

**Town of Trumbull**  
CONNECTICUT  
www.trumbull-ct.gov

TOWN HALL  
Trumbull

TELEPHONE  
(203) 452-5000



**MINUTES**  
**JANUARY 5, 2023**

CALL TO ORDER: The Chair called the meeting to order at 7:32 p.m. All present joined in a moment of silence and the Pledge of Allegiance.

ROLL CALL: The clerk called the roll and recorded it as follows:

PRESENT:

Mike Buswell	Mary Isaac	Dede Robinson
Bill Mecca,	Nicole Satin	Donna Seidell
Veronica Lenzen	Alissa Hall	Jason Marsh
Anthony Dorsey	Ashley Gaudiano	Joy Colon
Steve Lemoine	Kelly Mallozzi	Dawn Cantafio
Christopher DeCruze	Carl Massaro	Tony Scinto
Kevin Shively		

ABSENT: Olga Leiva, Thomas Whitmoyer

ALSO

PRESENT: First Selectman Vicki A. Tesoro, Chief Administrative Officers Cynthia Katske and Kathleen McGannon, Town Attorney Daniel Schopick, Human Resource Director Thomas McCarthy, Finance Director Maria Pires, Chief of Police Michael Lombardo, Assistant Chief of Police Glenn Byrnes, Police Commission Chairman Raymond Baldwin, Detective Sergeant Robert Coppola, BOF member Christine El Eris, Public Works Director George Estrada, (arrived at 7:41 p.m.), Town Engineer/WPCA Administrator William Maurer, Director of Operations Rich Infante, Fleet Supervisor Doug Bogen, BOE Operations Director Dave Cote,

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PUBLIC COMMENT: There were three (3) people present from the public to speak. The Chair CLOSED public comment at 7:48 p.m.

APPROVAL OF MINUTES: Moved by Satin, seconded by Colon to approve the December 5, 2022 minutes as submitted. VOTE: Motion CARRIED unanimously. (Dorsey and Lenzen not voting)

1. RESOLUTION TC29-101: Moved by Massaro, seconded by Scinto  
BE IT RESOLVED, That Anthony Dorsey of 51 Glenbrook Road, be and the same is hereby designated as a District 4 Republican Town Council representative for a term extending to the first Monday of December 2023. (Republicans Only Vote)

VOTE: ADOPTED unanimously. (Lenzen and Dorsey not voting)

2. RESOLUTION TC29-102: Moved by Scinto, seconded by Buswell  
BE IT RESOLVED, That Veronica Lenzen of 129 Fresh Meadow Road, be and the same is hereby designated a Republican District 3 Town Council representative for a term extending to the first Monday of December 2023. (Republicans Only Vote)

Moved by Massaro, seconded by Scinto to amend the resolution by striking the word Road and replacing it with Drive. VOTE: Motion CARRIED unanimously.

VOTE: ADOPTED unanimously. (Lenzen and Dorsey not voting)

Councilman Massaro extended his gratitude to Lissette Colón and Steve Choi for the time and service on the council.

Councilman Massaro swore Anthony Dorsey and Veronica Lenzen in. (Dorsey and Lenzen would be voting from this point on.)

The Chair welcomed the new council members.

## DISCUSSION

- Middlebrook and Booth Hill Elementary School Roof Building Committee Update:

Patricia Borghesan, Chairman of the Middlebrook and Booth Hill Elementary School Roof Building Committee was present. (See Middlebrook and Booth Hill Elementary School Roof Building Committee Update Attached).

### Points of discussion are as follows:

- It was confirmed the contract was a lump sum contract.
- Councilman Cantafio extended her gratitude for the hard work of the Chair and Mr. Cote, it was noted the original submission had to be withdrawn and resubmitted. Patricia Borghesan noted she was grateful to the members of the committee who have gone through the documents and have been diligent.
- In the last fiscal year there was \$30,000 approved for an initial assessment of the Booth Hill School roof and also did an asbestos analysis, both of those projects have been completed, there is some money left over.
- \$50,000 was requested in the CIP bonding resolution on this agenda is additional monies to hire the architect for the complete construction documents for the submittal of the committee's application to the state. Also being requested is \$35,000 for toilet partitions, \$50,000 for the roof. \$40,000 was approved last year for the roof design.

- Community Facilities Building Committee Update:

Community Facilities Building Committee Chairman Lori Hayes O'Brien was present and reported:

- The Council updated their resolution.
- The committee is focused on building a senior and community center.
- The committee has learned what some of the recreational and community needs are which has been the committee's focus.
- In response to the committee's vote to further study the Hardy Lane site, the QA+M architects have presented concept designs of what the building could look like and where it could be placed. This has happened in every meeting since the last update to the Council and it has changed in every meeting. The designs are preliminary and changes are frequently being made as more information is gathered. This is the early stage of a long process.
- The committee has been focusing on keeping the building a reasonable size, and minimizing the impact on the environment. Those are the design changes over the last three months.
- In November they met jointly with the Conservation Commission to keep them informed and solicit their input. QA+M did a positive and insightful presentation at that meeting. The committee plans to continue to work with them and any other commission.
- The next steps in evaluating the Hardy Lane site are the traffic and environmental studies. At their last meeting they approved a contract for the traffic study which will start this week or next week. They requested that it not be done while school is out and wait for a typical traffic pattern. The report should be available in a month. They have quotes for the phase two environmental study, phase one was done when the town purchased the property. These investigations are vital for them to determine if Hardy Lane is a viable site.
- Next will be to evaluate the results of the traffic and environmental studies. They will continue to modify the preliminary concepts focusing on environmental, ecological factors and building components.
- After all those things are put in place the committee will increase public outreach, and if necessary, reevaluate other sites.
- The committee is following the process per the building committee rules and are in the early process before a final recommendation can be presented.
- The committee's job is to recommend the "what and the where" and it will be up to the council to decide, the "if and when".
- Connecting to the trail has not been put into the drawings, as a committee they have not made any determination, it was discussed briefly when they met with the Conservation Commission. It is not something they have looked into deeply. Ms. Hayes O'Brien noted, in her opinion the general feeling is that it would be difficult, costly and not as beneficial as it was sold the last time it was looked at.
- The architect has talked about the egress for the property in depth, the committee is waiting for the results of the studies and has not delved into that deeply. If the environmental study shows anything else they will stop looking at Hardy Lane, they will not spend any more money until those studies are back. The building keeps

moving away from the slope area. It is too early in the process to look into the fire department and emergency services, but will as the project progresses.

- Equity, Diversity and Inclusion Task Force Update: Equity, Diversity and Inclusion Task Force Chairman Andrea Fonseca was present. (See Attached Equity, Diversity and Inclusion Task Force Update).

3. RESOLUTION TC29-103: Moved by Satin, seconded by Cantafio  
BE IT RESOLVED, That Christine El Eris be and the same is hereby reappointed as an alternate member of the Board of Finance for a term extending to the first Monday of December 2025.

Committee Report: The Rules & Research Committee met on January 3, 2023 and voted unanimously.

VOTE: ADOPTED unanimously.

4. RESOLUTION TC29-104: Moved by Mallozzi, seconded by Cantafio  
BE IT RESOLVED, That Andrea Fonseca be and the same is hereby reappointed as a member of the Equity, Diversity and Inclusion Task Force for a term extending to the first Monday in December 2026 and is further reappointed Chairman of said Task Force.

