

**Board of Selectmen
Regular Meeting**

**March 6, 2018
4:30 P.M. Town Hall**

Present: Bruce Adams, Chris Garrity and Jeff Parkin.

Also present: Catherine Bachrach, Darlene Brady, Virginia Bush Suttman, John Casey, Mike Everett, Lesly Ferris, John Grant, Donna Hayes, John Johnson, Marty Lindenmeyer, Stephanie Raftery, Rick Osborne, Elyse Sadtler and Lynn Worthington.

Mr. Adams called the meeting to order at 4:30 p.m.

The pledge was recited.

Mr. Adams made a motion to add the following item to the agenda:

9g Economic development request

Mr. Garrity seconded the motion and the motion carried.

Mr. Parkin stated that due the impending weather, he would have to leave by 6:00 p.m.

Approval of Minutes:

Mr. Adams made a motion to approve the minutes of the February 6, 2018 Regular BOS Meeting, as submitted. Mr. Garrity seconded the motion and the motion carried.

Mr. Adams made a motion to amend the minutes of the February 13, 2018 Special BOS Meeting, as follows:

add the second page of the January 22, 2018 request from the Land Use Office regarding the FY 2018-2019 Budget

Mr. Parkin seconded the motion and the motion carried.

Mr. Adams made a motion to approve the minutes of the February 13, 2018 Special BOS Meeting, as amended. Mr. Parkin seconded the motion and the motion carried.

Mr. Garrity made a motion to approve the minutes of the February 15, 2018 Special BOS meeting, as submitted. Mr. Parkin seconded the motion and the motion carried.

Mr. Garrity made a motion to approve the minutes of the February 20, 2018 Special BOS Meeting, as submitted. Mr. Parkin seconded the motion and the motion carried.

Mr. Adams made a motion to amend the minutes of the February 22, 2018 Special BOS Meeting, as follows:

Page 1 – 3rd bullet should read:and her clerk increased to \$19.95 per hour.

Mr. Garrity seconded the motion and the motion carried.

Mr. Adams made a motion to approve the minutes of the February 22, 2018 Special BOS Meeting, as amended. Mr. Garrity seconded the motion and the motion carried.

Mr. Adams made a motion to approve the minutes of the March 2, 2018 Special BOS Meeting, as submitted. Mr. Parkin seconded the motion and the motion carried.

Oral Communication: None.

Written Communication:

Mr. Adams stated that there are four written correspondences (attached):

- February 26, 2018 Senior Activities report from Lesly Ferris
- February 27, 2018 Summer Concert series request from Lesly Ferris

Mr. Adams made a motion to approve the following dates for the 2018 Summer Concert Series on the front lawn at Town Hall:

June 28 July 19 July 26 August 2

Mr. Parkin seconded the motion and the motion carried. Mrs. Ferris also provided the Board of Selectmen with a survey regarding "Concerts on the Lawn" (attached).

- March 2, 2018 Staff report from Donna Hayes
- March 1, 2018 letter from Virginia Bush-Suttman regarding remarks she made at the February 6, 2018 BOS Meeting on behalf of Kent Affordable Housing

Report of the First Selectman:

Mr. Adams reported on some of the things he did during the month of February:

- Legislative breakfast in Litchfield
- Two pistol permit applications
- Worked at the Transfer Station to cover for employee
- Budget meetings
- COST at Aqua Turf
- Picked up food bank collected at KCS
- Met with the owner of Patco property
- Picked up diapers donated by KC for Diaper Bank
- Met in Goshen on Hou Bike Trail
- Met with NW Connect rep
- Chamber Cocktail Party
- Medic 4 meeting
- Judge KCS recycling posters

Meetings covered by the BOS – Group or individual

- Full BOS – 2/6
- BOF – 2/20 – Bruce and Chris
- COG – 2/5 and 2/8 – Bruce
- Budget meetings – 2/13, 2/15, 2/20 and 2/22 – Full BOS
- Monthly Chamber meeting – Bruce
- KCS Fields – Bruce
- TIF – 2/28 – Bruce

Police Report:

Phone number at Town Hall 860-927-3134

E-mail: residenttrooper@townofkentct.org

Trooper Fisher has agreed to submit a report for the annual report in 2018. He will work on submission of a monthly report for the BOS.

Report of the Selectmen:

None.

Report of Treasurer:

Mrs. Herbst did not attend the meeting but provided an Actual vs. Budget Summary for July 2018 through February 2018 (attached).

Tax Refunds:

Mr. Garrity made a motion to approve the following five tax refunds, as submitted:

- | | |
|-----------------------------|------------|
| • Ira Goldspiel | \$ 9.00 |
| • Stanley Greenbaum | \$2,670.54 |
| • Martinez Santiago Trustee | \$6,000.00 |
| • Cheryl & Alain VanAchte | \$1,984.23 |
| • John J Casagni Jr | \$ 33.27 |

Mr. Parkin seconded the motion and the motion carried.

Employee(s) report(s) on Seminar/workshops:

None.

Julia's Wings Foundation:

Mr. Adams reported that the deadline has past. No action taken.

BOE Region One Representative:

Mr. Adams recapped that at the last regular BOS meeting a request was made to change the Region One BOE Representative from an appointed position to an elected position. Mr. Adams confirmed that since that meeting, he has not heard from the BOE or received a petition on the request. The Board of Selectmen asked for the BOE's input. Marty Lindenmeyer, Chairman of the BOE, stated that the item is on the April agenda.

2018-2019 Budget:

Mr. Adams reported the following:

- Health Insurance is currently in the budget with a 19.2% increase
- Connecticut Partnership 2.0 handout was given to employees
- There is still time to make the switch
- Just confirmed the Aetna increase has been reduced to 12%
- Talked to a firm regarding the request for an independent survey of operation at Town Hall – no numbers yet
- Also spoke with Ed Advance and CCM regarding the survey

- Asked, if the survey is conducted, is the Board of Selectmen prepared to go with the result – not “cherry pick”
Mr. Garrity and Mr. Parkin could not answer that at this time
Mr. Garrity suggested locating the old survey result. Mr. Adams stated that “we” are looking for it. Mr. Garrity stated that the philosophy of granting a cost of living increase is not an appropriate way to judge work effort performed in Town Hall. Rather, he is looking for a measuring stick and process in which to set goals and standards.

Mr. Adams read a March 6, 2018 memo from Leah Pullaro (attached) regarding the Budget Proposal fiscal year 2018-2019. In which she requested the Board of Selectmen to consider her request of two additional hours once an equitable employee compensation review process is in place.

Mrs. Hayes read the following:

At yesterday’s Special Board of Selectmen’s meeting, I was granted a 5% increase to my salary. After much soul searching, I am respectfully declining your decision to increase my salary based on the verified increase to my hours worked. My decision is based solely on principle as a similar request was made and verified but declined by the Board.

As a Town employee, department head and resident of Kent, it would be unethical of me to accept your decision based upon the inequitable review process that has recently taken place.

I hope that you will still consider granting me the across the board increase of 3%.

Mrs. Ferris asked if the review would be conducted before next budget season. Mr. Adams confirmed, yes, it would. Mr. Adams stated we wouldn’t be able to start until July 1 for funding. Mr. Parkin stated that he understood that as well, and any adjustment would not be retroactive back into the 2018-2019 fiscal year budget. Mr. Garrity and Mrs. Hayes confirmed that there was a request to make any adjustment retroactive into the 2018-2019 fiscal year budget. Mr. Adams stated that he did not recall that discussion. Mrs. Hayes stated that precedence has been set, and money has been put in the budget in the past for mid-year salary adjustments and, if the survey findings supported a salary adjustment, it could be made. Mr. Adams stated that he did not recall that and would not be in favor of that. Mr. Garrity confirmed that he heard what Mrs. Hayes was saying but could not adjust the budget for possible salary increase and decrease suggested by a survey.

Mr. Adams asked if the Board of Selectmen wanted to adopt this budget (attached) to go to the Board of Finance. It was agreed that the following items need to be added/deleted:

- Land Use Officer salary reduced from 5% to 3%
- Social Services Director’s hours reduced from 29 to 27 per week
- A dollar amount needed for the proposed employment consultant
- Update health insurance to reflect 12% increase

- Take \$500 out of the Land Use Department for the copier grant

The Board agreed to schedule a special meeting on Tuesday, March 13, 2018 at 10:30 a.m.

Mr. Adams made a motion to accept the memos from the Land Use Administrator and the Social Services Director. Mr. Garrity seconded the motion. Mr. Parkin asked Mrs. Hayes for her motivation. Mrs. Hayes stated that her request is based on an increase of hours, which were verified and approved. Another employee requested increase based on hours that were verified and not approved. She added that she feels it is not an equitable decision. Mrs. Hayes stated that it is principle, and it was handled the wrong way, and she cannot accept that, so the board can deny her request, as well. Mr. Parkin stated that the board looked at each request independently and based them on judgment. He added that it wasn't unanimous. Mr. Adams called for the vote, all in favor; and the motion carried.

2018 BOS Goals:

Mr. Garrity made a motion to accept the 2018 goals as outlined on attachment. Mr. Adams seconded the motion and the motion carried.

Speed Signs:

Mr. Adams stated that he is working with COG to obtain pricing for the "speed signs." Mr. Adams stated that he would be in favor of purchasing two portable units.

Economic Development:

Mr. Adams handed out a letter from Jocelyn Ayer, Community & Economic Director of Northwest Hills Council of Governments, in which she suggested that each Town add a line item in the proposed 2018-2019 budget for Economic Development.

Electric Car Charging Station:

Mr. Garrity asked for an update on moving the Electric Car Charging Station. Mr. Adams stated that he would make some calls tomorrow to confirm if the remaining grant money could be used to move the unit to the Welcome Center.

Health Insurance:

Mr. Adams stated already discussed.

Job Description reviews:

Mr. Adams stated that the Social Services Director submitted a revised job description (attached).

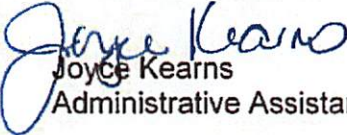
Streetscape:

Mr. Adams made a motion to increase the number of members on the Streetscape Committee from six to seven and appoint John Johnson as a new member. Mr. Garrity seconded the motion and the motion carried.

Mrs. Bachrach provided a Streetscape Committee Activities Timeline (attached).

Mr. Casey provided a slide show and explained that the committee needs funds to move ahead to get engineered reports. Mr. Parkin stated that he still would like to see three options: high, mid and low. Mr. Casey agreed. Mr. Casey provided a spreadsheet, reflecting the approximate cost to the taxpayer who owns a \$300,000 house in Kent. Mr. Garrity made a motion to authorize the release of \$10,000 from the Capital Plan, Streetscape Committee, to the Streetscape Committee specifically for the use of undertaking the studies to further the process of providing a plan. Mr. Adams seconded the motion and the motion carried.

Mr. Garrity made a motion to adjourn the meeting at 6:00 p.m. Mr. Parkin seconded the motion and the motion.


Joyce Kearns
Administrative Assistant

These are draft minutes and the Board of Selectmen at the subsequent meeting may make corrections. Please refer to subsequent meeting minutes for possible corrections and approval of these minutes.

AGENDA

BOARD OF SELECTMEN REGULAR MEETING

**March 6, 2018
4:30 P.M. TOWN HALL**

Regular Meeting

- 1. Call to order**
- 2. Approval of Minutes**
 - a February 6, 2018 Regular Meeting**
 - b February 13, 2018 Special Meeting**
 - c February 15, 2018 Special Meeting**
 - d February 20, 2018 Special Meeting**
 - e February 22, 2018 Special Meeting**
 - f March 2, 2018 Special Meeting**
- 3. Public Communication**
 - a Oral**
 - b Written**
- 4. Report of First Selectman**
- 5. Report of Selectmen**
- 6. Report of Treasurer**
- 7. Tax Refunds**
- 8. Employee(s) report(s) on Seminar/workshops**
- 9. New Business**
 - a. Julia's Wings Foundation**
 - b. BOE Region One Representative**
 - c. 2018-2019 Budget**
 - d. Streetscape**
 - 1. Appoint John Johnson**
 - 2. Presentation**
 - e. 2018 BOS Goals**
 - f. Speed signs**
- 10. Old Business**
 - a. Electric Car Charging Station**
 - b. Health Insurance**
 - c. Job Description reviews**
- 11. Adjourn**



TOWN OF KENT LAND USE OFFICE

January 22, 2018

To: Board of Selectmen
Treasurer

Re: FY 2018 – 2019 Budgets

Attached are my budgets for the 2018 - 2019 FY. For the most part, a majority of the lines have remained stagnant while some have been reduced. With the exception of the Building department, you will see that I have reduced the postage line for P&Z, IWC and ZBA by \$625. I contribute this reduction to the rental of a postage meter. Not only are we paying less per letter because it is metered mail, but there is no need to have excess stamps in our desk to make sure we have the correct postage on each letter.

