

Town of Glastonbury

Annual Report 2014 - 2015



A great place to work, live, play, and do business.



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Message from the Chairman

As the Chairman of the Glastonbury Town Council, I have the opportunity to see the town's operations in more detail than most people and I'm pleased to see the town continue to grow and improve to better serve the needs of our residents.

Among our many initiatives, construction has been a big focus this year. Projects included stabilizing the riverbank at the Boathouse to make the outside walks suitable for use, a new facilities building to provide appropriate workspace for maintaining our buildings, the realignment of House and Harris Streets, and the completion of sidewalks in our center area with the Williams Street and Naubuc Avenue legs being the last missing gaps.

Taxes are always a big component of the budget discussion, but Grand List growth has allowed us to add goods and services to our retail economic base and add to our employment while holding tax increases to one of the lowest increases in several years.

We maintained our Aaa bond rating and continue to see development and use of the Gateway Park area.

Traffic congestion and parking have been recurrent themes for some in our central district. The Council has approved the installation of traffic roundabouts at Hebron Avenue at both House Street and New London Turnpike to provide traffic calming, improved traffic flow, and enhanced safety for pedestrians and cyclists. The construction will start in 2016 and should finish by the fall of 2017.

Our community has had a very successful year in 2015, and continues to be regarded as one of the preeminent communities in greater Hartford to live, work, or play. We constantly try to improve our residents' quality of life in a fiscally responsible manner, and look forward to hearing your thoughts.



Stewart (Chip) Beckett, III
Chairman, Glastonbury Town Council



*Town Council. Back row from left to right: Town Manager, Richard J. Johnson; Cara T. Keefe; Kurt P. Cavanaugh; Stewart (Chip) Beckett III, Chairman; William T. Finn; Lawrence J. Byar
Front Row: Jill Barry; Thomas P. Gullotta; Karen Boisvert; Whit Osgood, Vice Chairman*

Photo compliments of Elizabeth Taylor Photography.

Town Manager's Report

Dear Glastonbury Resident,

As in prior years, I am pleased to have this opportunity to comment as part of this year's Annual Town Report. The reports presented over the following pages do a good job of highlighting the accomplishments of another successful year in Glastonbury. Glastonbury continues to attract successful, high quality economic development in the form of new construction, building renovations and upgrades, and a variety of new businesses. Over the past 2-3 years, some 450,000 s.f. in new and renovated commercial space has been added to the Grand List including medical offices, financial services, manufacturing, restaurants and retail, and other similar projects. Additionally, 2 new residential apartment projects totaling approximately 300 units are scheduled for construction beginning in 2015 and 2016. Efforts to identify and successfully compete for state and federal grant awards continues as a high priority. Such state and federal grant monies help support a variety of Town Capital infrastructure needs and other programs and services. Grant awards over the past several years total in excess of \$30 million with a number of applications now pending. These grant monies have supported land acquisition, energy efficiency, roads and bridges, and other town initiatives.



Energy efficiency and alternate energy for Town buildings and fleet also continues as an organization-wide priority. As reported in prior years, Glastonbury is recognized throughout the state for its work to achieve energy efficiency and successfully introduce alternate energy for Town operations. Examples include ongoing installation of building and ground-mounted solar PV systems, a growing fleet of vehicles and trucks fueled by compressed natural gas, new plug-in electric vehicles for the Town's fleet, public EV charging stations, LED lighting, and a host of other ongoing projects. A new project involves potential Town purchase of street lights and retro-fitting with energy efficient LED fixtures. Preliminary analysis indicates annual energy savings of \$130,000 with a 5-6 year payback of initial acquisition and retro-fitting costs.

Since the late 1980's, Glastonbury's Land Acquisition & Preservation Program has helped preserve over 1,700 acres of open space, woodlands, farms, and outdoor recreation areas. Glastonbury is well known for this highly successful, ongoing program. For the past year, an additional 36+ acres of open space was purchased with the assistance of open space grant funding through the State Department of Energy & Environmental Protection. Land acquisition and preservation will continue as a high priority as opportunities present. Glastonbury has also achieved a number of regional and cooperative service delivery successes. Recent examples include a regional Forensics Facility serving nine communities, state grant monies for multi-town purchase of shared capital equipment, cost saving regional and national purchasing consortiums, a proposed multi-town Public Safety Dispatch Center, and a potential multi-town self-insurance program. Efforts will continue to evaluate opportunities for cooperative service delivery in the best interest of Glastonbury to achieve efficiency and effectiveness improvements.

The coming year will bring a number of traffic and circulation changes and improvements to the town center area. A modern roundabout is approved and under design for the intersection of Hebron Avenue and New London Turnpike. Construction is forecast for summer and fall of 2016. In 2017, a roundabout is planned for the intersection of Hebron Avenue and House Street. The Town has received over \$2.3 million in grant monies for these intersection projects. Additionally, grant monies are available for pavement restoration along Hebron Avenue, from Sycamore Street to Main Street, with this work planned for 2017. Additional state funding is pending for a series of streetscape improvements along Hebron Avenue between New London Turnpike and Main Street. This includes new sidewalks, landscaping, utility relocation, and other similar improvements. Combined, these projects are designed to improve traffic flow, support the downtown business community, and improve the overall appearance of the Hebron Avenue corridor.

Town Manager's Report Cont'd

The community's prudent fiscal management was again recognized by the Government Finance Officers Association (GFOA) through the Certificate of Excellence in Financial Reporting and Distinguished Budget Presentation, and Moody's Investors Services and Standard & Poor's reaffirmed Glastonbury's AAA and Aaa credit ratings. This confirms Glastonbury's outstanding tradition of sound fiscal management.

A variety of other activities received state, regional, and national recognition including, but not limited to:

- National recognition as a Bicycle Friendly Community
- EPA Energy Star rating for Town and School buildings
- Santa's Run Road Race recognized as a top event in New England
- Riverfront Boathouse recognized for Excellence in Construction
- Main St. Traffic Signal project received Achievement in Civil Engineering by the CT Society of Civil Engineers
- Awarded Connecticut Democracy Cup for voter turnout
- Recognition as a Heart Safe Community

The reports presented herein confirm that Glastonbury continues as a great place to live, learn, work, and do business. My sincerest thanks and appreciation to all those who contributed to another successful year in Glastonbury. I look forward to continued good work on behalf of the Glastonbury community in the coming year.

Sincerely,



Richard J. Johnson
Town Manager

Town Attorney

Shipman & Goodwin LLP served as Town Attorney to Glastonbury during 2014-2015. The attorneys at Shipman & Goodwin have continued to provide legal representation to the Town, its employees, and officials through the year on all legal matters referred by the Town to the firm on a wide range of matters, including contract, land use, environmental, transactional, and litigation matters. Shipman & Goodwin has also handled the day-to-day requirements of providing legal opinions and advice to the Town. The firm has represented the Town in tax appeals relating to the 2012 revaluation and land use matters, including reviewing a series of utility easements.

We have been actively involved in providing counsel and advice to the Town regarding its pension plan and police matters. The firm has also represented the Town in various real estate closings, tax lien foreclosure cases, and construction projects. Our attorneys continue to handle labor contract matters and provide counsel to the Town on various employment issues.

We wish to express our appreciation to the Town for continuing to choose Shipman & Goodwin LLP to serve as the Town Attorney.



Board of Education

Once again this year, Glastonbury Public Schools staff dedicated themselves to promoting high achievement for all students, building a 21st century learning environment, and ensuring that all staff are supported, provided with opportunities for growth, and held accountable. These are our school system's current strategic goals and we continue to work with all our stakeholders to meet these goals while simultaneously making prudent decisions regarding financial resources.

Noteworthy Accomplishments in 2014 - 2015

Student Achievement

- 7 students from the High School's Class of 2015 were nominated as National Merit Semifinalists. Semifinalists are the highest scorers on the PSAT/NMSQT in each state and represent less than 1% of each state's high school seniors.
- 20 Class of 2015 students were recognized as Commended Scholars.
- 300 students completed UCONN Early College Experience (ECE) courses.
- In May 2015, 821 Advanced Placement Tests were taken by 482 students. By comparison, in 2014, 800 tests were taken by 520 students. Of all AP tests taken, 90% resulted in student scores of 3 or better.
- 71 students were recognized as AP Scholars, 42 as AP Scholars with Honors, 70 as AP Scholars with Distinction, and 7 as National AP Scholars.
- Class of 2015 SAT scores reflect a continued 5-year trend of averaging consistently, and significantly above, both the state and national means. Our participation rate in the SAT tests was once again quite high at 96%.
- 96.5% of the Class of 2015 is attending either a 4-year or 2-year college.



Class of 2015 were National Merit Scholarship Semifinalists.

A Banner Year for High School Athletics

It was a remarkable year for our Glastonbury High School Athletic Program. In the fall, an unprecedented four GHS teams (Girls Cross Country, Field Hockey, Boys Soccer, and Girls Soccer) were Connecticut State Champions for their



In 2014-2015, Glastonbury High School's Girls Cross Country Team, Field Hockey Team, Boys Soccer Team, Girls Soccer Team, Girls Indoor Track Team, Girls Ice Hockey Team and Boys Crew were all Connecticut State Champions. A total of seven 2014-2015 state championships!

sport. Girls Indoor Track, Girls Ice Hockey and Boys Crew joined them as state champions later in the year for a total of seven 2014-2015 state championships. In addition, 17 GHS athletic teams were Central CT Conference Champions. In all, 161 varsity student athletes were named All-Conference and 55 athletes were recognized as All-State. Meanwhile, a total of 583 varsity student athletes were named to the All-Academic Team for earning a varsity letter while maintaining a 3.0 GPA during their season. Similarly, 636 sub-varsity student athletes were named to the Tomahawk All-Academic

Achievement Team for maintaining a 3.0 grade point average during the season. We are proud of the success of our student athletes both on the field and in the classroom.