Committee Report: The Rules & Research Committee met on January 3, 2023 and voted to pass without recommendation unanimously.

Andrea Fonseca was present and indicated her party affiliation as democrat. She would like to continue to serve to make sure we are promoting a place here in Trumbull where our children know Trumbull is a place that is equitable, diverse and inclusive of all. We need to make sure we are examples for our kids in the future. She confirmed she would like to continue to serve as chairman of the Task Force.

VOTE: ADOPTED unanimously.

5. RESOLUTION TC29-105: Moved by Buswell, seconded by Mallozzi  
BE IT RESOLVED, That the appointment by the First Selectman of Brian Galioto as a member of the Golf Course Commission for a term extending to the first Monday of December 2025 be and the same is hereby approved.

Committee Report: The Rules & Research Committee met on January 3, 2023 and voted unanimously.

VOTE: ADOPTED unanimously.

6. RESOLUTION TC29-106: Moved by Marsh, seconded by Cantafio  
BE IT RESOLVED, That James Daly is hereby reappointed as a member of the Pension Board for a term extending to the first Monday of December 2026.

Committee Report: The Rules & Research Committee met on January 3, 2023 and voted unanimously.

VOTE: ADOPTED unanimously.

Moved by Shively, seconded by Cantafio to take RESOLUTIONS TC29-108 and TC29-109 out of order. VOTE: Motion CARRIED unanimously.

7. RESOLUTION TC29-108: Moved by Massaro, seconded Colon to waive the reading of the full resolution and incorporate by reference.  
VOTE: Motion CARRIED unanimously.

RESOLUTION APPROPRIATING \$4,300,000 FOR THE TRUMBULL BOARD OF EDUCATION CAPITAL IMPROVEMENT PLAN 2023-2024 AND AUTHORIZING THE ISSUANCE OF \$4,300,000 BONDS OF THE TOWN TO MEET SAID APPROPRIATION AND PENDING THE ISSUANCE THEREOF THE MAKING OF TEMPORARY BORROWINGS FOR SUCH PURPOSE (Full Resolution Attached)

Moved by Cantafio, seconded by Satin to adopt the resolution as introduced.

Committee Report: The Finance Committee met on January 3, 2023 and voted 5-0-1 (Abstention: Scinto).

The Chair noted Maria Pires was present and bond counsel is available by phone, it was unknown whether bond counsel would make it to the meeting as she was having car issues.

Mr. Cote indicated many of the items are small items and would be able to get them completed this year, the HVAC for Middlebrook is relying on a grant from the state, and are awaiting approval, they have a two-year window to get the work done. A lot of the Jane Ryan parking lot was done last year and is confident it will be completed this year.

VOTE: ADOPTED unanimously.

8. RESOLUTION TC29-109: Moved by Massaro, seconded by Colon to waive the reading of the full resolution and incorporate by reference.

RESOLUTION APPROPRIATING \$10,830,000 FOR THE TRUMBULL (TOWN) CAPITAL IMPROVEMENT PLAN 2023-2024 AND AUTHORIZING THE ISSUANCE OF \$10,830,000 BONDS OF THE TOWN TO MEET SAID APPROPRIATION AND PENDING THE ISSUANCE THEREOF THE MAKING OF TEMPORARY BORROWINGS FOR SUCH PURPOSE (Full Resolution Attached)

Moved by Colon, seconded by Mallozzi to adopt the resolution as introduced.

Committee Report: The Finance Committee met on January 3, 2023 and voted 5-1 (Against: Scinto).

George Estrada explained:

- Bonding consists of two categories, 1. Continuation of paving and 2. Component of pavement preservation. They will migrate into a larger portion of what is allocated each year to preservation in the years to come as they transition.
- Pavement preservation is considered an appropriate capital expense. They utilize LOCIP and bonding dollars within the plan, there is a bond funding component. They are bonding because the program will consist primarily of repaving streets, reconstruction and repaving of streets.
- With the ARPA funding put in place, they will start the preservation program this year, and for the following capital year, they will present to the council a more long term comprehensive plan of how they plan to transition some of their attention from just strictly paving to pavement preservation.
- Bonding will always have to be done because roadways are a significant amount of money and does not know that the town would transition to putting \$4 million on the operating side of the budget that would be a discussion for the Finance Department, not something he would dictate.
- Councilman DeCruze noted bonding out regular maintenance is increasing the cost by the bonding rate and at a certain point there will be 20 copies of 1/20<sup>th</sup> plus 3.5% increasing the overall cost.
- Councilman Marsh explained the amount of work that can be done through the operating budget v. what can be done through the bonding process is different. When factored over time the tax increase on a year-over-year basis, if in the operating budget v. the incremental cost of bonding, he believes the cost of the bonding over the long term proves to be the more economically viable way to do it.
- The long term plan for Parks & Rec evolves from the Parks & Rec Commission who hears the needs from the community.
- First Selectman Tesoro explained there will be 6 pickle ball courts and 6 tennis courts at Tashua. The courts being replaced are at the end of their life. The basketball courts at Island Brook were not taken away, they were left there. There was discussion about that but First Selectman Tesoro would not have that happen. There are also pickle ball courts and tennis courts at Island Brook, there is something for everyone there including softball fields.
- Changing project years in the Capital Plan would be at the direction of the council.
- If you were to go to the Tashua tennis courts you would see weeds are growing through the fractures, there are ½” fractures in multiple locations. If we had a severe frost heave and heavy moisture, those courts would probably need attention sooner than later, this has been a mild season, we do not know what the rest of the winter will bring and cannot predict what their condition will be at the end of this season. If you were to go there today Mr. Estrada would not deem them unsafe, they are at the end of their life and the fracturing is expanding every year, within the next year or so they will need to be addressed.

- The pavement preservation program is not about getting ahead of the curve it is about maintaining the integrity of the infrastructure, an immediate result would not be seen in the PCI, but in two years we will turn a corner and will have started on a path to improved PCI's.
- Ms. Pires confirmed \$5.1 million was bonded last year for road paving and normally only bond once a year. Ms. Pires explained if the \$5 million was in the operating budget the mill rate would go up.
- Councilman DeCruze explained the town pays 1/20<sup>th</sup> of \$5 million plus 3.5% every year over twenty years there would be 20 of those. The Chair suggested further conversation and/or analysis could be arranged after the meeting.
- Ms. Pires explained the enterprise funds are self-sustaining which includes the WPCA.

Mr. Maurer explained the WPCA requests:

- Old Town Road Force-main Design - \$130,000: This represents the replacement of the Old Town Road force-main due to a recent break.
- Relining Sections of Pipe Main Street - \$250,000: This represents a relining a continuation of deteriorating sections of pipe found after the gravity pipe on Main Street collapsed last year, (the pipe runs down the west side of Main Street to the Mall). This is a 20" concrete pipe that is deteriorating, it will need to be done in sections.
- Pump Stations Evaluations – There are thirteen (13) pump stations and thirteen (13) force-mains and need to start looking at them before they start breaking and have to go into disaster control.
- There are retained earnings available but with the extent of the work WPCA will be utilizing all types of funding, both bonding and retained earnings, just today as they were in the process of replacing 1,000' of force-main at Beardsley Park they discovered they will have to replace another 1,500'. These costs may be reflected in the maintenance fees, but not in the per ccf portion of the sewer usage rate.
- Ms. Pires confirmed there is \$65,000 from the sale of the houses, she could not allocate to a project.

