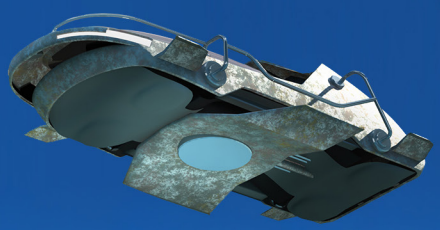
CONNECTICUT Town&City

August 2022

After nearly three years of the COVID pandemic where it felt like everything took a pause, folks are eager to get...



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Getting Back To The Future

2022 CCM Convention has a live on TV Gubernatorial Debate and a lot in store for municipal officials

After nearly three years of the COVID pandemic where it felt like everything took a pause, folks are eager to get back to the future of Connecticut. Building upon the foundation set before March of 2020 and using the fuel that came with federal funds, towns and cities are ready to hit the road running. On November 1 and 2, we are going to Get Back To Connecticut's Future at the 2022 CCM Convention at Mohegan Sun.

Final Gubernatorial Debate

In addition to the many workshops, networking events, and awards that you know and love, CCM will be partnering with News Channel 8 to host the final gubernatorial debate before the election. The debate helps ensure the candidates – and the public – are considering issues of concern to towns and cities right before Election Day. For more information on the debate, read the article on page [x].

CCM is excited to help municipalities across the state get back to the future. Check out what to expect at the 2022 CCM Convention.



Workshops

Workshops remain one of the highlights of our convention, and this year we are adding something new to the mix. Look for our roundtables on topics such as human resources, finance, economic development, municipal law, and communications.

Session A: Inclusive Service Delivery: Reaching More Residents, Having More Impact, and Saving Money; Psychological Assessments of Police Officers: What Do You Need To Know?; Tax Incentives for Economic Development; Understanding Connecticut's Freedom of Information Act (and New Remote Meetings Provisions); Valuing and Communicating Total Compensation

Session B: Going Green & Saving Green with Electric Vehicle Charging and Energy Efficiency for Municipalities; Infrastructure Investment and Jobs Act Panel; PFAS Management; Responding to and Managing Outcomes of Police Officer Psychological Evaluations.

Session C: 2022 Collective Bargaining and Grievance Arbitration Update; Achieving Universal Broadband Connectivity with Public Private Partnerships; Fostering Livable Communities: Towards Aging and Disability Inclusivity; Streamlining Your Land Use Regulatory Process; Vegetation Management

Sponsors

We are happy to announce some special sponsors early this year. So far we have CIRMA sponsoring the reception, Halloran Sage sponsoring the Municipal Excellence Awards, Post University sponsoring #LoCoolGov Scholarships, Murtha Cullina sponsoring the breakfast, Titan Energy sponsoring the charging stations, as well as Bank of America, CGI Technologies and Solutions, and Lockton.

Be sure to continue to check our website for more sponsors (and other exhibitors) as they come in.

Municipal Excellence Awards

The 2022 Municipal Excellence Awards will be once again awarded in four categories, two for cities and two for individuals.

- Three General Entry Awards by Population Size
  - o Innovation In Diversity, Equity, and Inclusion
- The Joel Cogen Lifetime Achievement Award
- The Richard C. Lee Innovators Award

The award recipients will be honored at the Convention, as well as featured in a future issue of CT&C. Applications will be accepted until Friday, August 26, 2022.

#LoCoolGov Youth Scholarship

A $1,000 scholarship will be handed out in two age groups to a Connecticut student in a public middle school or high school.

Participants must create their own original work themselves, but may get help from teachers, parents, or friends in the form of ideas. They may also collaborate on projects of no more than three people. All entries are due by Friday, September 23, 2022.

For more information on these two awards, visit https://www.ccm-ct.org/Resources/Municipal-Excellence-Awards and https://www.ccm-ct.org/Resources/LoCoolGov-Youth-Scholarship

Connecticut Certified Municipal Officials

The Convention remains a place where municipal officials are recognized for their hard work. Those who have completed their CCMO credits will receive their certificates. The deadline complete your program requirements and graduate at this year's Convention is Tuesday, October 4, 2022.

To be a part of this fun and informative experience, you can go to www.ccm-ct.org and follow the links to the 2022 CCM Convention Registration Page, or take a snap of this QR code with your phone and you'll be brought right to the page.











Choosing Our Future

CCM and News 8 to host final gubernatorial debate ahead of election

Voters have an important role in choosing the path for Connecticut's future when they vote in the elections this year. And the Connecticut Conference of Municipalities in conjunction with News 8, the Nextstar Media Inc. television station serving Connecticut will be helping voters decide by holding the final gubernatorial debate ahead of the election during CCM's convention on November 1 at Mohegan Sun.

CCM previously partnered with News 8 to deliver the final gubernatorial debate of the 2018 election season, and in many ways this debate is shaping up to be similar to that one – at least in the candidates. Currently, it is set to take place between incumbent Governor Ned Lamont, the Democratic candidate and Bob Stefanowski, the Republican candidate, both were the respective candidates in 2018.

Although, there is no current third party candidate viable in this election, all candidates who have received an average of at least 10% support in a professionally conducted nonpartisan poll will be invited to participate regardless of party affiliation.

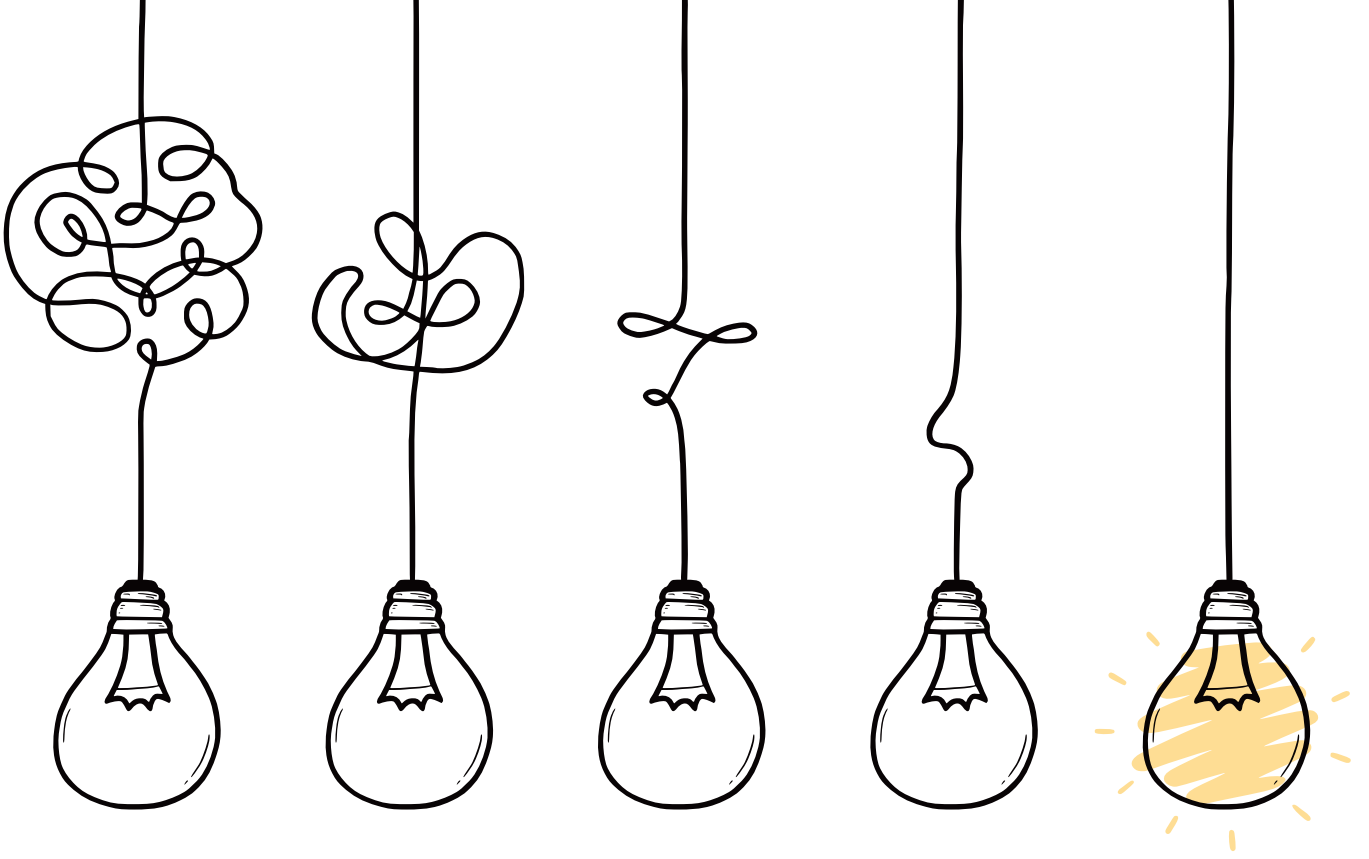
In keeping with the spirit of CCM, the candidates will be asked to speak to issues that affect our towns and cities, and ultimately the residents of Connecticut. Perennial topics like property taxes and education will be discussed, and each candidate's views could ultimately shape the future of Connecticut if enacted. That is why it is crucial that they speak to these issues directly to the individuals who are the front-line in government – local leaders.