Board of Education Cont'd

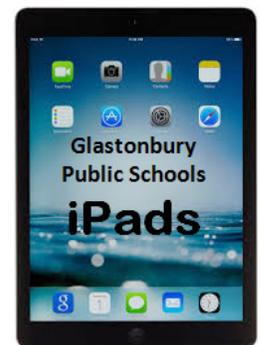
Pictured above, a snapshot view of the new Glastonbury Public Schools mobile-friendly website.

New Website Launched

Glastonbury Public Schools launched an updated website with a fresh new look this year. The new site is easier for staff to use, has reduced the cost of servers and licensing in our district, and, because it's mobile friendly, provides a more positive experience for users across different browsers and devices. There are also internal, password protected sites that staff use to access employee-only resources such as shared documents, links, and calendars. We are proud of the quality and quantity of information we provide for all our stakeholders on our content-rich website. Teachers and students also appreciate how the site integrates with our existing Google Apps for Education accounts. The site can be found at <http://www.glastonburyus.org>.

21st Century Education – Going Google

This year, Glastonbury Public Schools continued our transition to using Google Apps for Education accounts. These free accounts include cloud-based applications that enable teachers and students to communicate, collaborate, and create. Currently all students in grades 6-12, as well as staff members, have Glastonbury Public Schools Google accounts. Our teachers took advantage of a myriad of opportunities during professional development days this year to learn about different Google applications that can be integrated into the classroom. Our high school freshman through juniors had iPads this year (next year all Glastonbury High School students will have an iPad) which are being used in conjunction with student Google accounts in the classroom every day. Thousands of colleges and universities currently use the same Google Apps for Education platform which helps our students in their transition to these colleges.



This year, high school freshman through juniors used iPads in conjunction with student Google accounts in the classroom.

Students Thriving at LINKS Academy

Glastonbury Public Schools has a distinctive and remarkably successful special education program that has been recently expanded. In 2007, the LINKS (Learning Independence and Necessary Knowledge for Success) Academy began with a single classroom of 7 students. This year the program met the needs of over 40 special education students. The LINKS Academy is designed to support students whose academic, behavioral, and/or social-emotional needs require a more restrictive educational environment. It features structured classrooms with low teacher-student ratios and several related service supports to help students access the district's curriculum. LINKS students have significant needs that might otherwise require an out-of-district placement. However, because of the therapeutic services the LINKS Academy offers, these students are able to be successful within our district while continuing their connections with friends in the community. The program has resulted in increased school attendance, improved school and interpersonal functioning, and improved grades and graduation rates for special needs students. The program also helps our district control out-of-district tuition costs (it saved us roughly \$1.8 million this year) which are increasing across the nation. This is why LINKS Academy is regularly referred to as a "win-win" for the district.



LINKS Academy offers therapeutic services to special needs students, helping them succeed within our district while continuing friendship connections in the community.

Probate Court



Dear Glastonbury Residents,

Probate Court Administrator, Judge Paul J. Knierim has stated, “Connecticut’s Probate Courts are built on a 300-year-old foundation of commitment to service, integrity, and the rule of law. Today, in addition to their traditional role of overseeing decedents’ estates and trusts, the Probate Courts handle a wide range of sensitive issues affecting children, the elderly, persons with intellectual disabilities, and individuals with psychiatric disabilities. In carrying out their responsibilities, the Probate Courts strive to protect the rights of individuals while affording those involved in probate matters an approachable and consumer-friendly environment.”

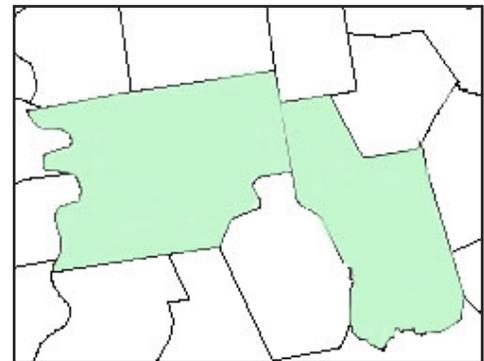
The Glastonbury-Hebron Probate Court has maintained its long-standing commitment of serving the citizens of our communities with compassion, efficiency, and fairness. It is an honor to serve as our community’s Probate Judge and my first year has been both rewarding and challenging.

Every effort has been made to continue the high standards of the Court established by former Judge Peter Jay Alter. As our communities grow and diversify, the demand for the Court’s services in children’s and elder law matters has grown. The Court seeks better ways to deliver its services with diligence and compassion to the members of our communities who are in need.

In 2015, I had the added opportunity to serve as the acting judge in Probate Courts in Manchester and Marlborough in place of the sitting judge when there was a recusal. To continue the high standards of the Court, my staff and I took advantage of continuing education and training. Last year, I attended over 44 hours of continuing education. Chief Clerk, Mary M. MacGregor earned 21 hours of professional training, Assistant Clerk, Lori Crandall Macri attended 20.5 hours, and Court Assistant, Alex LaValley has earned 14.5 credit hours of training.

During calendar year 2015, the Glastonbury-Hebron Probate Court held 157 hearings and processed 130 streamlined matters. The principal programs, services, and activities offered by the Probate Court are:

- Decedents’ estates
- Conservatorships: voluntary and involuntary
- Guardianships
- Temporary custody
- Termination of parental rights
- Guardianships of the estate of a minor
- Compromise of claims
- Adoptions
- Emancipations
- Commitment of mentally ill
- Commitment of persons who are drug and/or alcohol-dependent
- Matters involving persons with mental retardation
- Trusts
- Marriage Waivers
- Name changes
- Custody of the remains
- Passport Services



Glastonbury-Hebron Probate Court area of coverage.

Probate Court

In 2015, the Court had applications to process the following matters:

Description	Count
Full Estates (assets over \$40,000.00)	114
Small Estates (assets under \$40,000.00)	53
Tax Purpose Only	47
Estate Examiner / Safety Deposit Box	13
Change of Name	25
Adoption	11
Termination of Parental Rights	11
Statutory Parent	8
4a-16 (Title XIX)	29
Guardian	4
Remove Guardian	1
Custody of Remains	2
Conservator	19
Guardian of Estate	11
Guardian of the Intellectually Challenged	7
Mentally Incompetent / Non-Committal	1
Passports Processed	1,176

By volume, decedents' estates consume much of the Court's time and attention. However, children's matters continue to be of high importance and I continue to serve in the Hartford Regional Children's Court. Decisions made in children's matters are personalized for each case and prove to be very time-consuming. Termination of parental rights, guardianships, adoptions, and appointment of guardians present continuing challenges in which the Court must always be guided by determinations of the best interests of the child or children.

The Court fulfills the important role in protecting our elderly citizens through voluntary and involuntary conservatorships. A conservatorship requires the Court's continued review, care, and attention, as the needs and resources of our elderly change while under the control of others. It is the goal of the Court to protect and serve the elderly using the least restrictive and least intrusive methods possible, while providing security and protection.

I want to assure you that my staff and I are committed to continuing to serve the citizens of Glastonbury and Hebron with the professionalism, courtesy, and consideration we have always shown. I am honored to serve as your judge and appreciate the trust that you have placed in me.

Respectfully,

Sean Michael Peoples, Judge

Administrative Services

Accounting | Financial Administration | Information Technology | Property Assessment | Revenue Collection | Town Clerk

Looking Back...

Achievements

- Received Government Finance Officers Association's (GFOA) Distinguished Budget Award for 20th consecutive year.
- Awarded Certificate of Achievement in Financial Reporting (CAFR) for 25th consecutive year.
- Exceeded investment earnings budgeted for General Fund.
- Revenue Collection achieved collection rate of 99.4%.
- Assessor reported Grand List growth of 1%.
- Director of Finance & Administrative Services, Diane Waldron, was one of 50 people selected to attend National GFOA's leadership program.
- Annual Tag Sale proved hugely successful again this year. Proceeds benefit the Teen Center and General Fund.



Process Improvements

- Distributed employee purchasing cards (p-cards) that integrate seamlessly with the Town's financial software system to eliminate purchase orders and help expedite the purchasing process with external vendors.
- Introduced new IT policies to address Bring Your Own Device (BYOD) regulations, disaster recovery, and IT security.
- Strengthened internal controls in tax office

New Technology

- Launched [new town website](#) through collaborative efforts of IT and newly established Marketing & Communications Department. The site is designed for improved, more efficient navigation from any device, and is organized to help residents, business owners, and visitors locate the information, resources, and community updates they need. All departments are committed to making regular updates to maintain the site's accurate, timely content.
- Deployed new web-based [Citizen Request System](#) whereby residents can submit requests for service on a broken park swing, a fallen tree, and other support inquiries by phone or online. Submissions automatically route to appropriate town staff and residents receive real-time updates on resolution.
- IT Department installed fiber connecting Town Hall, Board of Ed, public schools, and all Town buildings to a single network. New town facilities will continue to be connected, including the facilities maintenance barn and the Glastonbury Boathouse.



A snapshot of the new town website, featuring more graphics and quick access icons for commonly-referenced resources.

On the Horizon...