Parks: Mr. Estrada explained:

- Paving - \$2.4 million: Includes the next phase of paving at Indian Ledge, (sidewalks from the BMX track to the playground will be installed as well as expanded parking areas near the playground to Whitney Avenue and then will begin work on the road towards the composting area in the back). Councilman Cantafio noted also included in the \$2.4 million is Twin Brooks to Beach Park Bike Trail Connection and Unity Park drainage, (page 9 of 13 of the packet).
- Unity Park - \$970,000 is for drainage not paving.

VOTE: ADOPTED 10-9 (AGAINST: Buswell, Robinson, Seidell, Lenzen, Dorsey, Lemoine, DeCruze, Massaro, Scinto).

9. RESOLUTION TC29-107: Moved by DeCruze, seconded by Colon  
BE IT RESOLVED, That \$40,000 is hereby appropriated from the Fund Balance to  
Fringe Benefits-Services & Fees-Professional 01013400-522202.

Committee Report: The Finance Committee met on January 3, 2023 and voted 5-1  
(Against: Scinto).

Mr. McCarthy confirmed:

- \$40,000 is to pay for a consultant to look at both the police pension and the town pension. They are experiencing difficulty in hiring with some potential retention issues on the town-side. This is a difficult and competitive hiring environment.
- Councilman Marsh spoke in favor of exploring a way to return to a pension for town workers as well as the police department, his only trepidation is in 2015 when he first became a councilman the pensions were severely underfunded and have made great strides in remedying that through the 100 % ARC contribution. He supports the pension but wants see it done with forethought and done correctly. This is a necessary step to do that.

Moved by Massaro, seconded by Marsh to ENTER into Executive Session bids and potential collective bargaining. There was discussion on whether Sgt. Detective Coppola could be included in executive session, it was decided he would stay for a portion of the discussion since he was on the panel that made the consultant recommendation and would leave Executive Session after part 1. VOTE: Motion CARRIED unanimously.

The Trumbull Town Council ENTERED into Executive Session at 9:08 p.m. with the following people present:

Town Council members Mike Buswell, Mary Isaac, Dede Robinson, Bill Mecca, Nicole Satin, Donna Seidell, Veronica Lenzen, Alissa Hall, Jason Marsh, Anthony Dorsey, Ashley Gaudiano, Joy Colon, Steve Lemoine, Kelly Mallozzi, Dawn Cantafio, Christopher DeCruze, Carl Massaro, Tony Scinto, Kevin Shively, Human Resource Director Thomas McCarthy, Finance Director Maria Pires, First Selectman Vicki A. Tesoro, Chief Administrative Officers Cynthia Katske and Kathleen McGannon, Town Attorney Daniel Schopick, Chief of Police Michael Lombardo, Detective Sergeant Robert Coppola, BOF member Christine El Eris.

Detective Sergeant Robert Coppola and Christine El Eris left Executive Session at 9:36 p.m.

Moved by Cantafio, seconded by DeCruze to END Executive Session.  
VOTE: Motion CARRIED unanimously. Executive Session ENDED at 9:48 p.m.

VOTE: ADOPTED unanimously.

Moved by Cantafio, seconded by Mallozzi to pass as Emergency Legislation.  
VOTE: Motion CARRIED unanimously.



ADJOURNMENT: There being no further business to discuss and upon motion made by DeCruze, seconded by Mecca the Trumbull Town Council adjourned by unanimous consent at 9:51 p.m.

Respectfully Submitted,

Margaret D. Mastroni  
Margaret D. Mastroni, Clerk

Full Resolutions

RESOLUTION TC29-108:

RESOLUTION APPROPRIATING \$4,300,000 FOR THE TRUMBULL BOARD OF EDUCATION CAPITAL IMPROVEMENT PLAN 2023-2024 AND AUTHORIZING THE ISSUANCE OF \$4,300,000 BONDS OF THE TOWN TO MEET SAID APPROPRIATION AND PENDING THE ISSUANCE THEREOF THE MAKING OF TEMPORARY BORROWINGS FOR SUCH PURPOSE

RESOLVED:

Section 1. The sum of \$4,300,000 is hereby appropriated by the Town of Trumbull, Connecticut (the "Town") for the planning, acquisition and construction of the Trumbull Board of Education Capital Improvement Plan 2023-2024, as adopted and amended by the Town Council from time to time, and consisting of: (i) School facilities as identified in the plan, (ii) Infrastructure and Equipment, as defined in the plan, and for appurtenances, equipment and services related thereto, as listed below, and for related legal, consulting, advisory and administrative fees and expenses and costs of issuance related thereto, said appropriation being inclusive of any and all State and Federal grants-in-aid thereof (the "Projects"):

<u>Project</u>	<u>Amount</u>
Hillcrest Middle School	\$ 15,000
Madison Middle School	335,000
Middlebrook Elementary	1,575,000
Daniels Farm Elementary	10,000
Jane Ryan Elementary	1,232,250
Booth Hill Elementary	85,000
Tashua Elementary	410,000
Frenchtown Elementary	75,000
Agriscience High School	25,000
Trumbull High School	490,000
Costs of Issuance	<u>47,750</u>
	<u>\$ 4,300,000</u>

Section 2. The appropriation for any Project which is not required to meet the actual cost of the Project may be transferred by the First Selectman, upon approval of the Town Council, to meet the actual cost of any other public improvement (including Projects authorized hereby and capital projects authorized by prior and future capital resolutions) for which a valid appropriation and bond authorization is outstanding; provided that the aggregate amount of the appropriation authorized pursuant to such transfer shall not exceed 10% of the CIP funding by purpose as last approved by the Town Council.

Section 3. To meet said appropriation \$4,300,000 bonds of the Town or so much thereof as shall be necessary for such purpose, shall be issued, maturing not later than the maximum maturity permitted by the General Statutes of Connecticut, Revision of 1958, as amended from time to time (the "Connecticut General Statutes"). Said bonds may be issued in one or more series as determined by the First Selectman and the Town Treasurer, provided that the total amount of bonds to be issued shall not be less than an amount which will provide

funds sufficient, with other funds available for such purpose, to pay the principal of and the interest on all temporary borrowings in anticipation of the receipt of the proceeds of said bonds outstanding at the time of the issuance thereof, and to pay for the administrative, financing, legal and other costs of issuance of such bonds. The bonds shall be in the denomination of \$1,000 or a whole multiple thereof, be issued in fully registered form, be executed in the name and on behalf of the Town by the facsimile or manual signatures of the First Selectman and the Town Treasurer, bear the Town seal or a facsimile thereof, be certified by a bank or trust company, which bank or trust company may be designated the registrar and transfer agent, be payable at a bank or trust company, and be approved as to their legality by Robinson & Cole LLP, Hartford, Connecticut. The bonds shall be general obligations of the Town and each of the bonds shall recite that every requirement of law relating to its issue has been duly complied with, that such bond is within every debt and other limit prescribed by law, and the full faith and credit of the Town are pledged to the payment of the principal thereof and interest thereon. The aggregate principal amount of the bonds of each series to be issued, the annual installments of principal, redemption provisions, if any, the certifying, registrar and transfer agent and paying agent, the date, time of issue and sale and other terms, details and particulars of such bonds, including the approval of the rate or rates of interest, shall be determined by the First Selectman and the Town Treasurer, in accordance with the Connecticut General Statutes.

