

**BOARD OF SELECTMEN MEETING
MINUTES
APRIL 7, 2014 – 7:30 PM
BROOKFIELD HIGH SCHOOL MEDIA CENTER**

CALL TO ORDER: First Selectman William Tinsley called the meeting to order at 7:30 PM.

PLEDGE OF ALLEGIANCE: The Pledge of Allegiance was recited.

PRESENT: William Tinsley, First Selectman; Martin Flynn, Selectman; William Davidson, Selectman; members of the public; Emily Cole Prescott, Recording Secretary

MONTHLY AGENDA ITEMS

PUBLIC COMMENT ON AGENDA ITEMS ONLY: The following people addressed the Selectmen:

- William Davidson

Mr. Tinsley replied to Mr. Davidson's comments regarding the agenda item "public comment on agenda items only" that this regularly scheduled monthly meeting provides an opportunity to provide public comment - one to provide comment relative to the agenda items in the beginning of the meeting, and the second public comment on any topic at the end of the meeting.

- Catherine Malek
- Betsy McIlvaine

ANNOUNCEMENTS: Mr. Tinsley made the following announcements:

- Brookfield Matters was published today, and a copy of it was published last Thursday in the *Penny Saver*.
- Mr. Tinsley introduced Fern Smenyak, Director of Human Resources. Ms. Smenyack stated that she is very excited about this opportunity, and she has raised her family here and has been very involved in sports here. Ms. Smenyack stated that she would like to also make a difference in Town Hall. She thanked the Board for the opportunity.

CORRESPONDENCE ADDRESSED TO BOARD OF SELECTMEN: Mr. Tinsley noted receipt of the following pieces of correspondence: a.) Jean Hartnett; b.) Board of Ethics; c.) Tamj Coleman; d.) Selectman William Davidson.

MONTHLY FINANCIAL RESULTS: Controller William Leverage presented the monthly financial results.

INFORMATIONAL PRESENTATIONS

CLEAN ENERGY AND SOLARIZE BROOKFIELD: Marci Wilkins, Chair of the Energy Ad-Hoc Committee, presented to the Board of Selectmen, through the Clean Energy Community Program, a bright idea \$10,000 grant award to use on an energy-efficiency program of the Town's choice. Ms. Wilkins stated that the Town had been accumulating points for this program, but the Town joined the Clean Energy Community Program last fall. Ms. Wilkins stated that the points will continue to be accumulated, which will make the Town eligible for more grants in the future. The Clean Energy Community Program is administered by CEFIA, (CT Energy Finance and Investment Authority) as well as the Clean Energy Efficiency Fund, which is administered by Connecticut Light and Power.

Peter Donnelly, also of the Brookfield Energy Ad-Hoc Committee, stated that Brookfield has been asked to be part of the Solarize CT program, which is part of CEFIA. The purpose of the program is to allow owners to add solar panels on residential homes throughout the Town at a discounted rate; the process of installing the panels has also been made very simple. Mr. Donnelly explained that one installer has been chosen, and CEFIA and Smart Power do much of the marketing for the campaign. Mr. Donnelly noted that the more people sign up for the program, the better the rates that are offered to residents; the Town also accumulates points for the residents who use this program. These points, as mentioned above, could be used to obtain grants for the Town in the future. Mr. Donnelly stated that this program is a twenty-week campaign. Upon inquiry from Mr. Flynn, Mr. Donnelly replied that the average cost of installation of solar panels is \$30,000, but through this program, the approximate cost would be \$16,000. Mr. Donnelly noted that the solar panels will be solar-photovoltaic.

BROOKFIELD OPEN SPACE LEGACY: Ms. Wilkins also addressed the Board and audience regarding this matter. Ms. Wilkins stated that BOSLI (Brookfield Open Space Legacy) is a privately-funded land trust. Ms. Wilkins stated that BOSLI administers a number of pieces of land for use by the community. Ms. Wilkins invited residents to BOSLI's Meet n'Greet event at DiGrazia Vineyards on Sunday, April 13, 2014 from 2:00 to 5:00 PM. In addition, BOSLI will be holding a dinner dance fundraising event on May 31st in Bethel.