- Single-use purchasing cards will be available for use, offering rebates and cost effective purchasing power.
- Security roles for town systems will be reviewed & modified to address evolving technology compliance regulations.
- New Electronic Data Preservation System will be implemented in Town Clerk's office.

Community Development

Building Inspection | Health | Conservation Commission/Inland Wetlands & Watercourses Agency

Looking Back...

New Zoning Regulation Amendments

- Established Town Center (TC) and Town Center Mixed Use (TCMU) Zones. These amendments provide single, uniform zones within the primary commercial district while still allowing residential uses through Special Permit. Enactments were consistent with policy recommendations from the Town's Plan of Conservation & Development.

Accomplishments

- New residential complex, the Glastonbury Mews, was approved for construction in the TC Zone. The multi-building facility will include 145 rental units.
- Construction was approved for a new retail building off Grove Street.
- Received CT DEEP funding to acquire a key open space parcel in the ecologically significant eastern highlands.
- 19 new residential dwellings were developed.
- 4 new commercial buildings were constructed.
- 1,575 alterations were made to residential, commercial, and community development buildings.



Glastonbury Town Center. (Photo compliments of Ken Leslie.)

On the Horizon...

New Leadership



Khara C. Dodds will join Glastonbury in July 2015 as the new Director of Planning & Land Use Services. A New Jersey native, Khara received her Master's Degree in City and Regional Planning from Rutgers University and achieved her National Certification in Planning from the American Institute of Certified Planners (AICP). She has held planning positions on the state and county level in New Jersey, and has worked in a planning director capacity on the local level in Connecticut for the past 7 years. Khara resides in Hartford with her husband and 3 year old daughter.

"This town has it all. The space is well-planned and well thought-out and I hope to continue on with the tradition my predecessors have created of continuously enhancing this healthy, sustainable community for ourselves and future generations."

– Khara C. Dodds, Director of Planning & Land Use Services

Town Projects & Initiatives

- Construction at Flanagan's Landing on New London Turnpike will begin in the fall of 2015. Property will include new apartments, small retail spaces, and condominiums.
- New apartment complex, the Glastonbury Mews, will be erected at the corner of Hebron Ave. and House St.
- Additional units will be added to the Center Village housing property and several existing units will be expanded to offer larger rentals.
- The temporary signage removal initiative will continue, an effort to encourage residents / business owners to help preserve the beauty and aesthetics of our community by removing all unpermitted signage from our streetscape.
- Preparation efforts begin in the spring of 2016 for a new Plan of Conservation and Development. This document will highlight the overall vision for the town in the coming years and the goals, projects, and preservation efforts to bring it to fruition.



Looking Back...

New Faces

This year, Glastonbury welcomed a new Director of Health, Wendy Mis, and a new Community Health Nurse, Krista Timken. Both women bring great experience and energy to their respective roles and plan to expand community health programs to meet identified needs of residents.

Evolving Wellness Programs

- Annual Flu Vaccination clinics issued 450+ vaccines to local residents.
- Driven by community demand, weekly Wellness Clinics offer residents a personalized forum to consult the registered Community Health Nurse on medications, health concerns, and blood pressure. This regular attention can positively contribute to their long-term health.
- Community Health Nurse, Krista Timken, is collaborating with the Food Bank to improve nutrition resources and food education for residents.



Community Health Nurse,
Krista Timken



New Designations

The American League of Bicyclists recognized Glastonbury as a Bronze Level Bicycle Friendly Community for its ongoing efforts to enhance the education, resources, and bicycle-friendly initiatives in the community.



New Dining Establishments

In collaboration with the Building and Community Development teams, Health staff played a key role in the development of the new Hebron Avenue plaza, home to two new restaurants, The Noodles Company and Ben & Jerry's. Committed to quality assurance, the Health team helped to ensure these establishments offer safe, healthy food service environments.

On the Horizon...

- Two-way radios allowing interdepartmental communication across town are being updated in Health's fleet vehicles and aim to enhance communication during emergencies.
- Bicycling enthusiasts will be continuously identifying ways to introduce new events & programs that encourage active and recreational biking in town. The Bicycle Advisory Group strives to better understand how to improve bicycling in Glastonbury and will be seeking opportunities to provide educational information and evaluate community programs & systems. Please contact the Health Department at (860) 652-7534 for more information, or to join the group, and stay tuned for new educational programs, organized bike rides, and more!

Facilities Maintenance

The Facilities Maintenance team works diligently behind the scenes to support operations, maintain energy efficiency initiatives, oversee security of town buildings, and support community programs. The long-tenured team has adapted seamlessly to evolving technology and infrastructure demands and executed several projects to accommodate such operational changes. All staff are OSHA 10-hour certified and Building Operator Certified (BOC) and remain committed to ongoing professional development. Beyond their day-to-day activities, the Facilities team helped manage and execute several exciting projects this year.

Looking Back...

Lighting the Way!

- Retrofitted and upgraded the RCC, Library, Police, and other town buildings with LED lighting systems. This aesthetically pleasing alternative option is more cost effective to maintain and operate, and will result in ongoing cost savings.



- Expanded town's solar voltaic program, approaching nearly 1.2 megawatts of solar production per year. By offsetting the electric bill with 10% renewable energy, the Town has achieved a cost savings of roughly \$110,000. These efforts earned Glastonbury an Energy Star Rating of 80% and will result in declining energy expenditures year over year.

Security Improvements

- Completed closed-circuit TV system, enhancing security capabilities across town-owned properties. Departments can access their respective facilities and public safety authorities have global access for oversight & management.
- Established electronic access in most town buildings.
- Installed security cameras at Glastonbury High School.

Functional Space Improvements

- Redesigned Youth & Family office to accommodate diverse programs and clientele. Office rearrangements provide more privacy & comfort for counseling sessions and functional space for creative activities.
- Relocated Glastonbury's Emergency Operations Center to multi-purpose room in Academy building. Previously located at the Police Department, this new, dedicated location is adjacent to the new facilities barn to support food & water distribution and other emergency activities.
- Replaced boilers in Elementary Schools to contribute energy efficient heating systems consistent with Energy Star Ratings.

On the Horizon...

- Staff security badges will be issued for identification and more controlled access in town facilities.
- Site line improvements for town buildings will include aesthetic modifications, landscaping, and construction projects.
- New Facilities Maintenance Barn will open in 2016, enabling the team to work more efficiently.
- Updates to Emergency Operations Center to include installation of new equipment and retooling of generator functionality to strengthen reliability of equipment on-site and improve team's overall response capabilities.

Human Resources

Looking Back...

New Leadership

Sherri Tanguay, SPHR, SHRM-SCP, joined the Department as Human Resources Director, bringing 28 years of Human Resources Management experience to the role. With a Master's degree in Organizational Management and a Master's in Clinical Mental Health Counseling, Sherri is passionate about professional & personal leadership and will seek opportunities to support town staff members at all levels to cultivate their unique leadership abilities.



New Processes

- Implemented several process improvements to streamline Police Recruiting system. Modifications to pre-employment testing and shared cross-departmental databases helped facilitate the department's smooth transition to an open, ongoing recruiting model. This strategy provides a steady flow of candidates, thereby expediting job fulfillment as positions become available.

To view open positions within the Town of Glastonbury, visit www.glastonbury-ct.gov/employment.

Cost & Time Savings and Efficiencies

- Engaged new medical provider for improved customer service and support. New relationship has reduced errors and produced more timely results, enabling the department to shorten the time required to fill open positions.
- Enhanced medical insurance offerings to suit employee needs and reduce town expenditures.



Breast Cancer Awareness display table provides educational materials for Town Hall staff and visitors.

On the Horizon...

Giving Back to the Community

- October is Breast Cancer Awareness Month and the Human Resources and Customer Service staff will again take an active role in organizing fall events and fundraisers that contribute to finding a cure.
- The annual United Way campaign is underway! Through fun activities and staff camaraderie, the town aims to raise \$10,000 for the United Way this year in support of local programs.

Improved Operations

- Develop plans for streamlining management and maintenance of employee health and pension benefits.
- Analyze operations to identify opportunities for system integration and process improvements to further enhance support of organization-wide recruiting efforts.
- Integrate HRIS system to reduce duplication of data entry, improve reporting, and comply with Affordable Care Act reporting requirements.

Human Services

Community Services | Senior Services & Transportation | Social Services | Substance Abuse Prevention

Senior & Community Services

Looking Back...

Evolving Needs

- A Commission on Aging study confirmed Glastonbury's population over the age of 60 is projected to outpace the population enrolled in the school system. The Commission and Town Council will continue pursuing effective "Aging in Place" initiatives and dementia-friendly efforts to accommodate the evolving needs of the community.

New and Improved

- Expanded Concierge Program offers a more welcoming, helpful environment for community center visitors. This support also enables on-site staff to attend to residents participating in the Center's programs & activities.
- Launched Life-long Learning Programming. First series focused on the Met, complete with a field trip to the museum.
- Introduced new Dial-a-Ride Program policies to promote safer and more efficient travel.
- Revamped Senior Lunch Program to reduce formalities & create a more inviting atmosphere.
- Restructured office staff functions for enhanced customer service capabilities and more efficient operations. A dedicated phone line and on-call social workers were also introduced to accommodate confidential conversations between residents and Social Services staff.
- Expanded health & wellness programs including the 'Matter of Balance' and 'Live Well Workshop' series.
- Diversified programs to serve a continuum of seniors of all ages. New activities include a golf team, bocce, evening concerts, and iPad workshops.



Glastonbury Wii Bowling Team dressed in blue and ready to take on the Town of Colchester team!

On the Horizon...

