building Committee approves the budget, the next step would be for TSKP Studio to recalibrate their documents to the approved scope, and formally present to the Town.

Attachment 4

REGIONAL AND STATE ECONOMIC DEVELOPMENT

GOAL 14

**OFFICE OF THE TOWN MANAGER
MEMORANDUM**

TO: Town Council Members

FROM: Kathleen A. Blonski, Town Manager

RE: Regional and State Economic Development- Goal 14

DATE: May 12, 2020

**That the Town of Farmington actively participates in regional and state economic development activities; and provides quarterly reports to the Town Council concerning regional and state activities
Rose regularly attends state and regional economic activities and represents Farmington's interest.**

- January 8 High School Perkin's Grant Advisory Board Meeting
- January 10 CBIA Economic Review Breakfast
- January 11 Central Chambers Legislative Breakfast
- January 13 CBRE Hartford Real Estate Market Annual Review
- January 15 Thomaston Bank Ribbon Cutting
- January 26 Central Corridor Bioscience Collaboration
- January 28 Berkshire Hathaway 2020 Farmington Market Review
- January 28 CEDAS Board Meeting
- January 30 EDC Business Breakfast
- February 4 The Trunk Show Mall Fashion Show
- February 7 Coldwell Banker Annual Real Estate Review
- February 10 Dinner with Jackson Lab's Vice President of External & Government affairs

- February 12 Greater Hartford Bioscience communications strategy Meeting

Due to COVID-19 Rose Ponte has been working remotely since March 16th. Although all events have been cancelled or postponed, she have attended and represented the Town of Farmington on webinars hosted by MetroHartford Alliance, by Senator Blumenthal, and the Governor's office. She have also attended zoom CEDAS board meetings, national IEDC webinars and the quarterly state Economic Developer's roundtables. On April 26th she joined Senator Slap and the Lt. Governor on a TeleTown Hall call, and she will join David Griggs, from MetroHartford Alliance on his weekly radio show Pulse of the Region, it will be taped on May 7th.

Attachment 5

FARMINGTON TRAILS COUNCIL

GOAL 15

**OFFICE OF THE TOWN MANAGER
MEMORANDUM**

TO: Town Council Members
FROM: Kathleen A. Blonski, Town Manager
RE: Farmington Trails Council- Goal 15
DATE: May 12, 2020

Explore partnership with the Farmington Trails Council, neighboring towns, and the business community to research opportunities that will enhance the trails experience and support local businesses. Report quarterly to the Town Council on any recommendations including long-term and short-term costs.

The Farmington Trails are an important asset in this community. They provide amenities that not only provide beautiful outdoor options to walk, bike and hike, but many businesses use them to help recruited young professionals to their employ. Since the Trails connect neighboring communities such as Avon, Canton, West Hartford and Plainville, there are ample opportunities to collaborate with neighboring towns, and their popularity creates a great opportunity to promote local businesses along the trails.

To date Rose Ponte has made initial inquiries with Kristen Gorski, Economic Development Coordinator for West Hartford, and Cindy Bombard, CEO of Central Chambers of Commerce, she has also researched how other similar trails have treated local business promotions

Attachment 6

EXPLORE FARMINGTON

GOAL 16

**OFFICE OF THE TOWN MANAGER
MEMORANDUM**

TO: Town Council Members
FROM: Kathleen A. Blonski, Town Manager
RE: Explore Farmington- Goal 16
DATE: May 12, 2020

Continue to use Explore Farmington to increase engagement with Town residents and local businesses with the goal of increasing users and improving the user experience. Report to the Town Council quarterly.

COVID-19 quickly and dramatically changed life for everyone. To keep pace with the flood of rapidly changing COVID- 19 information we worked with our website designer to modify the Explore Farmington website and temporarily convert it to a Farmington COVID-19 response site. The modifications allowed us to:

- Highlight essential businesses that were still operating
- Effectively communicate all updates with the community
- Roll out the latest health guidelines, economic assistance programs, and safety ideas
- Promote virtual events
- Offer ways for the community to support local businesses, highlighted volunteer opportunities and donation needs in the community

In addition to the website modifications we increased our email communications. During the past seven weeks, we sent out

- 16 emails with an open rate of 37%, representing 8,998 open emails, and 1,294 link clicks.
- Daily we posted on Explore's Facebook page, and weekly on Instagram. Engagement on both platforms have continually increased.

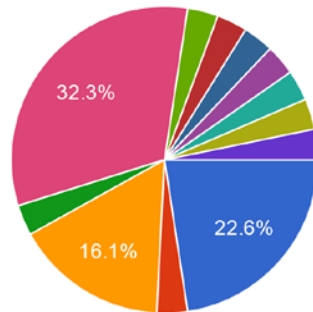
Maintaining a sense of community and keeping the community connected, informed, and engaged has always been an important goal of the Economic Development Department. During this stressful time, not only was it imperative that we communicate effectively, but we needed to celebrate our heroes, to comfort families and kept spirits high. To accomplish this, we:

- Coordinated with local churches and the Farmington Fire Department to lead the community on Friday evenings to cheer and thank our first responders and essential employees
- We blogged about the hometown heroes living and working in Farmington
- We promoted the first responder's parade at UCONN Health, the Parade at New Horizon's Village, and parade at Touchpoints nursing home
- We created a Farmington Strong photo collage to celebrate the generosity and spirit of the Farmington community.

To help us shift from response mode to recovery mode, we sent out a business and consumer confidence survey. Over the course of the past week we received 73 responses. The survey results will allow us to better understand the challenges that our businesses are facing and will provide insight into the expectations that must met before consumers feel safe returning to their favorite restaurant and shops. I've attached the results of the survey responses for you to review.

What are the greatest challenges to restarting your business?

31 responses

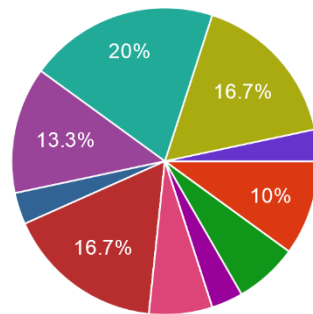


- Cashflow – payroll, rent, utilities
- Having an adequate Workforce
- Employing social distance guidelines f...
- Access to capital
- Access to Business Assistant Program
- Having adequate disinfecting procedu...
- Loss of customer base
- PPE supply

▲ 1/2 ▼

Select your Industry

30 responses

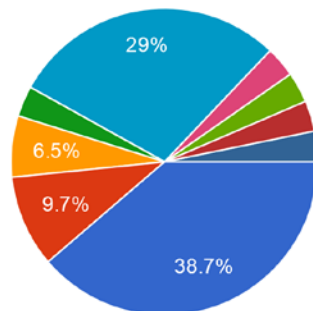


- Arts and Culture
- Construction
- Entertainment
- Finance
- Hospitality
- Insurance
- Manufacturing
- Marketing/Advertising

▲ 1/3 ▼

What are your employees' greatest concerns?

31 responses



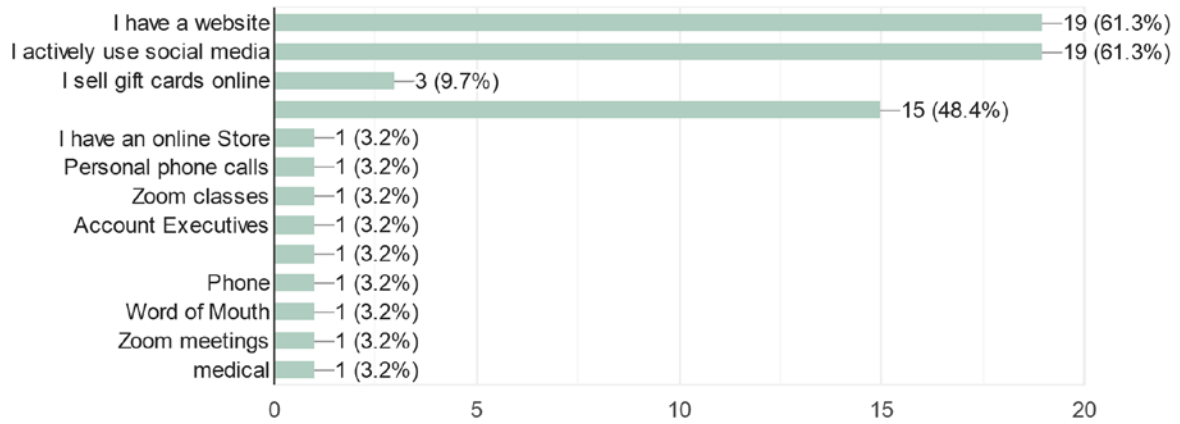
- Loss of pay; in ability to pay bills
- Loss of productivity
- Inadequate childcare
- Inability to work remotely due to inade...
- Access to Health insurance / health care
- Fear of workplace exposure
- not sure seasonal help have not open...
- should they come back and lose their...