Section 4. Said bonds shall be sold by the First Selectman and the Town Treasurer, in a competitive offering or by negotiation, in their discretion. If sold in a competitive offering, the bonds shall be sold at not less than par and accrued interest on the basis of the lowest net or true interest cost to the Town. A notice of sale or a summary thereof describing the bonds and setting forth the terms and conditions of the sale shall be published at least five days in advance of the sale in a recognized publication carrying municipal bond notices and devoted primarily to financial news and the subject of state and municipal bonds. If the bonds are sold by negotiation, the purchase agreement shall be approved by the First Selectman and the Town Treasurer.

Section 5. The First Selectman and the Town Treasurer are authorized to make temporary borrowings in anticipation of the receipt of the proceeds of said bonds. Notes evidencing such borrowings shall be signed by the First Selectman and the Town Treasurer, have the seal of the Town affixed, be payable at a bank or trust company designated by the First Selectman and the Town Treasurer, be approved as to their legality by Robinson & Cole LLP, Hartford, Connecticut and be certified by a bank or trust company designated by the First Selectman and the Town Treasurer, pursuant to Section 7-373 of the Connecticut General Statutes. The notes shall be issued with maturity dates which comply with the provisions of the Connecticut General Statutes governing the issuance of such notes. The notes shall be general obligations of the Town and each of the notes shall recite that every requirement of law relating to its issue has been duly complied with, that such note is within every debt and other limit prescribed by law, and that the full faith and credit of the Town are pledged to the payment of the principal thereof and the interest thereon. The net interest cost on such notes, including renewals thereof, and the expense of preparing, issuing and marketing, to the extent paid from the proceeds of such renewals or said bonds, shall be included as a cost of the Projects. Upon the sale of the bonds, the proceeds thereof, to the extent required, shall be applied forthwith to the payment of the principal of and the interest on any such notes then outstanding or shall be deposited with a bank or trust company in trust for such purpose.

Section 6. The Town hereby expresses its official intent pursuant to Section 1.150-2 of the Federal Income Tax Regulations, Title 26 (the "Regulations"), to reimburse expenditures paid sixty days prior to and any time after the date of passage of this resolution in the maximum amount of the Projects with the proceeds of bonds, notes, or other tax-exempt obligations ("Tax-Exempt Obligations") authorized to be issued by the Town. The Tax-Exempt Obligations shall be issued to reimburse such expenditures not later than eighteen (18) months after the later of the date of the expenditure or the substantial completion of the Projects, or such later date the Regulations may authorize. The Town hereby certifies that the intention to reimburse as expressed herein is based upon its reasonable expectations as of this date. The Director of Finance or her designee is authorized to pay Project expenses in accordance herewith pending the issuance of the Tax-Exempt Obligations.

Section 7. The First Selectman and the Town Treasurer are hereby authorized, on behalf of the Town, to enter into agreements or otherwise covenant for the benefit of bondholders to provide information on an annual or other periodic basis to the Municipal Securities Rulemaking Board (the "MSRB") and to provide

notices to the MSRB of certain events as enumerated in Securities and Exchange Commission Exchange Act Rule 15c2-12, as amended, as may be necessary, appropriate or desirable to effect the sale of the bonds and notes authorized by this resolution. Any agreements or representations to provide information to MSRB made prior hereto are hereby confirmed, ratified and approved.

Section 8. The First Selectman and the Town Treasurer, or either of them, are hereby authorized, on behalf of the Town, to enter into any other agreements, instruments, documents and certificates, including tax and investment agreements, for the consummation of the transactions contemplated by this resolution. The First Selectman and the Town Treasurer, or either of them, are hereby authorized, on behalf of the Town, to apply for and accept any and all Federal and State loans and/or grants-in-aid of the Project, to expend said funds in accordance with the terms hereof, and in connection therewith to contract in the name of the Town with engineers, contractors and others.

Section 9. The Board of Education is authorized in the name and on behalf of the Town to apply to the Connecticut Commissioner of Education for any and all State grants-in-aid of the Projects.

RESOLUTION TC29-109:

RESOLUTION APPROPRIATING \$10,830,000 FOR THE TRUMBULL (TOWN) CAPITAL IMPROVEMENT PLAN 2023-2024 AND AUTHORIZING THE ISSUANCE OF \$10,830,000 BONDS OF THE TOWN TO MEET SAID APPROPRIATION AND PENDING THE ISSUANCE THEREOF THE MAKING OF TEMPORARY BORROWINGS FOR SUCH PURPOSE

RESOLVED:

Section 1. The sum of \$10,830,000 is hereby appropriated by the Town of Trumbull, Connecticut (the “Town”) for the planning, acquisition and construction of the various projects comprising the Trumbull (Town) Capital Improvement Plan 2023-2024, as adopted and amended by the Town Council from time to time, and consisting of: (i) Roadways, (ii) Park Improvements, (iii) Fleet and Equipment, (iv) other projects, including economic development and engineering, and (v) Enterprise (WPCA and Golf); and including appurtenances, equipment and services related thereto, as listed below, and for related legal, consulting, advisory and administrative fees and expenses and costs of issuance related thereto, said appropriation being exclusive of and in addition to any and all State and Federal grants-in-aid thereof (the “Projects”):

<u>Project</u>	<u>Amount</u>
Roadways	\$ 4,993,735
Park Improvements	1,785,000
Fleet and Equipment	1,199,069
Other projects, including economic development and engineering	1,681,000
Enterprise (WPCA and Golf)	1,060,000
Costs of Issuance	<u>111,196</u>
	<u>\$ 10,830,000</u>

Section 2. The appropriation for any Project which is not required to meet the actual cost of the Project may be transferred by the First Selectman, upon approval of the Town Council, to meet the actual cost of any other public improvement (including Projects authorized hereby and capital projects authorized by prior and future capital resolutions) for which a valid appropriation and bond authorization is outstanding; provided that the aggregate amount of the appropriation authorized pursuant to such transfer shall not exceed 10% of the CIP funding by purpose as last approved by the Town Council.

Section 3. To meet said appropriation \$10,830,000 bonds of the Town or so much thereof as shall be necessary for such purpose, shall be issued, maturing not later than the maximum maturity permitted by the General Statutes of Connecticut, Revision of 1958, as amended from time to time (the “Connecticut General Statutes”). Said bonds may be issued in one or more series as determined by the First Selectman and the Town Treasurer, provided that the total amount of bonds to be issued shall not be less than an amount which will provide funds sufficient, with other funds available for such purpose, to pay the principal of and the interest on all temporary borrowings in anticipation of the receipt of the proceeds of said bonds outstanding at the time of the issuance thereof, and to pay for the administrative, financing, legal and other costs of issuance of such bonds. The bonds shall be in the denomination of \$1,000 or a whole multiple thereof, be issued in fully registered form, be executed in the name and on behalf of the Town by the facsimile or manual signatures of the First Selectman and the Town Treasurer, bear the Town seal or a facsimile thereof, be certified by a bank or trust company, which bank or trust company may be designated the registrar and transfer agent, be payable at a bank or trust company, and be approved as to their legality by Robinson & Cole LLP, Hartford, Connecticut. The bonds shall be general obligations of the

Town and each of the bonds shall recite that every requirement of law relating to its issue has been duly complied with, that such bond is within every debt and other limit prescribed by law, and the full faith and credit of the Town are pledged to the payment of the principal thereof and interest thereon. The aggregate principal amount of the bonds of each series to be issued, the annual installments of principal, redemption provisions, if any, the certifying, registrar and transfer agent and paying agent, the date, time of issue and sale and other terms, details and particulars of such bonds, including the approval of the rate or rates of interest, shall be determined by the First Selectman and the Town Treasurer, in accordance with the Connecticut General Statutes.