NEW ITEMS

PARKS REVITALIZATION – PHASE 1 – CADIGAN PARK: Paul Checco and Josh Flowers, both of the Municipal Building Committee, were present to discuss this matter. The Cadigan Park side of the project encompasses two synthetic turf playing fields, drainage modifications to the softball fields, expanded parking, and some other minor improvements to the park. The project had publicly received nine bids. Iapaluccio's bid was \$2,244,400 and the Land Tek Group's bid was \$2,249,800, a difference of approximately \$5,400 between the two bids. Mr. Checco clarified that post-bid clarification centered around the specifications of the installation of the synthetic turf system; Iapaluccio submitted qualifications that were not specific to the installation of turf fields. The qualifications had been received from both bidders, and the Municipal Building Committee had made a recommended motion to use the Land Tek Group as the lowest and most qualified bidder. Mr. Davidson asked specifically about the qualifications of the two contractors, and Mr. Checco replied that the Land Tek Group more regularly develops turf fields, both synthetic and natural. It was noted that the Land Tek Group would do the entire project from start to finish, but Iapaluccio would hire the Land Tek Group to complete the top layer of the turf field. Mr. Flynn noted that he likes the idea of having one contractor do the entire project. Mr. Davidson stated that he agreed with Mr. Flynn regarding the use of one contractor. Mr. Tinsley asked how this project differs from the Brookfield High School project. Mr. Checco stated that in this case, the architect will direct the contractor to do the work per the qualifications. Mr. Checco stated that if Iapaluccio were to be used, they would install the sub-base, and the top turf would be installed by Land Tek. Mr. Tinsley asked what percentage of the proposal is set aside for the installation of the turf fields, and Mr. Checco replied that about half of the cost is for the turf fields. The other half of the price for this phase is for drainage for the tennis and the basketball fields, as well as the walking fields. The tennis fields and the basketball court will be done by another contractor, which will be hired by Land Tek, if Land Tek were to be chosen for the project. Mr. Tinsley stated that he would prefer to have some direct access to Rick Zini and Steve Sullivan. Mr. Flowers stated that the project is on a tight schedule, due to the time of the use of the fields. **Mr. Davidson moved that the Selectmen receive the Bid Results and instruct Doyle-Coffin Architects to issue Notice of Award/Letter of Intent to the lowest responsive and most qualified bidder as recommended by the Municipal Building Committee for the Parks Revitalization Program, that bidder being the Land Tek Group, Inc., and further authorize the First Selectman to execute the contract for construction for Phase 1 Cadigan Park upon presentation of the same by Doyle-Coffin Architects.** Mr. Flynn seconded the motion. *There was no vote on this motion.*

Mr. Tinsley made a motion to table this action. Mr. Flynn seconded the motion. The motion passed, 2-1, with Mr. Davidson in opposition.

SEWER EXTENSION 101/103 LAUREL HILL ROAD: Nelson Malwitz, Chair of the Brookfield Water Pollution Control Authority, presented the map of the proposal. Mr. Robert Hebert of Laurel Hill Partners was also present. Mr. Malwitz noted that the entire project is in the incentive zone. Mr. Malwitz explained that the proposal is to have the developer build the sewer extension; the work would be overseen by the WPCA, built by the developer, and then eventually owned by the WPCA. Mr. Flynn asked if this development would be built under the affordable or incentive regulations, and Mr. Hebert clarified that the project will be done under the incentive housing regulations. Mr. Flynn asked how many apartment units are now planned, and Mr. Hebert clarified that there will be one and two bedrooms in approximately 110 units. Mr. Malwitz stated that the proposal is to approve the installation of sewers to be owned by the Town. Mr. Davidson asked if this conceptual plan has been discussed with the Zoning Commission at this point in time, and Mr. Hebert replied that there has been discussion about this project with Katherine Daniel, the Community Development Director, but not directly with the Zoning Commission. Upon inquiry of Mr. Flynn, Mr. Malwitz replied that currently the sewer map denotes that one of these properties is listed as sewer avoidance and another as future sewer. Mr. Malwitz stated that the process is to acquire the 8-24 referral. Mr. Flynn noted that the project had originally been presented to the Board of Selectmen as 42 units, and now it is for many more units. **Mr. Flynn made a motion to table this item until the Board of Selectmen has had some time**

to absorb the changes that have been made to the project. Mr. Davidson seconded the motion, and it carried unanimously. Mr. Davidson recommended that Nelson Malwitz, the Zoning Commissioners, and the Selectmen discuss this matter collaboratively.