▲ 1/2 ▼

BUSINESS SURVEY

How do you engage with your customers? (Please check all that apply)

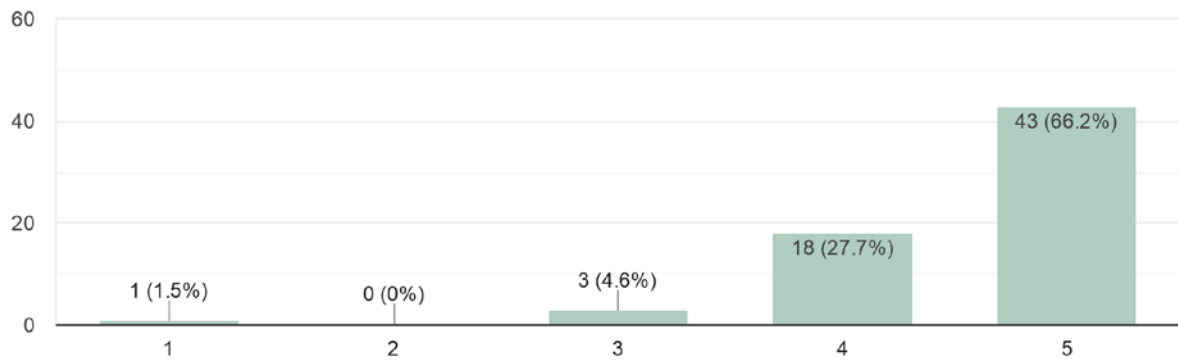
31 responses



CONSUMER CONFIDENCE SURVEY RESULTS

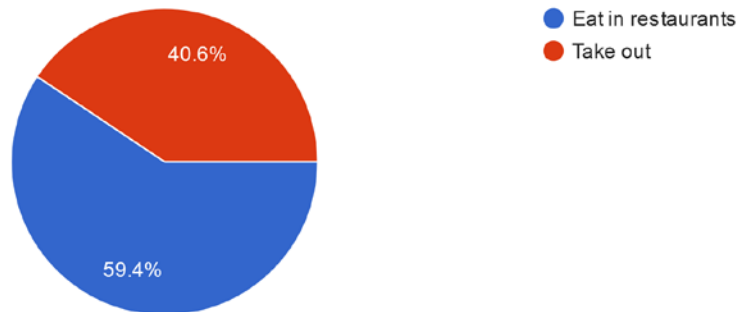
Where do you prioritize supporting local business?

65 responses



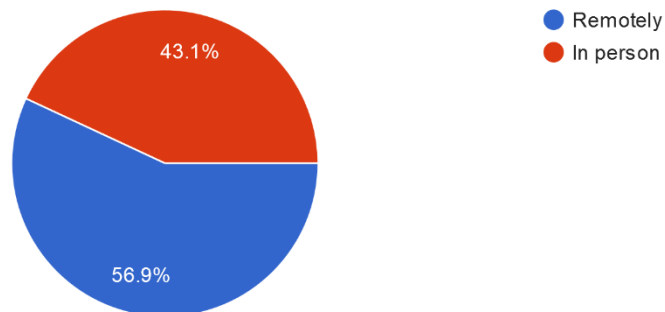
When it is safe to reopen our economy how do you plan to visit restaurants?

64 responses



How will you prefer to attend large events?

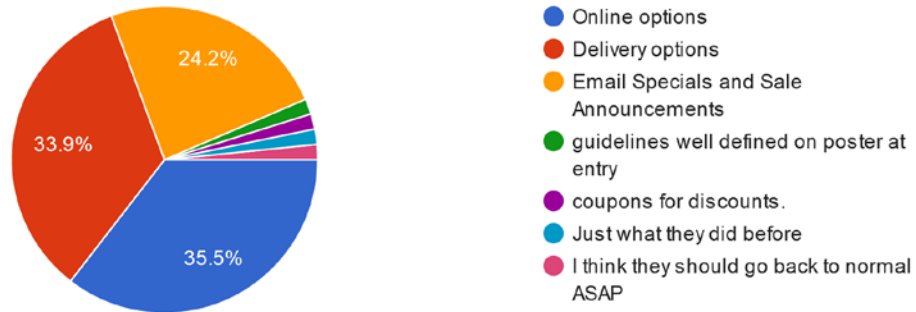
65 responses



CONSUMER CONFIDENCE SURVEY RESULTS

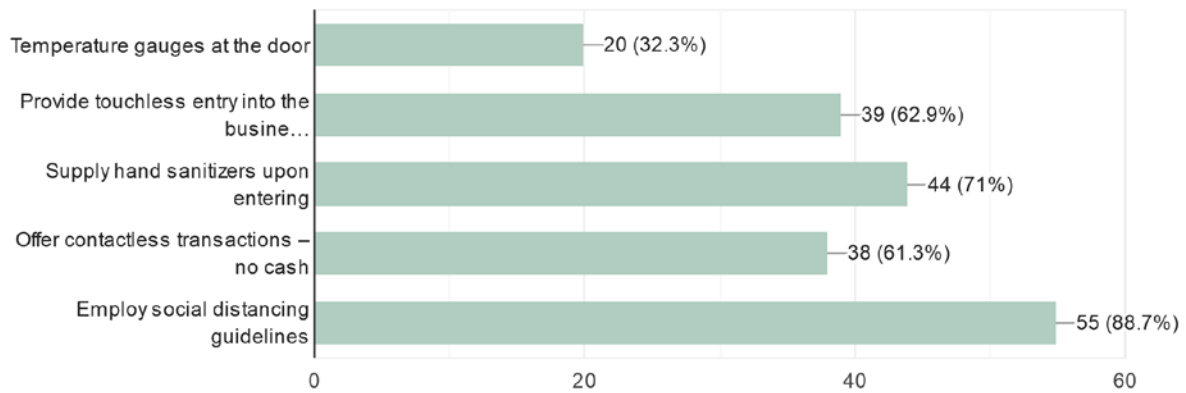
What do you want local businesses to offer?

62 responses



Select all the options you feel businesses should employ to make you feel safe:

62 responses



Attachment 7

FY 2020-2021 ANNUAL BUDGET

GOAL 17

**OFFICE OF THE TOWN MANAGER
MEMORANDUM**

TO: Town Council Members
FROM: Kathleen A. Blonski, Town Manager
RE: Annual Budget – Goal 17
DATE: May 12, 2020

Prepare and present the 2020-2021 Annual Budget to Town residents and ensure that a budget is prepared on a timely basis, according to Town Council direction and Town Charter guidelines.

Town Manager's budget submitted to Town Council in late February 2020. The Town Council completed work on their proposed FY2020/2021 budget on March 14, 2020. Due to the subsequent shutdown of operations caused by the COVID 19 pandemic, the Town Council adopted a revised budget adoption schedule and procedure. Currently working to adjust the proposed budget so that a zero-tax increase can be achieved. Anticipate submitting budget adjustments which result in a zero-tax increase for FY2020/2021 to the Town Council for their May 12, 2020 meeting.

Attachment 8

GREEN EFFORTS COMMITTEE

GOAL 25

**OFFICE OF THE TOWN MANAGER
MEMORANDUM**

TO: Town Council Members
FROM: Kathleen A. Blonski, Town Manager
RE: Green Efforts Committee—Goal 25
DATE: May 12, 2020

To ensure that the Green Efforts Committee moves forward and receives the appropriate staff support to complete its objectives. Provide oversight and needed support to ensure that the Green Efforts Committee, moves forward and completes its objectives.