"News 8 is committed to providing the most comprehensive political coverage this election season," says Rich Graziano, Vice President and General Manager of WTNH and WCTX. "News 8 is proud to bring voters a series of key debates to help voters in our state make an educated decision this November. This and other debates, along with Connecticut's most experienced political team, make News 8 Your Local Election Headquarters."

"This last debate of the campaign will be a critical moment in the 2022 gubernatorial race," said Joe Delong, CCM executive director. "The live television debate will take place in front of hundreds of municipal leaders who are eager to hear where the candidates stand on the crucial issues facing Connecticut this election year."

Voters will go to the polls on Tues., Nov. 8, 2022. To register to vote, please visit https://portal.ct.gov/SOTS/Election-Services/Voter-Information/Voter-Registration-Information.

For more information regarding the upcoming elections, including early voting dates, polling locations and voter identification requirements, please visit https://portal.ct.gov/SOTS/Election-Services/V5-Side-Navigation/ELE---Voter-Information.



Common Good Bulletins

CCM is revamping their approach to election bulletins

There is an increasing demand for attention in the 21st century. There's work, of course, but social media, emails, text messages, apps and so many other ways people are expected to stay current. This changing landscape had us look into how we reach statewide political candidates and the general public, and realizing that we had to modernize our approach to candidate bulletins.

In the past, when we have devised our candidate bulletins, they were comprehensive reports. They were lengthy and detailed. And in this day and age, that means that they were not being utilized in precisely the way we imagined.

Over the course of the Summer and prior to the election, CCM plans to produce five bulletins, each two pages in length that frame a particular policy topic:

- Overview of municipal government – explain the service and programs provided by municipal government. In addition, introduce CCM and the topic of mandates.
- Education
- Labor
- Infrastructure/Land Use
- Property taxes and unfunded mandates – will be the culmination of the previous reports to convey what drives property taxes and why there are unique burdens imposed upon the system.

While these issues may seem all-encompassing and difficult to pare down to a two-page bulletin, we are going to utilize modern methods of communication to reach our target audiences with the information they need.

Each bulletin will be accompanied with a video featuring a CCM member to fully explain the issue with context and details. And our digital platforms enable us to virtually link to other documents that CCM or other organizations produce that will help those that want a deeper dive on the issues.

It is important that our message resonate not only with candidates for state office, but with people who are not familiar with the ins and outs of municipal government. And in order to do that, we must get our message into a format that anyone can simply read and understand. With our newly revised candidate bulletins, we are ready to meet our next statewide legislators and our most important stakeholders, the public, where they are.

Your Priorities Are Our Priorities

New process to enhance our development of State Legislative Program held on September 27 at aria in Prospect, CT

Our members would likely argue that our legislative advocacy is among if not the most critical service that CCM provides. But CCM is just the conduit for the priorities of towns and cities, and we are always looking for ways to enhance this process and hear from all of our members. For 2023, the Policy team put together new procedures for adoption of the State Legislative Program that we hope will successfully advance our positions.

CCM's state legislative proposals should include the most important legislative issues of concern to towns and cities. Each of the proposals should be of statewide importance, rather than of unique concern to one or a few communities. The number of priorities should be few, and be carefully selected.

Legislative Policy Committee Process

CCM's five legislative policy committees take the lead on policy discussions of larger legislative proposals and special advocacy projects during and before/after the legislative session and serve as the umbrella entities for any ad-hoc committees established by the Board President or a majority vote of the Legislative Committee.

The five legislative policy committees are:

- Education, Appropriations, Taxes and Finance
- Environmental Management and Energy
- Land Use, Housing, Transportation, Infrastructure and Economic Development
- Municipal Law and Labor Relations
- Public Health, Public Safety and Human Services

May/June Legislative Committee Meeting Thru Summer Months

- May/June Legislative Committee Meeting – A Look Ahead – solicit policy proposals for the next legislative session.
- May/June Board Meeting – Nominate Policy Committee Co-Chairs and Vice Chairs.
  - o For 2022, the Executive Committee of the Board held a special meeting to approve Policy Committee Co-Chairs and Vice Chairs. In subsequent years the full Board of Directors will approve Co-Chairs and Vice Chairs.
- Following the May/June Legislative Committee Meeting, CCM's Advocacy Team sent an email to general membership outlining the proposals suggested at the May/June Legislative Committee Meeting, soliciting further proposals for inclusion.
- A solicitation email was sent to CEOs asking them to serve on the various committees or designate a guest by written proxy to represent the municipality on the different committees.
- The Policy Department will convene a meeting of municipal associations to review the previous legislative session and allow CCM staff to better understand upcoming issues that will need to be addressed prior to the commencement of legislative policy committee meetings.
- Legislative policy committees complete their work prior to the September Legislative Committee Meeting, which is to be held on September 27th.

Legislative Policy Committee Leadership

- Co-Chairs: One Board member and one non-Board member for each legislative policy committee.
- Vice Chair(s): May be a Board member or a non-Board member. There shall be at least one Vice Chair for each legislative policy committee. The Executive Committee of the Board of Directors or the Board of Directors may appoint a second Vice Chair to a legislative policy committee.
- Each chair will serve a one-year term.
- Each chair shall serve no more than four consecutive terms as chair of any one particular committee.