Section 4. Said bonds shall be sold by the First Selectman and the Town Treasurer, in a competitive offering or by negotiation, in their discretion. If sold in a competitive offering, the bonds shall be sold at not less than par and accrued interest on the basis of the lowest net or true interest cost to the Town. A notice of sale or a summary thereof describing the bonds and setting forth the terms and conditions of the sale shall be published at least five days in advance of the sale in a recognized publication carrying municipal bond notices and devoted primarily to financial news and the subject of state and municipal bonds. If the bonds are sold by negotiation, the purchase agreement shall be approved by the First Selectman and the Town Treasurer.

Section 5. The First Selectman and the Town Treasurer are authorized to make temporary borrowings in anticipation of the receipt of the proceeds of said bonds. Notes evidencing such borrowings shall be signed by the First Selectman and the Town Treasurer, have the seal of the Town affixed, be payable at a bank or trust company designated by the First Selectman and the Town Treasurer, be approved as to their legality by Robinson & Cole LLP, Hartford, Connecticut and be certified by a bank or trust company designated by the First Selectman and the Town Treasurer, pursuant to Section 7-373 of the Connecticut General Statutes. The notes shall be issued with maturity dates which comply with the provisions of the Connecticut General Statutes governing the issuance of such notes. The notes shall be general obligations of the Town and each of the notes shall recite that every requirement of law relating to its issue has been duly complied with, that such note is within every debt and other limit prescribed by law, and that the full faith and credit of the Town are pledged to the payment of the principal thereof and the interest thereon. The net interest cost on such notes, including renewals thereof, and the expense of preparing, issuing and marketing, to the extent paid from the proceeds of such renewals or said bonds, shall be included as a cost of the Projects. Upon the sale of the bonds, the proceeds thereof, to the extent required, shall be applied forthwith to the payment of the principal of and the interest on any such notes then outstanding or shall be deposited with a bank or trust company in trust for such purpose.

Section 6. The Town hereby expresses its official intent pursuant to Section 1.150-2 of the Federal Income Tax Regulations, Title 26 (the "Regulations"), to reimburse expenditures paid sixty days prior to and any time after the date of passage of this resolution in the maximum amount of the Projects with the proceeds of bonds, notes, or other tax-exempt obligations ("Tax-Exempt Obligations") authorized to be issued by the Town. The Tax-Exempt Obligations shall be issued to reimburse such expenditures not later than eighteen (18) months after the later of the date of the expenditure or the substantial completion of the Projects, or such later date the Regulations may authorize. The Town hereby certifies that the intention to reimburse as expressed herein is based upon its reasonable expectations as of this date. The Director of Finance or her designee is authorized to pay Project expenses in accordance herewith pending the issuance of the Tax-Exempt Obligations.

Section 7. The First Selectman and the Town Treasurer are hereby authorized, on behalf of the Town, to enter into agreements or otherwise covenant for the benefit of bondholders to provide information on an annual or other periodic basis to the Municipal Securities Rulemaking Board (the "MSRB") and to provide notices to the MSRB of certain events as enumerated in Securities and Exchange Commission Exchange Act Rule 15c2-12, as amended, as may be necessary, appropriate or desirable to effect the sale of the bonds and notes authorized by this resolution. Any agreements or representations to provide information to MSRB made prior hereto are hereby confirmed, ratified and approved.

Section 8. The First Selectman and the Town Treasurer, or either of them, are hereby authorized, on behalf of the Town, to enter into any other agreements, instruments, documents and certificates, including

tax and investment agreements, for the consummation of the transactions contemplated by this resolution. The First Selectman and the Town Treasurer, or either of them, are hereby authorized, on behalf of the Town, to apply for and accept any and all Federal and State loans and/or grants-in-aid of the Project, to expend said funds in accordance with the terms hereof, and in connection therewith to contract in the name of the Town with engineers, contractors and others.

PUBLIC COMMENT:

There were three (3) people present to speak:

1. Richard White – See Public Comment Attached
2. Robert Coppola – See Public Comment Attached
3. Cindy Penkoff – See Public Comment Attached

I'd like to start and congratulate the Town of Trumbull for the recent grant award announcement from the Long Island Sound Study. Rina and our economic development teams, Sustainable Trumbull, Conservation Commission, the joint ARPA Committees, and others all played a part. Well done.

For those not familiar with the project, \$250,000 in grant money with \$63,000 in matching ARPA money from the town will remove 5,400 square feet of impervious surface, basically public parking areas, with pervious paving and green infrastructure.

This area does not actually drain directly into the Pequonnock River, but first into a sub-basin (7105-05) which then drains into the main Pequonnock basin (7105-00). Approximately 1,800 feet away.

Using the Town of Trumbull's GIS, it is possible to zoom into this area, review the hydrologic basins that I've referenced, measure distances, and review this project site plan with actual data.

#### **Georeferenced Site Plans**

I have requested that the Building Committee request that QA+M provide georeferenced drawing files of the three site plans that have been presented so far and any future adjustments to those plans. Members of the Conservation Committee have also requested these plans as well as one member of Planning and Zoning. I'm assuming that the firm doing the Traffic Study will also need this data. I would like to repeat that request.

While I have my preferred file formats, I can deal with just about anything. If QA+M has not "georeferenced" their own plans, I'm willing to give it a shot, and will gladly share my work back with various Town committees and QA+M.

Why am I asking for this? My main reason is to make more detailed impervious surface calculations — similar to those that were made to support the Long Hill Green project.

My current estimate is that the Senior Center and Community Center will total over 90,000 square feet of impervious surface. 18,000 square feet for the structure and nearly 70,000 square feet for parking and driveways. When compared to the improvements being made at Long Hill Green, this is 16 times the impervious surface being mitigated. Hardy Lane drains directly in the Pequonnock basin (7105-00) and is half the distance to the Pequonnock River as Long Hill Green.

With georeferenced site plans, our Conservation Commission can calculate the actual increase in impervious surface, verify that the lower parking area crosses into the 15% to 45% steep slope areas from the USDA and State Soils maps, overlay with the town's aerial imagery to



count the mature trees that will need to be removed to mediate the line-of-site issues the newly commissioned Traffic Study is about to highlight.

With georeferenced site plans, our Planning and Zoning Commission can calculate the B/C setbacks for the project and show that the proposed structure, parking, and driveways clearly cross these 100-foot buffers. Note: some might comment that municipal development doesn't fall under B/C zoning — I would disagree, however a 20,000-square-foot building footprint plus 135 parking spaces and driveways is clearly not a Single-Family Residence. By the way, the structure, parking, and driveways also cross the residential buffers.

### **Trail Access**

Mid-trail access to the Pequonnock River was a key highlight of the Old Church Hill Road properties, was explicitly called out in the site-selection worksheet that was added for Hardy Lane, and was the fifth "pro" bullet item in the staff's pro/con presentation. It has been mentioned several times in public meetings as well as in the news.

I would like to ask the Town Council to instruct the Building Committee to prepare a conceptual plan for how the proposed 135 parking spaces at Hardy Lane would be connected to the Pequonnock River Trail. IMO, it isn't possible.