The conferences lines have increased by \$20 and \$25 simply because the requirement to maintain my CAZEO certification now requires continuing education credits so I will be attending more meetings than I have in the past.

There are some increases I would like to explain. You will see that I have increased the supplies line in Building, Inland Wetland and Planning & Zoning by \$2,000 each. The reason for this increase would be to cover the cost of purchasing and maintaining a copier/scanner that can copy/scan full size site plans, building plans and maps. The Town Clerk and I have discussed the possibility of using a ~\$4,000 grant to purchase the machine which she would then use to scan in full size property maps that are filed on the land records. Currently, those maps are sent out for scanning; by having an inhouse system, there would be no need to send them out for scanning. The price for this machine would be approximately \$8,000; the additional \$2,000 would cover any additional costs of paper and the purchase of an external hard drive which could be backed up to the cloud. Being able to scan in site plans and blue prints would allow our office to be more user friendly and it would reduce the amount of paper that is needed in our files. An added revenue stream would be possible for those people who require full size copies of the information we have scanned.

The other change I am proposing would be to the both salary lines. Currently, the Land Use Clerk earns \$19/hr. My recommendation would be that this position receive a 5% increase to \$19.95/hr. This increase is two-fold: the current Land Use clerk has stepped into the role requiring minimal training; and, this increase would bring this position in line with the other clerk positions in the building as well as bringing this position closer to the average secretarial salary of \$21.54/hour. Please note that the difference between a 3% increase and a 5% increase would be \$958/year or \$18.42/week.

I am asking for a 5% increase to my salary. A couple of years ago, a salary survey was done which indicated that I was one of the higher paid Land Use Administrators. After reviewing that information and noting that the calculation was done using 30 hours/week, I actually kept a record of my working hours for the entire year of 2017. The average weekly hours for that time period was just a little over 38 hours. Since I have taken over this position, it has slowly evolved into more than processing zoning applications: while the POCD was completed shortly after my tenure started, I did participate in its rewrite; for the past couple of years I have been instrumental in the rewrite of the entire zoning regulations; I am responsible for the entire Land Use office, a responsibility that was never part of any previous Land Use Administrator's job; my office is now dealing with its second lawsuit (the first one was decided in favor of the Town and the second is just beginning); the amount of research that has become necessary with some of these high profile applications has increased; changes to the statutes are becoming more frequent and being aware of those changes is a very important part of this job; and, I continue to ensure that we are providing the best customer service possible by ensuring that we are open 5 days per week.

This 5% increase would change my hourly rate to \$29.22; based on the salary survey that was done a couple of years ago, the average hourly rate is \$31.33. This increase would still keep me below that average. The difference between a 3% and 5% increase is \$1,101 or \$21/week.

If you were to disregard the one-time increase for the purchase of the scanner/copier and approve the 5% salary increase for both the Land Use Clerk and the Land Use Administrator, this year's departmental budgets would be almost flat.

I would be happy to discuss this with you during the budget review meetings.

Kent Park and Recreation

Lesly Ferris, Director

P.O. Box 678

41 Kent Green Boulevard

Kent, CT 06757-0678

Telephone 860-927-1003

Fax 860-927-1313

parkandrec@townofkentct.org

www.kentctparkandrecreation.com

To: Board of Selectmen

From: Lesly Ferris



Date: Feb. 26, 2018

Re: Senior Activities

Please note the following special activities took place at the Kent Senior Center during February 2018:

1, 8, 15, 22 – Senior Art Group

12 – Adult Coloring Class

14 – Valentine's Day luncheon with visit from Kent Center School student council.

Thank you.

Kent Park and Recreation

Lesly Ferris, Director

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To: Board of Selectmen

From: Lesly Ferris



Date: Feb. 27, 2018

Re: Summer concert series

The Kent Park and Recreation respectfully requests use of the front lawn at Kent Town Hall for its 2018 summer concert series as follows:

June 28

July 19

July 26

August 2

Thank you for your consideration.

Kent Park and Recreation

Lesly Ferris, Director

Telephone 860-927-1003

P.O. Box 678

Fax 860-927-1313

41 Kent Green Boulevard

parkandrec@townofkentct.org

Kent, CT 06757-0678

www.kentctparkandrecreation.com

The Kent Park and Recreation Commission appreciates your interest in the "Concerts on the Lawn" series. Please share your feedback and thoughts below to assist the commission in planning the 2018 concert series.

(71 survey responses)

Scale: 1 poor, 2 fair, 3 good, 4 very good and 5 excellent:

Quality of the music	1(1)	2(2)	3(2)	4(21)	5(47)
Weekday concerts held	1(1)	2(2)	3(3)	4(16)	5(46)
Time of the concerts	1(1)	2(0)	3(3)	4(14)	5(56)
Concert location	1(3)	2(4)	3(2)	4(7)	5(52)
Ease of parking	1(1)	2(0)	3(2)	4(11)	5(54)
Choice of bands	1(1)	2(3)	3(3)	4(14)	5(46)
Restroom facility	1(0)	2(1)	3(3)	4(8)	5(52)
Quality of sound	1(1)	2(1)	3(4)	4(13)	5(52)
Variety of music	1(1)	2(1)	3(4)	4(15)	5(42)

Where did you hear about the concert series? Please circle all that apply:

Town newsletter (18)

Friends (10)

Park and Recreation website (6)

Band (1)

Newspaper (12)

Chamber (1)

Road sign/poster (27)

Facebook (13)

The commission welcomes other comments/suggestions

This institution is an equal opportunity provider and employer.

Concerts on the Lawn

The Regulators: July 6, 2017

Comments:

- Love seeing the kids running around and welcoming environment for all.
Thanks!
- Great contribution to the community – Thanks!
- Don't stop!
- Great evening
- Excellent time by all
- This is great – Thursday or Friday
- Keep up the good work
- Food trucks!
- Great to have one at Templeton Farm for seniors
- Don't change!
- Keep concerts on Town Hall green
- Love the concerts!
- We enjoy the concerts very much. Thank you!
- Love this thank you!
- Thank you! Kent is the best town!
- Would like to see some of the concerts at the new welcome center
- Thank you!! Love them!
- Town Hall is a great location. Keep up the good work
- Would love to see it moved to Falcon Field
- More reggae
- Thank you for providing local music! Would be fun to add a jazz and classical music evening to the schedule
- Total delight. Example of small town pleasures.
- Food truck or hot dog guy
- Keep USA flag up if you can
- Great idea
- Friday would be even better to get more “weekenders”

Summer concert series survey comments/suggestions
Survey at August 3, 2017 concert

We love them! We are bummed to only get to two this year!

If people can't control their kids, they should leave them home!!!

Loses something indoors

Having great time!

Prefer Friday night. Prefer different location (not Town Hall). More publicity needed.

Great series – does not conflict with the other town events! Joint Chiefs great!

Outside!

6:30 start



TOWN OF KENT LAND USE OFFICE

STAFF REPORT

DATE: March 2, 2018
FROM: Donna Hayes, CZEO

Building Department:

- Permits Issued: 40 (February)
- Total Construction value: \$1,206,750 (February)

Planning & Zoning:

- Permits Issued: 3 (February)
- Certificates of Compliance Issued: 1 (February)
- Applications before the Commission: 0 (February)
 - Filling operation on Upper Kent Hollow Road (ongoing)
- Discussions before the Commission:
 - High Watch came before the Commission to discuss an accessory use at 47 Carter Road. It was determined that the use would not be accessory to the principal use at 62 Carter Road since it was determined that the properties were not contiguous. High Watch has submitted site plan and special permit applications for the proposed use which will be heard at a public hearing on March 8th.

Inland Wetlands:

- Approved: February
 - Application #1166-18, Ron Saltz for Anderson Acre Farm, LLC, 1 Anderson Acres Road, repairs to 3 sides of crumbling foundation of existing barn, Map 16 Block 24 Lot 16 (second meeting waived due to the need for an emergency repair).
 - The Inland Wetland Regulations were approved; there was no public comment.
 - Application #1167-18, Joel Hollfelder for Aurora Property Management LLC, 16 Maple Street Extension, request for farming exemption, Map 4 Block 44 Lot 1.
- Pending: February
 - Application #1168-18, High Watch Recovery Center, Inc., 54 & 62 Carter Road, addition to existing administration building, parking area, drainage basin and associated grading, Map 14 Block 22 Lots 6 & 7. The plans will be submitted to Anchor Engineering for review and a site walk will be scheduled.
 - Notice of Violation #01-17 for the weekly, illegal removal of a beaver dam. WAITING FOR APPLICATION

- Other:
 - We have one opening on the Commission which we are currently trying to fill.

Zoning Board of Appeals:

- Approved: February
 - None

Architectural Review Board:

- Approved: February
 - Application #001-18, Robert & Kolleen Indorf, 31 South Main Street, window replacement and new vinyl siding, Map 4 Block 12 Lot 3.
 - Application #002-18, George-Ann Gowan, 89B North Main Street, bedroom addition, extension of entry roof and new bay window, Map 19 Block 15 Lot 4.
 - Application #003-18, Donald J. Cramer Revocable Trust, 23 South Main Street, installation of additional window on southern side of building; replacement of two second story windows; replacement of rear entrance doors, Map 4 Block 12 Lot 1.
- Other:
 - The Board requested changes to the wording in the new regulations; the changes were incorporated and will be part of the public hearing on March 29, 2018.
 - Stephen Pender has joined the ARB. Members of the ARB will be interviewing another candidate at their next meeting. If all goes well, P&Z will be interviewing and appointing him at their next meeting.

UPDATE ON CONTINUING PROJECTS:

- Rewrite of the Regulations:
 - A public hearing is scheduled for March 29, 2018. At this meeting, the public will be able to comment and the Commission can approve the new regulations.
 - I met with HVA to get new maps made based on the changes to the regulations.

VIOLATIONS:

- Legal Issues:
 - The High Watch vs TOK and BHR case had a status conference on February 2, 2018. The judge is now asking for transcripts and a list of records before ruling on the motion to dismiss. My department is working on the transcripts. Legal fees to date: \$1,755.00
 - The List of Record has been filed with the courts.
 - An email was sent by the Judge's law clerk that the case would now not be heard until December, 2018.
 - A motion was filed with the court to move the case back to the Litchfield Judicial District. No ruling as of yet.
 - Birch Hill has hired another attorney, Jeffrey Mirman from Hinckley, Allen & Snyder, and an appearance has been filed on his behalf.
 - As of March 1, 2018, the Certificate of Need filed by Birch Hill Recovery has been deemed complete and is currently noted as "Hearing Scheduled or Open". I have not been able to find a hearing date.

- **Notice of Violations:**

- With regard to the land filling operation on Upper Kent Hollow Road, a work schedule was created that is acceptable to the property owner and the neighbors. I continue to receive calls from the contractor with regard to the number of trucks moving in and out of the property and have been communicating the information to the neighbor.
- With regard to the Inland Wetlands Violation #01: We are still waiting for the application to dismiss the violation.
- A Cease and Desist Order has been issued to the owners of 209 Kent Road for the operation of a commercial business (auctions). I received additional information on the renter of the property and forwarded it on to the eviction specialist at the management company.

TRAINING/CONFERENCES:

- Tai and I will be attending the Legal Requirements & Procedures in Land Use Decision Making training session at the COG on March 6th.



Joyce Kearns <adminassist@townofkentct.org>

Written notice for selectmen's meeting

1 message

Virginia Bush Suttman <vbushsuttman@aol.com>

Thu, Mar 1, 2018 at 11:19 AM

To: firstselectman@townofkentct.org, adminassist@townofkentct.org

I've attached a brief memo expanding on the discussion of affordable housing taxes at the previous meeting. I intend to be at the meeting next Tuesday to read it, but if for some reason (like flu, etc.) I can't be there, I would appreciate it being read out so other Town Hall staff and the public would hear it.