The Green Efforts Committee continues to be a leader in the community in promoting environmentally conscientious practices. The committee meets regularly throughout the year (first Tuesday of each month). This year we continue to have student involvement with the committee. The committee has been a sounding board for a First Lego League team. Team Genius consists of Farmington & Avon students who are working on a trash and recycling underground storage and collection system. They have been working hard to invent their system and make improvements on it and hopefully implement it in the future. The committee has assisted the team with thoughts and ideas on how it would work in the real world. They are also working on a neighborhood composting program. The Committee hopes to be able to support the composting plan to some degree

The following are the active initiatives that the committee is working on:

Annual Clean Up Day – April 25th, 2020

The Town of Farmington Green Efforts Committee assumed the responsibility of this important initiative in 2013. The committee planned for this year's Clean Up Day throughout the year. Members worked on securing this year's supplies and prizes. Our local business community has always been generous with their donations. Unfortunately, the Annual Clean Up Day had to be postponed due to the Coronavirus pandemic. We hope to be able to conduct the day in the fall.

Green Efforts Committee Blog/ Newsletter

The Green Efforts Committee continues the task of writing a blog posting to share information on a variety of environmental topics. The blogs are posted to the Explore Farmington site that is hosted by the Farmington Economic Development Commission. Blogs posts are also submitted to the Green Efforts Committee

Facebook page. Committee members write these blogs on various green topics of interest. In the fall of 2019, the Committee produced its second dedicated Green Efforts newsletter. The focus of the newsletter was to highlight ways to be green during the holiday season. The newsletter was sent to all homes and businesses in Farmington. The newsletter was funded through income received from a past Green Efforts initiative with Direct Energy. Since we have learned that town's people learn a good deal of their information from the printed Town newsletter the committee wanted to take advantage of that statistic and publish our own newsletter. The newsletter received a very positive response and the Committee will pursue more dedicated newsletters in the future. When we last met, the Committee discussed a Spring newsletter. More information on that newsletter will be forthcoming.

Waste Reduction

The Committee continues to look for ways to reduce waste. This year, the Committee continues to work collaboratively with the Farmington Public Schools to find ways to reduce waste in the schools. Chartwells is the school lunch program vendor. The Committee has met with Director Jose Fontanez and they have even toured IAR Middle School to see what green efforts could be implemented. The committee had a good conversation about what they saw as areas where the lunch program could be more environmentally friendly. The Schools have worked to eliminate, as much as possible, straws and Styrofoam trays. They have also increased recycling and are composting food scraps.

Simple Recycling

Free curbside textile recycling began on December 9, 2019. Farmington residents are now able to recycle unwanted textiles and small household items simply by bagging them and leaving them at the curb on their regular recycling collection day. As you know, Farmington is providing the new service in partnership with Simple Recycling. The service is free to residents and the Town of Farmington.

Simple Recycling will accept a wide range of used textiles and small household items. The list of accepted items includes all types of used or new clothing, boots and shoes, belts and ties, handbags, hats and gloves, toys, towels, sheets and blankets, small kitchen appliances, and more.

Farmington residents have received this program with open arms. We have data for the first three months of the program. Despite some hiccups with collection coordination, residents have recycled a total of 13,758 lbs. of textiles and household goods. That is just under 7 tons of material not subject to tipping fees and out of the trash system. Farmington also receives a very modest \$0.02/lb rebate from Simple Recycling. Thus far we have collected \$275.16. These funds will be used to support green effort by the Committee.

We will continue to promote the program through social media, web page reminders, and print communications. During the Coronavirus pandemic the program was suspended for about a month, March 23- April 27.

MOTION: Agenda Item L-1

That _____ be appointed to the Building Code Board of Appeals for the balance of a five-year term beginning immediately and ending September 30, 2024. (Charette)

MOTION: Agenda Item L-2

That _____ be appointed to the Building Code Board of Appeals for the balance of a five-year term beginning immediately and ending September 30, 2024. (Langston)

MOTION: Agenda Item L-3

That _____ be appointed as Justice of the Peace for the balance of a 4-year term beginning immediately and ending January 4, 2021. (Noe)

MOTION: Agenda Item L-4

That _____ be appointed to the Plainville Area Cable TV Advisory Council for the balance of a two-year term beginning immediately and ending June 30, 2021. (Bernier)

MOTION: Agenda Item L-5

That _____ be appointed to the Retirement Board for a two-year term beginning immediately and ending January 2022. (Huelin)

MOTION: Agenda Item L-6

That _____ be appointed to the Retirement Board for a two-year term beginning immediately and ending January 2022. (Miller)

MOTION: Agenda Item L-7

That _____ be appointed to the Unionville Historic District Commission for the balance of a five-year term beginning immediately and ending September 30, 2022. (Brockelman)

MOTION:

Agenda Item N-1

To amend the Town Council's Fiscal Year 2020/2021 Proposed Budget

Note: As we work through the challenges of the COVID-19 pandemic, Governor Lamont issued several significant executive orders that affect the Town of Farmington budget process. These executive orders are listed below:

- Executive Order No. 7B- Suspension of In-Person Open Meeting Requirements
- Executive Order No. 7C- Extension of Municipal Budget Adoption Deadlines
- Executive Order No. 7I- Suspension of In-Person Budget Adoption Requirements for Municipalities.

As you know, we have completed several of the key steps in the budget process including a public hearing on April 7, 2020. The budget process as outlined in the Town of Farmington Charter was modified by the Governor's executive orders. There was an explicit restriction on holding the Annual Town Meeting and the budget referendum. Therefore, as previously approved, the Town Council will set the budget and tax rate for FY 2020/2021.

In March, the Town Council developed their proposed budget. That budget would normally be recommended to the Annual Town Meeting after the public hearing in April. This year, because of the revised process, the Town Council must approve a budget. This motion opens the discussion for any modifications of the budget that was last worked on in March. Council has indicated that they are looking to reduce the budget to achieve a 0% tax increase for FY 2020/2021. I have attached suggested amendments for Town Council consideration.

Staff will be available during the meeting to assist the Council in their budget deliberations.

TOWN OF FARMINGTON, CT

FY2020-2021

**TOWN COUNCIL
PROPOSED BUDGET**

**APPROVED:
MARCH 14, 2020**

**FY2020/2021
TAX AND BUDGET WORKSHEET
TOWN COUNCIL PROPOSED BUDGET
MARCH 14, 2020**

	FY19/20 Revised Budget	FY20/21 Town Council Proposed Budget	Dollar Change	% Change
<u>EXPENDITURES</u>				
Education	67,708,605	70,176,581	2,467,976	3.64
Town	30,373,104	31,478,237	1,105,133	3.64
Debt Service	9,298,362	9,302,449	4,087	0.04
Capital Improvements	3,423,000	3,171,983	(251,017)	(7.33)
CIP-Parsons Purchase	700,000	-	(700,000)	(100.00)
BOE Defined Contribution	40,000	50,000	10,000	25.00
Teacher's Retirement	6	-	(6)	(100.00)
Total	<u>111,543,077</u>	<u>114,179,250</u>	<u>2,636,173</u>	<u>2.36</u>

GRAND LIST

Real Estate	3,200,941,250	3,222,325,040	21,383,790	0.67
Personal Property	233,199,367	237,856,080	4,656,713	2.00
Motor Vehicles	235,232,708	239,931,487	4,698,779	2.00
Total	<u>3,669,373,325</u>	<u>3,700,112,607</u>	<u>30,739,282</u>	<u>0.84</u>

REVENUES

Other Property Taxes	1,240,000	1,248,000	8,000	0.65
Licenses and Permits	645,000	664,500	19,500	3.02
Fines and Penalties	24,000	19,500	(4,500)	(18.75)
Interest	525,000	675,000	150,000	28.57
Grants	4,822,777	4,872,273	49,496	1.03
Service Charges	1,380,025	1,328,500	(51,525)	(3.73)
Other	50,000	500,000	450,000	900.00
Westwoods Contribution	335,025	327,233	(7,792)	(2.33)
Fund Balance	999,000	-	(999,000)	(100.00)
Total	<u>10,020,827</u>	<u>9,635,006</u>	<u>(385,821)</u>	<u>(3.85)</u>