Program Improvements

- Launch 'Art Appreciation' Series in the fall of 2015.
- Leverage existing software program for online registration capabilities, analysis, and planning.
- Issue satisfaction survey to evaluate RCC's food, programs, and overall quality.
- Increase offerings of technical workshops for iPad, skyping, and social platforms.
- Install new floors in community rooms where senior lunches, fitness programs, and events occur.
- Develop Senior Services guide containing useful resources for residents.

New Technology Solutions

- Launch new Senior Center Facebook page in 2016.
- Implement merchant system and online program registration.
- Install a TV in Senior Center to advertise programs, post activity photos, and highlight news/announcements.

Events & Recognition

Community Center will host a luncheon with the State Department on Aging, who will speak to changes taking place on the state level and how it may impact our community.

Commission on Aging will begin process to renew National Accreditation in February of 2016.

Youth & Family Services

The Youth & Family Services Department provides the support and resources necessary to support youth & families in building connections, overcoming challenges, and nurturing healthy relationships. Their team of professionals strive to meet the diverse needs of the community, offering everything from creative outlets to clinical counseling.

Looking Back...

New Faces

- After 40 year of dedicated service, Chris Gullotta retired from the Creative Experiences division and Jason Stankowski took the helm as Program Coordinator. Jason brings great energy and experience to the position and has introduced new, exciting elements into the productions.



Accomplishments

- Awarded a Partnership for Success (PFS) Grant for \$25,777 through the Department of Mental Health and Addiction Services (DMHAS). Funds were used for public forums to address prevention of risky behaviors.
- 25% of Glastonbury's graduating class sought counseling and/or support from the Youth & Family Services clinical team at some point in their educational careers.

Programs for All!

Clinical Services is committed to supporting and advocating for the social and emotional development of Glastonbury youth and their families. Currently, these services are provided free of cost in a professional and confidential environment. Some of the services offered are: individual, family, and group counseling, crisis intervention, and parenting programs.



Outreach Workers are in the community providing support and information to Glastonbury youth. A variety of prevention and intervention programs are available including peer education and mediation, groups, and Welles Village Activity Council for Youth.



Substance Abuse Prevention Coordinator serves as a liaison between various groups and committees in town, provides information and resource materials concerning substance abuse prevention, and is available to the community for teaching, consultation, and public speaking.

Creative Experiences includes programs & activities that help youth develop creativity, build self-confidence, and strengthen valuable life skills. Programs include theatrical productions, Welles Village Expressive Arts, Youth Services Action Group, Pass It On, and enrichment programs.

On the Horizon...

- A new addition, conducive to group activities, will be constructed in 2016. This building is partially funded by the generous donation of the late Maureen Denahy.
- The Annual Holiday Program will continue this year. Contact Youth & Family Services to learn how to get involved!

Libraries

Looking Back...

Space Planning Project

- Funded by Friends of the Library and the 2nd Century Fund, the Space Planning Project is underway and aims to make the current space at Welles Turner Memorial Library (WTML) more conducive to modern public needs. The research phase included extensive research, citizen surveys, and consultative advisory services to evaluate resources needed to provide a more effective working space. Formal plan will consider seating capacity, new technologies, and layout. Implementation is slated to begin in the fall of 2015.

Today



Current Cross-View of Welles Turner Memorial Library

Tomorrow?



Proposed Cross-View of new WTML space per TLB Architecture's concept plans.

"We want the library to feel like less like an academic space and more like a cozy living room where you can be comfortable and inspired to learn, create, and experiment."

– Barbara Bailey, Library Director

Technology Improvements

- Installed self-checkout stations on the main floor and 2nd floor of WTML. Kiosks will help expedite checkout process and make staff more readily available to assist with computer support, reference requests, research guidance, and general questions.
- Automated registration process for adult programs, including optional email reminders.
- Introduced 3D printer and trained volunteers to assist public with use.



Dinosaur, Statue of Liberty, and other items printed on the Library's 3D printer!

Libraries Cont'd

New Databases

Fast Pencil:

Glastonbury's budding authors can write novels online and publish electronically.

3m Cloud Library:

App-based approach to downloading books and/or e-audio files.

Biblioboard:

Compilation of primary resources from historical library. Includes comic books, summer reading lists, and self-help books (e.g. the Wiley Dummies Series)

T3 Live:

A trading education company that provides daily market analysis, trading courses, and the cutting-edge Virtual Trading Floor.



Library visitor using self-checkout station.

Evolving Programs

- Expanded library of databases, downloadable books/resources, and other adult resources. (See examples to left.)
- Introduced small “maker space” for young children’s creative activities.
- New “Books & Bricks” program now available for children ages 5-12. These themed sessions allow children to develop their creativity and produce an item to take home.
- Joined other libraries around CT to celebrate “Take Your Child to the Library Day” on February 7, 2015. Elephant & Piggie (characters from Mo Willems book by same title) joined us, as well as Farmer Minor and Daisy (a real pig).
- Expanded program offerings for adults across a wide range of interests, including finance, music, history, technology, and a local author fair.
- Collaborated with other town departments to identify, develop, and present programs to fulfill community needs/wants.
- Held a successful Facebook Author chat with local author, Joanne DeMaio.



On the Horizon...

- Printable Museum passes will be available, eliminating need for in-person pickups and allowing patrons to reserve passes up to 30 days in advance.
- New staff will join the team to help facilitate development of a more active, vibrant teen program.
- Additional volunteers will be trained and available to help citizens use the 3D printer.
- An electronic payment system is in the planning stages and will be used to pay fines and fees at the self-checkout stations.
- Scanner will be available for public use.

East Glastonbury Library

Known as “Little Red”, the East Glastonbury Library is a full-service library staffed by volunteers and funded by the Library Board of Directors, an annual gift from the Town of Glastonbury, and private donations.

Address

1389 Neipsic Road, East Glastonbury

Hours

Monday: 1:00-4:00pm and 7:00-9:00pm
Tuesday: 9:00am-4:00pm
Thursday: 9:00am-4:00pm and 7:00-9:00pm

South Glastonbury Library

Thanks to community donations and grant funding, the South Glastonbury Public Library reopened in 2013. Today they offer free WiFi and a diverse collection of over 5,000 books. Learn more at: www.SouthGlastonburyLibrary.org.

Address

80 High Street, South Glastonbury

Hours

Sunday: 2:00-4:00pm
Mon/Wed/Thurs: 1:30-3:30pm and 7:00-8:30pm
Friday: 1:30-3:30pm

Parks & Recreation

Looking Back...

New and Improved Programs

- Launched “Learn to Swim by Eight!” campaign which aims to help every child learn to swim and feel confident in the water by the age of 8. With new mascot, Ozzie the Octopus, as the face of the campaign, the initiative spawned several new and improved swim programs including private lessons. Programs are available for swimmers of all ages and include:



Swim instructor teaches young girl how to float.

- Adult and Children’s Swim Lessons
- Recreational Swim
- Lifeguard Training Programs
- Swim Teams

- Held first Bicycle Scavenger Hunt as part of the town-wide effort to engage residents in bicycle-friendly activities.
- Introduced Girls in Stride running program for girls in elementary and middle school.
- Increased use of social media as means of communicating with residents. Over 1100 “Likes” and growing!
- Expanded Camp Discovery Program, an all-day summer day camp ideal for households with working parents. The program was a great success with nearly 400 kids enrolled this year!



Camp Discovery Program at Bounce U



Equipment Acquisitions

- Used ICE Grant funding to purchase shared landscaping equipment for Glastonbury and Hebron. Equipment includes a multi-functional skidsteer loader, sprayer, and trailer.
- Purchased a new “Showmobile”, a portable stage for the summer concert series and other community events (pictured at left).

Parks & Recreation

New & Improved Recreational Spaces

- Riverfront Park officially opened for public use in September of 2014, offering access to the park, boat launch, fountain, playground, covered picnic pavilion, launch area for kayaks, boathouse, banquet facility, walking trails, storage for the Glastonbury crew team, and public bathrooms for visitors.
- Completed construction of access drives and parking lots at the former Slocomb property, Longo Farm, Grayledge Farm, and Arbor Acres. The State reimbursed the town \$250,000 towards the cost of construction as this will provide easier access for residents to enjoy passive recreational activities on these Town-owned open properties.



Young resident playing at the new playground at Riverfront Park

- Provided new beach sand at Eastbury Pond, one of the Town's most popular swimming areas.
- Performed regrading, irrigation, and sodding at the Buttonball School Lacrosse Field. Funding was provided by the Glastonbury Lacrosse Club.
- Renovated Glastonbury High School Practice football field.
- Resurfaced basketball and tennis courts in Addison Park.

Social-ize with us on Glastonbury's social media pages.



[Glastonbury Parks & Recreation Department Facebook Page](#)
[The Glastonbury Boathouse Facebook Page](#)
[The Glastonbury Boathouse Pinterest Profile](#)



On the Horizon...

- Continue expanding operations at Riverfront Park. The Boathouse banquet facility is open and accepting event reservations! [Like us on Facebook](#) and keep us in mind for upcoming holiday parties, weddings, or special occasions.
- Restore pond on 9th hole of Minnechaug Golf Course. By removing sediment and restoring to its original depth/holding capacity, it will again serve as an effective water source for the course and provide improved playing conditions for visitors.
- Give Park Maintenance facility a facelift. Upgrades are designed to improve operational efficiencies and streamline workflow.
- Introduce new programs reflecting increased emphasis on fitness and wellness. Offerings to include yoga, swim lessons, fitness classes, & exercise classes for seniors.