Many thanks, Virginia

Kent Affordable Housing, Inc.
Virginia Bush Suttman, President
po box 265, Kent CT 06757
860-927-3684
info@kentaffordablehousing.org



Selectmen note on taxes rev. clean.docx
16K

March 1, 2018

To the Selectmen, Town of Kent, CT

From Virginia Bush Suttman, President, Kent Affordable Housing

Kent Affordable Housing (KAH) would like to expand on some remarks made at the Selectmen's Meeting of February 6, 2018. The Selectmen voted to grant our request for a partial real estate tax abatement (phase in) for Phase III of Stuart Farm Apartments (SFA), which we certainly appreciate.

A few of the remarks made in that discussion may have been misleading, and we would like to set them in context, for the record.

Mr. Garrity asked how much in tax payments would be waived by the town during the ten years of the phase in. I gave some figures from an old example tracking what the taxes would total for Phase I of SFA from 2011 to 2021, but I believe I misstated that. The chart shows that the full tax for those years (at then mil rate) would have been \$33,065 and the tax under the abatement would be \$20,467. That would mean the town would collect \$12,598 less in tax during the first nine years of the buildings—not the \$20,000 less I think I suggested at the meeting

After the meeting, I reviewed the tax abatements and payments for SFA I and South Common, which have or had similar abatements. I found that South Common, where the abatement has expired, is now paying \$23,664 annually in real estate taxes. Also, SFA I, now in its fifth year of the abatement is paying \$2,531 annually in real estate taxes. Depending on any changes in the mil rate, that will rise to about \$6-7,000 a year after the end of the abatement. Phase II of SFA and Phase III at 19 Maple Street Extension will have similar payment scales in the future.

This means that all the KAH affordable housing complexes will gradually be making substantial contributions to the Kent tax base, as well as providing quality housing for at least 50 individuals. The land at South Common, which was the town's gift to KAH, would have been of considerable value had it been sold, but each of the residents of the 24 affordable units are now contributing about \$1,000 a year to the tax base, and those at Stuart Farm Apartments will eventually be doing about the same. Aside from what the people in those apartments contribute to the economy and community life of Kent, they are also helping with the town budget. That's a handsome return on Kent's investment.

TOWN OF KENT
Actual vs Budget Summary
 July 2017 through February 2018

	<u>Jul '17 - Feb 18</u>	<u>Budget</u>	<u>% of Budget</u>
Revenue	11,853,250.84	12,806,467.00	92.6%
Expense			
A - General Government			
010-000 - BOARD OF SELECTMEN	108,988.33	169,094.00	64.5%
012-000 - PROBATE	4,500.34	4,545.00	99.0%
013-000 - REGISTRAR OF VOTERS	15,872.80	29,344.00	54.1%
014-000 - BOARD OF FINANCE	22,589.95	25,158.00	89.8%
015-000 - TREASURER	28,694.44	44,085.00	65.1%
016-000 - TAX ASSESSOR	53,649.56	90,128.00	59.5%
017-000 - TAX COLLECTOR	46,697.45	72,913.00	64.0%
018-000 - BOARD OF ASSESSMENT APPEALS	0.00	2,695.00	0.0%
021-000 - CONSERVATION	297.34	2,775.00	10.7%
022-000 - TOWN CLERK	74,319.52	117,727.00	63.1%
024-000 - PLANNING AND ZONING	43,068.89	73,290.00	58.8%
025-000 - ZONING BOARD OF APPEALS	337.64	2,637.00	12.8%
026-000 - INLAND / WETLANDS	20,737.68	33,379.00	62.1%
027-000 - BUILDING INSPECTOR	8,529.27	13,912.00	61.3%
030-000 - TOWN HALL	54,771.46	82,000.00	66.8%
051-000 - ATTORNEY FEES	5,109.00	16,000.00	31.9%
060-000 - GRANTS	266,565.00	268,069.00	99.4%
070-000 - ASSOCIATIONS	45,167.80	46,846.00	96.8%
074-000 - HISTORIC DISTRICT COMMISSION	0.00	500.00	0.0%
075-000 - INSURANCE	73,417.00	103,810.00	70.7%
079-000 - CONTINGENCY	0.00	10,000.00	0.0%
Total A - General Government	873,313.47	1,208,705.00	72.3%
B - Public Safety			
028-000 - FIRE MARSHAL	15,324.43	31,218.00	49.1%
054-000 - POLICE PROTECTION	1,217.25	174,662.00	0.7%
055-000 - LITCHFIELD CNTY DISPATCH	31,071.27	31,072.00	100.0%
056-000 - CIVIL PREPAREDNESS	1,504.22	2,000.00	75.2%
Total B - Public Safety	49,117.17	238,952.00	20.6%
C - Public Works			
031-000 - TOWN GARAGE BUILDING	10,071.16	20,410.00	49.3%
040-000 - HIGHWAY DEPARTMENT	635,006.98	1,210,100.00	52.5%
041-000 - TOWN AID ROAD	0.00	284,619.00	0.0%
042-502 - Lighting - Town Utility	8,459.42	12,000.00	70.5%
042-504 - Water - Town Utility	17,111.37	34,210.00	50.0%
045-680 - Tree Work	13,772.50	21,100.00	65.3%
Total C - Public Works	684,421.43	1,582,439.00	43.3%

TOWN OF KENT
Actual vs Budget Summary
 July 2017 through February 2018

	<u>Jul '17 - Feb 18</u>	<u>Budget</u>	<u>% of Budget</u>
D • Health and Welfare			
029-000 • SOCIAL SERVICES	38,605.85	56,557.00	68.3%
033-000 • SENIOR CENTER	10,752.25	17,650.00	60.9%
050-501 • Public Restrooms	5,397.07	15,000.00	36.0%
052-000 • Dir of Health/Hlt Dist.	19,184.12	19,200.00	99.9%
Total D • Health and Welfare	<u>73,939.29</u>	<u>108,407.00</u>	<u>68.2%</u>
E • Recreation			
023-000 • PARK & REC	104,290.26	164,838.00	63.3%
032-000 • Community House	13,779.82	22,249.00	61.9%
034-000 • Swift House	2,631.38	6,300.00	41.8%
046-000 • KCS Ballfield Maintenance	1,790.00	6,000.00	29.8%
Total E • Recreation	<u>122,491.46</u>	<u>199,387.00</u>	<u>61.4%</u>
F • Sanitation			
043-000 • TRANSFER STATION	66,147.64	109,804.00	60.2%
044-000 • Landfill Monitoring	0.00	2,000.00	0.0%
Total F • Sanitation	<u>66,147.64</u>	<u>111,804.00</u>	<u>59.2%</u>
G • Board of Education	4,740,377.42	7,263,948.00	65.3%
H • Debt Service	646,824.75	646,825.00	100.0%
I • Transfer to Capital	746,000.00	746,000.00	100.0%
J • Transfer to Dog Fund	7,500.00	7,500.00	100.0%
K • Current Year Capital Projects	692,500.00	692,500.00	100.0%
Total Expense	<u>8,702,632.63</u>	<u>12,806,467.00</u>	<u>68.0%</u>
Net Revenue and Expense	<u>3,150,618.21</u>	<u>0.00</u>	

Notes:

The following revenue lines have exceeded their budgeted targets

Community House - fees collected for building rentals

Swift House - fees collected for building rentals

Interest on Investments

Cell tower rental income

Transfer Station Income -fees collected for issuance of transfer station passes

Pistol Permits

P/Z fees - fees collected for issuance of permits

Park and Recreation Classes

TOWN OF KENT
Summary of Proposed Budget
Fiscal Year 2018 - 2019

3% Wage Increase

	Actuals	Actuals	Anticipated		Proposed	% of increase	% of Total Budget
	Jul '15 Jun '18	Jul '16 Jun '17	Jul '17 Jun '18	Budget	Jul '18 Jun '19		
A • General Government	1,159,994	1,103,616	1,173,849	1,208,705	1,273,185	5.3%	22.3%
B • Public Safety	169,883	183,631	237,009	238,952	248,316	3.9%	4.4%
C • Public Works	1,438,638	1,495,619	1,576,845	1,582,439	1,651,325	4.4%	29.0%
D • Health and Welfare	89,422	93,077	107,887	108,407	112,773	4.0%	2.0%
E • Recreation	196,705	187,041	188,102	199,387	210,134	5.4%	3.7%
F • Sanitation	109,393	106,066	110,587	111,804	115,935	3.7%	2.0%
Total Bos Budget	3,164,035	3,179,049	3,402,279	3,449,694	3,611,667	4.7%	63.4%
G • Board of Education	6,880,550	7,089,370	7,263,948	7,263,948	0	-100.0%	0.0%
H • Debt Service	693,194	669,987	646,825	646,825	625,486	-3.3%	11.0%
I • Transfer to Capital	726,200	857,472	846,000	746,000	818,700	9.7%	14.4%
J • Transfer to Dog Fund	7,500	7,500	7,500	7,500	7,500	0.0%	0.1%
L • State of CT - TRB					0		
Total Tax Budget	11,471,479	11,803,378	12,166,552	12,113,887	5,063,353	-58.2%	88.8%
K • Current Year Capital Pro	800,000	872,000	692,500	692,500	636,500	-8.1%	11.2%
All Totals	12,371,479	12,675,378	12,859,052	12,808,467	5,699,853	-55.5%	

Difference between FY 17-18 budget and FY 18-19

-\$7,106,614

"A" consists of:

- Board of Selectmen
- Probate
- Elections
- Board of Finance
- Treasurer
- Tax Assessor
- Tax Collector
- Board of Assessment Appeals
- Conservation
- Town Clerk
- Planning and Zoning
- ZBA
- Inland Wetlands
- Building Inspector
- Town Hall
- Attorney Fees
- Grants
- Associations
- Insurance
- Retiree Health
- Contingency

"B" consists of:

- Fire Marshal
- Resident Trooper
- Litchfield County Dispatch

"C" consists of

- Town Garage Building
- Highway Department
- Roads

"D" consists of

- Social Services
- Senior Center
- Public Restrooms
- Dir of Health/Hlt Dist

"E" consists of

- Park and Recreation
- Community House
- Swift House
- KCS Ballfield Maintenance

1		FY 2015 - 2016	FY 2016 - 2017	FY 2017 - 2018		FY 2018 - 2019	Increase over current year budget
2		Actual	Actual	Anticipated	Budget	Proposed	
44	Expense						
45	A • General Government						
46	010-000 • Board of Selectmen						
47	Compensation						
48	010-101 • Salary - 3 Selectmen	75,485.12	77,750	80,083	80,083	82,485	3.00%
49	010-102 • Administrative Assistant	37,181.04	38,296	39,445	39,445	40,628	3.00%
50	010-101 (a) • HI OPT-OUT Stipend	13,355	14,059	15,141	15,440	18,076	17.07%
51	010-996 • Health	14,032.34	15,243	16,172	16,172	18,714	15.72%
52	010-997 • Pension	1,859.07	1,915	1,972	1,972	2,031	3.01%
53	010-998 • Social Security	9,621.32	9,953	10,182	10,182	10,455	2.68%
54	Total Compensation	151,533	157,216	162,995	163,294	172,391	5.57%
55	Department Operations						
56	010-201 • Supplies	541.21	436	500	500	500	0.00%
57	010-202 • Postage	317.57	282	300	300	250	-16.67%
58	010-203 • Notices	1,134.65	635	450	1,000	1,000	0.00%
59	010-204 • Mileage	1,269.51	850	800	1,000	1,000	0.00%
60	010-301 • Computer Services				0		#DIV/0!
61	010-401 • Discretionary Expenditures	0.00	0		250	250	0.00%
62	010-405 • Newsletter	336.00	546	546	550	600	9.09%
63	010-501 • Telephone	1,779.09	2,030	2,050	2,100	2,100	0.00%
64	Total Department Operations	5,378	4,779	4,646	5,700	5,700	0.00%
65	Professional Development						
66	010-451 • Conferences	130	80	85	100	100	0.00%
67	Total Professional Development	130	80	85	100	100	0.00%
68	Total 010-000 • Board of Selectmen	157,041	162,075	167,726	169,094	178,191	5.38%
69							
70	012-511 • Litchfield Probate Court	4,531	4,545	4,545	4,545	4,500	-0.99%
72	013-000 • Registrar of Voters						
73	Compensation						
74	013-101 • Registrars & Deputies	12,366	12,292	14,000	14,801	15,242	2.98%
75	013-102 • Workers	2,928	1,736	2,500	3,730	3,842	3.01%
76	013-998 • Social Security	946	945	1,262	1,418	1,460	2.96%
77	Total Compensation	16,239	14,973	17,762	19,949	20,545	2.99%
78	Department Operations						
79	013-201 • Supplies	3,646	5,139	4,000	4,000	4,000	0.00%
80	013-202 • Postage	120	533	1,500	500	500	0.00%
81	013-203 • Notices	0	0		65	65	0.00%
82	013-204 • Mileage	576	1,008	600	600	600	0.00%
83	013-404 • Election Refreshments	162	41	125	100	100	0.00%
84	013-501 • Telephone	715	660	450	500	500	0.00%
85	Total Department Operations	5,220	7,380	6,675	5,765	5,765	0.00%
86	Professional Development						
87	013-450 • Dues	130	130	130	130	130	0.00%
88	013-451 • Conferences	1,699	2,928	590	2,000	2,000	0.00%
89	013-452 • Training	1,296	1,651	800	1,500	1,500	0.00%
90	Total Professional Development	3,125	4,709	1,520	3,630	3,630	0.00%
91	Total 013-000 • Registrar of Voters	24,585	27,062	25,957	29,344	29,940	2.03%
92	014-000 • Board of Finance						
93	Compensation						
94	014-102 • Clerk	1,341	956	1,200	2,291	2,360	3.00%
95	014-998 • Social Security	87	70	100	175	181	3.15%
96	Total Compensation	1,427	1,026	1,300	2,466	2,540	3.01%