TAX & MILL RATE

Tax Levy	\$ 102,241,250	\$ 105,307,244
Mill Rate	27.97	28.57
Mill Rate Change	0.78	0.60
% Change	2.88%	2.16%
Avg Residential Assessment	\$ 226,777	\$ 226,777
Real Estate Taxes	\$ 6,342.95	\$ 6,480.12
Dollar Increase	177.37	137.17
Percent Increase	2.88%	2.16%

**TOWN OF FARMINGTON, CT
FY2020/2021
TOWN COUNCIL PROPOSED BUDGET
GENERAL FUND REVENUE**

<u>ACCOUNT DESCRIPTION</u>	<u>2018/2019 ACTUAL</u>	<u>2019/2020 REVISED BUDGET</u>	<u>2019/2020 7 MONTH ACTUAL</u>	<u>2020/2021 MANAGER RECOMMENDED</u>	<u>2020/2021 TOWN COUNCIL PROPOSED</u>	<u>% CHANGE</u>
PROPERTY TAXES						
CURRENT TAXES	98,410,011	101,522,250	97,784,181	105,718,244	104,544,244	3.0%
DELINQUENT TAXES	193,507	200,000	154,387	200,000	200,000	0.0%
INTEREST & LIEN FEES	211,709	190,000	123,818	198,000	198,000	4.2%
SUPPLEMENTAL MV TAXES	851,509	850,000	731,656	850,000	850,000	0.0%
TOTAL PROPERTY TAXES	99,666,736	102,762,250	98,794,042	106,966,244	105,792,244	2.9%
LICENSES AND PERMITS						
DOG LICENSES	6,004	7,000	5,489	6,500	6,500	-7.1%
BUILDING PERMITS	683,539	625,000	413,657	645,000	645,000	3.2%
OTHER PERMITS	9,060	13,000	3,960	13,000	13,000	0.0%
TOTAL LICENSES & PERMITS	698,603	645,000	423,106	664,500	664,500	3.0%
FINES AND PENALTIES						
COURT FINES	12,650	22,000	9,691	18,000	18,000	-18.2%
DOG FINES & CHARGES	1,120	2,000	473	1,500	1,500	-25.0%
TOTAL FINES & PENALTIES	13,770	24,000	10,164	19,500	19,500	-18.8%
INTEREST						
INTEREST EARNINGS	760,152	525,000	488,092	675,000	675,000	28.6%
TOTAL INVESTMENT INCOME	760,152	525,000	488,092	675,000	675,000	28.6%
STATE AND FEDERAL GRANTS						
PILOT: STATE OWNED PROPERTY	2,069,061	2,069,061	2,069,061	2,069,061	2,069,061	0.0%
PILOT: COLLEGES & HOSPITALS	23,644	23,644	23,644	23,644	23,644	0.0%
VETERAN'S EXEMPTIONS	5,062	5,062	4,877	4,800	4,800	-5.2%
PILOT: DISABLED	903	900	999	1,000	1,000	11.1%
TELECOMMUNICATIONS TAX	111,971	85,000	-	75,000	75,000	-11.8%
MUNICIPAL REVENUE SHARING	545,804	545,804	-	545,804	545,804	0.0%
MUNICIPAL STABILIZATION GRANT	802,461	802,461	802,461	802,461	802,461	0.0%
SOCIAL SERVICES GRANTS	5,152	2,000	-	12,000	12,000	500.0%
POLICE GRANTS	74,211	75,000	24,772	74,500	74,500	-0.7%
FIRE SAFER GRANT	22,075	47,025	24,950	47,025	47,025	0.0%
TOWN AID ROADS	373,796	373,796	-	373,521	373,521	-0.1%
EQUALIZED COST SHARING	943,602	793,024	223,320	843,457	843,457	6.4%
TOTAL STATE AND FEDERAL GRANTS	4,977,742	4,822,777	3,174,084	4,872,273	4,872,273	1.0%
CHARGES FOR SERVICES						
RE CONVEYANCE TAX	572,054	576,000	295,973	576,000	576,000	0.0%
DIAL A RIDE	2,890	5,000	3,560	5,000	5,000	0.0%
RENTALS	9,600	7,500	8,130	10,000	10,000	33.3%
TOWER SPACE RENTAL	143,955	183,025	79,819	155,000	155,000	-15.3%
HOUSING	51,251	50,500	29,426	50,500	50,500	0.0%
POLICE SERVICES	229,807	255,000	119,085	229,000	229,000	-10.2%
TOWN CLERK FEES	243,140	258,000	212,271	258,000	258,000	0.0%
SEWER INSPECTION FEES	16,835	5,000	-	5,000	5,000	0.0%
ZONING	22,918	30,000	31,287	30,000	30,000	0.0%
ALARMS	9,750	10,000	4,675	10,000	10,000	0.0%
TOTAL CHARGES FOR SERVICES	1,302,200	1,380,025	784,226	1,328,500	1,328,500	-3.7%

**TOWN OF FARMINGTON, CT
 FY2020/2021
 TOWN COUNCIL PROPOSED BUDGET
 GENERAL FUND REVENUE**

OTHER REVENUES

OTHER ASSESSMENTS	752	-	-	450,000	450,000	100.0%
OTHER REVENUES	74,046	50,000	30,620	50,000	50,000	0.0%
TOTAL OTHER REVENUE	74,797	50,000	30,620	500,000	500,000	900.0%

TRANSFERS IN

WESTWOODS CONTRIBUTION	160,000	335,025	-	327,233	327,233	-2.3%
TOTAL TRANSFERS IN	160,000	335,025	-	327,233	327,233	-2.3%

FUND EQUITY

FUND EQUITY APPROPRIATION	-	999,000	-	-	-	-100.0%
TOTAL FUND EQUITY	-	999,000	-	-	-	-100.0%

TOTAL REVENUES	\$ 107,654,001	\$ 111,543,077	\$ 103,704,333	\$ 115,353,250	\$ 114,179,250	2.36%
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**TOWN OF FARMINGTON, CT
FY2020/2021
TOWN COUNCIL PROPOSED BUDGET
GENERAL FUND APPROPRIATIONS**