Legislative Policy Committee Expectations and Member Participation

- One to three proposals for inclusion per committee.
- Proposals shall be ratified by a majority vote of members present at the Legislative Committee where the proposal is considered.
- Membership of each legislative policy committee will be open to all CCM CEO members and guests (issue area experts within their communities) who have been designated to participate by the CEO.
- Guests may vote on behalf of CEOs at legislative policy committee meetings, if designated through official proxy by CEO.
- Multiple meetings may be necessary to truly vet proposals for recommendation.
- Members respond to research requests, calls to action for support by either written testimony, verbal testimony or both during the legislative session and other feedback that arises related to that legislative committee's purview at any time during the year.

Legislative Committee Membership, Voting and Participation

- Each CCM-member municipality is entitled to be represented on the Legislative Committee. Generally, the representative is the mayor, first selectman, council chairperson, or city/town manager.
- Each municipality may also designate an alternate representative or representatives to the Legislative Committee. The designation shall be in writing. The alternate representative(s) shall be a policy-level official of the municipality.

Each CCM-member municipality is entitled to one vote, unless a weighted vote is called for pursuant to the CCM bylaws. Only bona fide members of the Legisla-

tive Committee or their designated alternate representative(s) are entitled to vote.

Any CEO or designee of a CCM-member municipality may participate in discussions at meetings of the Legislative Committee.

Legislative Policy Committees Reporting to Legislative Committee

September 27 Legislative Committee Meeting

- Each of the legislative policy committee co-chair(s) present their proposals to the full Legislative Committee. If neither co-chair is available, then the vice chair may present the proposals. Each committee will have a sheet on the wall that lists all suggested proposals.
- At this time, if members have additional suggestions or edits to current suggestions those will be heard. Should new suggestions be brought up at this meeting, the relevant legislative policy committee will meet between then and the next Legislative Committee to vet and either adopt to include, amend or reject.
- The expectation is that suggestions brought up on the floor may not make it into the current legislative agenda and may remain on the legislative policy committees docket for consideration in the next legislative development cycle. This is meant to encourage members to voice suggestions early in the process to ensure the committees have ample time to vet and consider proposals and to provide value to participating in the committee process.
- After each committee has reported out, each CCM member in attendance will be given three stickers to place beside their top three proposals for inclusion across all committees.
- CCM's Advocacy Team will identify the top five proposals after the member vote.
- After the meeting and before the next Legislative Committee Meeting in November, advocacy staff will put together the CCM Legislative Agenda outlining the top five proposals as organizational priorities and include the other legislative proposals as general program items. This document will be circulated ahead of the November Legislative Committee Meeting for members to review and analyze.

November Legislative Committee Meeting

- The State Legislative Program is voted on for adoption by the full Legislative Committee.
- Upon adoption, CCM's Legislative Program is sent to print.
- Advocacy Team begins the process of promoting our agenda items by meeting with stakeholders and the legislature ahead of the upcoming legislative session.

This will also provide ample time to get items raised for consideration before the General Assembly convenes, will facilitate the development of testimony and provide time to conduct additional research if necessary.

It is important that we hear from all towns, so please reach out to our policy staff if you have any questions, and be sure to look out for invites to our monthly Legislative Committee meetings.

The following individuals have been approved by the Executive Committee of the Board of Directors to serve as Co-Chairs and Vice Chairs of CCM's Legislative Policy Committees for 2022-2023:

CO-CHAIRS AND VICE CHAIRS

Education, Appropriations, Taxes and Finance

Elinor Carbone
- Mayor of Torrington, Co-Chair

Shari Cantor
- Mayor of West Hartford, Co-Chair

Erika Wiecenski
- First Selectwoman of Willington, Vice Chair

Land Use, Housing, Transportation, Infrastructure and Economic Development

Matt Hoey
– First Selectman of Guilford, Co-Chair

Jeff Caggiano
– Mayor of Bristol, Co-Chair

Danielle Wong
– Mayor of Bloomfield, Vice Chair

Fred Camillo
– First Selectman of Greenwich, Vice Chair

Environmental Management and Energy

Matt Knickerbocker
– First Selectman of Bethel, Co-Chair

Danielle Chesebrough
First Selectwoman of Stonington, Co-Chair

Brandon Robertson
– Town Manager of Avon, Vice Chair

Municipal Law and Labor Relations

Ben Blake
– Mayor of Milford, Co-Chair

Pete Bass
– Mayor of New Milford, Co-Chair

Dan Jerram
– First Selectman of New Hartford, Vice Chair

Public Health, Public Safety and Human Services

Caroline Simmons
– Mayor of Stamford, Co-Chair

Carl Fortuna
– First Selectman of Old Saybrook, Co-Chair

Rudy Marconi
– First Selectman of Ridgefield, Vice Chair

Getting The Water Out

CCM hires Fuss & O'Neill to study municipal flooding risk

With Long Island Sound and the Connecticut River, our state is rich with aquatic beauty. But in an era of rising ocean levels and more intense storms, the risk of these natural features flooding our towns and cities have never been greater. CCM is partnering with Fuss & O'Neill to study and help municipalities address the impacts of local flooding.

The partnership will combine the expertise of Fuss & O'Neill's team with the lived experience of CCM's member municipalities.

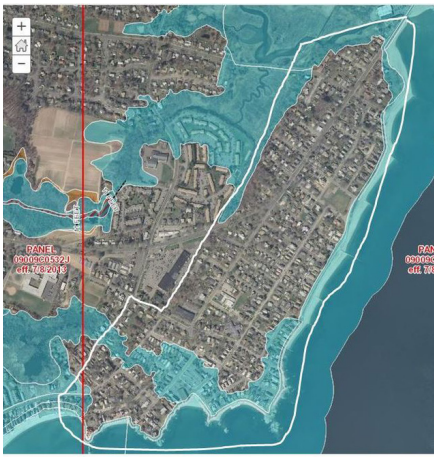
Fuss & O'Neill will not be "reinventing the wheel," but building on prior assessments that have taken place on the municipal and COG levels, as well as information from the Connecticut Institute for Resilience & Climate Adaptation (CIRCA). They note that by the end of their study, "virtually every municipality in the State of Connecticut will have been asked to document flooding in their communities."

While their approach will identify partners on the state-level, they acknowledge that municipal stakeholders are the key to developing recommendations that will work. They have formulated a workshop approach in which their team and municipal officials can interact, brainstorm, and "ultimately refine and select final actionable, short- and long-term study plans."

They will be asking municipal officials about their experiences with flooding, and this includes documenting floods over the past year or so, starting with the named storms in the summer of 2021.

Much of the first phase of this study will take place this year, while many of the recommendations will begin rolling out in 2023.

Although it appears that pre-season forecasts predicted a slower year for major Hurricanes, the likelihood that these kinds of storms will increase over time with rising sea levels and temperatures is almost assured.



With the study underway, municipalities can work towards a resilient future and address the causes and effects of local flooding.



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Connection To Connecticut

CCM partners with Great Blue Research and State Gov to study broadband access

Good high-speed internet remains elusive for some communities in Connecticut. We know that last mile connectivity is an issue for some, and we know that price is an issue for others. But where exactly do those lines lay? CCM partnered with Great Blue Research and the state of Connecticut to find out exactly how folks feel about internet service providers.