modifications as approved at the BoS meeting 3.5.18 - pension at 5%

3/6/2018

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Proposed Budget Worksheet

1			FY 2015 - 2016	FY 2016 - 2017	FY 2017 - 2018		FY 2018 - 2019	Increase over current year budget
2			Actual	Actual	Anticipated	Budget	Proposed	
97		Department Operations						
98		014-201 • Supplies	75	87	50	50	50	0.00%
99		014-202 • Postage			10	15	15	0.00%
100		014-203 • Notices	107	109	100	100	100	0.00%
101		014-204 • Mileage						
102		014-405 • Town Report	525	525	525	525	525	0.00%
103		050-000 • Auditors	26,756	22,006	22,000	22,000	22,000	0.00%
104		Total Department Operations	27,463	22,727	22,685	22,690	22,690	0.00%
105		Professional Development						
106		014-451 • Conferences				0		
107		Total Professional Development				0	0	
108		Total 014-000 • Board of Finance	28,890	23,753	23,985	25,156	25,230	0.29%
109		015-000 • Treasurer						
110		Compensation						
111		015-101 • Salary	26,127	26,911	27,718	27,718	31,050	12.02%
112		015-102 • Treasurer Clerk	9,165	8,391	9,212	9,212	9,491	3.03%
113		015-998 • Social Security	2,416	2,748	2,825	2,825	3,101	
114		Total Compensation	37,708	38,050	39,755	39,755	43,642	9.78%
115		Department Operations						
116		015-201 • Supplies	1,328	1,160	1,200	1,200	1,200	0.00%
117		015-202 • Postage	49	1,054	900	900	1,100	22.22%
118		015-204 • Mileage	0	133	130	130	130	0.00%
119		015-205 • Bank Fees	18	0				
120		015-301 • Computer Services	1,911	1,116	1,200	1,200	1,200	0.00%
121		015-452 • Professional Devel./CPA	268	420	430	500	500	0.00%
122		015-501 • Telephone	365	355	380	400	400	0.00%
123		Total Department Operations	3,939	4,239	4,240	4,330	4,530	4.62%
124		Total 015-000 • Treasurer	41,647	42,289	43,995	44,085	48,172	9.27%
125		016-000 • Tax Assessor						
126		Compensation						
127		016-101 • Salary - Assessor	34,249	35,276	36,334	36,334	37,424	3.00%
128		016-102 • Assessor Assistant #1	9,063	8,819	10,127	10,127	10,431	3.00%
129		016-104 • Assistant Assessor #2	15,472	15,890	19,956	19,956	20,554	3.00%
130		016-105 • Assessor Reval IH					0	
131		016-996 • Health					0	
132		016-996 • Pension					0	
133		016-998 • Social Security	4,499	4,587	5,081	5,081	5,233	
134		Total Compensation	63,283	64,572	71,498	71,498	73,642	3.00%
135		Department Operations						
136		016-201 • Supplies	1,176	1,435	1,000	1,000	1,000	0.00%
137		016-202 • Postage	550	760	900	900	900	0.00%
138		016-203 • Notices		53	55	100	100	0.00%
139		016-204 • Mileage	280	290	400	700	700	0.00%
140		016-302 • Data Processing	11,050	11,310	11,600	12,220	12,335	0.94%
141		016-423 • Tax Mapping	700	480	2,500	2,500	2,500	0.00%
142		016-501 • Telephone	534	546	560	600	600	0.00%
143		Total Department Operations	14,290	14,873	17,015	18,020	18,135	0.64%
144		Professional Development						
145		016-450 • Dues	15	15	15	60	60	0.00%
146		016-451 • Conferences	25	0	55	550	550	0.00%
147		Total Professional Development	40	15	70	610	610	0.00%
148		Total 016-000 • Tax Assessor	77,613	79,460	88,583	90,128	92,387	2.51%

modifications as approved at the BoS meeting 3.5.18 - pension at 5%

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Proposed Budget Worksheet

Fiscal Year 2018 - 2019

1		FY 2015 - 2016	FY 2016 - 2017	FY 2017 - 2018		FY 2018 - 2019	Increase over current year budget
2		Actual	Actual	Anticipated	Budget	Proposed	
149							
150	017-000 • Tax Collector						
151	Compensation						
152	017-101 • Salary	35,213	36,269	36,269	37,357	38,478	3.00%
153	017-102 • Assistant	11,876	12,493	12,501	12,876	13,261	2.99%
154	017-996 • Health					0	#DIV/0!
155	017-997 • Pension					0	
156	017-998 • Social Security	3,604	3,732	3,731	3,843	3,958	
157	Total Compensation	50,693	52,495	52,501	54,076	55,697	3.00%
158	Department Operations						
159	017-201 • Supplies	1,794	1,850	1,800	1,800	1,800	0.00%
160	017-202 • Postage	3,512	3,494	3,500	3,500	3,500	0.00%
161	017-203 • Notices	408	311	375	400	400	0.00%
162	017-204 • Mileage	174	0	200	200	200	0.00%
163	017-302 • Data Processing	9,905	10,528	10,762	10,762	10,918	1.45%
164	017-453 • Fees for Delinquents	0	250	250	250	250	0.00%
165	017-459 • Tax Sales	0	0				#DIV/0!
166	017-501 • Telephone	526	542	625	675	675	0.00%
167	Total Department Operations	16,319	16,974	17,512	17,587	17,743	0.89%
168	Professional Development						
169	017-450 • Dues	195	175	200	250	250	0.00%
170	017-451 • Conferences	732	596	1,000	1,000	1,000	0.00%
171	Total Professional Development	927	771	1,200	1,250	1,250	0.00%
172	Total 017-000 • Tax Collector	67,939	70,240	71,213	72,913	74,690	2.44%
173	018-000 • Board of Assessment Appeals						
174	Compensation						
175	018-101 • Salary				1,592	1,640	2.99%
176	018-102 • Clerk				424	437	3.09%
177	018-998 • Social Security				154	159	
178	Total Compensation	0	0	0	2,170	2,236	3.02%
179	Department Operations						
180	018-202 • Postage				50	50	0.00%
181	018-203 • Notices			64	75	75	0.00%
182	018-204 • Mileage				250	250	
183	Total Department Operations			64	375	375	0.00%
184	Professional Development						
185	018-205 • Conferences				150	150	0.00%
186	Total Professional Development				150	150	0.00%
187	Total 018-000 • Board of Assessment Appa	0	0	64	2,695	2,761	2.43%
188	021-000 • Conservation						
189	Department Operations						
190	021-201 • Supplies	473	735	755	755	755	0.00%
191	021-409 • Printing & Mapping	1,060	850	800	800	800	0.00%
192	021-451 • Conferences / Public Events	1,124	1,029	1,060	1,060	1,060	0.00%
193	Total Department Operations	2,657	2,614	2,615	2,615	2,615	0.00%
194	Professional Development						
195	021-450 • Dues	110	150	160	160	160	0.00%
196	Total Professional Development	110	150	160	160	160	0.00%
197	Total 021-000 • Conservation	2,767	2,764	2,775	2,775	2,775	0.00%
198	022-000 • Town Clerk						
199	Compensation						
200	022-101 • Salary	46,634	48,033	49,474	49,474	50,958	3.00%

modifications as approved at the BoS meeting 3.5.18 - pension at 5%

3/6/2018

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Proposed Budget Worksheet

1			FY 2015 - 2016	FY 2016 - 2017	FY 2017 - 2018		FY 2018 - 2019	Increase over current year budget
2			Actual	Actual	Anticipated	Budget	Proposed	
201		022-102 • Assistant	14,009	16,391	15,501	15,501	14,674	-5.33%
202		022-996 • Health	26,774	28,128	31,012	31,012	36,217	16.79%
203		022-997 • Pension	2,332	2,402	2,474	2,474	2,548	2.99%
204		022-998 • Social Security	4,433	4,678	4,971	4,971	5,021	1.00%
205		Total Compensation	94,182	99,631	103,432	103,432	109,419	5.79%
206		Department Operations						
207		022-201 • Supplies	162	238	200	200	200	0.00%
208		022-202 • Postage	295	209	200	200	200	0.00%
209		022-203 • Notices	75	114	120	125	125	0.00%
210		022-204 • Mileage	0	118	50	50	50	0.00%
211		022-402 • Record Maintenance	17,694	11,498	12,500	12,500	12,500	0.00%
212		022-408 • Vital Statistics	0	0	50	50	50	0.00%
213		022-501 • Telephone	467	476	400	400	425	6.25%
214		Total Department Operations	18,693	12,653	13,520	13,525	13,550	0.18%
215		Professional Development						
216		022-450 • Dues	190	170	170	170	170	0.00%
217		022-451 • Conferences	375	844	600	600	750	25.00%
218		Total Professional Development	565	1,014	770	770	920	19.48%
219		Total 022-000 • Town Clerk	113,440	113,298	117,722	117,727	123,889	5.23%
220		024-000 • Planning and Zoning						
221		Compensation						
222		024-101 • Zoning Enforc. Officer	34,207	35,233	36,290	36,290	38,105	5.00%
223		024-102 • Clerk	6,304	1,270	7,015	7,015	7,226	3.01%
225		024-996 • Health	11,975	13,507	15,293	15,293	17,752	16.08%
226		024-997 • Pension	1,737	1,796	1,814	1,814	1,905	5.03%
227		024-998 • Social Security	2,954	2,696	3,313	3,313	3,468	4.67%
228		Total Compensation	57,177	54,500	63,725	63,725	68,455	7.42%
229		Department Operations						
230		024-201 • Supplies	233	270	400	400	2,400	500.00%
231		024-202 • Postage	699	521	600	700	400	-42.86%
232		024-203 • Notices	2,257	2,531	1,500	1,500	1,500	0.00%
233		024-204 • Mileage	194	81	100	100	100	0.00%
234		024-409 • Printing & Mapping	666		1,800	2,000	2,000	0.00%
235		024-410 • Legal	1,103	2,070				
236		024-411 • Engineering		1,143	800	1,000	1,000	0.00%
237		024-412 • Planning			2,700	2,750	2,750	0.00%
238		024-501 • Telephone	572	585	600	600	600	0.00%
239		Total Department Operations	5,724	7,201	8,500	9,050	10,750	18.78%
240		Professional Development						
241		024-450 • Dues	160	160	160	190	190	0.00%
242		024-451 • Conferences	60	52	75	75	100	33.33%
243		024-452 • Training		107		250	250	0.00%
244		Total Professional Development	220	319	235	515	540	4.85%
245		Total 024-000 • Planning and Zoning	63,121	62,020	72,460	73,290	79,745	8.81%
246		025-000 • Zoning Board of Appeals						
247		Compensation						
248		025-102 • Clerk	68	269	500	1,093	1,126	3.01%
249		025-998 • Social Security	5	0	38	84	86	
250		Total Compensation	73	269	538	1,177	1,212	2.98%
251		Department Operations						
252		025-201 • Supplies	25			100	75	-25.00%
253		025-202 • Postage	250	70		250	175	-30.00%
254		025-203 • Notices	838	452	500	1,000	750	-25.00%