Physical Services

Engineering | Fleet Maintenance | Highway Division

The Physical Services Department was involved in several initiatives this year to improve infrastructure conditions, transportation efficiency, and enhanced accessibility to recreational spaces in Glastonbury.

Looking Back...

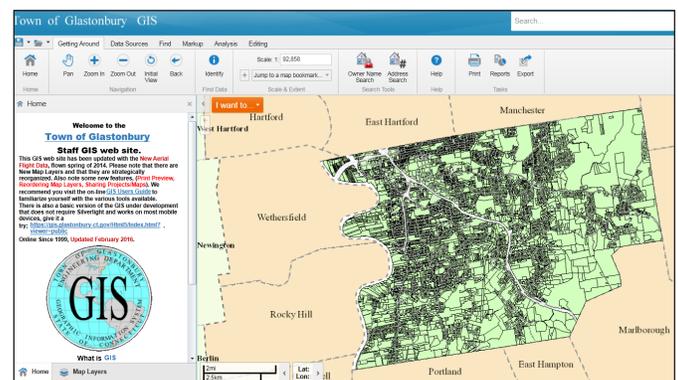
Road & Parking Improvements

- Received CT Society of Civil Engineers' 2015 Transportation ACE Award of Merit for Main Street Traffic Signal Project (pictured at right). This federally-funded project significantly improved traffic flow in the Main St. corridor through implementation of a coordinated closed-loop system.
- Highway Division collaborated with internal staff and outside vendors to construct new parking areas at the former Slocomb property, Greyledge Farms, Longo Parcel, and Arbor Acres parcels. Citizens can now access these town-owned open spaces more easily for passive recreational use.
- Despite the year's severe winter weather, the Physical Services Department planned supply and resource needs effectively to minimize impact on travel conditions.



Technological Enhancements

- New Geographic Information System (GIS) upgrades offer increasingly beneficial resources for residents, real estate agents, developers, engineers, and assessors looking to gather data on property lines, wetlands, and other data points. Citizens in the process of buying/selling property can use the GIS to find historic sale data, approximate property lines, identify septic system details, determine zoning, and more.
- An Electric Vehicle (EV) Charging Station was installed behind Town Hall for use by the town fleet and the general public. A Public station was also installed on Main St. allowing EV owners to charge their vehicle while patronizing local businesses.
- 22+ vehicles in the town fleet are now natural-gas fueled, a more affordable alternative that burns cleaner and reduces emissions.
- A compressed natural gas fueling station was installed at Riverfront Community Center and will be expanded as the fleet grows.



Snapshot view of updated GIS.

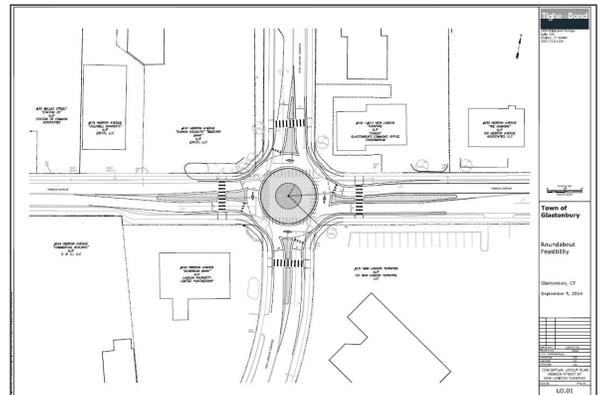
Physical Services Cont'd

Engineering | Fleet Maintenance | Highway Division

On the Horizon...

Additional Traffic Improvements

- Construction recently began on another traffic mitigation project on Griswold St. This 80% grant-funded initiative will realign the intersection with House Street and replace all signal equipment. Traffic delays will be markedly reduced upon completion.
- New grant funding will be used for bridge replacements on Eastern Blvd. and Fisher Rd. Design work has been initiated.
- Engineering Division staff will begin efforts to design and construct roundabouts at the Hebron Avenue/New London Turnpike and Hebron Avenue/ House Street intersections.
- New sidewalk construction on Naubuc Avenue will begin in the fall of 2015. Citizens who walk, jog, or frequent the town center for events and recreational activities will enjoy the connected sidewalk in the Naubuc/Welles/Glastonbury Boulevard area. Sidewalk construction on Williams St. East will also be completed in 2015.



Concept plans and rendering for Roundabout in Town Center.



New Look for Town Hall

The Town Hall property will get a facelift to improve site operation and aesthetics. Work will begin in the summer of 2016 and will address lighting, parking, the recycling area, signage, and the overall landscape of the property.

Fire Marshal

Looking Back....

Events

- Partnered with Welles-Turner Library to host first, “Reading Program at the Fire House!” Program received extremely positive feedback and will likely be repeated in coming years.
- Increasingly involved in Town Center Initiatives and community events to ensure vendors have appropriate permits & licenses for safe operation.
- Held successful “Get Wet Day” with Youth & Family where young residents cooled off from the summer heat under fire hoses!
- Coordinated multiple events as part of Fire Prevention Week in October. Included partnership with the Police, Fire Department, and Liberty Mutual for Annual Car Seat program, Open Houses at the Fire companies, and several educational programs.



Get Wet Day is a fun way for young residents to cool off from the summer heat.

Education

- Led general safety and fire-safety programs in public schools, tailored to age groups in attendance. Sessions include valuable tips including knowing your address, stop, drop & roll techniques, and more.
- John Way received certification for the “Remember When Program”, which provides resident and business owner training on senior safety including tips to reduce tripping and/or injury.
- Facilitated Annual Fire Prevention Poster Contest to engage and energize youth on fire safety practices.
- Introduced CT Fair Plan, a grant-based program sponsored by a CT insurance carrier conglomerate offering incentives to citizens who help identify arsonists.

New Processes

- Fire codes are now delivered in electronic format for easier access and reference.
- Expanded inspection base to include establishments without liquor licenses to reinforce importance of quality assurance among all retail establishments. 95-98% of inspected locations were found to be in good compliance with local regulations.

On the Horizon...

- Improve tracking method for local business compliance and adapt capabilities to address new code requirements such as food truck regulations.
- Increase involvement in community events (e.g. Apple Harvest Festival, Get Wet Day, local fundraisers, etc.)
- Assist with code compliance for new developments (e.g. Flanagan’s Landing).
- Distribute educational mailers to local Property Managers on new cooking codes for balconies.
- Continue to foster positive relationships with the community by providing cost saving solutions, maintenance advice, and fire protection measures on an ongoing basis.

Fire Department

Looking Back...

Accomplishments

- Fire boat is now docked along the river to assist those in distress in the water.
- Station 4 on Manchester Road celebrated their 50th anniversary this year!

Events

- Fire prevention week was held the first week of October. Festivities included Open Houses at Stations 1 and 2, fire education, tours of fire trucks, and simulated fire extinguisher use.
- In-school visits, reading programs, and other activities will be coordinated throughout the year in collaboration with the Fire Marshal's Office.

New Technologies

- Continue to leverage various technologies to establish “quick access plans”. Advancing technologies help identify where people and/or fires are located as well as the nearest fire hydrants, potential hazards, power sources, etc.
- Introduced [new Facebook page](#) to provide storm preparedness info, fire safety education, etc. “Like” their page for updates, news, helpful tips, and timely announcements.

Movers & Shakers

- Sarah Chafee received Firefighter of the Year Award.
- Captain Kevin Kessler awarded Officer of the Year.
- Dan Cohen received Rookie of the Year Award.
- David Thurz promoted to Deputy Chief.
- Kevin Kessler promoted to Captain at Fire Station #3.



On the Horizon...

- Upon completing training at the Connecticut Fire Academy, a group of new Firefighters will be sworn in to the Department this year.
- In an effort to grow the force, the department will continue to conduct quarterly interviews for those interested in giving back to the community as a member of the force.

Helpful Facts and Tips from the Fire Team:

- Batteries in your carbon monoxide and smoke detectors should be changed each time we change our clocks for Daylight Savings Time or 2x per year.
- Carbon monoxide detectors should be replaced every 10 years.
- Cover smoke & carbon monoxide detectors and/or disable alarm systems during construction work in your home to ensure dust particles don't effect the detector's sensors.
- Locate smoke detectors on every floor, and outside of bedrooms, in your home.
- Glastonbury's ISO rating for Insurance is 4-4y.
- Use a certified electrician to install your generators.
- Fill your bathtub with water prior to significant storms in preparation for extended power loss. This will help maintain use of toilets and potable drinking water.
- Identify where the water shut-off switch is located in your house.

Police Department

Looking Back...

New Officers

10 New Community Service Officers (CSOs) graduated from the revamped training program. They'll patrol town parks including Riverfront Park, and will help maintain the safety and security of each area as well as visitors' compliance with town regulations. This uniformed presence helps deter crime and provides a sense of safety and security for residents to enjoy recreational activities. Expanding the CSO team also makes Patrol Officers more accessible for various business and resident support needs.



Graduating CSO Class of 2015

New and Improved Vehicle Fleet

- Acquired new Mobile Emergency Operations Center to replace aging predecessor. New radios and equipment will be installed to support emergency operations in times of need. This command center has communication lines with the Police, Fire departments, neighboring towns, and pertinent public safety authorities, and can easily be relocated for efficient operations.
- Replaced police sedans with SUVs, a safer, more fuel-efficient alternative which will also facilitate safer travel in poor weather conditions.
- Obtained a boat for river patrol in support of new and increased activity at Riverfront Park. Officers on board will enforce boating laws, provide security and support to local concerts and events, and provide rescue operations as needed. Boat Patrol Officers will receive Water Craft Certifications through the Marine Law Enforcement Program to maintain utmost levels of safety.