SEWER EXTENSION 4 ELBOW HILL ROAD: Mr. Malwitz presented a map of this property. Mr. Malwitz explained that the proposal is for a boat storage area and an office space. The sewer extension will be brought across the road and up Federal Road. Mr. Malwitz explained that because the sewer is to be installed in the road and will be owned by the Town, the 8-24 referral is needed. Mr. Malwitz stated that this is a full-gravity sewer proposal. Mr. Flynn stated that even though the sewer line is on Federal Road, the line is just to be extended to serve the one property. Mr. Davidson made a motion to recommend that the Selectmen approve the proposed 350-foot sewer extension up Elbow Hill Road as submitted by the WPCA. Mr. Flynn seconded the motion, and it carried unanimously.

Mr. Davidson moved, in conjunction with this project at 4 Elbow Hill Road, that the Selectmen make an 8-24 recommendation to the Planning Commission. Mr. Flynn seconded the motion, and it carried unanimously.

BOARD OF SELECTMEN RESOLUTION: Mr. Tinsley stated that this resolution is on the agenda for the Board of Selectmen to approve the issuance of refunding bonds. This is a recommendation to re-finance at lower interest rates the bonds that were issued in 2006 that were primarily used for the high school project. Mr. Flynn made a motion that the Selectmen approve the attached resolution for the issuance of refunding bonds of the Town in an amount not to exceed \$15,000,000. Mr. Davidson seconded the motion, and it carried unanimously.

2014/2015 CAPITAL PROJECTS FOR BONDING: Mr. Tinsley reviewed the proposed projects to be funded by bonding. Mr. Tinsley noted that information about these projects was received from the Public Works Department, and the management of the Library, as well as the Center Fire Company. Mr. Tinsley briefly reviewed the list of projects:

- Public Works/Library – lighting, heating, and bathroom renovations in the amount of \$69,000;
- Public Works/Town Hall – windows, HVAC, carpeting replacement in the amount of \$188,000;
- Public Works/Parking Lot Paving – Town Hall, Town Garage, Library in the amount of \$250,000;
- Public Works/Equipment – Backhoe replacement in the amount of \$180,000;
- Brookfield High School – Auditorium Air conditioning system replacement in the amount of \$120,000;
- Center Fire Company – Roof Replacement and Kitchen renovation in the amount of \$230,000;
- Still River Greenway (Total appropriation of \$2.5 million less 80% grant) in the amount of \$2,407,000

Mr. Flynn moved that the Board of Selectmen recommend to the Board of Finance an appropriation not to exceed \$3,444,000 for 2014/2015 Capital Projects, hereinafter referred to as the Project (summarized above), and that the Town issue its general obligations bonds, notes and temporary notes, in an amount not to exceed \$1,518,400 to finance the Project (with the \$1,925,600 balance to be paid for by a Federal Department of Transportation Grant) and that the Project be submitted to Brookfield voters as a referendum question, the date of said referendum to be set at the Annual Town Meeting scheduled for Tuesday, May 6, 2014 as enumerated above.

NOTICE OF ANNUAL TOWN MEETING: Mr. Tinsley explained that this item is on the agenda for discussion and motion relative to recommend in the call that the budget be submitted by the Board of Finance to be decided in a single amount inclusive of Town operations and Education, or in separate amounts for Town Operations and Education; and consideration of non-binding advisory question, "too low", "adequate", or "too high". Mr. Davidson moved to recommend in the call of the Town meeting that the budget submitted by the Board of Finance be decided on in a single amount inclusive of Town operations and Board of Education. *There was no second for this motion.*

Mr. Flynn made a motion to vote in separate amounts for Town operations and Education as a recommendation to the Town meeting. Mr. Tinsley seconded the motion, and it carried, 2-1, with Mr. Davidson in opposition.

Mr. Davidson moved that the Board of Selectmen put on the call of the meeting non-binding advisory questions being "too low", "adequate" or "too high". Mr. Flynn seconded the motion, and it carried unanimously.

POSTCARD NOTIFICATIONS TO VOTERS: Mr. Tinsley stated that this item is on the agenda tonight for the Board of Selectman to decide whether or not to send postcard notifications to residents as a reminder to vote at the budget referendum on May 20th. **Mr. Davidson moved, in accordance with the long-standing tradition of the Board of Selectmen, to approve the sending of a postcard notification. Mr. Flynn seconded the motion, and it carried unanimously.**

UPDATES

The Board moved to discussion of the Charter Revision Commission.