<u>DEPARTMENT</u>	<u>2018/2019 ACTUAL</u>	<u>2019/2020 REVISED BUDGET</u>	<u>2019/2020 7 MONTH ACTUAL</u>	<u>2020/2021 DEPT REQUEST</u>	<u>2020/2021 MANAGER</u>	<u>2020/2021 TOWN COUNCIL PROPOSED</u>	<u>\$ CHANGE</u>	<u>PCT CHANGE</u>
<u>GENERAL GOVERNMENT</u>								
TOWN MANAGER	557,494	539,079	371,751	608,963	552,807	562,807	23,728	4.40%
FINANCE	1,188,758	1,272,204	822,364	1,436,784	1,328,736	1,328,736	56,532	4.44%
PROBATE	14,787	15,000	13,398	15,000	20,000	20,000	5,000	33.33%
REGISTRARS OF VOTERS	143,915	137,903	65,796	144,897	144,897	144,897	6,994	5.07%
TOWN COUNCIL	57,240	102,750	55,857	104,000	99,000	99,000	(3,750)	-3.65%
PERSONNEL SERVICES	81,201	250,000	31,805	138,000	138,000	138,000	(112,000)	-44.80%
LEGAL	164,352	185,000	103,290	185,000	185,000	185,000	-	0.00%
TOWN CLERK	345,600	353,103	188,279	341,882	327,514	327,514	(25,589)	-7.25%
ECONOMIC DEVELOPMENT	140,533	146,217	93,662	149,612	153,410	153,410	7,193	4.92%
PAYMENTS TO OUTSIDE AGENCIE	2,806,820	2,887,472	2,883,822	2,965,169	2,969,162	2,969,162	81,690	2.83%
PLANNING & ZONING	307,515	364,982	222,353	390,849	367,322	367,322	2,340	0.64%
PUBLIC BUILDINGS	199,347	200,577	104,324	203,245	199,691	199,691	(886)	-0.44%
INSURANCE	332,831	350,710	278,778	363,800	363,800	363,800	13,090	3.73%
TOTAL-GENERAL GOVERNMENT	6,340,393	6,804,997	5,235,479	7,047,201	6,849,339	6,859,339	54,342	0.80%
<u>PUBLIC SAFETY</u>								
FIRE MARSHAL	1,104,152	1,127,556	539,081	1,230,180	1,194,505	1,194,505	66,949	5.94%
FIRE DEPARTMENT	1,530,321	1,607,102	931,874	1,656,516	1,673,908	1,673,908	66,806	4.16%
POLICE	6,267,605	6,026,143	3,694,461	6,910,972	6,438,586	6,438,586	412,443	6.84%
COMMUNICATIONS CENTER	1,045,851	1,075,119	681,665	1,153,823	1,095,784	1,095,784	20,665	1.92%
EMS SERVICES	22,847	22,890	22,890	22,831	22,831	22,831	(59)	-0.26%
BUILDING INSPECTOR	202,372	210,005	131,930	245,927	226,051	226,051	16,046	7.64%
TOTAL-PUBLIC SAFETY	10,173,147	10,068,815	6,001,900	11,220,249	10,651,665	10,651,665	582,850	5.79%
<u>PUBLIC WORKS</u>								
PUBLIC WORKS ADMIN	111,998	110,194	72,361	117,830	95,967	95,967	(14,227)	-12.91%
HIGHWAY & GROUNDS	4,112,119	4,197,362	2,255,221	4,389,869	4,136,998	4,136,998	(60,364)	-1.44%
ENGINEERING	533,790	533,530	246,441	579,630	424,510	464,510	(69,020)	-12.94%
TOTAL-PUBLIC WORKS	4,757,908	4,841,086	2,574,024	5,087,329	4,657,475	4,697,475	(143,611)	-2.97%
<u>COMMUNITY & RECREATIONAL SERVICES</u>								
COMMUNITY & RECREATION	836,262	860,391	485,113	916,887	857,750	857,750	(2,641)	-0.31%
HOUSING	25,007	28,480	17,666	30,075	31,770	31,770	3,290	11.55%
TOTAL-COM & REC SERVICES	861,269	888,871	502,779	946,962	889,520	889,520	649	0.07%
<u>OTHER</u>								
BENEFITS	7,329,075	7,759,335	7,161,690	8,616,719	8,220,238	8,370,238	610,903	7.87%
OTHER	-	10,000	-	10,000	10,000	10,000	-	0.00%
TOTAL-OTHER	7,329,075	7,769,335	7,161,690	8,626,719	8,230,238	8,380,238	610,903	7.86%
TOTAL-TOWN BUDGET	29,461,791	30,373,104	21,475,872	32,928,460	31,278,237	31,478,237	1,105,133	3.64%

**TOWN OF FARMINGTON, CT
FY2020/2021
TOWN COUNCIL PROPOSED BUDGET
GENERAL FUND APPROPRIATIONS**

DEBT SERVICE

DEBT SERVICE	8,172,984	9,298,362	5,911,765	9,252,449	9,302,449	9,302,449	4,087	0.04%
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CAPITAL IMPROVEMENTS

CAPITAL OUTLAY	2,519,000	3,423,000	3,423,000	4,335,983	4,335,983	3,171,983	(251,017)	-7.33%
CAPITAL OUTLAY-PARSONS	-	700,000	700,000	-	-	-	(700,000)	-100.00%
TOTAL-CAPITAL IMPROVEMENT	2,519,000	4,123,000	4,123,000	4,335,983	4,335,983	3,171,983	(951,017)	-23.07%

EDUCATION

BOARD OF EDUCATION	65,795,282	67,708,605	36,997,001	70,386,581	70,386,581	70,176,581	2,467,976	3.64%
BOE NON CERTIFIED DC PLAN	-	40,000	750	50,000	50,000	50,000	10,000	25.00%
TEACHER'S RETIREMENT	-	6	-	-	-	-	(6)	-100.00%
TOTAL-EDUCATION	65,795,282	67,748,611	36,997,751	70,436,581	70,436,581	70,226,581	2,477,970	3.66%

GRAND TOTAL

105,949,057	111,543,077	68,508,388	116,953,473	115,353,250	114,179,250	2,636,173	2.36%
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**CAPITAL
IMPROVEMENT
PROGRAM**

**CAPITAL IMPROVEMENT PROGRAM
FOR THE PERIOD
FY2020/2021 TO FY2026/2027**

FUNDING SOURCE CODE:

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F S	FUNDED 2019-2020	PROPOSED 2020-2021	PROJECTED 2021-2022	PROJECTED 2022-2023	PROJECTED 2023-2024	PROJECTED 2024-2025	PROJECTED 2025-2026	PROJECTED 2026-2027	TOTAL		
BOARD OF EDUCATION											
	TECHNOLOGY IMPS. - SCHOOLS	G	480,000	410,000	550,000	550,000	575,000	575,000	575,000	575,000	3,810,000
	ROOF REPLACEMENT-NOAH WALLACE	G				450,000					450,000
	SCHOOL SECURITY	G	275,000	75,000	100,000	250,000	250,000	350,000	350,000	350,000	1,625,000
	EAST FARMS OFFICE RELOCATION	B	1,670,000								-
	STRUCTURAL/ARCHITECTURAL	G	25,000	337,983	550,000	650,000	950,000	950,000	950,000	950,000	5,337,983
	DISTRICTWIDE MECHANICAL EQUIP	G	282,000	315,000	550,000	750,000	750,000	750,000	750,000	750,000	4,615,000
	DISTRICTWIDE MECHANICAL EQUIP	B	320,000								-
	SCHOOL CODE/SAFETY COMPLIANCE	G	90,000	75,000	100,000	250,000	250,000	250,000	350,000	350,000	1,625,000
	CAFETERIA EQUIPMENT	G	25,000	25,000	25,000		25,000		25,000	25,000	125,000
	CLASSROOM FURNITURE	G	150,000	185,000	160,000	160,000	160,000	160,000	160,000	160,000	1,145,000
	VEHICLE REPLACEMENT	G		25,000	95,000			100,000		115,000	335,000
	IAR CAFETERIA ADDITION/RENOVATION	G		84,000							84,000
	IAR CAFETERIA ADDITION/RENOVATION	B			1,200,000						1,200,000
	TELEPHONE SYSTEM	G			25,000	25,000	25,000				75,000
	FARMINGTON HIGH SCHOOL BUILDING	B		110,000,000							110,000,000
	FARMINGTON HIGH SCHOOL BUILDING	O		27,500,000							27,500,000
	TOTAL-EDUCATION		3,317,000	139,031,983	3,355,000	3,085,000	2,985,000	3,035,000	3,160,000	3,275,000	157,926,983

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ENGINEERING										
ROAD RECONSTRUCTION	B	2,000,000		2,000,000		2,000,000		2,000,000		6,000,000
LIGHT POLE REPLACEMENT	G			25,000	25,000	25,000	25,000	25,000	25,000	150,000
BRIDGE REPAIRS	G	25,000		50,000		50,000		50,000		150,000
PEDESTRIAN SIGNAL UPGRADES	G			25,000	25,000	25,000	25,000			100,000
STP URBAN-NEW BRITAIN AVE	G	50,000								-
SURVEYING EQUIPMENT	G						40,000			40,000
VEHICLE REPLACEMENTS	G	25,000			25,000			25,000		50,000
RAILS TO TRAILS	G	25,000		75,000	75,000	100,000	100,000	100,000	150,000	600,000
ENVIRONMENTAL COMPLIANCE	G	50,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	350,000
RIVERBANK STABILIZATION_CEMETERY	G					500,000	500,000	500,000	500,000	2,000,000
OPEN SPACE MANAGEMENT	G			25,000	25,000	50,000	50,000	50,000	50,000	250,000
ARTIFICIAL TURF FIELD	G					100,000	100,000	100,000	100,000	400,000
SCHOOL PARKING LOT PAVING/UPGRADES	G	150,000		150,000	150,000	150,000	200,000	200,000	200,000	1,050,000
TOTAL-ENGINEERING		2,325,000	50,000	2,400,000	375,000	3,050,000	1,090,000	3,100,000	1,075,000	11,140,000