Accomplishments

- The Capitol Regional Emergency Service Team (CREST) took 1st place for the third consecutive year at the Connecticut Swat Challenge, which draws entrants world-wide to test their tactical competencies.
- Engaged in several regional initiatives including a digital forensics team working to solve crimes with digital components. By collaborating with other towns and meeting in a secure area, the team handled three times more cases in the first six months of operation than in the previous year overall! They hope to replicate this model with other departments across the state.

Police Department Cont'd

Programs & Events

- Reintroduced safety educational program whereby officers visit grade schools to spend time developing positive relationships with Glastonbury youth.

"By engaging them on a more personal level, we aim to build positive associations with the students that will carry over into adolescence and adulthood." - Chief David Caron.

- Pictured at right, participated in the Special Olympics' Annual Law Enforcement Torch Run event, which locally raises thousands of dollars each year for their cause.



On the Horizon...

New Programs

- Introducing T.E.A.M. program in the fall of 2015, a spinoff from D.A.R.E. which applies the same core values to more contemporary issues.
- Continue to nurture strong relationships with the Connecticut Center for Digital Investigations (CDI), the Capitol Regional Emergency Service Team (CREST), Metro Traffic Services (MTS), East Central Narcotics (ECN), and other regional organizations.

Formal Recognition

- 2014/15 marks the Department's 9th consecutive year as a Nationally Accredited Department, an accomplishment achieved by less than 5% of police forces country-wide!

Seeking New Recruits!

The Police are actively seeking energetic, hardworking individuals to join this highly respected department, especially those completing criminal justice degree programs.

To learn more, view current openings, or apply, visit
www.glastonbury-ct.gov/employment.

Emergency Preparedness

Looking Back...

- Installed wide area internet access device (WAN) in communications van.
- Successfully completed Statewide exercise designed to test and evaluate emergency event response.
- Mentored and partnered with Glastonbury Scouts to provide standard and emergency assistance during Summer Music Festival Series and other community events.
- Participated in WTIC-AM Annual Food Drive for 19th consecutive year.



Staff continuously monitor river levels and analyze hydrologic data to ensure emergency preparedness in the community.

Accomplishments

- Gary James Kelly was appointed Deputy Director while retaining his duties as Radiological Control Officer. Gary has over 45 years of experience in Emergency Management, including 3 certifications from Harvard, and over 35 certifications from FEMA, the EPA, the U.S. NRC, and various other organizations.
- Maintained Glastonbury's status as a federally recognized "Storm Ready Town" with the National Weather Service through annual recertification.
- Select members of the team completed training and certification in all levels of Radiological detection and protection supplied by the CT Division of Emergency Management and Homeland Security, and FEMA.
- Senior Staff completed all testing & requirements for the National Incident Management System (NIMS).
- Expanded internship program which creates opportunities for college students to learn and shadow various positions in the department. Program is now open to students enrolled in Emergency Management Programs at Goodwin College, University of New Haven, Mitchell College, and Salve Regina College.

On the Horizon...

- Senior staff will complete training for seven new FEMA courses.
- Assist and support Santa's Run and other community events.
- Evaluate new technologies to utilize during emergency circumstances.

EMERGENCY SUPPLY KITS SHOULD INCLUDE:

- At least 1 gallon of water per person in your home per day. Additional supply needed for children, nursing women, and/or warm seasonal temperatures.
- Canned or sealed foods
- Manual can opener, paper plates, plastic utensils, and a cooking apparatus
- Paper towels, toilet paper, soap
- Battery-powered radio, flashlights
- Cell phone with extra batteries
- Blanket/sleeping bag, pillows
- Extra clothing for all family members
- Diapers, games, toys, and books

First-aid kit should include:

- Prescription/OTC medications
- Medical supplies
- Eye glasses, contact lens supplies, etc.
- List of your doctors
- Garbage bags and cleaning supplies
- Pet's necessities (food, water, id tags, medications, immunization records)
- Extra set of car keys
- Credit cards, cash, and personal identification information
- Plastic and duct tape (for chemical emergencies)
- Photos of your family/pets in case you are separated

For more information, visit

www.fema.gov.



Sanitation/Refuse

Looking Back...

Water Pollution Control Division

- Maintained sewer use rate for the 3rd year, which is within the lowest quarter percentile amongst other CT towns with similar populations served.
- State Department of Energy and Environmental Protection (DEEP) effluent permit for 2014 required an average of 98 pounds of nitrogen to be discharged from our wastewater. For 2014, the actual discharge was 62 pounds per day, surpassing our permit level by 36 pounds per day, or an overall increased removal rate of 63%.
- Staff worked collaboratively with a consultant to continue work on an updated Master Sewer Plan. The plan will review infrastructure and overall sewer system needs for a 20 year period and will be adopted by the Water Pollution Control Authority (WPCA).
- 745.47 million gallons of wastewater were processed, averaging 2.07 million gallons per day.
- 1,352,880 kilowatt hours of electricity was consumed at the Treatment Plant for the 24 hours/day operation, averaging 3,707 kilowatt hours per day.
- 2,346,500 gallons of sludge were processed and disposed of, averaging 2,987 lbs. per day.

Refuse Division

- 7,135 waste disposal permits were issued.
- An updated [Recycling brochure](#) was published and distributed town-wide.
- 2 town-sponsored paper shred events were held, drawing 350+ residents and collecting 975 containers of paper.
- 427 residents used the regional household hazardous waste collection facility

1,595 tons

of refuse was disposed of at
the Transfer Station

1.5 tons

of textile material was recycled
each month through the new
Textile Recycling Program

222,785 lbs.

of electronics were recycled by
residents at the Transfer Station

On the Horizon....

- Extended operating hours for the Transfer Station during Daylight Savings Time will take effect beginning March 16, 2016. Special hours are Wednesdays from 7am-7pm.
- Household hazardous waste collection events will be held again throughout the year. Check the town's online [Events Calendar](#) for scheduled dates.



New receptacle for depositing textiles for recycling.

Financials

TOWN OF GLASTONBURY - GENERAL FUND
 STATEMENT OF REVENUES, EXPENDITURES, AND CHANGES IN FUND BALANCE
 BUDGETARY BASIS - BUDGET AND ACTUAL - GENERAL FUND
 FOR THE YEAR ENDED JUNE 30, 2015

	Budgeted Amounts		Variance with Final Budget	
	Original	Final	Actual	Positive (Negative)
REVENUES				
Property Taxes	136,551,969	136,551,969	137,088,866	536,917
Licenses & Permits	749,520	749,520	1,014,893	265,373
Intergovernmental	7,823,305	9,133,212	9,402,279	269,067
Charges for Services	1,678,714	1,704,714	1,524,852	(179,862)
Investment Income	175,000	175,000	264,422	89,422
Other Revenue	1,943,526	1,943,526	1,942,069	(1,457)
Total Revenues	148,922,034	150,257,941	151,237,401	979,460
EXPENDITURES				
General Government	3,004,791	3,044,673	2,934,917	109,756
Community Development	1,757,007	1,734,267	1,699,054	35,213
Administrative Services	6,175,636	6,247,789	6,150,873	96,916
Public Safety	11,771,009	11,694,304	11,470,736	223,568
Physical Services	6,474,256	6,815,298	6,812,516	2,782
Sanitation	758,796	729,066	698,834	30,232
Human Services	2,919,908	2,984,950	2,750,972	233,978
Leisure/Culture	5,228,313	5,419,342	5,294,427	124,915
Contingency	175,000	9,500	0	9,500
Education	97,029,698	98,483,822	98,358,189	125,633
Debt Service	9,832,620	9,525,620	9,524,735	885
Total Expenditures	145,127,034	146,688,631	145,695,253	993,378
Excess (Deficiency) of Revenues over Expenditures	3,795,000	3,569,310	5,542,148	1,972,838
Other Financing Sources (Uses)				
Transfers In	750,000	750,000	0	(750,000)
Transfers Out	(4,545,000)	(6,752,000)	(6,752,000)	0
Total Other Financing Sources (Uses)	(3,795,000)	(6,002,000)	(6,752,000)	(750,000)
Net Change in Fund Balance	0	(2,432,690)	(1,209,852)	1,222,838
Fund Balance at Beginning of Year			26,916,411	
Fund Balance at End of Year			\$25,706,559	

* Schedule of Revenues, Expenditures, and Change in Fund Balance do not include teachers' retirement system on either Revenues nor Expenditures.