The study, which was designed in collaboration between the three parties, asked individuals to respond to about 20 questions designed to take less than five minutes to complete. Respondents gave us two types of responses, hard data like exactly how fast their internet is and anecdotal responses to how they felt about their internet. And In a short period of time, over 2000 individuals participated in this study in over 150 municipalities. Statistically, this would give us a confidence level of over 99% with a margin of error less than 3% if this were an average study. But wanted to dig deeper into the municipal level.

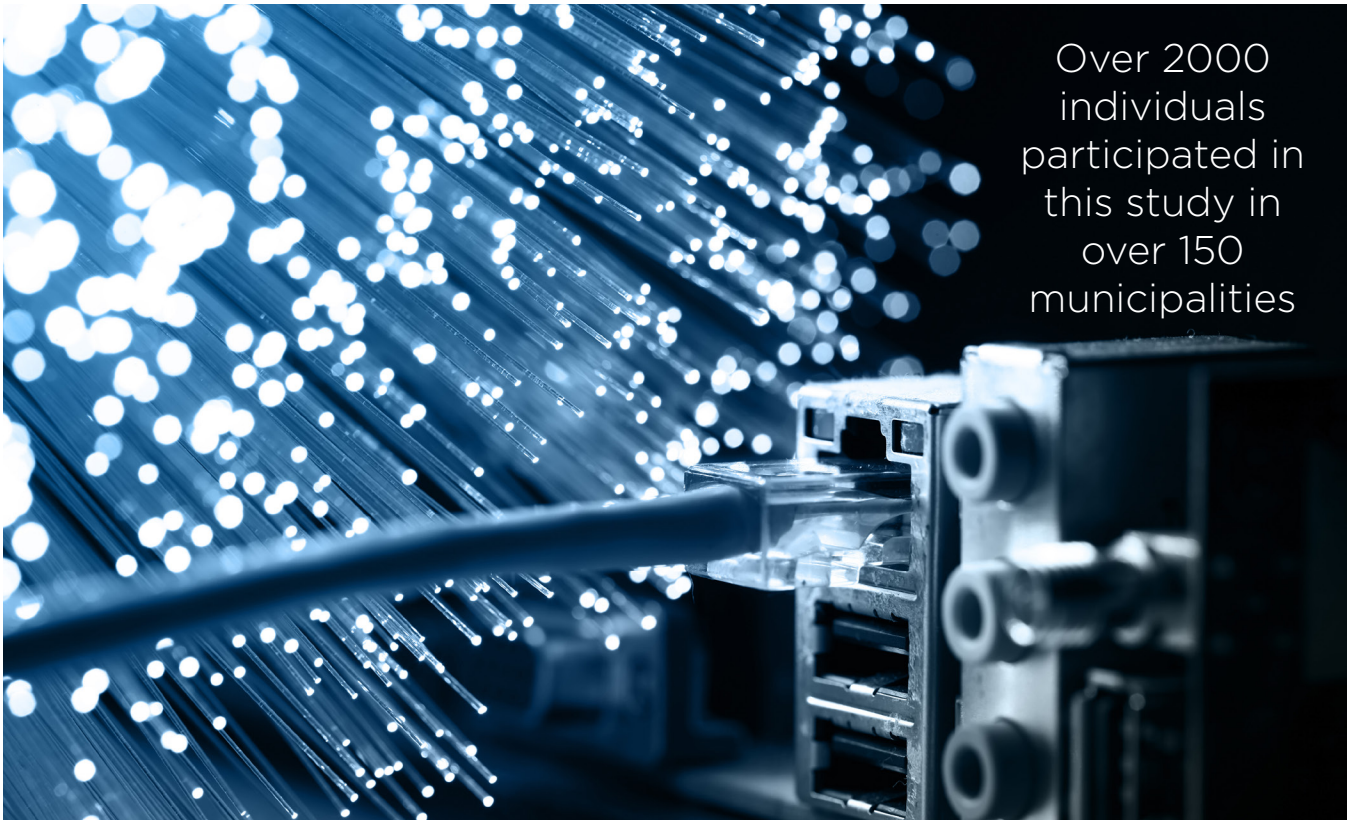
Reaching this many people is a much more difficult task than it might seem. One issue that arose was households without good internet service might not be able to take this survey at all, so the team that coordinated the survey looked at the data and compiled that information onto maps, which allowed them to specifically target areas that had seen few responses. With the final outreach, it is likely that we will have responses from all 169 towns and cities in Connecticut.

What's next is compiling a report based on the information. Combining the hard data – the areas where people had low speeds for high costs – with anecdotal evidence – like the one respondent who couldn't play his football video game – will give us the fullest picture yet of the digital divide in Connecticut to date.

Based on a cursory glance at the responses, many residents feel like they don't have many options and are relegated to slow and over-priced internet. Informing individuals of programs that can make service more affordable is just a patch, and until we can get reliable service to every corner of Connecticut there will still be a digital divide.

Perhaps unsurprisingly, some residents are happy with the service they are getting. Some remark that it has "good upload and download speed" or "It works for what I need it for." But more and more, people need it for all sorts of different things. From applying to jobs, to doing a school project, streaming movies and television or even playing their video games. With so many different uses, Connecticut residents need and deserve internet that is better than fine.

Look for a full report from CCM and its partners in the future.





Reaching A Milestone

The Municipal Voice hits its 100th episode just before 5th season

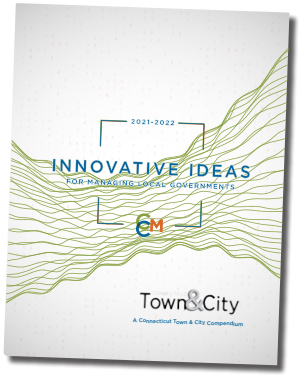
Just prior to starting our fourth year of The Municipal Voice, we will be celebrating our 100th episode of Connecticut's premier municipal podcast. And upon this milestone, here are 10 things – one for every 10 episodes – that we want you to know about the Municipal Voice!

1. The Municipal Voice is delivered in a multitude of ways. Every other Wednesday at Noon, we premier a new episode on Facebook Live with our partner, The New Haven Independent. You can catch a re-broadcast the next Wednesday at Noon, or watch the podcast on YouTube or listen to it on Soundcloud anytime after the initial broadcast.
2. With each episode, we publish a written recap for our partner, the New Haven Independent. They can be found by simply searching their site for "Municipal Voice."
3. Over the course of the past four years, we have tracked viewers for each episode. Overall, we have reached over 200,000 listeners across the episodes by reaching an average of 2190 listeners per episode.
4. Our top episode was aired in January 2020, featuring Mayor Ben Florsheim of Middletown. Its total reach was nearly 5000 viewers, but over 3300 came from Facebook alone. Our second year's episodes still make up 11 of the top 20 episodes.
5. During the height of the pandemic, Zoom fatigue and being on screens all day really got to everyone. The third year of shows averaged just under 2000 views per episode. Things fortunately began picking back up in 2022, when the average is back up to 2300.
6. Speaking of the pandemic, our last in-person podcast was with Richard Matheny, then director of the Quinnipiack Valley Health District, discussing just how bad we thought this pandemic might be. That was March 11, 2020, and all episodes have been filmed via Zoom since then.
7. Moving into our fifth year, we have upgraded our recording ability in what we are calling our "Zoom Room."
8. We have had guests from a diverse array of areas – from Public Health Directors to Registrars of Voters, Police Chiefs, Councilmembers/Alders, Council of Government Directors, Journalists, State Senators, a federal Senator, leaders from the State Government, and of course, our CEO members. No other podcast focuses so heavily on the issues like the Municipal Voice does.
9. The Municipal Voice also utilizes our platform to discuss issues of importance to us. We've had on guests like Melvette Hill and Archbishop Leroy Bailey to discuss Representation Matters and CCM CARES, Dr. Richard Cho and Reverend Bonita Grubbs to discuss how municipalities can work to end homelessness, as well as special guests like Leon Andrews of the National League of Cities and Will Kirkaldy who recently gave a statewide speaking tour called "Sheer Will"
10. The most important thing is that we are telling stories and interviewing folks that are important to you. We know the future is bright, so if you have any suggestions for the Municipal Voice, please let us know!