modifications as approved at the BoS meeting 3.5.18 - pension at 5%

3/6/2018

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1		FY 2015 - 2016	FY 2016 - 2017	FY 2017 - 2018		FY 2018 - 2019	Increase over current year budget
2		Actual	Actual	Anticipated	Budget	Proposed	
256	Total Department Operations	1,113	522	500	1,350	1,000	-25.93%
257	Professional Development						
258	025-450 • Dues	110	110	110	110	110	0.00%
259	025-451 • Conferences				0		#DIV/0!
260	Total Professional Development	110	110		110	110	0.00%
261	Total 025-000 • Zoning Board Of Appeals	1,296	901	1,036	2,637	2,322	-11.94%
262	026-000 • Inland/Wetlands						
263	Compensation						
264	026-101 • Enforce. Officer	17,634	18,163	18,708	18,708	19,643	5.00%
265	026-102 • Clerk	1,607	331	2,056	2,056	2,118	3.02%
266	026-996 • Health	7,868	7,289	7,532	7,532	8,743	16.08%
267	026-997 • Pension	859	888	935	935	982	
268	026-998 • Social Security	1,360	1,316	1,588	1,588	1,665	
269	Total Compensation	29,328	27,987	30,819	30,819	33,152	
270	Department Operations						
271	026-201 • Supplies	225	384	300	300	2,300	666.67%
272	026-202 • Postage	496	173	300	500	250	-50.00%
273	026-203 • Notices	842	900	700	1,000	1,000	0.00%
274	026-204 • Mileage	39	3	100	100	100	0.00%
275	026-409 • Printing & Mapping	0	0		100	100	0.00%
276	026-501 • Telephone	300	305	310	310	310	0.00%
277	Total Department Operations	1,902	1,764	1,710	2,310	4,060	75.76%
278	Professional Development						
279	026-451 • Conferences	120		100	100	120	20.00%
280	026-452 • Training	60	60	0	150	150	0.00%
281	Total Professional Development	180	60	100	250	270	8.00%
282	Total 026-000 • Inland / Wetlands	31,410	29,811	32,629	33,379	37,482	12.29%
283	027-000 • BUILDING INSPECTOR						
284	Compensation						
285	027-102 • Secretary	7,163	1,511	7,861	7,861	8,098	3.02%
286	027-998 • Social Security	495	58	601	601	620	3.08%
287	Total Compensation	7,658	1,568	8,462	8,462	8,718	3.02%
288	Department Operations						
289	027-201 • Supplies	531	413	300	300	2,250	650.00%
290	027-202 • Postage	288		200	300	300	0.00%
291	027-205 • State Education Fund	4,899	4,727	4,200	4,200	4,200	0.00%
292	027-501 • Telephone	482	472	490	500	500	0.00%
293	Total Department Operations	6,200	5,611	5,190	5,300	7,250	
294	Professional Development						
295	027-450 • Dues	135	135	145	150	150	0.00%
296	Total Professional Development	135	135	145	150	150	0.00%
297	Total 027-000 • Building Inspector	13,993	7,315	13,797	13,912	16,118	15.86%
298	030-000 • TOWN HALL						
299	030-201 • Supplies	1,907	698	2,000	2,000	2,000	0.00%
300	030-301 • Computer Services	19,531	15,017	24,000	24,000	20,000	-16.67%
301	030-502 • Electric	8,920	9,532	10,000	10,000	10,000	0.00%
302	030-503 • Heating Fuel	4,909	3,841	6,000	6,000	6,000	0.00%
303	030-504 • Water/Sewer	1,007	1,073	1,010	1,000	1,000	0.00%
304	030-505 • Maintenance	10,787	5,468	6,500	7,500	7,500	0.00%
305	030-506 • Building Supplies	2,359	2,041	1,500	1,500	1,500	0.00%
306	030-507 • Repairs	8,844	5,178	7,000	7,000	7,000	0.00%

modifications as approved at the BoS meeting 3.5.18 - pension at 5%

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Proposed Budget Worksheet

Fiscal Year 2018 - 2019

1	2		FY 2015 - 2016	FY 2016 - 2017	FY 2017 - 2018		FY 2018 - 2019	Increase over current year budget
			Actual	Actual	Anticipated	Budget	Proposed	
307		030-508 • Equipment	9,270	9,538	9,500	9,500	10,000	5.26%
308		030-509 • Custodian	14,700	12,200	12,000	12,000	12,000	0.00%
309		030-512 • Pension Administration Expense	1,475	1,000	1,000	1,500	1,500	0.00%
310		Total 030-000 • Town Hall	83,709	65,586	80,510	82,000	78,500	-4.27%
311		051-000 • ATTORNEY FEES						
312		051-410 • Legal	4,447	2,720	3,000	7,500	7,500	0.00%
313		051-413 • Litigation	34,192	8,473	3,000	5,000	35,000	600.00%
314		051-414 • Legal - P&Z	6,004	1,823	2,000	2,000	2,000	0.00%
315		051-415 • Legal - ZBA	0	0	125	750	750	0.00%
316		051-416 • Legal - IWC	0	0	0	750	750	0.00%
		Total 051-000 • Attorney Fees	44,643	13,015	8,125	16,000	46,000	187.50%
317								
318		060-000 • Grants						
319		060-801 • Kent Nursing Association	10,000	10,000	10,000	10,000	0	-100.00%
320		060-802 • Northwest Mental Health	323	320	320	320	320	0.00%
321		060-804 • NW Conservation District, Inc	900	900	900	900	900	0.00%
322		060-805 • NWC EMS						#DIV/0!
323		060-807 • Kent Community Nursery Scho	15,000	15,000	15,000	15,000	15,000	0.00%
324		060-808 • Susan B Anthony	1,000	1,000	1,000	1,000	1,500	50.00%
325		060-809 • Womens Support Services	1,500	1,500	1,500	1,500	1,500	0.00%
326		060-810 • Youth Service Bureau	6,749	6,749	6,749	6,749	7,086	4.99%
327		060-811 • Kent Library Association	88,000	100,500	100,500	100,500	100,500	0.00%
328		060-812 • Fire Protection	84,000	84,000	84,000	84,000	84,000	0.00%
329		060-813 • Cemetery Association	34,063	35,346	35,000	35,000	36,000	2.86%
330		060-814 • NWC Chore Service	5,000	5,000	5,000	5,000	5,000	0.00%
331		060-817 • NWCT Regional Housing Coun	100	100	100	100	100	0.00%
332		060-818 • Land Trust				0		#DIV/0!
333		060-819 • Greenwoods	1,000	1,500	2,000	2,000	2,000	0.00%
334		060-820 • Literacy Volunteers	1,000	1,000	1,000	1,000	1,000	0.00%
335		060-821 • KVHE/Templeton Farms	5,000	5,000	5,000	5,000	5,000	0.00%
336		Total 060-000 • Grants	253,635	267,915	268,069	268,069	259,906	-3.05%
337		070-000 • Associations						
338		070-821 • NW Regional Planning Collaborat						#DIV/0!
339		070-822 • Chamber of Commerce	1,333					#DIV/0!
340		070-851 • Rural Transit	1,096	1,096	1,096	1,096	1,096	0.00%
341		070-852 • Council of Govt's	2,351	2,328	2,295	2,295	2,256	-1.70%
342		070-853 • Hous River Comm	350	350	350	350	350	0.00%
343		070-854 • CT Conf Mun	2,074	2,074	2,100	2,100	2,100	0.00%
344		070-855 • COST (Council of Small Towns)	725	725	725	725	725	0.00%
345		070-856 • Lake Waramaug Inter. Com	1,594	1,594	1,600	1,600	1,600	0.00%
346		070-857 • Lake Waramaug Auth	2,754	2,422	2,250	2,250	2,400	6.67%
347		070-858 • Paramedic	39,479	22,140	34,315	34,315	40,995	19.47%
348		070-859 • LH-NW Elderly Nutrition Prgn	1,493	1,798	1,665	1,665	1,382	-17.00%
349		070-860 • Housatonic Valley Assoc	250	250	250	250	250	0.00%
350		Total 070-000 • Associations	53,499	34,778	46,646	46,646	53,154	13.95%
351		074-000 • HISTORIC DISTRICT COMM	57	35	200	500	500	0.00%
352		075-000 • INSURANCE	93,613	96,964	103,810	103,810	106,924	3.00%
353		077-000 • RETIREE HEALTH BENEFITS	2,565	-208				#DIV/0!
354		079-000 • CONTINGENCY	0	0		10,000	10,000	0.00%
355		Total A • GENERAL GOVERNMENT	1,159,994	1,103,616	1,173,849	1,208,705	1,273,185	5.33%
356		B • PUBLIC SAFETY						

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1			FY 2015 - 2016	FY 2016 - 2017	FY 2017 - 2018		FY 2018 - 2019	Increase over current year budget
2			Actual	Actual	Anticipated	Budget	Proposed	
357		028-000 • Fire Marshal						
358		Compensation						
359		028-101 • Fire Marshal	21,239	21,936	23,000	23,738	24,450	3.00%
360		028-102 • Clerical	480	503	500	500	500	0.00%
361		028-107 • Fire Inspections	516	548	1,200	1,500	1,500	0.00%
362		028-109 • Deputy Fire Marshal				100	100	0.00%
363		028-998 • Social Security				0		
364		Total Compensation	22,235	22,987	24,700	25,838	26,550	2.76%
365		Department Operations						
366		028-201 • Supplies	342	224	350	400	400	0.00%
367		028-202 • Postage	7	0	20	50	50	0.00%
368		028-204 • Mileage	2,712	2,736	2,000	2,700	2,700	0.00%
369		028-501 • Telephone	830	833	855	880	880	0.00%
370		Total Department Operations	3,891	3,794	3,225	4,030	4,030	0.00%
371		Professional Development						
372		028-452 • Training	1,539	1,764	1,350	1,350	1,350	0.00%
373		Total Professional Development	1,539	1,764	1,350	1,350	1,350	0.00%
374		Total 028-000 Fire Marshal	27,665	28,544	29,275	31,218	31,930	2.28%
375		054-000 • Police Protection	110,133	132,690	174,662	174,662	180,550	3.37%
376		055-000 • LITCHFIELD CNTY DISPATCH	30,242	30,904	31,072	31,072	32,626	5.00%
377		056-000 • CIVIL PREPAREDNESS	1,843	1,492	2,000	2,000	3,210	60.50%
378		Total B • PUBLIC SAFETY	169,883	193,631	237,009	238,952	248,316	3.92%
379		C • PUBLIC WORKS						
380		031-000 • Town Garage Building						
381		031-201 • Supplies	136	120	200	200	100	-50.00%
382		031-202 • Postage	6	0	0	10	10	0.00%
383		031-501 • Telephone	981	2,051	2,000	2,000	2,100	5.00%
384		031-502 • Electricity	3,791	4,100	4,100	4,000	4,000	0.00%
385		031-503 • Heating Fuel	3,319	2,492	3,600	5,000	5,000	0.00%
386		031-504 • Water	602	677	500	500	500	0.00%
387		031-505 • Maintenance	4,662	3,166	3,700	3,700	3,700	0.00%
388		031-506 • Building Supplies	212	97	500	500	500	0.00%
389		031-507 • Repairs	3,135	6,383	4,500	4,500	4,500	0.00%
390		Total 031-000 • Town Garage Building	16,844	19,085	19,100	20,410	20,410	0.00%
391		040-000 • Highway Department						
392		Compensation						
393		040-101 • Salaries	362,222	370,700	412,370	412,370	422,317	2.41%
394		040-105 • Snow Removal Salaries	20,209	39,945	41,505	41,505	42,439	2.25%
395		040-996 • Health	96,668	111,852	113,461	113,461	150,567	32.70%
396		040-997 • Pension	27,202	28,662	30,768	30,768	33,294	8.21%
397		040-998 • Social Security	29,908	31,863	35,940	35,940	36,772	2.31%
398		040-101 (a) • HI OPT-OUT Stipend	15,666	14,596	16,652	18,456	21,949	18.93%
399		Total Compensation	551,875	597,619	650,696	652,500	707,337	8.40%
400		Department Operations						
401		040-204 • Mileage						#DIV/0!
402		040-459 • Alcohol & Drug Test Program	400	400	400	500	500	0.00%
403		040-601 • Equipment Repair & Maintena	54,549	71,624	53,000	50,000	60,000	20.00%
404		040-604 • Equipment Fuel	32,574	19,808	38,000	40,000	40,000	0.00%
405		040-605 • Hired Equipment	13,300	2,960	14,000	15,000	15,000	0.00%
406		040-607 • New Equipment	9,834	4,230	4,000	4,000	4,000	0.00%
407		040-609 • Snow Related Equipment	8,516	9,136	7,000	7,000	7,000	0.00%
408		040-613 • Public Works	247	6,923	7,000	7,000	7,000	0.00%