ASSETS

Cash and cash equivalents	30,191,755
Receivables:	
Property taxes	856,042
Other	327,498
Inventory	212,317
Due from other funds	2,512
Other assets	11,247

Total Assets 31,601,371

LIABILITIES AND FUND BALANCE

Liabilities:

Accounts and other payables	4,123,573
Due to developers for escrow deposits	874,722
Due to other funds	66,960
Due to others for escrow deposits	113,042
Unearned revenue	199,765
Deferred revenue and advance tax payments	516,750

Total Liabilities 5,894,812

Fund Balance:

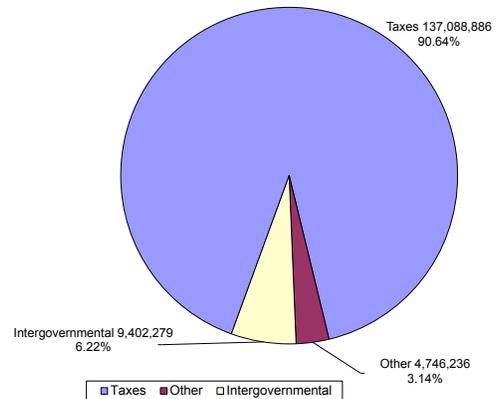
Nonspendable	223,564
Restricted	0
Committed	0
Assigned	1,143,003
Unassigned	24,339,992

Total Fund Balance 25,706,559

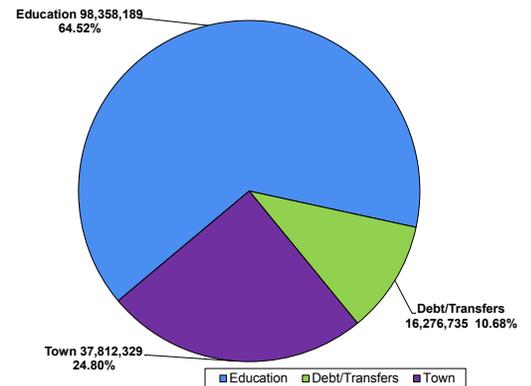
Total Liabilities and Fund Balance 31,601,371

2015

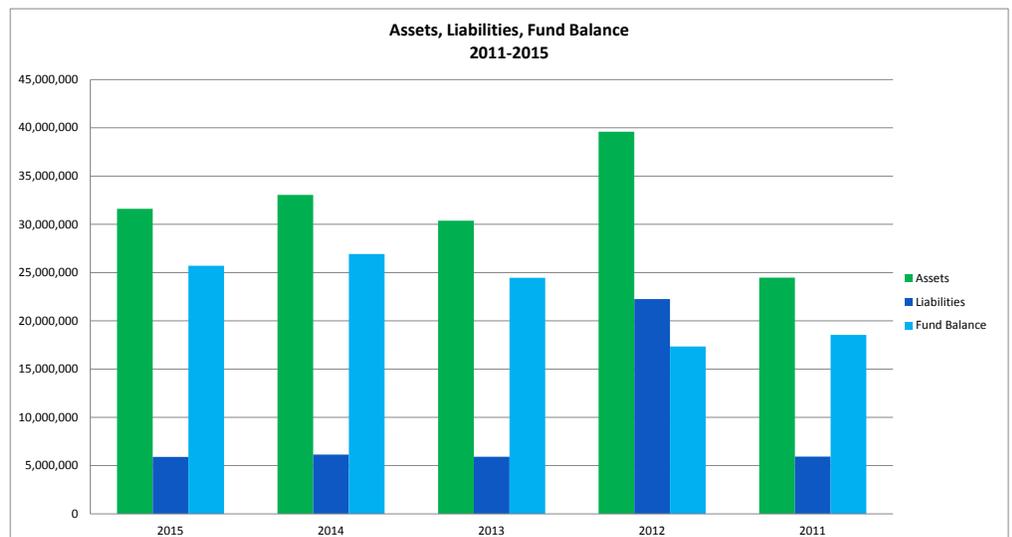
2014/2015 Revenues



2014/2015 Expenditures



A complete copy of the financial report is available for review at Town Hall, 2155 Main Street Glastonbury, CT 06033.



Town Profile

Glastonbury is located 10 miles southeast of Hartford, south of Route 3, and east of the CT River and Interstate 91. Glastonbury has a population of approximately 34,661 and is served by the Central CT Regional Planning Agency and the Capitol Region Council of Governments.

Fast Facts:

52.5 sq. miles

33,600 acres

7 Voting Districts

8 Public Schools

Land Use*

60% Land area is residential with suburban to rural densities

15% Geographically compact commercial/employment district

25% Open space comprising water company, state forest, & town lands

**Figures are approximations*

Public Schools

Buttonball Lane Elementary School
Eastbury Elementary School
Hebron Avenue Elementary School
Gideon Welles School
Glastonbury High School
Hopewell Elementary School
Naubuc Elementary School
Nayaug Elementary School
Smith Middle School

Form of Government

Town Council, Town Manager,
Board of Finance

Town Manager

Richard J. Johnson
860-652-7500

Town Council 2014-2015

Stewart (Chip) Beckett III,
Chairman (R)
Whit C. Osgood,
Vice Chairman (R)
Jill Barry (D)
Karen Boisvert (R)
Lawrence J. Byar (R)
Kurt P. Cavanaugh (R)
William T. Finn (R)
Thomas P. Gullota (D)
Cara T. Keefe (D)

State Representatives

Dr. Prasad Srinivasan (R)
(860) 652-8761

Mark Tweedie (R)
(800) 842-1423

State Senator

Steve Cassano (D)
(860) 240-5302

U.S. Congressmen

Rep. Joe Courtney (D)
(860) 886-0139 or (860) 741-6011

Rep John Larson (D)
(860) 278-8888

U.S. Senators

Sen. Richard Blumenthal (D)
(860) 258-6940 or (202) 224-2823

Sen. Christopher Murphy (D)
(860) 549-8463



Financial Info

Tax Rate

35.65 July, 2014

36.1 July 2015

Net Grand List

2013 - \$3,832,589,412

2014 - \$3,871,305,346

Elected & Appointed Officials

ELECTED OFFICIALS

Board of Assessment Appeals

Kim M. Perna, CH
Dennis C. Cavanaugh
Michael C. Collins
David Cordone
Christopher M. Gallagher
George Norman
Robert J. Zanolungo*

**(Additional member during revaluation years)*

Board of Education

Susan Karp, CH
Rosemary Coggeshall
Douglas C. Foyle
Eric George
Jeremy Grieveson
Chittaranjan Sahay
Lillian Tanski
Julie Thompson

Board of Finance

Jared Soper, CH
Constantine Constantine, V. CH
Walter J. Cusson
James R. McIntosh
Michael Toppi
James R. Zeller

Fire Commission

Gilbert D. Spencer, CH
James W. Dutton
John Cafazzo
Richard W. French, Jr.
Arnold H. Higgins
Charles (Chuck) A. Longo

Town Council

Stewart (Chip) Beckett III, CH
Whit C. Osgood, V. CH
Jill Barry
Karen Boisvert
Lawrence J. Byar
Kurt P. Cavanaugh
William T. Finn
Thomas P. Gullotta
Cara T. Keefe

Zoning Board of Appeals

Michael T. Fitzpatrick
Nicholas Korns
Timothy Lamb
Sandra O'Leary
Brian R. Smith

Alternates:
Ed Andreozzi, Robyn Guimont,
James P. Sinclair

APPOINTED OFFICIALS

Agricultural Advisory Committee

Mario Accornero; Richard Ferrari; Michael Longo;
Deborah McIntosh

Building Board of Appeals/ Code Review Committee

Peter Carey, Liaison; James W. Dutton; Robyn Guimont;
Robert Kaelin; Marion Terry

Central Regional Tourism District (Aka River Valley CT)

Donald B. Reid

Commission on Aging

Eva Bowden, CH; John DiSette; Janeen Dolan; Rosemary Hokanson; Catherine B. Lawlor; Ernest F. Raele;
Denise Weeks

Community Beautification Commission

Robert G. Shipman, CH; Mark A. Babineau; Linda DeGroff;
Debra DeVries-Dalton; Donald B. Reid; Jarrod Sansoucy;
Della Winans

Conservation Commission

Judy Harper, CH; Manish K. Gupta; Frank J. Kaputa; Kim McClain; Dennis McInerney; Helen D. Stern; Mark R. Temple

Cox Cable Advisory Council

Douglas Foyle - (Bd of Ed Representative); Joseph Gormley;
Fred Henrikson; Martin Loughlin

CRCOG Policy Board

Stewart (Chip) Beckett III

Ct River Assembly

Manish Gupta

Economic Development Commission

Gretchen Deans; Raymond A. Dolan, Steve Harrington,
Harold Harris; Sridhar Kadaba; Caren Kittredge;
Anthony L. Lazzaro, Jr.,

Ethics Commission

Al Herzog, CH; Angela Bull; Cynthia Cudworth;
Nancy Thomas.
Alternate: James Hagen

Fair Rent Commission

Neil Griffin, Liaison; Carol Ahlschlager; Marti Curtiss; Allen Friedrich; John C. Hilton; Charles Murray; Judith A. Stearns;
Robert J. Zanolungo Jr.