Future Thinking

2022 Innovative Ideas comes chock full of ideas for the road ahead

Over the past year, towns and cities have begun to look to the future after everything came to a halt to deal with COVID. Although it might need to be said, COVID is not nearly over, but three years in, we have the tools to handle it. That has allowed all of us to get back to the projects we left behind in 2020, building roads to the future. We are pleased to present our 35th edition of the Innovative Ideas for Managing Local Governments compendium.



Reprinted from the previous year's issue of Connecticut Town & City, the quarterly magazine of CCM. We developed these stories from many sources, including visits to Connecticut local governments; suggestions from municipal officials; newspapers and magazines in Connecticut and abroad; publications of the National League of Cities; and publications of other state municipal leagues.

There are nearly 80 pages of stories on topics across Civic Achievement, Economic Development, Education, Energy, Environment, Governance, Housing, Public Safety, Social Welfare, and Technology.

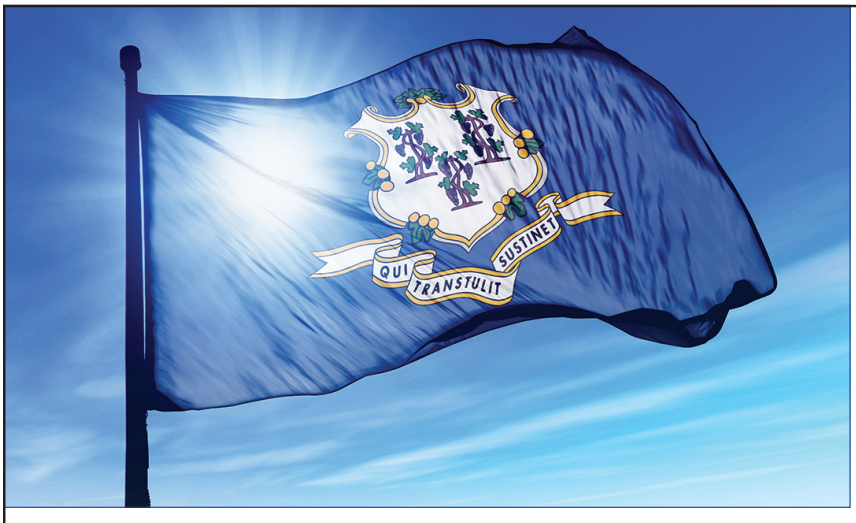
And with the federal funds from the American Rescue Plan Act (ARPA) and Infrastructure Investment and Jobs Act (IIJA), municipalities have been able to flex their muscles. Included in this compendium, we are able to compile some of the first innovative ideas to come out of these federal dollars, and help guide others on what they can be doing with those funds over the next few years.

In step with our convention theme, we know that Connecticut's towns and cities want to get back to the future – working on those projects that will move our municipalities forward. And who better to look at than your fellow municipal leaders for innovative ideas to jumpstart that process.

Unlike that famous movie we are alluding to, municipalities are going to need roads where they are going. Through our compendium, we hope to give each of our 169 members a glimpse at what other municipalities are doing and to see if you use or adapt the innovative ideas that are coming out of our towns on a daily basis.

Be sure to check out the issue at: issuu.com/ccm_ct

If your town or city has an innovative idea that you think would be perfect for a future issue of Connecticut Town & City, send over a news article, press release, or social media post to Christopher Gilson, cgilson@ccm-ct.org.



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Supporting The Team That Supports You

CCM continues to promote from within

CCM is very proud of the work our team does, and you should be too. Throughout the pandemic, we have effortlessly gone from full in-person work to nearly completely work from home and now to a hybrid form of work. All without skipping a beat.

To acknowledge some of the great work that goes on here, we've made the following promotions in July as we encourage growth in our organization, and build upon our years of institutional knowledge to bridge the past, present and future of Connecticut towns and cities.



Andrea Farrell

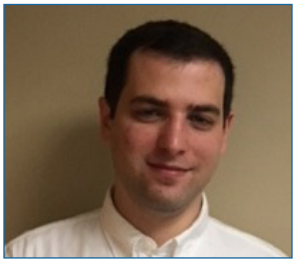
Andrea has been promoted to Budget Director. Andrea's career with CCM began in 1989. For the last 33 years Andrea has demonstrated a strong work ethic and continued commitment to CCM's mission.

In her new role, Andrea directs the preparation of the monthly financial statements and financial analyses, including the analysis and explanation of all significant variances related to the CCM budget. She manages and coordinates CCM budget and forecasting initiatives.



Sandra Amado

In recognition of Sandra's continued dedication to the Public Policy & Advocacy department and team, she has been promoted to Administrative Associate. Along with her day-to-day administrative support functions, Sandra coordinates CCM functions at National League of Cities (NLC) meetings, including Congressional-City Conference and the City Summit.

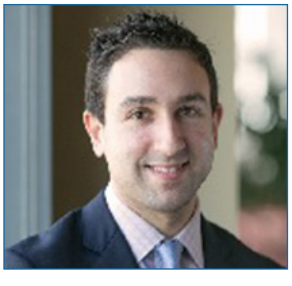


Max Friedman

Max joined CCM in February of 2018. Since that time, Max has managed a wide variety of research projects, supervises the Municipal Labor Relations Data Service, and has become a mentor to junior staff. Max has been a strong member of the Municipal Resource Service Center and CCM.

In his new role, Max manages the research and labor relations programs as well as supervises the staff assigned to these programs.





Donna Hamzy Carroccia and Mike Muszynski

In recognition of Donna and Mike's continued dedication to CCM's Public Policy and Advocacy program, CCM and the membership, Donna and Mike have been promoted to the new position of Chief Strategy Officer. In this role, Donna and Mike work under the direction of the Deputy Director and Executive Director & CEO to develop and coordinate organizational strategies in order to provide better cross functional coordination between the various departments within CCM. This work includes overseeing various internal CCM committees by providing strategic coordination and direction for committee policies.



Preparing For Modern Disasters

Why Data Backup and Disaster Recovery Need Separate Plans

By David Donovan, Senior Infrastructure Architect, VC3

Data backup and disaster recovery are more important than ever to municipalities. In addition to traditional disasters such as fire, flooding, tornadoes, and hurricanes, ransomware has now become a devastating modern disaster for municipalities across the United States. When a disaster hits, permanent data loss is often not close behind if a town or city doesn't have the right data backup and disaster recovery solution in place.