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HIGHWAY & GROUNDS									
SIDEWALKS			50,000	50,000	50,000	75,000	75,000	75,000	375,000
HIGH SCHOOL TRACK			500,000						500,000
HIGH SCHOOL BLEACHERS					250,000	250,000			500,000
IRRIGATION IMPROVEMENTS	40,000	25,000		40,000		40,000		40,000	145,000
TUNXIS MEADE IMPROVEMENTS				75,000		75,000		75,000	225,000
FIELD & PLAYGROUND EQUIPMENT			50,000		50,000			50,000	150,000
GENERATOR REPLACEMENT								100,000	100,000
FUEL ISLAND & PARKING LOT REPLACE			25,000						25,000
VEHICLE MAINT BUILDING ROOF				25,000					25,000
PARKS MAINTENANCE BUILDING						1,000,000			1,000,000
DUMP TRUCKS-HIGHWAY	190,000	200,000	200,000	200,000	205,000	205,000	205,000	210,000	1,425,000
ROAD MAINTENANCE TRUCK-HIGHWAY	70,000			75,000		75,000		80,000	230,000
BUCKET TRUCK			105,000						105,000
ROAD SWEEPER-REFURBISH							30,000		30,000
3 CUBIC YD WHEEL LOADER				200,000					200,000
BACKHOE LOADER							150,000		150,000
ROAD SIDE MOWER								150,000	150,000
ROAD MAINTENANCE TRUCK-PARKS			75,000		75,000		80,000		230,000
MOWER-PARKS		120,000		60,000		60,000		60,000	300,000
TOOLCAT-GROUNDS			75,000						75,000
SKIDSTEER-GROUNDS					50,000				50,000
SUPERINTENDENT'S VEHICLE	28,000								-
VEHICLE MAINTENANCE TRUCK					90,000				90,000
BUILDING MAINTENANCE VEHICLE				35,000					35,000
TOTAL-HIGHWAYS & GROUNDS	328,000	345,000	1,080,000	760,000	770,000	1,780,000	540,000	840,000	6,115,000

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	S	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	
PLANNING DEPARTMENT										
FARMINGTON CENTER IMPROVEMENTS	F	100,000								-
FARMINGTON CENTER IMPROVEMENTS	G			100,000	100,000	100,000	100,000	100,000		500,000
QUALITY OF LIFE IMPROVEMENTS	G		250,000	250,000	250,000	250,000	250,000	250,000	250,000	1,750,000
TINTY BARN IMPROVEMENTS	G			50,000						50,000
PROPERTY ACQUISITION	F	700,000								-
TOTAL-PLANNING		800,000	250,000	400,000	350,000	350,000	350,000	350,000	250,000	2,300,000

FIRE DEPARTMENT

TURNOUT GEAR	G	45,000	50,000	50,000	50,000	50,000	50,000	50,000	50,000	350,000
SCBA FILLING STATION	G							60,000	60,000	120,000
HOSE	G		25,000							25,000
COMMUNICATIONS UPGRADES	G		75,000	150,000	150,000	75,000				450,000
LADDER 1 REPLACEMENT	B	1,500,000								-
ENGINE 8 REPLACEMENT	B			325,000						325,000
ENGINE 9 REPLACEMENT	B						750,000			750,000
RESCUE 15 REPLACEMENT	B				850,000					850,000
MEDIC 12 REPLACEMENT	G							100,000		100,000
MEDIC 16 REPLACEMENT	G			100,000						100,000
MEDIC 17 REPLACEMENT	G						60,000			60,000
UTILITY VEHICLE	G				40,000					40,000
FIRE SAFETY TRAILER	G					70,000				70,000
LIVE FIRE TRAINING FACILITY	G						30,000			30,000
FIRE STATION RENOVATIONS	G		150,000							150,000
FIRE STATION RENOVATIONS	B			11,000,000						11,000,000
TOTAL-FIRE		1,545,000	300,000	11,625,000	1,090,000	195,000	890,000	210,000	110,000	14,420,000

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POLICE DEPARTMENT									
SUPERVISOR'S SUV	G	68,000		70,000		70,000		75,000	215,000
TECHNOLOGY IMPS. - POLICE	G	75,000	75,000	100,000	100,000	100,000	150,000	50,000	625,000
AUTOMATED FINGERPRINT MACHINES	G			35,000					35,000
COMMUNICATIONS UPGRADE	G	35,000	125,000	125,000					250,000
DISPATCH CONSOLE STATIONS	G		30,000	30,000	30,000				90,000
BUILDING IMPROVEMENTS	G					75,000	75,000		150,000
GENERATOR REPLACEMENT	G							125,000	125,000
HVAC IMPROVEMENTS	G						125,000		125,000
FAÇADE & GUTTERS	G				100,000				100,000
ROOF REPLACEMENT-POLICE FACILITY	G				350,000				350,000
TOTAL-POLICE		178,000	230,000	360,000	580,000	245,000	225,000	250,000	2,065,000
TOWN MANAGER									
TECHNOLOGY IMPS - TOWN	G	185,000	160,000	115,000	100,000	130,000	115,000	140,000	825,000
TOWN HALL IMPROVEMENTS	G	150,000	100,000	150,000	150,000	150,000	150,000	150,000	1,000,000
REVALUATION	G		50,000	250,000	75,000				375,000
FIRE MARSHAL VEHICLE	G	35,000							-
FLEET VEHICLES	G	50,000		25,000		25,000		25,000	75,000
UNIONVILLE MUSEUM BATHROOM ADDITION	G	25,000							-
LAND RECORDS RE-INDEXING	G		30,000	30,000	30,000	30,000	30,000		150,000
TOTAL-TOWN MANAGER		445,000	340,000	570,000	355,000	335,000	295,000	315,000	2,425,000

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	F	FUNDED	PROPOSED	PROJECTED	PROJECTED	PROJECTED	PROJECTED	PROJECTED	PROJECTED	TOTAL
	S	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	
COMMUNITY & RECREATION SERVICES										
STAPLES HOUSE RENOVATIONS	G	25,000								-
DIAL-A-RIDE BUS	G				55,000			55,000		110,000
SPRAYGROUND WATER PARK	G								200,000	200,000
SENIOR CENTER EXERCISE EQUIP	G			25,000					25,000	50,000
SENIOR CENTER CAPITAL PROJECTS	G					25,000		25,000		50,000
SENIOR CENTER ROOF REPLACEMENT	G				350,000					350,000
SENIOR CENTER FACADE & GUTTERS	G				100,000					100,000
SENIOR CENTER WINDOW REPLACEMENT	G							175,000	175,000	350,000
SENIOR CENTER HVAC	G					125,000				125,000
STONE HOUSE RENOVATIONS	G	75,000	125,000	200,000	200,000					525,000
YOUTH CENTER RENOVATIONS	G	25,000			75,000	75,000				150,000
RECREATION FACILITIES IMPROVEMENTS	G							35,000		35,000
HOUSING LAND BANK	G					25,000		25,000		50,000
TOTAL-COMMUNITY & RECREATION		125,000	125,000	225,000	780,000	250,000	-	315,000	400,000	2,095,000
WESTWOODS GOLF COURSE										
SPRAYER	G	55,000								-
FAIRWAY MOWER	G			55,000				55,000		110,000
GREENS MOWER	G				30,000					30,000
MAINTENANCE TRUCK	G				45,000		80,000			125,000
IRRIGATION IMPROVEMENTS	G	40,000		40,000		40,000		40,000		120,000
MAINTENANCE BLDG IMPROVEMENTS	G							40,000		40,000
PARKING LOT IMPROVEMENTS	G						250,000			250,000
CLUBHOUSE IMPROVEMENTS	G				25,000					25,000
TOTAL-GOLF COURSE		95,000	-	95,000	100,000	40,000	385,000	80,000	-	700,000
GRAND TOTAL		9,158,000	140,671,983	20,110,000	7,475,000	8,220,000	8,050,000	8,320,000	6,340,000	199,186,983