Having reviewed the wetlands and watercourse on the property, soils data and slope on the town-owned portions, plus soils data and slope on the adjacent state-owned properties, I have come to the conclusion that only a highly engineered and very expensive trail could ever be constructed and would have to both cross over both wetlands, watercourse, and into the state-owned property.

If there is zero plan to connect to the trail, please state that now. If the plan is to wait until later, please explain how access will be restricted until "later". If the plan is to simply remove the existing gate and fence and allow mountain bikers to carve their own paths, please explain how erosion from a growing informal trail network will be mitigated.

I am very concerned that given the weekend parking congestion at the bottom and top of the trail, the town is creating a 135 parking space attractive nuisance.

### **Finally**

I have attached the abstract from the grant announcement, maps from the Town of Trumbull's GIS showing the USGS Hydrologic Unit Codes (HUC), and a map of the Hardy Lane Properties with 100-foot (B/C) and 50-foot (R3) setbacks. I'm also available if anyone wants to review any of this material in person.

**Green Infrastructure for the Long Hill Green District (CT) (75228)**

Grantee: Town of Trumbull

Project Area: Long Hill Green District, Trumbull

LISFF Grant: \$249,069

Grantee Matching Funds: \$62,267

Total Conservation Impact: \$311,366

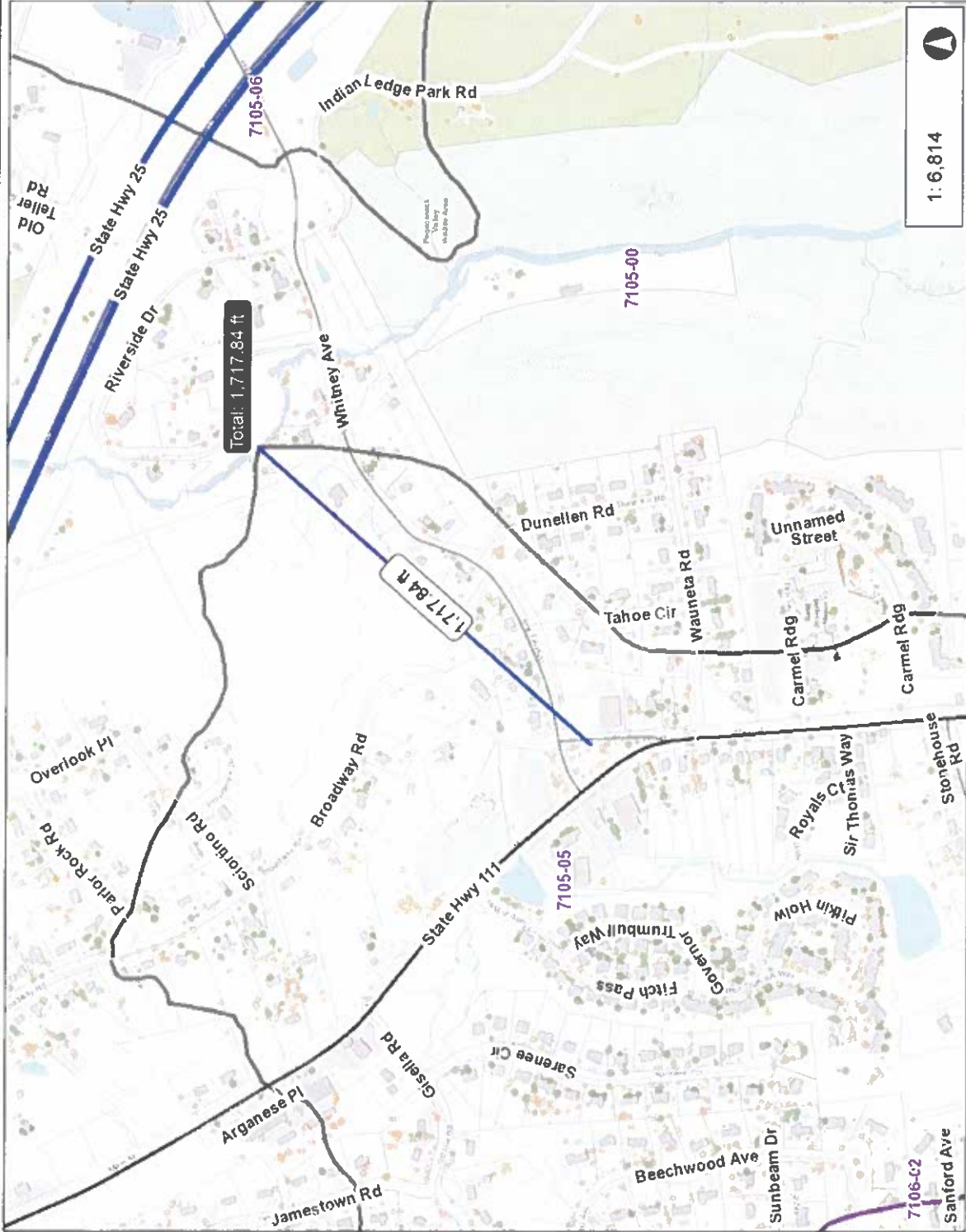
Remove existing impervious paved areas and replace with a 5,400 sq. ft. of permeable green infrastructure paver areas and install bioretention planters in the Town of Trumbull, Connecticut. Project will filter 2,270 cubic ft. of stormwater runoff before it flows downstream to Bridgeport Harbor and Long Island Sound.

The Town of Trumbull will replace “gray” infrastructure of public parking areas with “green” infrastructure of pervious pavers and bioretention planters in Connecticut. Trumbull is one of four towns that share the Pequonnock River and contribute polluted stormwater runoff from the hard surfaces like parking lots, sidewalks, and roofs downstream to Bridgeport Harbor and Long Island Sound. Stormwater runoff is made up of petroleum products, sediment, fertilizers and pesticides, heavy metals, road salts, and trash/debris. The project builds upon a holistic stormwater management effort which is part of the redevelopment of the Long Hill Green District. Reconstructing existing parking areas with a pervious paver system slows the speed of runoff to reduce streambank erosion and captures and filters stormwater before it flows untreated into existing storm sewers and local waters. Project activities: 1) Install surface green infrastructure and underground stormwater management systems; and 2) Provide public education about the project's green elements and benefits to 36,000 residents and visitors. The project will provide a more attractive downtown and reduce the chemical components of stormwater runoff including 83 percent of nitrogen, 95 percent of sediment and 65 percent of phosphorus before they damage the environment of local waters and the Sound.

<https://longislandsoundstudy.net/2022-grants-in-connecticut>

# Town of Trumbull

# Long Hill Green Project



1:6,814

- Legend**
- Streetname
  - Roadways
    - Local
    - Collector
    - Minor Collector
    - Minor Arterial
    - Major Collector
    - PA Other
    - PA Other Expwy
    - PA Interstate
  - Local Basin Boundary
    - Major
    - Regional
    - Subregional
    - Local
  - Local Basin Area
  - Citations

1,135.6  
0  
567.79  
1,135.6 Feet

This map is a user generated static output from an internet mapping site and is for reference only. Data layers that appear on this map may or may not be accurate, current, or otherwise reliable.