Great Pond Stewardship Committee

Gerhard R. Schade, CH; Lawrence J. Byar; David Gumbart;
Paul Kehoe; Dennis McInerney; Whit C. Osgood

Historic District Commission

Barbara Theurkauf, CH; Robert Hale; Henry von Wodtke;
Robert J. Zanolungo.
Alternates: Brian Chiffer, Brian Davis, Jane Fox

Housing Code of Appeals

Wendy Mis, Liaison; Charles F. Murray; Adam Fleisher
(2 Vacancies)

Human Relations Commission

John C. Glezen, CH; Patricia A. Darling, Nick Daukas; David Peniston II; Virginia (Hajack) Roscoe

Incorporators/Free Academy

Richard Mihm; Clement J. Pontillo; William Wulfange

Insurance Advisory Committee

Robert J. Hager, CH; David Hoopes; Benjamin Kehl; Ronald Strine; Stephen J. Ludwig; Jay Winkler; William Wulfange

Personnel Appeals Board

Town Manager's Office - Liaison; Kimberly Kupecky; Lynn Onderko; Robert W. Rulevich; Richard Vitarelli

Public Buildings Commission

Lisbeth Becker, CH; Suzanne S. Galvin; Charles I. Monzeglio;
Stephen Shipman; Matthew Saunig
Liaisons: Gus Constantine, (Bd. of Finance); Rosemary Coggeshall (Board of Education)

Public Housing Authority

Zelda Lessne, CH; Donald H. Foberg; James F. Noonan;
Judith Jaskulski - (Tenant Rep.); Carl Stenman

Recreation Commission

Michael H. Clinton, H. James Boice, Mario DiLoreto, Jeffrey K. Grote, Ann Mount, Jason Smith

Town Plan & Zoning Commission

Sharon H. Purtill, CH; Jay Boothroyd; Michael Botelho;
Raymond Hasset; Patricia V. Low; Keith S. Shaw.
Alternates: Jay Boothroyd, Lillian Tansi, William Wulfange

Water Pollution Control Authority

John M. Tanki, CH; Louis M. Accornero; Nils G. Carlson; John A. Davis, Jr.; William O'Keefe; Robert M. Lynn; James Parry

Welles-Turner Library Board

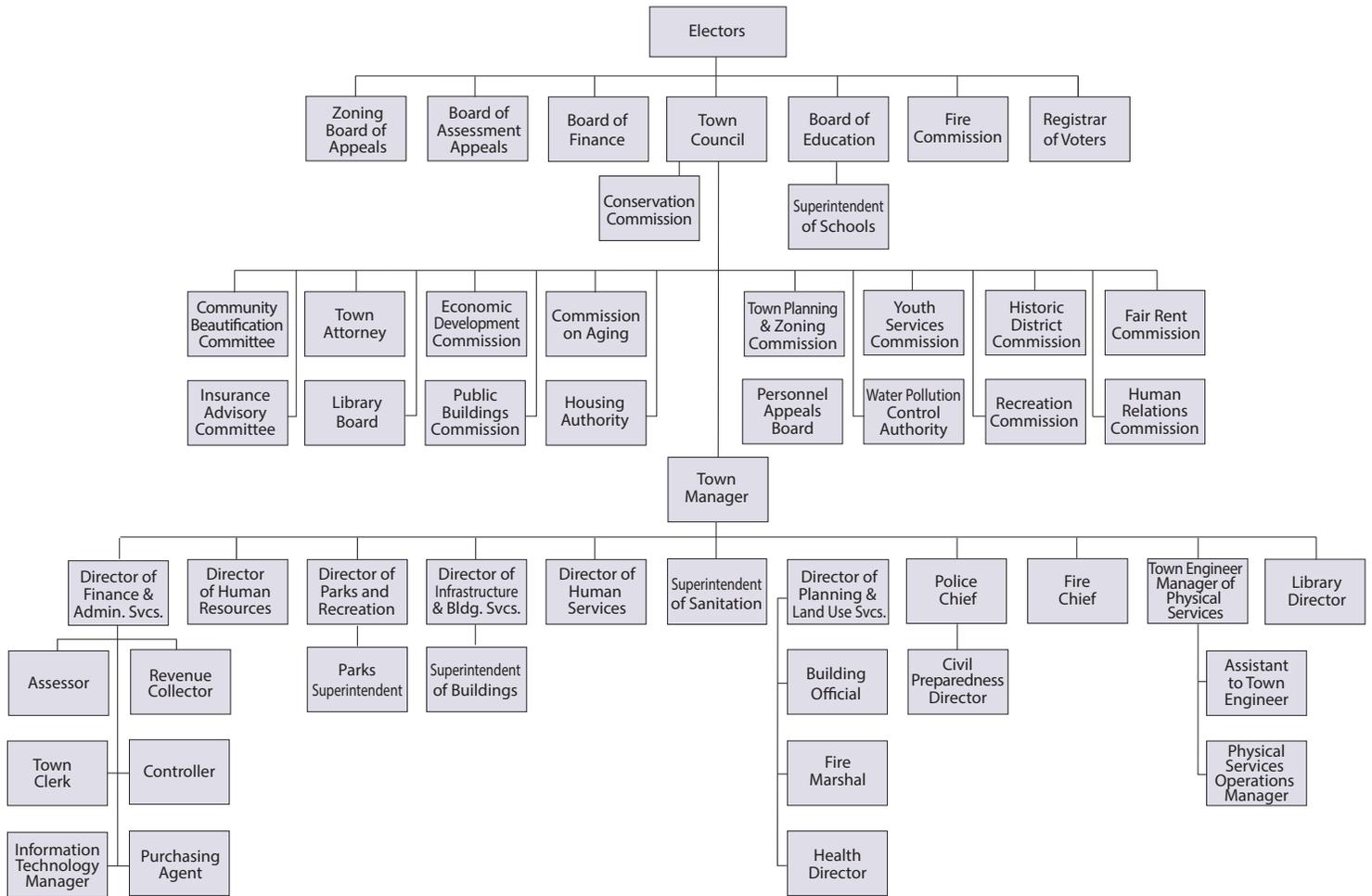
Perry Charnas; Bridget C. Gallagher; James Honiss, Sr.;
Henry Hunt; Irene Newquist; Jaye Winkler

Youth & Family Services Commission

Tricia Dougherty, CH; Anne Gershkoff Bowman; Natalie Cook;
Pamela Crouch; Bonnie Fierravanti; Chris Gullotta; Diana Levsy; Lisa Mandeville-McGeough; Angela Phelan
Non-Voting Members: Rosemary Coggeshall- Bd. of Ed.,
Officer Kreg O'Brien - Glastonbury Police Dept.

**This page reflects active members at the time this report was published.*

Glastonbury Organizational Chart



Administration

Town Manager - Richard J. Johnson

Chief of Police - Chief David Caron

Director of Finance & Administrative Services - Diane Waldron

Director of Planning & Land Use Services - Khara Dodds

Town Engineer/Manager of Physical Services - Dan Pennington

Director of Human Resources - Sherri Tanguay

Resident Resources

Community Events

View Town-organized events on our online [Events Calendar](#). You can even filter by category or Department of interest!

Events organized by the CT River Valley Chamber of Commerce are posted on their new website, www.crvchamber.org!

Town Services

- [Citizen Request for Service](#)
- [Dial-A-Ride](#)
- [GIS Maps and Property Data](#)
- [Licenses/Permits](#)
- [Lookup Tax Info](#)
- [Town WiFi Locations](#)
- [Venue & Facility Rentals](#)
- [Voter Registration](#)

Meeting Minutes/Agendas

To view agendas and minutes from Glastonbury Board, Commission, & Council meetings, visit www.glastonbury-ct.gov and click on the “Minutes & Agendas” icon (pictured at right). You can then select the group of interest and choose from past or upcoming meetings to find pertinent documents.

Hours of Operation

Town Hall: 8:00am - 4:30pm (Monday- Friday)
Transfer Station: 7:00am - 3:00pm (Tuesday-Saturday)
Bulky Waste Facility: 7:00am - 3:00pm (Monday-Saturday)

Helpful Contact Information

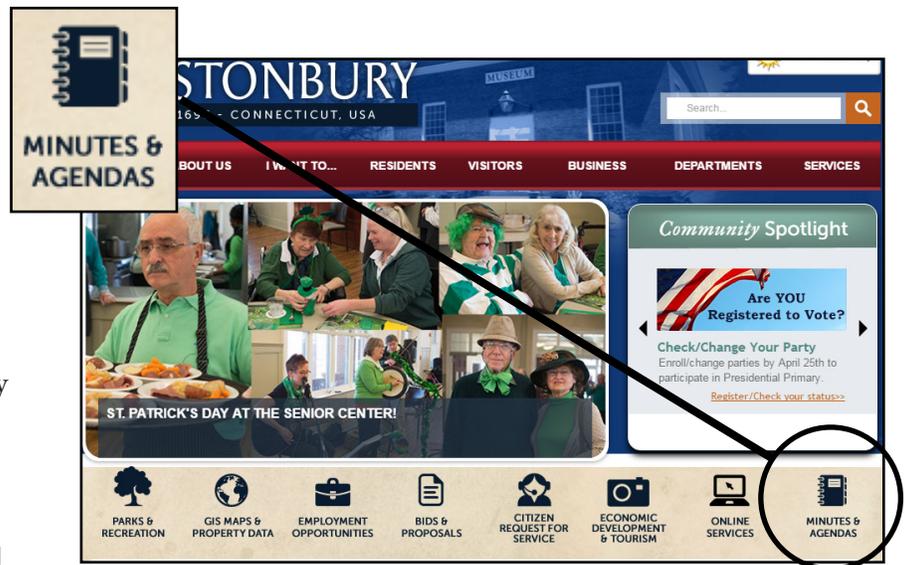
Customer Service/General Inquiries: (860) 652-7710
Employment Opportunities/Human Resources: (860) 652-7501
Home Improvements & Building Permits: (860) 652-7521
Police/Public Safety (non-emergencies): (860) 633-8301
Meeting Minutes/Agendas: Town Clerk's Office: (860) 652-7616
Service Requests: (860) 652-7710

Programs and Activities

- [Activities for Residents Age 50+](#)
- [Educational Opportunities](#)
- [Parks & Recreation Programs](#)

Local Organizations:

- [Capitol Region Council of Governments](#)
- [CT River Valley Chamber of Commerce](#)
- [Glastonbury Community Action Partnership\(formerly GLAD\)](#)



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[Like Us Today](#) and receive timely news, events, and updates relevant to YOU!

Town of Glastonbury

2155 Main Street
Glastonbury, CT 06033
(860) 652-7710

www.glastonbury-ct.gov