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	F	FUNDED	PROPOSED	PROJECTED	PROJECTED	PROJECTED	PROJECTED	PROJECTED	PROJECTED	TOTAL
	S	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024	2024-2025	2025-2026	2026-2027	
FUNDING TOTALS										
GENERAL FUND	G	2,868,000	3,171,983	5,585,000	6,625,000	6,220,000	6,300,000	6,320,000	6,340,000	40,561,983
BONDED	B	5,490,000	110,000,000	14,525,000	850,000	2,000,000	1,750,000	2,000,000	-	131,125,000
GF FUND BALANCE APPROPRIATION	F	800,000								-
OTHER FUNDS	O		27,500,000							27,500,000
REAPPROPRIATION	R									-
TOTAL		9,158,000	140,671,983	20,110,000	7,475,000	8,220,000	8,050,000	8,320,000	6,340,000	199,186,983

OTHER FUNDS

**TOWN OF FARMINGTON, CT
FY2020-2021 BUDGET
WASTE COLLECTION FUND**

	<u>2018-2019 ACTUAL</u>	<u>2019-2020 REVISED BUDGET</u>	<u>2019-2020 7 MONTH ACTUAL</u>	<u>2020-2021 DEPT REQUEST</u>	<u>2020-2021 MANAGER</u>	<u>2020-2021 TOWN COUNCIL PROPOSED</u>
REVENUES						
WASTE COLLECTION FEES	1,661,489	1,658,141	1,646,005	1,667,000	1,667,000	1,667,000
PRIOR YEAR COLLECTIONS	9,297	7,500	10,273	10,000	10,000	10,000
DELINQUENT FEES & INT	17,262	13,000	12,013	16,000	16,000	16,000
INTEREST	3,113	3,300	1,772	3,000	3,000	3,000
OTHER REVENUES	6,940	2,000	-	2,000	2,000	2,000
FUND EQUITY	-	-	-	100,000	100,000	100,000
TOTAL REVENUES	1,698,100	1,683,941	1,670,062	1,798,000	1,798,000	1,798,000

	<u>2018-2019 ACTUAL</u>	<u>2019-2020 REVISED BUDGET</u>	<u>2019-2020 7 MONTH ACTUAL</u>	<u>2020-2021 DEPT REQUEST</u>	<u>2020-2021 MANAGER</u>	<u>2020-2021 TOWN COUNCIL PROPOSED</u>
APPROPRIATIONS						
LANDFILL	15,937	31,560	25,228	40,925	40,925	40,925
COLLECTION & DISPOSAL	1,562,356	1,619,331	849,162	1,710,775	1,710,775	1,710,775
HAZARDOUS WASTE	42,743	33,050	1,619	46,300	46,300	46,300
TOTAL APPROPRIATIONS	1,621,035	1,683,941	876,009	1,798,000	1,798,000	1,798,000

**TOWN OF FARMINGTON, CT
FY2020-2021 BUDGET
RECREATION FUND**

RECREATION PROGRAMS	2018-2019 <u>ACTUAL</u>	2019-2020 <u>REVISED BUDGET</u>	2019-2020 7 MONTHS <u>ACTUAL</u>	2020-2021 DEPT <u>REQUEST</u>	2020-2021 MANAGER	2020-2021 TOWN COUNCIL <u>PROPOSED</u>
REVENUES						
SPORTS & PHYSICAL FITNESS	508,777	453,193	276,665	421,240	471,240	471,240
CULTURAL & CREATIVE	20,408	18,000	19,519	20,493	20,493	20,493
BUS TRIPS	2,074	6,400	2,270	6,408	6,400	6,400
RECREATION CAMPS	152,897	90,000	35,416	99,506	101,105	101,105
SENIOR TRIPS & PROGRAMS	28,307	27,000	17,386	27,000	27,000	27,000
OTHER REVENUE	2,734	1,700	568	3,300	2,800	2,800
INTEREST	775	650	681	600	600	600
TOTAL REVENUES	715,973	596,943	352,506	578,547	629,638	629,638

APPROPRIATIONS	2018-2019 <u>ACTUAL</u>	2019-2020 <u>REVISED BUDGET</u>	2019-2020 7 MONTHS <u>ACTUAL</u>	2020-2021 DEPT <u>REQUEST</u>	2020-2021 MANAGER	2020-2021 TOWN COUNCIL <u>PROPOSED</u>
SPORTS & PHYSICAL FITNESS	383,657	311,215	203,339	325,646	325,646	325,646
CULTURAL & CREATIVE	14,582	12,228	6,734	12,239	12,239	12,239
SOCIAL PROGRAMS	2,794	2,200	-	2,200	2,200	2,200
BUS TRIPS	4,184	6,000	1,815	5,898	5,898	5,898
SPECIAL NEEDS	650	4,800	-	4,800	4,800	4,800
RECREATION CAMPS	99,586	85,295	70,600	94,922	94,922	94,922
RECREATIONAL SERVICES	146,827	148,205	83,610	105,842	156,933	156,933
SENIOR TRIPS & PROGRAMS	28,654	27,000	11,271	27,000	27,000	27,000
TOTAL APPROPRIATIONS	680,934	596,943	377,369	578,547	629,638	629,638

**TOWN OF FARMINGTON, CT
FY2020-2021 BUDGET
GOLF COURSE FUND**

	<u>2018-2019 ACTUAL</u>	<u>2019-2020 REVISED BUDGET</u>	<u>2019-2020 7 MONTH ACTUAL</u>	<u>2020-2021 DEPT REQUEST</u>	<u>2020-2021 MANAGER</u>	<u>2020-2021 TOWN COUNCIL PROPOSED</u>
REVENUES						
GREENS FEES	264,644	312,000	186,370	312,000	312,000	312,000
SEASON TICKETS	110,608	104,675	3,380	108,000	108,000	108,000
GOLF CART RENTALS	100,138	105,000	73,252	105,000	106,000	106,000
DRIVING RANGE	48,420	47,500	25,487	48,000	48,000	48,000
OTHER	-	2,500	(1,501)	2,500	1,000	1,000
LEASE PAYMENT	1,188	2,700	-	-	-	-
INTEREST	408	500	345	400	575	575
TOTAL REVENUES	\$ 525,406	\$ 574,875	\$ 287,332	\$ 575,900	\$ 575,575	\$ 575,575

	<u>2018-2019 ACTUAL</u>	<u>2019-2020 REVISED BUDGET</u>	<u>2019-2020 7 MONTH ACTUAL</u>	<u>2020-2021 DEPT REQUEST</u>	<u>2020-2021 MANAGER</u>	<u>2020-2021 TOWN COUNCIL PROPOSED</u>
APPROPRIATIONS						
CLUBHOUSE	339,148	517,582	109,929	519,440	516,196	516,196
RESTAURANT	2,005	2,500	588	2,460	2,460	2,460
DRIVING RANGE	8,793	7,800	4,146	8,200	9,054	9,054
GOLF CART RENTALS	42,228	46,993	29,726	45,800	47,865	47,865
TOTAL APPROPRIATIONS	392,174	574,875	144,390	575,900	575,575	575,575

Fiscal Year 2020/2021 Proposed Budget Amendments

- **Amendment 1: To reduce Revenue, Interest Earnings, by \$425,000.**

NOTE: As the result of the substantial drop in interest rates and the tax deferral program, interest earnings are projected to be \$425,000 less than expected in March.

- **Amendment 2: To reduce Revenue, Interest & Lien Fees, by \$40,000.**

NOTE: Due to the tax deferral program interest on delinquent taxes is projected to be \$40,000 less than what was expected in March.

- **Amendment 3: To reduce Debt Service Bond Interest, 16010-57720, by \$65,000.**

NOTE: Due to the economic situation the bond sale projected for May 2020 was postponed until late summer 2020. This resulted in the need for only one debt interest payment instead of two, in Fiscal Year 2020/2021.