We applaud attempts by municipalities to back up data. However, our observations of towns and cities when we start working with them reveal a few major concerns with how they think about data backup and disaster recovery. A common theme with many of these concerns is that municipalities sometimes don't understand the importance of a clear separation between data backup and disaster recovery.

Here are a few reasons why this separation is important, and how towns and cities may misconfigure their data backup and disaster recovery solution.

1. Having your data backup and disaster recovery solution all in one place defeats the purpose of disaster recovery.

The point of data backup is quick recovery, and the point of disaster recovery is the ability to recover after the "worst" happens—usually a major disaster or devastating event that affects your electronic information. Think about it. If your data backup solution resides entirely in the same place where a disaster could hit, then both your data and data backup solution will be destroyed at once. It's as if you don't have data backup at all.

Some municipalities think backing up data in another nearby building, a bank vault, a city employee's house,

or a neighboring city counts as "offsite" data backup. Two risks exist with this approach:

- A natural disaster that affects city hall will likely affect buildings nearby.
- Storing "offsite" data at someone's house or a bank vault risks manual error, lapses in regular backups, and liability issues.

An offsite disaster recovery solution really means OFF SITE—such as storing your data backups at data centers far from your geographical location. This way, your data is safe and recoverable after even the worst disaster that can befall your city. The separation of the two solutions is key.

2. Having your data backup stored entirely offsite defeats the purpose of quick recovery.

Conversely, a city that only stores its data backup offsite can run into problems. Backing up data offsite is a different process than onsite data backup. Let's say you have a smaller incident occur such as a city employee accidentally deleting an important file, or a server fails. If you relied only on your offsite data backup, then you might run into data availability issues. The data may be recoverable, but it will take a while to access. Also, offsite data backups often occur once a day, so data lost an hour ago may not reside in the offsite data backup.

An onsite data backup solution is more immediate, backing up data in real time as the day progresses. If you lose a file, you can retrieve it from your onsite data backup server relatively quickly. If a server fails, a copy of that server can get turned on and working quickly. Make sure you have an onsite data backup solution in place, in addition to your offsite data backup, that can handle smaller incidents.

3. Using an online consumer-grade "offsite" data backup solution is not proper offsite backup.

Many consumer-grade data backup solutions exist that seem like they are offsite backup. You install them on your computer, the software copies all your files to the cloud, and you have all your data stored "offsite." But is it really offsite?

It is important to note that storing files in the cloud does not mean backing up files in the cloud.

There is a difference between syncing and backing up. Otherwise, common syncing applications such as OneDrive and Google Drive would count as "data backup." They aren't. Unfortunately, many consumer-grade data backup solutions are essentially sophisticated cloud storage solutions that sync the files on your computer to the cloud location. But if files sync, then a ransomware virus affecting your files will sync those corrupted files to your consumer-grade data backup—rendering the backup useless.

To avoid these risks:

- Use a professional enterprise data backup and disaster recovery solution: Consumer-grade data backup solutions just can't handle the demands of a town or city. You may also run into storage limits or files that can't be backed up.
- Make sure your data backup process carves out completely separate data storage siloes. You need to make completely different, separate copies of your data and store them in walled off, completely separate places. That way, you ensure you have a copy of your data completely walled off from a ransomware attack.

4. Storing your data offsite reduces your onsite data storage costs and avoids hitting storage limits.

Assuming your disaster recovery solution includes an unlimited offsite data storage component, it's better to store your data backups offsite to reduce the risks of realizing your own inability to store that data. Onsite data storage requires you to purchase expensive servers that have limited storage. By contrast, affordable data storage solutions exist that are perfect for disaster recovery. Most of your data won't change day to day, so it's more cost effective to store it offsite and only update it daily with any new and changed data. If you try to back everything up onsite, then you can hit storage limits and risk not backing up important critical data.

5. Disaster recovery is different than simply restoring data.

Sure, you may have all your data backed up somewhere. But when a disaster hits, it's not very helpful when the data looks like a big pile of random stuff. How do you piece it all back together? Overlooked pieces of critical data that an improperly configured or limited data backup and discovery solution may miss include:

- Databases
- Specialized software and applications
- Specific, unique files (such as operating system files)

Email

Both your onsite data backup and offsite disaster recovery needs to restore everything, including these complex files, applications, and software.

About VC3

VC3 is a leading managed services provider focused on municipal government. Founded in 1994 with offices across the east coast, VC3 forms partnerships with municipalities to achieve their technology goals and harness their data. In addition to providing comprehensive managed IT solutions, VC3 offers cybersecurity, website design, custom application development, and business intelligence services. Visit www.vc3.com to learn more.

State of Energy Today

Rising energy costs means you need an energy partner!

By Kendra McQuilton, CEO of Energia

You've seen the headlines. You've seen the bills! The rising cost of energy is hurting everyone from homeowners, to commercial companies, to school districts, to municipalities. If you pay a utility bill, and/or use gas to power a vehicle, you are feeling the pain.

How much pain? Electricity prices in Connecticut have jumped more than 10% in the first quarter of 2022 in a state that already is among the least-affordable electricity states in the nation[1]. Ouch! Gas prices are so high they are making national headlines regularly. They have increased a whopping 50% in the last year[2].

Could it get any worse? Oh, yes! Energy experts predict that electricity rates will continue to soar as electric grids need to be upgraded to survive the now normal natural disasters[3]. How about pain at the pump? Experts say prices will not really go down any time soon. The oil supply has struggled to rebound with increased demand[4].

What's the solution?

So how does a municipality combat these rising energy costs without putting additional burden on their constituents, who are facing their own utility bill hikes? The Connecticut Council of Municipalities (CCM) recognized that a great solution is Energy-Savings Performance Contracting (ESPC) and selected Energia as the partner provider of ESPC Owner's Representative Services.

An ESPC is a self-funded project that upgrades energy-inefficient equipment, paid by the savings achieved. Connecticut state legislation enables government agencies to participate in this unique funding opportunity. Best of all, the energy-savings is guaranteed and averages 30% across projects. Less energy expenditure means less impact of rising utility rates. There may also be financial upside to help with other cost increases or needed projects.

What's the catch?

There is no catch – an Energy Savings Performance Contract is a legitimate way to increase energy-efficiency within government buildings with no out-of-pocket costs.

The projects, however, do have certain guidelines and restrictions. For example, the overall project needs to have enough energy-savings to offset the cost of the upgrades over the loan term – typically 18-20 years. Also, the actual upgrades need to be executed by an energy services company (ESCO), who contractually guarantees the savings.