CHARTER REVISION COMMISSION: Mr. Grimes, Chairman of the Charter Revision Commission, was present. Mr. Grimes explained that the draft document is almost ready for presentation. Mr. Grimes noted that the Commission has done research about the past charter revisions since 2007. The bifurcation of the budget has been discussed with the Board of Finance. Mr. Grimes stated that the Commission may choose to recommend the addition of an elected office – a Town meeting monitor – to proceed at all town meetings.

*Mr. Grimes noted that the Selectmen had not added a date to their call of the Annual Town meeting.
The Board moved back to New Items, Notice of Annual Town Meeting.*

NEW ITEMS

NOTICE OF ANNUAL TOWN MEETING DATE: Mr. Davidson made a motion that in conjunction with the previous motions made regarding the annual town meeting, to set the date for the budget referendum on Tuesday, May 20th, 2014. Mr. Flynn seconded the motion, and it carried unanimously.

The Board moved back to discussion of updates.

UPDATES

JUMPSTART: Mr. Tinsley explained that this is the economic engine which he is working on starting, which has five projects associated with it. Mr. Tinsley stated that the Economic Development Commission has made some progress on the Economic Development website. Mr. Tinsley stated that there has also been some progress with a first draft of a business investment incentive program.

Mr. Nelson Malwitz discussed the incubator program. The incubator program is usually designed as a space for Connecticut entrepreneurs to come and develop their ideas. Mr. Malwitz stated that thousands of towns across America have this program. Mr. Malwitz stated that generally across America those businesses that start out through a business incubator program have a 78% five-year survival rate, versus 26% for those that do not go through this program. Mr. Malwitz stated that what is needed is a space, and hopefully willingness by people who will come to mentor others. Mr. Malwitz stated that the key to this program is to build community.

Mr. Tinsley stated that the two programs which the group has not yet had much progress is the Spend Your Dollars in Brookfield program and the planning of a town event. Mr. Tinsley stated that he has been meeting informally with a committee to work on these five projects.

FUND BALANCE: Mr. Tinsley stated that the potential for a special tax assessment that he mentioned at the last meeting would most likely not be necessary. The approval of the re-funding bonds, the receipt of approximately \$350,000 from the State of CT relative to payment of the Brookfield High School construction will help with this matter. Mr. Tinsley stated that he believes that the Town can make progress to add to the fund balance.

FOUR CORNERS STREETScape IMPROVEMENTS: Mr. Tinsley stated that there had been a meeting with URS three weeks ago for the first draft that would be sent to the Department of Transportation. This matter had been referred to the Planning Commission for an 8-24 referral. Mr. Tinsley stated that he will contact J. Van Hise, Chair of the Planning Commission, to discuss this matter further.

2014-2015 TOWN BUDGET TIMELINE: The Town meeting will be held on May 6th, which will consider questions about whether to bifurcate the budget and consideration of the recommended referendum date of May 20th.

CONSENT AGENDA

BOARD OF SELECTMEN MEETING MINUTES: March 3, 2014

NEW HIRE REPORT: Staffing Changes –

- New Hire: Fern Smenyak, Director of Human Resources
- Promotion: James Docktor, Superintendent of Roads

SELECTMEN APPROVAL FOR ROUTINE MATTERS:

- a.) Adopt Resolution with the CT State Library for a Historic Documents Preservation Grant
- b.) Adopt Resolution from DEMHS (Department of Emergency Management and Homeland Security) for the Municipal MOA (Memorandum of Agreement) for the 2013 Homeland Security Grant and authorizing resolution for First Selectman to sign the MOA
- c.) Residential Lease Agreement for 8 Nabby Road (Eriksen Farm Open Space)

Mr. Davidson moved that the Selectmen approve the consent agenda. Mr. Flynn seconded the motion, and it carried unanimously.

ADDITIONAL MONTHLY AGENDA ITEMS

APPOINTMENTS: Mr. Tinsley noted the following appointments:

Maizie Jaffe as an Alternate to a Regular Member to the Library Board of Trustees, and without objection, Tammy Sylvester to an alternate position on the Parks and Recreation Commission.

Mr. Davidson made a motion to approve the two appointments as stated [noted above]. Mr. Flynn seconded the motion, and it carried unanimously.