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Proposed Budget Worksheet

Fiscal Year 2018 - 2019

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			Actual	Actual	Anticipated	Budget	Proposed	
409		040-614 • Uniforms	3,767	3,497	4,000	4,000	4,000	0.00%
410		040-615 • Tools	836	7	1,000	1,000	1,000	0.00%
411		040-620 • Sidewalks						
412		Total Department Operations	124,023	118,585	128,400	128,500	138,500	7.78%
413		Professional Development						
414		040-450 • Dues	50	50	50	100	100	0.00%
415		040-451 • Conferences	280	280	380	500	500	0.00%
416		Total Professional Development	330	330	430	600	600	0.00%
417		Roads						
418		040-602 • Road Supplies	7,132	9,446	4,000	4,000	5,000	25.00%
419		040-603 • Materials	14,331	24,324	20,000	20,000	20,000	0.00%
420		040-608 • Salt/Sand	135,256	138,264	140,000	140,000	140,000	0.00%
421		040-610 • Stone	8,723	15,000	15,000	15,000	15,000	0.00%
422		040-611 • Oil	40,000	58,069	50,000	50,000	50,000	0.00%
423		040-612 • Sweeping	17,757	11,910	28,000	28,000	28,000	0.00%
424		040-616 • Drainage	5,763	1,197	10,000	10,000	10,000	0.00%
425		040-617 • Bridges	8,265	0	1,500	1,500	1,500	0.00%
426		040-618 • Unimproved Roads	14,680	12,186	15,000	15,000	15,000	0.00%
427		040-619 • Town Roads - Asphalt	152,098	141,471	145,000	145,000	145,000	0.00%
428		Total Roads	404,005	411,868	428,500	428,500	429,500	0.23%
429		Total 040-000 • Highway Department	1,080,233	1,128,402	1,208,026	1,210,100	1,275,937	5.44%
430		041-000 • Town Aid Road	281,659	282,811	284,619	284,619	285,338	0.25%
431		042-502 • Lighting - Town Utility	10,270	9,213	11,000	12,000	12,000	0.00%
432		042-504 • Water - Town Utility	31,857	32,894	33,000	34,210	35,000	2.31%
433		045-680 • Tree Work	17,775	23,215	21,100	21,100	22,640	7.30%
434		Total C • PUBLIC WORKS	1,438,638	1,495,619	1,576,845	1,582,439	1,651,325	4.35%
435		D • HEALTH AND WELFARE						
436		029-000 • Social Services						
437		Compensation						
438		029-101 • Salary	38,355	39,508	40,694	40,694	45,019	10.63%
439		029-998 • Social Security	2,934	3,022	3,113	3,113	3,444	10.63%
440		Total Compensation	41,289	42,530	43,807	43,807	48,463	10.63%
441		Department Operations						
442		029-201 • Supplies	637	710	700	700	700	0.00%
443		029-202 • Postage	735	1,146	1,600	1,600	1,600	0.00%
444		029-204 • Mileage	351	603	500	700	700	0.00%
445		029-417 • Assistance	8,830	8,089	9,000	9,000	9,000	0.00%
446		029-501 • Telephone	438	440	470	500	500	0.00%
447		029-510 • Food Bank Coordination						#DIV/0!
448		Total Department Operations	10,991	10,987	12,270	12,500	12,500	0.00%
449		Professional Development						
450		029-450 • Dues	0	100	250	250	250	
451		029-451 • Conferences	0	0				
452		029-452 • Training						
453		Total Professional Development	0	100	250	250	250	
454		Total 029-000 • Social Services	52,280	53,617	56,327	56,557	61,213	8.23%
455		033-000 • Senior Center						
456		033-502 • Electric / Phone	5,580	4,412	5,000	5,000	4,500	-10.00%
457		033-503 • Fuel/Propane	3,039	2,182	4,500	5,000	4,000	-20.00%
458		033-504 • Water/Sewer	197	274	200	200	200	0.00%
459		033-505 • Maintenance	1,895	2,202	2,000	2,000	2,500	25.00%
460		033-506 • Building Supplies	3,896	479	200	200	200	0.00%
461		033-507 • Repairs	516	366	2,500	2,500	3,500	40.00%

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Proposed Budget Worksheet

Fiscal Year 2018 - 2019

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			Actual	Actual	Anticipated	Budget	Proposed	
462		033-509 • Custodian	1,388	1,443	1,500	1,500	1,500	0.00%
463		033-510 • Rent	1,240	1,240	1,250	1,250	1,250	0.00%
464		Total 033-000 • Senior Center	17,751	12,598	17,150	17,650	17,650	0.00%
465		050-501 • Public Restrooms		7,453	15,000	15,000	15,000	0.00%
466		052-000 • Dir of Health/Hlt Dist.	19,391	19,409	19,410	19,200	18,910	-1.51%
467		Total D • HEALTH AND WELFARE	89,422	93,077	107,887	108,407	112,773	4.03%
468		E • RECREATION						
469		023-000 • Park and Recreation Department						
470		Compensation						
471		023-101 • Salary Director	46,226	47,613	49,041	49,041	50,512	3.00%
472		023-102 • Hourly Employees	41,023	39,877	43,736	43,736	43,843	0.24%
474		023-996 • Health	30,525	25,986	28,268	28,268	33,543	
475		023-997 • Pension	2,378	2,428	2,452	2,452	2,526	
476		023-998 • Social Security	6,429	6,481	7,098	7,098	7,218	
477		023-999 • Unemployment						
478		Total Compensation	126,581	122,385	130,595	130,595	137,642	5.40%
479		Department Operations						
480		023-201 • Supplies	253	426	400	400	400	0.00%
481		023-202 • Postage	388	329	343	343	343	0.00%
482		023-203 • Notices	0	0		0		#DIV/0!
483		023-204 • Mileage	828	353	700	700	700	0.00%
484		023-419 • Park Maintenance	18,783	20,556	16,000	16,000	16,000	0.00%
485		023-422 • Fee Programs	11,871	13,301	13,000	13,000	13,000	0.00%
486		023-501 • Telephone	766	970	940	1,000	1,000	0.00%
487		023-502 • Electric	1,248	1,117	800	800	900	12.50%
488		023-504 • Water/Sewer	1,005	1,261	1,250	1,250	1,350	8.00%
489		Total Department Operations	35,142	38,314	33,433	33,493	33,693	0.60%
490		Professional Development						
491		023-450 • Dues	99	99	99	100	100	0.00%
492		023-451 • Conferences	545	445	445	550	550	0.00%
493		023-452 • Training				100	100	0.00%
494		Total Professional Development	644	544	544	750	750	0.00%
495		Total 023-000 • Park & Rec Department	162,367	161,243	164,572	164,838	172,085	4.40%
496		032-000 • Community House						
497		032-202 • Postage	49	47	50	49	49	0.00%
498		032-501 • Telephone	672	678	650	700	700	0.00%
499		032-502 • Electricity	6,833	7,159	6,000	6,000	6,000	0.00%
500		032-503 • Fuel/Propane	2,264	2,704	4,500	5,000	4,000	-20.00%
501		032-504 • Water/Sewer	1,135	1,256	1,200	1,200	1,200	0.00%
502		032-505 • Maintenance	2,374	2,549	2,300	2,300	2,500	8.70%
503		032-506 • Building Supplies	2,643	2,244	800	800	800	0.00%
504		032-507 • Repairs	4,192	1,600	3,200	3,200	8,000	150.00%
505		032-509 • Custodian	1,400	1,113	3,000	3,000	2,500	-16.67%
506		Total 032-000 • Community House	21,562	19,349	21,700	22,249	25,749	15.73%
507		034-000 • Swift House						
508		034-502 • Electric	843	1,311	900	1,000	1,000	0.00%
509		034-503 • Heating Fuel	2,027	1,353	2,200	2,500	2,500	0.00%
510		034-504 • Water/Sewer	153	163	180	250	250	0.00%
511		034-505 • Maintenance	316	15	600	600	600	0.00%
512		034-506 • Building Supplies	5	0	500	500	500	0.00%
513		034-507 • Repairs	3,307	313	1,000	1,000	1,000	0.00%
514		034-509 • Custodian	370	444	450	450	450	0.00%
515		Total 034-000 • Swift House	7,021	3,598	5,830	6,300	6,300	0.00%

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Fiscal Year 2018 - 2019

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			Actual	Actual	Anticipated	Budget	Proposed	
516		046-000 • KCS Ballfield Maintenance	5,755	2,850	4,000	6,000	6,000	0.00%
517		Total E • RECREATION	196,705	187,041	196,102	199,387	210,134	5.39%
518		F • SANITATION						
519		043-000 • Transfer Station						
520		Compensation						
521		043-101 • Salary	26,604	27,370	26,788	27,593	31,431	13.91%
522		043-998 • Social Security	2,035	2,094	2,049	2,111	2,404	13.90%
523		Total Compensation	28,639	29,464	28,837	29,704	33,835	
524		Department Operations						
525		043-201 • Supplies	645	1,338	900	1,000	1,000	0.00%
526		043-202 • Postage	500	245	500	500	500	0.00%
527		043-411 • Engineering				250	250	0.00%
528		043-501 • Telephone	421	354	400	400	400	
529		043-502 • Electric	1,982	2,417	1,600	1,600	2,600	62.50%
530		043-507 • Repairs	689	139	1,500	1,500	1,000	-33.33%
531		043-660 • Solid Waste Removal	33,280	33,133	32,000	32,000	32,000	0.00%
532		043-661 • Bulky Waste Removal	9,319	7,595	10,000	10,000	10,000	0.00%
533		043-664 • Publicity				0		#DIV/0!
534		043-665 • Container Rent & Tran	25,966	24,534	23,700	23,700	23,700	0.00%
535		043-666 • Testing	440	390	1,200	1,200	1,200	0.00%
536		043-667 • Tipping Fees	1,876	2,233	5,000	5,000	4,500	-10.00%
537		043-668 • Hazardous Materials	1,720	1,866	2,000	2,000	2,000	0.00%
538		043-669 • Permitting	800	800	950	950	950	0.00%
539		Total Department Operations	77,638	75,043	79,750	80,100	80,100	0.00%
540		Total 043-000 • Transfer Station	106,277	104,508	108,587	109,804	113,935	3.76%
541		044-000 • Landfill Monitoring	3,116	1,558	2,000	2,000	2,000	0.00%
542		Total F • SANITATION	109,393	106,066	110,587	111,804	115,935	3.69%
544		300-000 • BOE Operating	1,024,423	1,050,732	4,610,634	4,610,634		
545		310-000 • BOE Payroll	3,347,293	3,457,243				
546		320-000 • BOE Regional Budget	2,508,834	2,581,395	2,653,314	2,653,314		
547		Total G • BOARD OF EDUCATION	6,880,550	7,089,370	7,263,948	7,263,948	0	-100.00%
548		H • Debt Service						
549		080-000 • Interest						
550		080-708 • KCS Renovation/Refunding	49,913	40,613	31,513	31,513	24,393	
552		080-710 • New Firehouse	14,375	10,469	6,406	6,406	2,187	
553		080-810 • Maple Street Ext	28,080	27,728	26,990	26,990	26,990	
554		Total 080-000 • Interest	92,368	78,809	64,909	64,909	53,569	-17.47%
555		081-000 • Principal						
556		081-708 • KCS Renovation (exp 6.30.21)	465,000	455,000	445,000	445,000	435,000	
558		081-710 • New Firehouse (exp 6.30.19)	125,000	125,000	125,000	125,000	125,000	
559		081-810 • Maple Street Ext (exp 2054)	10,826	11,178	11,916	11,916	11,916	
560		Total 081-000 • Principal	600,826	591,178	581,916	581,916	571,916	-1.72%
561		Total H • DEBT SERVICE	693,194	669,987	646,825	646,825	625,486	-3.30%
564		I • Transfer to Capital	726,200	857,472	846,000	746,000	818,700	9.75%
568		J • Transfer to Dog Fund	7,500	7,500	7,500	7,500	7,500	0.00%
569		K • Current Year Capital Projects	900,000	872,000	692,500	692,500	636,500	-8.09%
570		L • State of CT - TRB	30,000	0				
571		Total Expense	12,401,479	12,675,378	12,859,052	12,806,467	5,699,853	-55.43%
572		Net Revenue and Expense	142,765	199,708	-449,314	0	0	
		Calculates from elsewhere				Needs to be updated		

modifications as approved at the BoS meeting 3.5.18 - pension at 5%

3/6/2018 3:16 PM



www.osc.ct.gov/ctpartner

Why Join CT Partnership 2.0

Rate Stability: Claims from Partnership 2.0 are being pooled with all the state claims and will be factored into the yearly renewal rating thus reducing exposure to volatile claims.