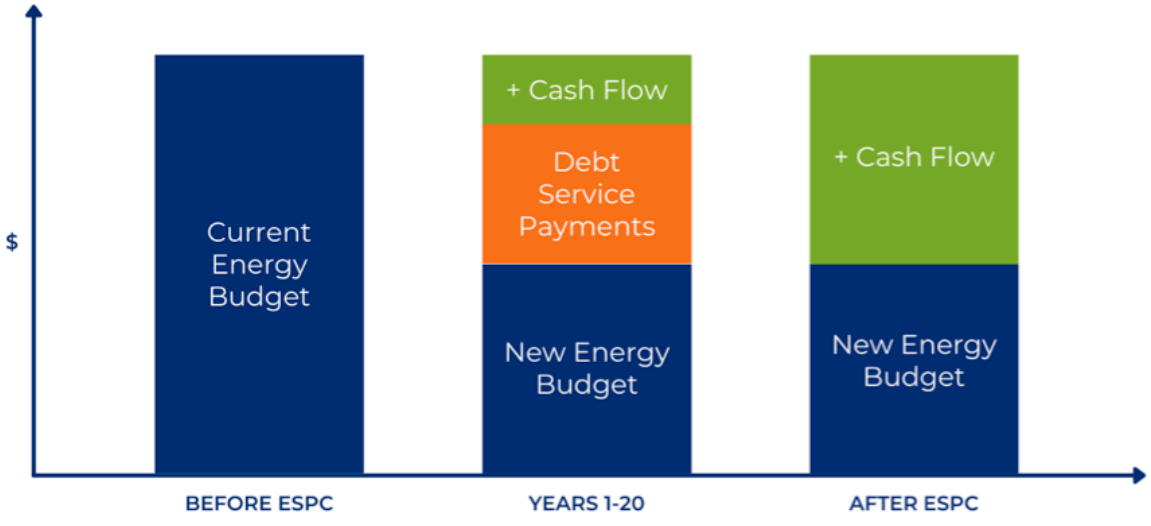
Typical ESPC projects include energy conservations measures (ECMs) such as: LED lighting, advanced building controls, HVAC upgrades, building envelope improvements (windows, doors, etc.),.and even solar PV!

How does it work?

There are two basic models to ESPC execution. In model 1, the municipality can hire an ESCO directly and in model 2, they can work with an owner's representative.

Model 1: When an ESCO is hired directly, the municipality will take on the roles of financial, legal, and technical oversight. They will be in charge of making sure the ESCO is executing the contract as promised, and the guaranteed savings are being realized. They will also need to find the right ESCO partner to begin with, starting with an RFP (request for proposals). These tasks are challenging without an energy expert on staff.

Model 2: A municipality may choose to hire an owner's representative, like Energia, to be their energy savings



partner, and do the heavy lifting for them. An owner's rep acts as the client watchdog, facilitator, and communicator to ensure the project is being executed as expected - on-time and on-budget. They provide financial, legal, and technical oversight and hold the ESCOs accountable. Owner's reps are also adept at finding the right ESCO partner with custom RFPs that are vetted on the municipality's behalf with recommendations provided.

Who is Energia and how can they help?

Energia is a proud CCM partner, selected in a rigorous process to be their Energy Service Provider who performs ESPC Owner's Representation Services. With more than 125 successful ESPC projects over the last 25-years, Energia boasts more than $1Billion in energy savings.

Connecticut municipalities that have utilized Energia's services include Guilford, East Haven, Cheshire, Southington, and Thomaston. The projects have ranged from less than $3M up to $10M with energy reductions savings topping at 39%.

Energia starts the ESPC process with a complimentary initial audit – the Energia Financial Assessment. It will identify your ESPC readiness based on size (# of buildings), utility spend, and equipment efficiency coupled with previous, current, and planned capital projects. Energia helps you better understand and embrace your options so you can take action - reducing your energy costs, combating the rising rates, and reducing your carbon footprint.

Watch our CCM webinar: Combat Rising Energy Costs with an Energy-Saving Performance Project. : https://www.youtube.com/watch?v=VsfP5Jivn2s

Contact Energia, your partner in energy savings, to get started today.

Contact: kmcquilton@energiasaves.com
631-360-0006 Ext: 409
EnergiaSaves.com

1. *United States Energy Information Administration & Global Energy Institute*
2. *Forbes: Here's When Gas Prices Will go Down? July 5, 2022*
3. *New York Times: Get Ready for Another Energy Price Spike, May 3, 2022*
4. *Forbes: Here's When Gas Prices Will go Down? July 5, 2022*





The Total Cost of Homeownership

by Pality Staff

Should a town have an economic development goal of attracting new residents, it would want to stress the overall affordability of living there.

Affordability includes not just the cost of a house, but also property taxes, overlapping taxes, fees, and costs for all other essential services, including power, water, sewer, and trash pick-up. We refer to direct and overlapping property taxes and costs for all other essential services as "fully-loaded property taxes," regardless of how provided, or whether they are a tax or fee.

In Connecticut. in 2021, fully-loaded property taxes comprised 42%1 of the total carrying cost of homeownership, with mortgage costs making up the balance at 58%. Within the 42% figure, direct and overlapping property taxes comprise 25% points and costs of all other essential services comprise 17% points of the total carrying cost.

Across the state, median annual mortgage payments are $12,5222 and median fully-loaded property taxes are $9,1253. The median for the total carrying cost is $22,463 (Figure 1). Note that the two medians cannot be added together.

While the fully-loaded property tax rates tend to fall as home values rise (correlation of negative 0.53),

Figure 1. Total Cost Of Homeownership, Connecticut Median, 2022

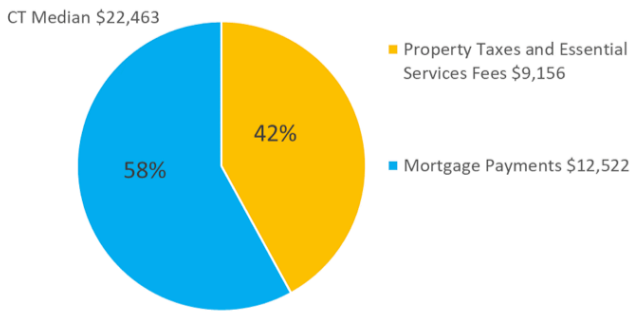
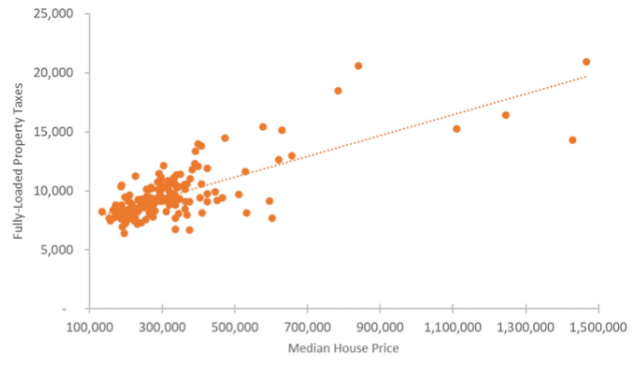


Figure 2. Median House Prices And Fully-Loaded Property Taxes



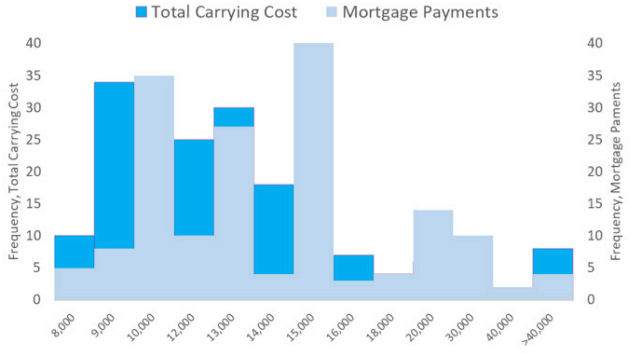
fully-loaded taxes on a dollar-cost basis rise as home values rise (correlation of positive 0.75).