PUBLIC COMMENT ON ANY TOPIC: The following people addressed the Selectmen:

- Ron Jaffe
- Catherine Malek

ADJOURN: Mr. Davidson made a motion to adjourn at 9:45 PM. Mr. Flynn seconded the motion, and it carried unanimously.

DRAFT

RESOLUTION OF THE BOARD OF SELECTMEN AUTHORIZING THE
ISSUANCE AND SALE OF REFUNDING BONDS OF THE TOWN
IN AN AMOUNT NOT TO EXCEED \$15,000,000

WHEREAS, on December 15, 2006 the Town of Brookfield issued \$26,000,000 aggregate principal amount of its General Obligation Bonds, Issue of 2006, dated December 15, 2006 (the "Prior Bonds") for the purpose of financing and/or refinancing all or a portion of the costs of (i) asbestos abatement in the Brookfield municipal school system, (ii) the expansion and renovation of Brookfield High School, (iii) implementation of a potable water program in the area of Station Road and Laurel Hill Road, (iv) the acquisition of approximately 18.5 acres of land and buildings thereon known as the Gurski Property for general municipal purposes, and (iii) issuing the Prior Bonds; which Prior Bonds are currently outstanding in the principal amount of \$16,325,000; and

WHEREAS, the Prior Bonds are subject to redemption prior to their stated maturity and the Board of Selectmen of the Town now desires to refund a portion of the outstanding principal amount of the Prior Bonds in order to achieve savings in debt service payable on the Prior Bonds; and

WHEREAS, Section 7-370c of the General Statutes of Connecticut, provides that any municipality may issue refunding bonds for the purpose of paying, funding or refunding prior to maturity all or any part of such municipality's bonds, the redemption premium, if any, with respect thereto, the interest thereon, the costs associated with the issuance of such refunding bonds, and the payment of such bonds refunded; and

WHEREAS, said Section 7-370c further provides that notwithstanding the provisions of any charter governing the authorization and issuance of bonds, refunding bonds shall be authorized (and the proceeds appropriated for the purposes set forth above) by resolution of the board of selectmen or other elected legislative body described in the charter relating to its government.

BE IT RESOLVED BY THE BOARD OF SELECTMEN OF THE TOWN OF BROOKFIELD IN ACCORDANCE WITH SECTION 7-370c OF THE GENERAL STATUTES:

(a) That the Town of Brookfield (the "Town") issue its refunding bonds in an amount not to exceed FIFTEEN MILLION DOLLARS (\$15,000,000), the proceeds of which are hereby appropriated (i) to fund one or more escrows, the amounts being held in which, together with investment earnings thereon, shall be used to pay the principal of and interest (including interest accrued to the date of payment) and redemption premiums, if any, on a portion of the Town's outstanding General Obligation Bonds, Issue of 2006 (the "Prior Bonds"), and (ii) to pay the costs of issuance of such refunding bonds including, but not limited to, legal fees, consultants' fees, trustee, paying agent, escrow agent and/or verification agent fees, underwriters' fees, printing costs, credit enhancement fees and other fees and expenses related to the issuance of the refunding bonds and the payment of the Prior Bonds. The refunding bonds shall be issued pursuant to Section 7-370c of the General Statutes of Connecticut, Revision of 1958, as amended (the "General Statutes"), and any other enabling acts. The bonds shall be secured by the irrevocable pledge of the full faith and credit of the Town. The bonds may be sold as a single issue or consolidated with any other bonds of the Town. The Treasurer shall keep a record of the bonds. The First Selectman and the Treasurer of the Town shall sign the bonds by their manual or facsimile signatures. The bonds shall bear the seal of the Town or a facsimile of the seal. The law firm of Hawkins Delafield & Wood LLP is designated as bond counsel to approve the legality of the bonds. The First Selectman and the Treasurer are authorized to determine the amount, date, interest rates, maturities, form and other detail of the bonds; to designate one or more banks or trust companies to act as trustee, paying agent, certifying agent for the refunding bonds and as escrow agent for the Prior Bonds, to sell the bonds at public or private sale; to deliver the bonds; and to perform all other acts which are necessary or appropriate to issue the bonds.

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

(c) That the First Selectman, the Treasurer and other proper officers of the town are authorized to make representations and enter into written agreements for the benefit of holders of the bonds to provide secondary market disclosure information, which agreements may include such terms as they deem advisable or appropriate in order to comply with applicable laws or rules pertaining to the sale or purchase of such bonds.