Rich Plan Design: Same point-of-service (POS) plan design offered to state employees providing: in- and out-of-network coverage, 100% coverage for preventive care, an extensive local and national network through UnitedHealthcare, and low co-pays for maintenance drugs available at local pharmacies.

Health Enhancement Program (HEP): The Health Enhancement Program (HEP) is also included in the Partnership Plan 2.0. It is a program designed to promote preventive screenings, wellness visits and chronic disease education and counseling for employees and, as a result, saves money on health care in the long term by focusing health care dollars on prevention.

Dedicated Service Team: The Partnership Plan 2.0 has a dedicated team of individuals who are your point of contact throughout the process. You will not be lost in the shuffle with questions or concerns about enrollment, billing, or claims.

Ease of Applying: Simply fill out an application on the partnership website to start the process. Fixed (quarterly) rates are posted on the Partnership Plan 2.0 website so you know exactly what you are paying and can budget appropriately.



CONNECTICUT PARTNERSHIP PLAN

2.0

MEDICAL BENEFIT SUMMARY

Visit www.osc.ct.gov/ctpartner [click "provider networks"]
to search the list of network providers.

Administered by
UnitedHealthcare/Oxford

OTHER SERVICES

CT Partnership Plan 2.0

See [www.osc.ct.gov/ctpartner](#) for details.

Deductible	Not applicable*
Acupuncture (20 visits/year)	\$15 Co-pay
Chiropractic	\$0 Co-pay
Nutritional Counseling (3 visits/year)	\$0 Co-pay
Physical/Occupational Therapy	\$0 Co-pay
Durable Medical Equipment	\$0 Co-pay
Routine Hearing Screening (as part of an exam)	\$15 Co-pay

PRESCRIPTION COVERAGE

MAINTENANCE DRUGS

NON-MAINTENANCE DRUGS

HER CHRONIC CONDITION DRUGS

Generic	\$5	\$5	\$0
Preferred/Listed Brand Name	\$10	\$20	\$5
Non-Preferred/Non-Listed Brand Name	\$25	\$35	\$12.50
Annual Maximum	Unlimited		
Max out of pocket	\$4,600 individual / \$9,200 family		

UnitedHealthcare/Oxford Contact Information

Live, knowledgeable customer service representatives are available for current State of Connecticut Partnership members toll-free at 800-385-9055 from 8am to 6pm EST, Monday through Friday.

If you prefer, you may also visit <http://partnershipstateofct.welcometouhc.com> to search for a participating physician or facility, to learn about your health plan, to find the status of claims, or obtain additional information about discount programs offered to State of Connecticut Partnership members.

UnitedHealth Allies: This health discount program helps you, and your family, save money on many health and wellness purchases not included in your standard health benefit plan.

Visit

www.osc.ct.gov/ctpartner
to search the list of
network providers.



CONNECTICUT PARTNERSHIP PLAN 2.0

MEDICAL BENEFIT SUMMARY

Visit www.osc.ct.gov/ctpartner [click "provider networks"] to search the list of network providers.

Administered by
UnitedHealthcare/Oxford

IN NETWORK

CT Partnership Plan 2.0

or Health Insurance Program

Medical Office Visit	\$15 Co-pay
Specialist Office Visit	\$15 Co-pay
Vision Exams (one per calendar year)	\$15 Co-pay
Inpatient Hospital	\$0 Co-pay
Outpatient Surgical	\$0 Co-pay
Emergency Room	\$35 Co-pay (waived if admitted)
Urgent Care	\$15 Co-pay
Walk In	\$15 Co-pay
Lab / X-Ray High Cost Radiological & Diagnostic Tests	\$0 Co-pay
Deductible	Individual: \$350 Family: \$350 each member (\$1,400 maximum). Waived for HEP-compliant members.
Coinurance	Not applicable
Max out of pocket	\$2,000 individual / \$4,000 family

PREVENTIVE SERVICES

CT Partnership Plan 2.0

or Health Insurance Program

Primary Care (Adult and Child Wellness Exams)	\$0 Co-pay
Gynecologist Wellness	\$0 Co-pay
Mammogram	\$0 Co-pay
Lifetime Maximum	Unlimited

OUT OF NETWORK

CT Partnership Plan 2.0

or Health Insurance Program

Annual Deductible	\$300 Individual / \$900 family
Coinurance	20% of allowable UCR charges
Max Out-of-Pocket	\$2,300 Individual / \$4,900 family
Lifetime Maximum	Unlimited

CONNECTICUT PARTNERSHIP PLAN

2.0

MEDICAL BENEFIT SUMMARY

Visit www.osc.ct.gov/ctpartner (click "provider networks")
to search the list of network providers.

Administered by
UnitedHealthcare/Oxford

OTHER SERVICES

CT Partnership Plan 2.0

Deductible	Not applicable*
Acupuncture (20 visits/year)	\$15 Co-pay
Chiropractic	\$0 Co-pay
Nutritional Counseling (3 visits/year)	\$0 Co-pay
Physical/Occupational Therapy	\$0 Co-pay
Durable Medical Equipment	\$0 Co-pay
Routine Hearing Screening (as part of an exam)	\$15 Co-pay

PRESCRIPTION COVERAGE

MAINTENANCE DRUGS

NON-MAINTENANCE DRUGS

HIP CHRONIC CONDITION DRUGS

Generic	\$5	\$5	\$0
Preferred/Listed Brand Name	\$10	\$20	\$5
Non-Preferred/Non-Listed Brand Name	\$25	\$35	\$12.50
Annual Maximum	Unlimited		
Max out of pocket	\$4,600 individual / \$9,200 family		

UnitedHealthcare/Oxford Contact Information

Live, knowledgeable customer service representatives are available for current State of Connecticut Partnership members toll-free at 800-385-9055 from 8am to 6pm EST, Monday through Friday.

If you prefer, you may also visit <http://partnershipstateofct.welcometouhc.com> to search for a participating physician or facility, to learn about your health plan, to find the status of claims, or obtain additional information about discount programs offered to State of Connecticut Partnership members.

UnitedHealth Allies: This health discount program helps you, and your family, save money on many health and wellness purchases not included in your standard health benefit plan.

Visit
www.osc.ct.gov/ctpartner
to search the list of
network providers.

CONNECTICUT PARTNERSHIP PLAN

2.0

DENTAL BENEFIT SUMMARY

Administered by Cigna

	Unlimited Maximum Plan	\$750 Annual Maximum Plan	\$1,000 Annual Maximum Plan	\$1,500 Annual Maximum Plan	Dental HMO Plan
	IN/OUT NETWORK	IN/OUT NETWORK	IN/OUT NETWORK	IN/OUT NETWORK	

Annual Deductible	\$0	\$0	\$25 Indiv/\$75 family	\$0	\$0
Annual Maximum	NONE	\$750	\$1,000	\$1,500	none
Lifetime Orthodontia Max	N/A	N/A	\$1,500	\$1,500	covered*

DEDUCTIBLE WAIVED

Preventive	Yes	Yes	Yes	Yes	N/A
Basic	N/A	N/A	No	N/A	N/A
Major	N/A	N/A	No	N/A	N/A

PREVENTATIVE

X-Ray	100%	100%	100%	100%	100%
Cleanings	100%	100%	100%	100%	100%
Oral Exam	100%	100%	100%	100%	100%
Fluoride	80%	100%	80%	100%	100%

BASIC

Fillings	80%	0%	80%	80%	covered*
Endodontics	80%	0%	80%	80%	covered*
Periodontics	80%/50%	0%	80%/50%	80%	covered*
Simple Extractions	80%	100%	80%	80%	covered*
Dentures (Repair Only)	80%	0%	80%	80%	covered*
Bridges (Repair Only)	80%	0%	80%	80%	covered

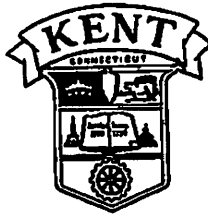
MAJOR

Crown	67%	0%	50%	67%	covered
Inlays	67%	0%	50%	67%	covered
Onlays	67%	0%	50%	67%	covered
Dentures	0%	0%	0%	67%	covered
Bridges	0%	0%	0%	67%	covered
Space Maintainers	67%	100%	50%	100%	covered
Oral Surgery	67%	0%	50%	67%	covered

ORTHODONTIA

Braces (Adult & Child)	N/A	N/A	50%	50% Child Only	covered
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* visit www.osc.ct.gov/CTPartner to view full Dental HMO Benefit Plan



TOWN OF KENT

Social Services

Date: March 6, 2018

To: Board of Selectmen

From: Leah Pullaro, Director of Social Services LP

Subject: Budget Proposal fiscal year 2018-2019
.....

I respectfully decline the Board of Selectmen's decision, on March 5, 2018, to approve the Kent Social Services Departmental request for two additional hours/week for the 2018-2019 fiscal budget.

I am not rescinding this budgetary request. I, instead, would prefer the Board of Selectmen to consider this request once an equitable employee compensation review process is in place. As a town employee and department head, it would be unethical of me to accept a decision based upon an inequitable review process.

I further request that a fair process of review be determined now and be applied to the 2018-2019 budget process.

"This institution is an equal opportunity provider and employer."

41 Kent Green Boulevard, P.O. Box 678 • Kent, CT 06757-0678

Phone: (860) 927-4627 • Fax: (860) 927-1313 • www.townofkentct.org

At yesterday's special Board of Selectmen's meeting, I was granted a 5% increase to my salary. After much soul searching, I am respectfully declining your decision to increase my salary based on the verified increase to my hours worked. My decision is based solely on principle as a similar request was made and verified but declined by the Board.

As a Town employee, department head and resident of Kent, it would be unethical of me to accept your decision based upon the inequitable review process that has recently taken place.

I hope that you would still consider granting me the across the board increase of 3%.

BOS 2018 Goals

1. Promote Civil Discourse & Decorum

Board/Department/Civic Groups Dialogue

- All Chairs Board – 2 or 3x times year
 - Short/Long term planning-goals
 - Needs Assessment
 - Public Service Focus

2. Electorate Engagement

Resident Outreach

- Neighborhood visits/gatherings-Q&As
- Selectman's Newsletter

3. Economic Focus

Establish an Economic Enhancement Committee

- Help -Town Identity
 - Tourism/Weekenders
 - Retirees/New Families
 - Education Center-Prep Schools
 - Natural Playground-Resources
- Coordinate & Support & Promote Goals/Needs
 - Chamber of Commerce
 - Civic Groups
 - Schools
- Create/Apply Solutions
 - Economic Grants
 - Streetscape/Welcome Center
 - Leverage State & Federal Reps.
 - Public Safety Initiatives



To: NHCOC Chief Elected Officials

From: Jocelyn Ayer, Community & Economic Development Director

Date: February 13, 2018

Re: **Line item in FY 18-19 Town Budget for economic development initiatives?**

Dear NHCOC Board,

As I mentioned in last week's NHCOC meeting, we hope to adopt a new regional comprehensive economic development strategy (CEDS) this April. There are some very specific actions in the Draft CEDS (attached in case you want more background information on these proposed goals and tasks) that we'd love to hit the ground running to implement this summer. We see all of these initiatives as being **public-private partnerships**- meaning both the public sector and the private sector will have to be willing to invest in them to make them work.

Some of you had asked me **what your town should budget in FY 18-19 for these initiatives**. Below is a menu of actions we can take as a region and approximate cost per town if we carried them out together (with private sector contributions as well). This gives you an idea about what the actions are and what they would cost. I know every town is different in terms of what it can contribute. I would just ask you to consider budgeting something in your next year's budget so that we can pursue one or more of these actions with our private sector partners. If you have any questions about this, please do give me a call.