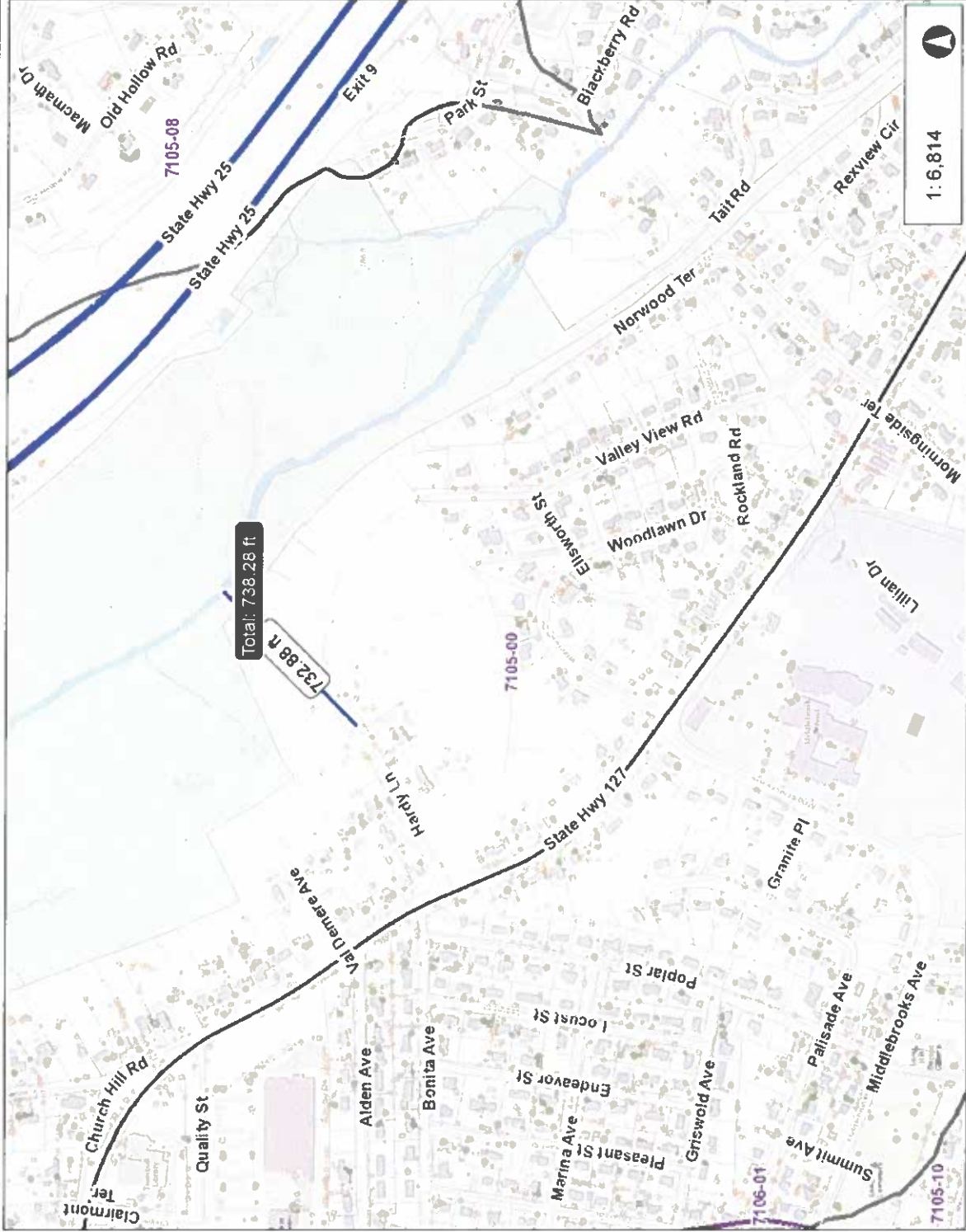
THIS MAP IS NOT TO BE USED FOR NAVIGATION



WGS\_1984\_Web\_Mercator\_Auxiliary\_Sphere  
Created by Greater Bridgeport Regional Council

# Town of Trumbull

# Hardy Lane Project



- Legend**
- Streetname
  - Roadways
    - Local
    - Collector
    - Minor Collector
    - Minor Arterial
    - Major Collector
    - PA Other
    - PA Other Expwy
    - PA Interstate
  - Local Basin Boundary
    - Major
    - Regional
    - Subregional
    - Local
  - Local Basin Area
  - Citations

1,135.6 0 567.79 1,135.6 Feet

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WGS\_1984\_Web\_Mercator\_Auxiliary\_Sphere  
Created by Greater Bridgeport Regional Council

## **Trumbull Town Council - January 5, 2023**

### **Public Comment**

#### **Trumbull Police Union Comments Regarding Resolution to Approve \$40,000 Pension Study & Critical Staffing Issues**

Good Evening,

My name is Robert Coppola. I submit these comments to the Town Council on behalf of the Trumbull Police Union and its Members; all of whom are sworn police officers for the Town of Trumbull, as well as on behalf of our President, Brian Federowicz and the entire Union Executive Board.

I work at the Police Department as a Detective Sergeant within the Detective Bureau. I have served the residents of Trumbull since 2001. Furthermore, I make the following comments to you as a Past President of the Union for 16 years; and I am currently the Treasurer of our union.

More importantly, I submit these comments to you as a quasi-expert on the Trumbull Police Pension Board of Trustees since 2004. I am currently a Trustee of the Police Pension Fund and have been for the last 18 years.

Our Police Department is at a critical staffing level. We are authorized for 82 Police Officers. We currently have just hired 4 recruits, who started the Police Academy this week. Prior to those 4, our staffing was at 68. We are anticipating 3 officers to leave on or before April 2023. For the last year, we operated with a deficient amount of Patrol Officers which forced Chief Lombardo to make critical staffing decisions that negatively affected the service we provide the Town and its residents & visitors.

Furthermore, we have lost 11 officers over the last couple of years due to resignations. These resignations, evidenced by their resignation letters to Chief Lombardo, are due to the lack of a pension benefit for officers hired on or after July 1, 2014. Essentially, since 2014, our newest officers are not covered under a defined benefit pension; rather, they are covered under a 401(a) defined contribution plan. In those letters, which I have copies of here this evening, each resignation has stated that they are leaving due to a better opportunity with a different department that includes a defined benefit pension.

The evidence is clear to us. The police department and the town are losing officers; and therefore is causing a retention problem. It's the primary reason for why we are understaffed. Some are saying that it is a "nationwide" problem. That's not entirely true and that's not the primary reason. Retention is the true issue. And the true reason, as evidenced in these letters, is because of the lack of a pension.

Also, the retention and understaffing issues are placing an immense strain on the force. Ask any of the Members here or on the street. We are facing numerous orders to work 16 hour shifts. The morale is terrible. Officers do not know if their respective shifts will end in 8 hours or in 16 hours. There is a cascading effect that is causing our Members daily stresses on family life; not just for the nature of our work, but for the nature of insufficient staffing.

Lastly, we have posted on social media in the last week or two about the financial costs of having a defined benefit pension. We have attached a simple spreadsheet to this public comment using the Town's own budget reports to show that, as a percentage of the total town budget, over a decade of

fiscal years that it is not overly burdensome to the taxpayers to offer a defined benefit pension to its police officers. The truth has to be told to the public. The Police Pension Fund is well-managed, well-funded, and well-maintained. At the beginning of January 2022, the fund was funded at 94%. Since the market downturn of the last year, it now sits between 82-84% funded.

Let the facts & figures speak for themselves. We didn't make up these calculations. Any Member of the public or this council can find the costs if they look; but, what makes this issue paramount is the toll it is taking on the existing Members of the Trumbull Police Union whom are the sworn officers that protect the Town of Trumbull.