- **Amendment 4: To reduce Debt Service Bond Principal, 16010-57721, by \$300,000.**

NOTE: Due to the economic situation the bond sale projected for May 2020 was postponed until late summer 2020. This resulted in no required principal payment during FY 20/21, resulting in \$300,000 in savings.

- **Amendment 5: To Reduce Debt Service Clean Water Fund Loan, 16010-57727, by \$100,000.**

NOTE: Due to the postponement of the closing on the Permanent Finance Obligation the repayment of the loan has been delayed to November 2020 resulting in \$100,000 in savings.

- **Amendment 6: To reduce the Capital Improvement Plan, Board of Education, Technology Improvements account by \$144,000, to reduce the Districtwide Mechanical Equipment account by \$75,000, to reduce the Classroom Furniture account by \$185,000, for a total reduction of \$404,000.**

NOTE: Based on Town Council direction, these were the recommendations for reductions from the Board of Education staff.

Fiscal Year 2020/2021 Proposed Budget Amendments

- **Amendment 7: To reduce the Capital Improvement Plan, Town, Engineering, Environmental Compliance account by \$25,000, to reduce Highway & Grounds, Irrigation Improvement account by \$1,000, to reduce Highway & Grounds, Dump Truck- Highway account by \$200,000, to reduce Fire & Rescue Services, Fire Stations Renovations account by \$100,000, to reduce Police, Dispatcher Console Stations account by \$30,000, to reduce the Town Manager, Technology Improvements account by \$60,000, to reduce Town Manager, Revaluation account by \$25,000, to reduce Community and Recreational Services, Stone House account by \$35,000 for a total reduction of \$476,000.**

NOTE: Based on Town Council Direction, these are the recommendations for reducing the Town CIP Budget

- **Amendment 8: Reduce the Personnel Services Salary Reserve account, 11060-50111, by \$46,000.**

NOTE: This reduction represents salary increases for staff members who are not a part of a union.

- **Amendment 9: Reduce the Town Manager Full Time Salary account, 11010-50101, by \$6,000**

NOTE: This reduction represents step increases for employees in the Town Manager's office.

- **Amendment 10: To reduce the 2020-2021 Town Operating Budget by \$279,016.**

NOTE: This reduction is in accordance with Town Council direction.

- **Amendment 11: To reduce the 2020-2021 Board of Education Operating Budget by \$1,200,000.**

NOTE: This reduction was in accordance with Town Council direction.

Motion:

Agenda Item N-2

To Adopt the Town of Farmington FY 2020/2021 Budget with the Board of Education Budget at \$68,976,581, to set the Town Budget at \$31,147,221, to set the Debt Service Budget at \$8,837,449, to set the Capital Improvement Budget at \$2,291,983, to set the Board of Education Defined Contribution Budget at \$50,000 for a total Town Council appropriation for FY 2020/2021 of \$111,303,234.

NOTE: Based on the Town Council's action on the amendments in N-1, this would be the appropriations for FY 2020/2021. I have attached a Tax and Budget Worksheet that shows the impact of the amendments.

Please note that this motion and worksheet may change because it is contingent on what is approved in agenda item N-1.

/Attachment

**FY2020/2021
TAX AND BUDGET WORKSHEET
TOWN COUNCIL PROPOSED BUDGET**

	FY19/20 Revised Budget	FY20/21 Proposed Budget Zero Tax Inc	Dollar Change	% Change	Change To Town Council Proposed
<u>EXPENDITURES</u>					
Education	67,708,605	68,976,581	1,267,976	1.87	(1,200,000)
Town	30,373,104	31,147,221	774,117	2.55	(331,016)
Debt Service	9,298,362	8,837,449	(460,913)	(4.96)	(465,000)
Capital Improvements	3,423,000	2,291,983	(1,131,017)	(33.04)	(880,000)
CIP-Parsons Purchase	700,000	-	(700,000)	(100.00)	
BOE Defined Contribution	40,000	50,000	10,000	25.00	
Teacher's Retirement	6	-	(6)	(100.00)	
Total	<u>111,543,077</u>	<u>111,303,234</u>	<u>(239,843)</u>	<u>(0.22)</u>	<u>(2,876,016)</u>

GRAND LIST

Real Estate	3,200,941,250	3,222,223,680	21,282,430	0.66	BAA Adjusted GL
Personal Property	233,199,367	237,811,910	4,612,543	1.98	
Motor Vehicles	<u>235,232,708</u>	<u>239,931,487</u>	<u>4,698,779</u>	<u>2.00</u>	
Total	<u>3,669,373,325</u>	<u>3,699,967,077</u>	<u>30,593,752</u>	<u>0.83</u>	

REVENUES

Other Property Taxes	1,240,000	1,208,000	(32,000)	(2.58)	(40,000)
Licenses and Permits	645,000	664,500	19,500	3.02	
Fines and Penalties	24,000	19,500	(4,500)	(18.75)	
Interest	525,000	250,000	(275,000)	(52.38)	(425,000)
Grants	4,822,777	4,872,273	49,496	1.03	
Service Charges	1,380,025	1,328,500	(51,525)	(3.73)	
Other	50,000	500,000	450,000	900.00	
Westwoods Contribution	335,025	327,233	(7,792)	(2.33)	
Fund Balance	999,000	-	(999,000)	(100.00)	
Total	<u>10,020,827</u>	<u>9,170,006</u>	<u>(850,821)</u>	<u>(8.49)</u>	<u>(465,000)</u>

TAX & MILL RATE

Tax Levy	\$ 102,241,250	\$ 102,964,228
Mill Rate	27.97	27.97
Mill Rate Change	0.78	(0.00)
% Change	2.88%	-0.01%
Avg Residential Assessment	\$ 226,777	\$ 226,777
Real Estate Taxes	\$ 6,342.95	\$ 6,342.56
Dollar Increase	177.37	(0.39)
Percent Increase	2.88%	-0.01%

MOTION:

Agenda Item N-3

That a property tax rate of 27.97 mills be levied on the net taxable Grand List of October 1, 2019 in the amount of \$3,699,967,077 to meet the appropriations of the Town of Farmington for the fiscal year beginning July 1, 2020 through June 30, 2021,

And,

That such taxes shall be payable in equal installments on July 1, 2020 and January 1, 2021 except that property taxes as defined in Section 12-141 of the Connecticut General Statutes in an amount not in excess of one hundred dollars shall be due and payable in a single payment on July 1, 2020 as provided by Section 12-144 of the Connecticut General Statutes, and except that any tax on any motor vehicle shall be due and payable in full on July 1, 2020 as provided in Section 12-144(a) of the Connecticut General Statutes,

And,

That the Solid Waste Service Charge be set at \$235.00 for the fiscal year beginning July 1, 2020.

MOTION:

Agenda Item N-4

To approve the transfer of uncollectible property taxes to the Suspense Tax Book.

NOTE: In accordance with Section 12-165 of the Connecticut State Statutes, the Tax Collector has recommended the 2020 Suspense Tax Book. This book has been compiled for the purposes of identifying sums that may be uncollectible, and no way does it represent a cancellation of the tax. The Tax Office will continue to exercise every possible avenue to collect the unpaid tax. Those who own motor vehicles cannot register a vehicle in the State of Connecticut until the tax is paid.

The total sum involved is \$10,409.79.

If any Town Council member would like the actual Suspense Tax Book, please let me know and I will have a copy provided to you.

MOTION:

Agenda Item N-5

To change the time of the June 23, 2020 Town Council Meeting from 7:00 p.m. to 6:00 p.m. in Conference Room "A" at the Farmington Town Hall.

NOTE: The topic of this meeting is the Town Manager's yearly performance evaluation. The Town Council typically meets with the Town Clerk at the same meeting.

MOTION:

Agenda Item N-6

To approve the following property tax refunds.

NAME	REASON	AMOUNT
Blick George T	Assessor adjustment	\$51.34
Corbin Peter K Jr.	Assessor adjustment	\$116.45
Jp Morgan Chase Bank	Assessor adjustment	\$249.83
Neary Thomas W & Deborah	Assessor adjustment	\$106.00
Pathak Shriram & Urvi S.	Assessor adjustment	\$120.00
Total		\$643.62