CEDS GOAL	Tasks	FY 18-19 total est. cost	Est. per town cost
GOAL 1: Develop and implement a targeted, regional branding and marketing strategy to attract 1) home-based businesses and entrepreneurs 2) young workers to fill available	Develop 3-pronged branding & marketing strategy Create marketing websites and social media tools: <ul style="list-style-type: none">• Example: "Telecommute Maine" to attract people who may consider relocating here for the quality of life.• Develop system of listing/updating info on available jobs	\$50,000	\$1,190

jobs and 3) visitors and tourists.	Why you should live/visit here website for each town and the region with coordinated event calendars - example- <u>CivicLift</u>. For this investment we would get 22 websites- one for each of our 21-towns and a regional site.	\$106,000	\$2,750
GOAL 2: Make NWCT the nation's "rural innovation lab"- build eco-system of support for entrepreneurs, innovators.	Create a Plan of Development: recruit advisory board, identify resources, conduct outreach. Deliverable: recommendations for next steps and promotion	\$33,000	\$1,500
GOAL 3: Connect homes and businesses in the region to high speed fiber optic broadband and enhance mobile coverage.	Northwest ConneCT is pursuing two options: (1) community ownership of the trunk wiring on the poles with private ownership and management of the electronics and wiring to the home; (2) private ownership of the entire network. Because of our thin housing footprint, both options will require shared funding.	Cost estimates being developed through study currently underway	
GOAL 4: Invest in NWCT Regional Food Hub	Continue Hub operations, grow the number of farms and vendors served	\$65,000	\$500
GOAL 5: Carry out a robust business retention and expansion program in every municipality in our 21-town region which includes home-based businesses.	"Existing businesses are the engines of economic growth. Studies estimate that between 40% and 80% of new jobs are created by existing businesses." -NDSU Extension Service Visit businesses to hear what they need to grow/retain jobs and follow-up to direct them to the resources, support, and services they need.	\$45,000	\$1,500

Northwest ConneCT - Economic Development Line On Budget

	TOWN	Status	Comments	Amount
1	Barkhamsted	Confirmed	Exsisted	\$1,000.00
			Exsisted. Used for administation. Larger funding provided by Bond.	
2	Burlington	Confirmed	Considering expansion for 2018/19.	\$1,100.00
			NEW. Economic & Community Development. Administrated by BoS.	
3	Canaan	Confirmed		\$2,500.00
4	Colebrook			
			INCREASED. Administered by EDC.	
5	Cornwall	Confirmed		\$5,500.00
6	Goshen			
7	Hartland			
8	Hawinton			
9	Kent	<i>Considering</i>	Will bring up at next BoS.	
10	Litchfield	Confirmed	Exsisted.	\$475.00
11	Morris			
12	New Hartford			
13	Norfolk	Confirmed	INCREASED	\$5,000.00
14	North Cannan	Confirmed	NEW. Administrated by BoS.	TBD
15	Roxbury			
			Already have "Municiple Development" Line Item.	TBD
16	Salisbury	<i>Considering</i>		
			NEW Economic & Community Development.	TBD
17	Sharon	Confirmed		
			Exisists as Administrative Budget for ED Director.	TBD
18	Torrington	Confirmed		
19	Warren			
			Existed for 3 years. Amont does not include adding additional 1x expense for Depot Fiber. Administered by EDC.	
20	Washington	Confirmed		\$55,000.00
			Exsisted. Administered by Town Manager.	
21	Winchester	Confirmed		\$45,000.00
			Restructuring to Public-Private 501.c.3 Economic Development Corp.	
22	New Milford	Confirmed		TBD
			Do not have. Under Consideration.	TBD
23	Sherman	Confirmed		
24	Bridgewater			
25	New Fairfield	Confirmed	Do not have.	\$0.00

TOWN OF KENT
SOCIAL SERVICES DIRECTOR/MUNICIPAL AGENT FOR THE ELDERLY

Position Summary:

Responsible for implementing and coordinating social services for individuals and families in need, including consultations and referrals to appropriate local, state and federal services and benefit programs and compliant with Connecticut State Statute Sec. 7-127c.

Reports to: Reports directly to the Board of Selectmen

Hours of work:

Part-time, hourly position, 27 hours per week - hours include office and field hours.

Essential Job functions:

General Duties:

- Hold specific office hours for clients weekly in Town Hall, the Senior Center, or in client homes. Some flexibility is required.
- As deemed by the First Selectman and emergency first responders, provide social work services/support, onsite or telephonically, outside of scheduled office hours.
- Assess client need and/or eligibility for state or federal assistance programs.
- Assist with applications and make referrals as appropriate.
- Follow social work practice principals and the NASW code of ethics.
- Serve as a voluntary intake site for the Energy Assistance Program, take applications for the Renter's Rebate Program and Operation Fuel.
- Maintain a strong working knowledge of programs that benefit Kent residents. Attend workshops and training programs to maintain a thorough understanding of program guidelines and processes.
- Coordinate and assist with financial assistance programs available to Kent residents including, but not limited to, Kent Community Fund, Kent Nursing Association, Town of Kent Assist Fund, Food and Fuel Fund, NWCOG Fuel Bank, FCH Pharmacy Assistance Program, Blue Horizons Health Fund, BTCF Neighbor2Neighbor Fund, BTCF Jane Lloyd Fund, and the CHORE Service.
- Maintain collaborative and professional relationships with other agencies and staff.
- Coordinate operation of the Kent Food Bank and Diaper Bank. Submit necessary reports to the CT Food Bank, maintain adequate stock, oversee volunteers, seek support from local organizations, and assist with food drives as necessary.
- Disseminate information to elderly persons and publicize such resources and benefits. Inform First Selectman of needs and problems of the elderly, and any recommendations for municipal action with regard to elderly persons. May not be appointed conservator or power of attorney.
- Plan and execute a minimum of two community education workshops per year.

* ~~In conjunction with Parks and Recreation Director, Complete a bi-monthly senior, newsletter. Monitor costs and seek community sponsorship as needed.~~

- Serve as Veteran's Liaison. Provide assistance and advocate for the aide and benefit of veterans, their spouses, eligible dependents, and family members.
- Submits reports, including quarterly and annual, to BOS on program activities and monetary disbursements and attend meetings as required.
- Manages department budget.

Job Requirements:

- Working knowledge of local, state and federal assistance programs.
- Bachelor's degree in Human Services, Social Work or related fields. MSW strongly preferred.
- Minimum three (3) years' experience in Social Services field.
- Valid driver's license and availability of a personal vehicle.

Physical Conditions:

- Office environment.
- Repetitive motion (use of computer keyboard).
- Periodic need to carry boxes (no more than 50 lbs), move tables and chairs, hang signs, and other similar tasks that involve bending or reaching above one's head.
- May require standing for prolonged periods to do filing or sitting for prolonged periods for computer or telephone work.

Approved by Board of Selectmen:
Revised and approved by Board of Selectmen:
Approved by Board of Selectmen:

10/4/11
7/31/12
9/1/15

* Complete a bi-monthly senior newsletter with submissions from Town departments, community agencies, and area non-profits. Monitor costs and seek community sponsorship as needed.

The Department Head has reviewed the attached document and submitted to the Board of Selectmen for approval.

Leah Pullen
Department Head Signature

2/17/2018
Date

I have received, read and agree to the contents of the Job Description attached. I understand that the Board of Selectmen can amend the contents as needed. The Job Description is an overview of responsibilities and should not be considered as all inclusive or as a contract.

Leah Pullen
Employee Signature

2/17/2018
Date

The Board of Selectmen have reviewed and approved the attached job description.

Date

Streetscape Committee Activities Timeline

2010-2011 – At one of the Focus Groups that met to discuss the Town's Plan of Conservation and Development, the subject of burying electrical wires was discussed.

2010 – 2011 – An informal group of four individuals met on Saturday mornings to discuss sidewalk improvements and the above.

The informal committee described the benefits of improvements as follows:

- Enhance public safety**
- Bring sidewalks in conformance with the Americans with Disabilities Act (ADA)**
- Encourage walking and improve the experience of residents and visitors**
- Allow sidewalks to become social space and improve our local economy**
- Make the town a more desirable place to live, work and visit**
- Add the spillover benefit of broadening the tax base**
- Unite the commercial area which is presently bifurcated by railroad tracks and a railroad crossing.**

2012 – The Plan of Conservation and Development (POCD) is approved. Recommended that the informal group continue meeting. At its July meeting, the Board of Selectmen (BOS) formalized the Streetscape Committee and appointed members – John Casey, Mike Everett, Jim Blackketter, Steve Wolff, Dick Lindsey and Rick Osborne. The first meeting was on 9/8/2012

Members define the committee's mission as follows: 1. Define project 2. Assess public interest 3. Create a plan and design description 4. Assist in execution of a plan.

November 2, 2012 – Members attend the CT Main Streets/Complete Streets Workshop

January, 2013 – Estimated cost of burying overhead wires on Route 7 is \$3 million, with \$300K design fee.

January, 2013 – Town receives a \$10,000 grant from Main Streets/Preservation of Place to do a study of Kent sidewalks, lighting, crosswalks and safety issues. Request for Proposals issued

June, 2013 – Firm of Milone and MacBroom is hired to put together plan.

July, 2013 – Preliminary plan for sidewalks is presented at a special Town Meeting. Large public meeting on October 8, 2013. Public concerns included the width of travel lanes, width of parking lanes, ease of snow plowing, street lighting for greater visibility, lowering of speed in village, handicapped access, safety of crosswalks, type of surface, overhead wires, etc.

April, 2014 – Application completed for \$500,000 Main Street grant. Grant was not approved.

January, 2015 – Meeting and walking tour with Aron Steves, DOT Transportation Maintenance Manager, with emphasis on problem locations and Town/DOT areas of responsibility.

May, 2015 – Committee members travel to Falls Village to meet with First Selectman Pat Mechare and tour recently completed sidewalk project, with lighting and plantings, completed with a Main Street grant.

May, 2016 – Committee works with Jocelyn Ayers, planner at NW COG, to prepare second request for Main Street grant. Selectmen and Committee authorize submission of grant request for \$500,000.

October, 2016 – Town receives grant award letter for \$500,000 but funding not available at State level.

November, 2016 – Road Safety Audit conducted by AECOM with DOT funds as part of state-wide Community Connectivity project. AECOM planners and DOT staff meet with representative committee and walk around the village. Report is issued in 2017.

September, 2017 – VN Engineers, under contract with DOT, visits Kent and meets with First Selectman regarding traffic trouble spots.

Fall, 2017 – Community Connectivity grant request for \$400,000 submitted.

October, 2017 – Committee meets with Gina Greenalch, DOT Transportation Engineer/NW District Supervisor and reviews the recommendations of the Road Safety Audit and related issues. Focus is on short-term solutions that can be taken care of by DOT and Town of Kent if grant money is not forthcoming.

November 29, 2017 – State Bonding Commission approves money for Main Street Grants, including Kent, which is allocated \$500,000.

**Simplified Plan Adopted by Streetscape Committee at February 10, 2018 Meeting
for Presentation to Board of Selectmen Meeting on March 6, 2018**

1. Brushed concrete sidewalks not less than five feet wide to meet ADA requirements, with granite curbing approximately 6 inches high, with an option of one row of brick edging between the concrete and granite where space permits.
2. Buried conduit strip underground for LED sidewalk lights on lampposts.
3. From the railroad crossing to the traffic light on Main Street, the existing road width will not be reduced, to maximize the width of the parking spaces.
4. Retain the existing crosswalks at the traffic light, library, school crossing on Bridge Street, Congregational Church and between Kent Wine and Spirit and Kent Town Center. Additional crosswalks near the Fife 'n Drum and the area near Giffords will be added.
5. Provide modified bump-outs at each of the above crosswalk locations where practical to ensure pedestrian safety.
6. Lower the speed limit to 25 miles an hour from Cobble Lane to South Common Road on Route 7 and the Kent School Hockey Rink to the Town Garage on Route 341.

Current Mil Rate 18.33

Current Budget Mil 598,123

Bonded Debt for Sidewalk Project

2.5	3	3.5	4	4.5
million	million	million	million	million

Annual Debt Service 3.5% over 40 year term	116,217	139,460	162,704	185,947	209,191
---	---------	---------	---------	---------	---------

Mil Rate Increase	0.1943	0.2332	0.2720	0.3109	0.3497
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Impact on Current Mil Rate	18.52	18.56	18.60	18.64	18.68
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What does this mean to an individual taxpayer?
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Home Appraisal 300,000
Home Assessment (70%) 210,000

Annual RE tax	3,849.30	3,890.10	3,898.26	3,906.42	3,914.58	3,922.75
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Annual Impact on RE tax	40.80	48.96	57.12	65.28	73.45
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