Please pass the resolution. And, I will remain in the audience should any Member of the Council wish to ask me any further questions.

Sincerely,

DET. SGT. Robert Coppola, TREASURER

Det. Sgt. Robert Coppola, Treasurer

Trumbull Police Union

**Town Contributions to Trumbull Police Pension Fund**

<b>FY</b>	<b>Total Budget</b>	<b>ARC Payment</b>	<b>% of Budget</b>
2009-2010	\$134M	\$1.250M	0.93%
2010-2011	\$136M	\$1.350M	0.99%
2011-2012	\$141M	\$1.450M	1.03%
2012-2013	\$146M	\$1.600M	1.10%
2013-2014	\$152M	\$1.700M	1.12%
2014-2015	\$156M	\$2.050M	1.31%
<b>2015-2016</b>	<b>\$160M</b>	<b>\$2.907M</b>	<b>1.82% * 401(a) Began 7/1/2014 (Fully staffed 7/1/2014)</b>
2016-2017	\$164M	\$3.004M	1.83%
2017-2018	\$169M	\$3.080M	1.82%
2018-2019	\$169M	\$3.157M	1.87%
2019-2020	\$175M	\$2.926M	1.67%
2020-2021	\$178M	\$2.999M	1.68%
2021-2022	\$184M	\$3.257M	1.77%
2022-2023	\$190M	\$3.298M	1.74%

1.) Last five (5) Fiscal Years, Town's annual required contribution (ARC) averaged 1.75%

2.) Last five (5) Fiscal Years PRIOR to pension being closed to new Members, ARC averaged 1.11%

1/5/23 L'INSY HENKOFF  
101 COLUMBIA DR.

First I want to thank Veronica Lenzen and Anthony Dorsey as they step up to represent the residents of Trumbull tonight.

2ndly, instead of hearing about a re-appointment to the EDIT Committee. I was hoping to hear a motion to disband this committee that has accomplished nothing since its inception. In particular a member, when speaking to the BOE refers to "Old White Men" when speaking of what we should and should not add to the curriculum of our schools.

Next, I support our police officers and I stand with them when they tell us why they cannot retain their officers. The answer by those leaving us to go elsewhere has been consistent. And I have yet to hear anyone come up with another reason or another solution. I have been hearing this for 2 years and every conversation gets more and more dire as we have more officers set to leave by April and 13 that can retire at any moment. The more I watch and read the news, my respect and support for Trumbull PD grows as each officer continues to wear the uniform. As exhausted as they are, as they are called to work more and more hours, they continue to wear that uniform. And the ones that choose to stay in Trumbull I humbly say thank you. We know you have options and you choose us. Let us do what is right and what is needed to attract the best and retain them as well. They and the residents of Trumbull deserve that respect and consideration.



We deserve it as we all recently got hit with a massive tax increase. Me 28%, a neighbor, just one year after purchasing their home here in town 41% and my inlaws, in their mid 80's 11%. And not a blessed thing to show for it.

No new or updated schools. Roads in deplorable conditions, a daunting and very very expensive sewer project knocking on our back door with Bridgeport, and a police force that needs stability and security in a world that has made their lives anything but. None of that has happened with the tax increase we all just suffered.

Yet we can plan to spend 10's of millions of dollars on a Community Center. A want that is unnecessary and that will destroy a residential neighborhood if the committee gets their way on a piece of property, we spent \$7 million under the guise of "protecting it". Seems like it needs protecting from this administration. What we need is a senior center and we have options but that committee has an excuse for not listening to any of them.

So as you look to bond more money this evening, look at each dollar. Because not 1 dollar should be spent that does not serve the real needs of this town and its residents. Vote responsibly.

## January 5, 2023 Middlebrook School/Booth Hill School Roof Committee Update to Town Council

When our committee last came to you for an update, we were requesting that the Superintendent resubmit our application for State Funding through the Office of School Construction, Grants and Review because the bids that we received far exceeded our initial budget for the project.

What actually occurred was a withdrawal and resubmission in May. We were in limbo for a while, but then through Mr. Cote's follow up, discovered that we could actually submit a specific form, the EDO49R, that addressed the budget changes only, as all of the other information was the same. That was submitted on 7/7/22. The new total cost of the project was \$2,386,309, based on the estimate submitted by Antinozzi Associates on April 15, 2022 and we received approval from the state OSG&R for that amount on August 25<sup>th</sup>.

The town then began the bid process. We received 5 bids from vendors ranging from \$2,163,000 To \$3,500,000. One firm was eliminated as we had had a bad experience with them in a prior construction project and we felt their proposal was not able to be verified. There were then follow up interviews with two firms, those closest in price to the lowest bidder. The Director of Purchasing Kevin Bova, The TPS Director of Operations Dave Cote and the architect representing Antinozzi Associates, Paul Lisi, met with the two principals and after a thorough interview with each, selected Silktown Roofing, Inc. for the project for a total cost of \$2,091,500. This reflected their final and best offer and was approximately \$10,000 less than their original bid.

The contracts have been prepared and signed and this project will be completed in the summer of 2023.

We now turn our attention to the Booth Hill School Roof, which is scheduled for the summer of 2024. If you approved the design costs included in the 2023 capital plan, which will allow us to retain an architect, we will be seeking funding from the state for this project. In order to do that, we will be requesting authorization from the Town Council in the form of motions, very similar to the motions that were approved for the Middlebrook School Roof. We will be bringing those to you for your approval at the next meeting.

Thank you for your attention and your support of these important initiatives.

Sincerely,

Patricia Borghesan

Good evening

Since our last report, we have met 4 times as a task force. We have developed a Town Value Statement that we are recommending to be discussed and adopted town-wide.

The statement reads:

The Town of Trumbull is a vibrant community with a rich history and bright future. We recognize and value diversity as a vital characteristic of our town. Trumbull is committed to ensuring all residents, students, employees, vendors, and visitors are treated with dignity and respect by fostering a safe and welcoming atmosphere.

We believe:

- The sum of each individual's life experience, identity and background strengthens our community.
- Our Town has a duty to provide all citizens with fair and equal access to facilities, programs, resources, and services, as well as treat everyone in a courteous and professional manner..
- To achieve a sustainable and equitable future for all, we must consider how Town policies, practices, and decisions may impact the environment, people, and our economy.

We are in discussion with the Trumbull Historical Society and the Trumbull Public Library to facilitate town wide activities that promote Equity, Diversity, and Inclusion in town.

We will be holding our 3rd annual public forum on January 12th.

In order to help with the town's efforts to create a more inclusive and equitable Trumbull, the Task force is requesting a small budgeted amount of \$1000. To promote and facilitate town wide events like an essay contest, for instance, the task force would need a budgeted amount for promotion and facilitation.

As we all know, education is essential. Simply put, the more we know, the more we grow. Our final request is for training. The task force, through its discussions with Town officials in Human Resources has come to the understanding that several employees and government officials have not received formal DEI training. It is the task force's recommendation that a DEI program is established and training for key employees and government officials take place. The task force has procured several quotes ranging from approximately \$3,000 for a single broad overview inservice to approximately \$10,000 for a more indepth individualized start for the town DEI journey. While \$10,000 may seem like a handsome amount, in reality that is on the inexpensive side of a comprehensive training. The task force is requesting that the process of securing training and selecting members of the town and government to be trained is also considered.

This concludes the report from the EDIT committee.