(d) That the First Selectman, the Treasurer and other proper officers of the Town are authorized to take all other action which is necessary or desirable to effect the refunding of the Prior Bonds and to issue the refunding bonds authorized hereby, including, but not limited to, entering into bond purchase agreements, escrow agreements and other agreements necessary to issue the bonds and to provide for the payment of the Prior Bonds.

(e) That the Board of Education, Superintendent of Schools and other appropriate Town officials are each authorized to execute and file all necessary applications, agreements and documents with the State Department of Education in order to obtain State grants to finance in part principal and interest on, and the costs of issuance of, the refunding bonds authorized hereby to the extent such bonds are allocable to the refunding of portions of the Prior Bonds representing school bonds issued pursuant to Section 10-289 of the General Statutes.

TOWN CLERK'S CERTIFICATE

The undersigned, Town Clerk of the Town of Brookfield, Connecticut hereby certifies that attached hereto is a true, correct and complete copy of that portion of the minutes of the Board of Selectmen meeting held on _____, 2014 in accordance with the provisions of the Freedom of Information Act (C.G.S. Section 1-200 to 1-241, as amended), pertaining to the introduction and action on a resolution approving the issuance of refunding bonds of the Town in an amount not to exceed \$15,000,000, which minutes are duly recorded in the records of the Town.

Signed and sealed at Brookfield, Connecticut as of this ____ day of _____, 2014.

[SEAL]

Town Clerk _____

**Brookfield Board of Selectmen
WPCA Payroll Resolution**

Whereas the Controller has requested that the Water Pollution Control Authority assume responsibility for processing the payroll for Authority's employees; and

Whereas the Authority is willing to assume such responsibility and to begin processing the payroll for its employees provided that the change results in no adverse impact to Authority employees:

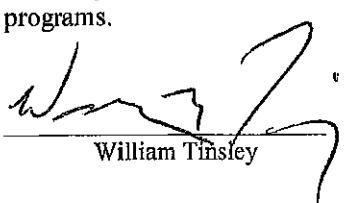
Now Therefore it is Resolved that:

1. The Water Pollution Control Authority is authorized, in its discretion, to assume responsibility for processing the payroll for Authority employees as of January 1, 2014.

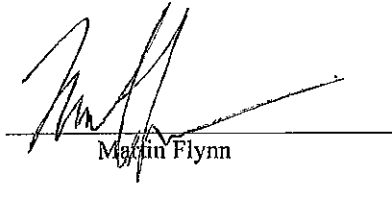
2. The assumption of payroll processing by the Authority is merely an administrative function that should not impact employee benefits or other employee programs now provided or hereafter provided to Town non-union employees. Specifically,

- a) The WPCA employees will continue to be enrolled in the Town of Brookfield's medical insurance plan on the same basis as other non-union employees.
- b) The WPCA employees will continue to be enrolled in the Town of Brookfield's pension plan on the same basis as other non-union employees.
- c) The Town of Brookfield's insurance coverage for Life & Disability and Workers Compensation will continue to include the Brookfield WPCA.
- d) The Town of Brookfield's unemployment self-insurance plan will continue to include the Brookfield WPCA.
- e) The WPCA employees will continue to be enrolled in the (optional) tax sheltered annuity (457) ING or other similar plan hereafter established by the Town.
- f) The WPCA employees will continue to be enrolled in the (optional) FLEX Benefits (Regular and/or dependent care) or other similar plan hereafter established by the Town.
- g) The WPCA employees will continue to be enrolled in the (optional) AFLAC plan or other similar plan hereafter established by the Town.
- h) The WPCA employees and/or former employees will continue to be enrolled in the non-union Medicare supplemental insurance or other similar plan established by the Town.
- i) The WPCA employees shall be eligible to participate in other non-union employee benefit programs established by the Town from time to time on the same basis as if they were Town employees whose payroll was processed by the Town.

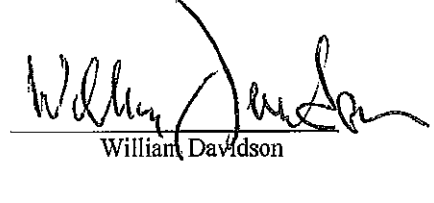
3. The Authority shall coordinate with the Controller the method, timing and process for remitting sums withheld from payroll to cover employee costs/contributions to such employee benefit programs.



William Tinsley



Martin Flynn



William Davidson