While towns with more expensive homes generally have lower rates than towns with less expensive homes, their residents pay more in absolute dollars (Figure 2).

Population factors little into this relationship because 75% of a city's or town's total expenditure is on police, fire and schools, all of which scale to population4.

But the housing market has efficiencies: Buyers examine total carrying costs, which includes not just mortgage costs, but property taxes and fees for essential services. Cities and towns offering essential services at a relatively low cost will have stronger demand for their houses, driving prices up, all else equal. Conversely, cities and towns where taxes are relatively high will have less demand for houses, softer housing prices and lower mortgage costs. The total carrying cost of homeownership shows less dispersion than do just mortgage costs alone (Figure 3).

Figure 3. Total Carrying Costs And Mortgage Payments Distributions Across State



In Figure 2, the trendline indicates fully-loaded taxes in dollars given median prices.

Eight cities and towns have a median home price of $400,000. At this price, fully-loaded property taxes are expected to be about $10,500; one town has taxes as predicted, two have lower and five have higher taxes.

A town would want its fully-loaded taxes at or below the trendline, which would be a selling point for economic development.

And being above the line would ideally be justified by high quality essential services or rich amenities.

1. *Excludes insurance.*
2. *Based on 30-year fixed rate mortgage as of March 2022.*
3. *Based on FY 2020-2021 for cities and towns, agencies and private essential service providers.*
4. *Based on government-wide audited financial statements, FY 2020 – 2021.*

SERVICE

What you need. When and where you need it.



CIRMA's 2022 Annual Meeting of Members Celebrates Committed, Resilient Community

Connecticut Interlocal Risk Management Agency, CIRMA, held its 41st Annual Meeting of Members on May 26th, 2022, in the heart of our state's capital after being postponed due to COVID-19-related safety precautions. Two years post-pandemic, the leading insurance provider for Connecticut's public sector continues to advance its mission inexorably and with poise.

The in-person event celebrated the undeniable power of the collective CIRMA Community.

"Over the past year, we demonstrated unwavering care, focus, and commitment while doing all we could to push back against challenges and hold fast to the belief that we will emerge from these difficult times as a community." David Demchak, CIRMA President and CEO, commended the CIRMA community for its unwavering commitment to Connecticut cities, towns, public schools, and local public agencies.

Attendees also enjoyed event highlights featuring the latest points of view on emerging topics, an awards program that celebrated some of Connecticut's best and brightest, and a slate of engaging and inspiring speakers.

Demchak shared CIRMA's outstanding financial and operational performances for 2020-2021. The organization retained over 98% of its membership over the last five years. Members' Equity increased by $98.1 million over the last five years, totaling $224 million. Total assets increased by $77 million over the past five years, reaching $437 million. Members' Equity Distribution reached $37 million spanning the last 11 years. CIRMA also achieved over $117M in medical cost savings for its members through CIRMA medical care and cost management programs.

Despite the challenges presented by the pandemic, approximately 88,000 public-entity employees and volunteers participated in CIRMA training and education primarily due to the organization's recent investments in advanced e-Learning capabilities for its members.

Following the President's report, Rich Diviney, retired Navy SEAL Commander and author of *The Attributes,* delivered an engaging keynote speech about forming and leading high-performing teams and bolstering team performance—vital information for the community leaders present in the audience.

CIRMA will host its next Annual Meeting of Members event in January 2023.

CIRMA Names 2022 Excellence in Risk Management Award Winners

CIRMA celebrated four accomplished members during the organization's Excellence in Risk Management Awards Ceremony which took place on May 26, 2022 at CIRMA's Annual Meeting of Members.

Emerging and ever-evolving risks are driving the public sector to place greater emphasis on fostering robust risk management strategies that not only identify cost-saving opportunities but also contribute to the successful implementation of innovative processes and long-term strategies. The Excellence in Risk Management Awards program honors achievements by members who have demonstrated thought leadership in risk management and personify the ingenuity, expertise and tenacity required for success.

The award recipients were recognized for their creative problem solving, excellence in and commitment to risk management, and success in fostering long-term organizational change within their communities. This year's four deserving recipients each received a handsome crystal award and a $2,500 risk management grant from CIRMA.

The Excellence in Risk Management Awards program was designed to celebrate the accomplishments of CIRMA's members while raising the profile of the risk management discipline. The program was first introduced in 1982 to celebrate the accomplishments of CIRMA members while raising the profile of the risk management discipline.

Below are the 2022 Excellence in Risk Management Award winners and award categories.

Town of Coventry Police Department
- Establishing Risk Management as an Organizational Priority

Town of East Lyme Department of Public Works
- New and Innovative Risk Management Initiatives

Town of East Hartford
- Substantial Impact on Total Cost of Risk

Town of Durham
- Sustained Risk Management Programs

CIRMA Welcomes New Staff

CIRMA is excited to welcome the following group of achievers to its vibrant and committed community.


Megan Ouellette

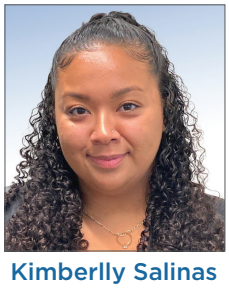
Megan Ouellette recently joined CIRMA's Liability Claims team as their newest Litigation Specialist. In this role, Megan is responsible for providing prompt and thorough investigations designed to establish and document material facts with respect to CIRMA's best practices. Her technical expertise will be applied in the management of litigated and/or other large exposure or complex claims.

Megan received a Juris Doctor from Quinnipiac University and her undergraduate from College of the Holy Cross. She joins CIRMA with over 17 years of experience managing complex and high exposure claims.


Sylvia Paneris

Sylvia Paneris will be working in the position of Senior Workers' Compensation Claims Representative. In her new role, Sylvia provides prompt and courteous service to CIRMA-member employers and their injured employees.

Sylvia earned a Juris Doctor from the University of Maine, School of Law. She joins CIRMA with over 14 years of experience in workers' compensation claims.


Kimberlly Salinas

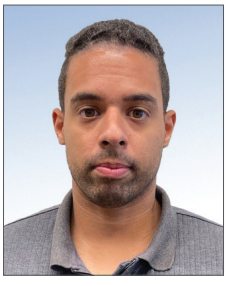
Kimberlly Salinas joins CIRMA's Risk Management Services team as their newest Risk Management Consultant. In her new role, she delivers quality risk management consultative services and training and education to CIRMA members through practice, instruction, and working collaboratively with CIRMA core operational departments and strategic alliances.

Kimberlly is a graduate of Eastern Connecticut State University and has a degree in criminology and sociology with a minor in computer science.


Kristin Shetty

Kristin Shetty will be working in CIRMA's Underwriting team in the position of Senior Underwriter. Kristin is responsible for performing specific tasks related to CIRMA's risk underwriting process, including data collection and analysis, customer relations, and implementation of processes and procedures to fully underwrite both new and renewal business.

Kristin received her degree in business management from the University of Iowa and joins CIRMA with over 20 years of underwriting experience.


Elvis Fernandez

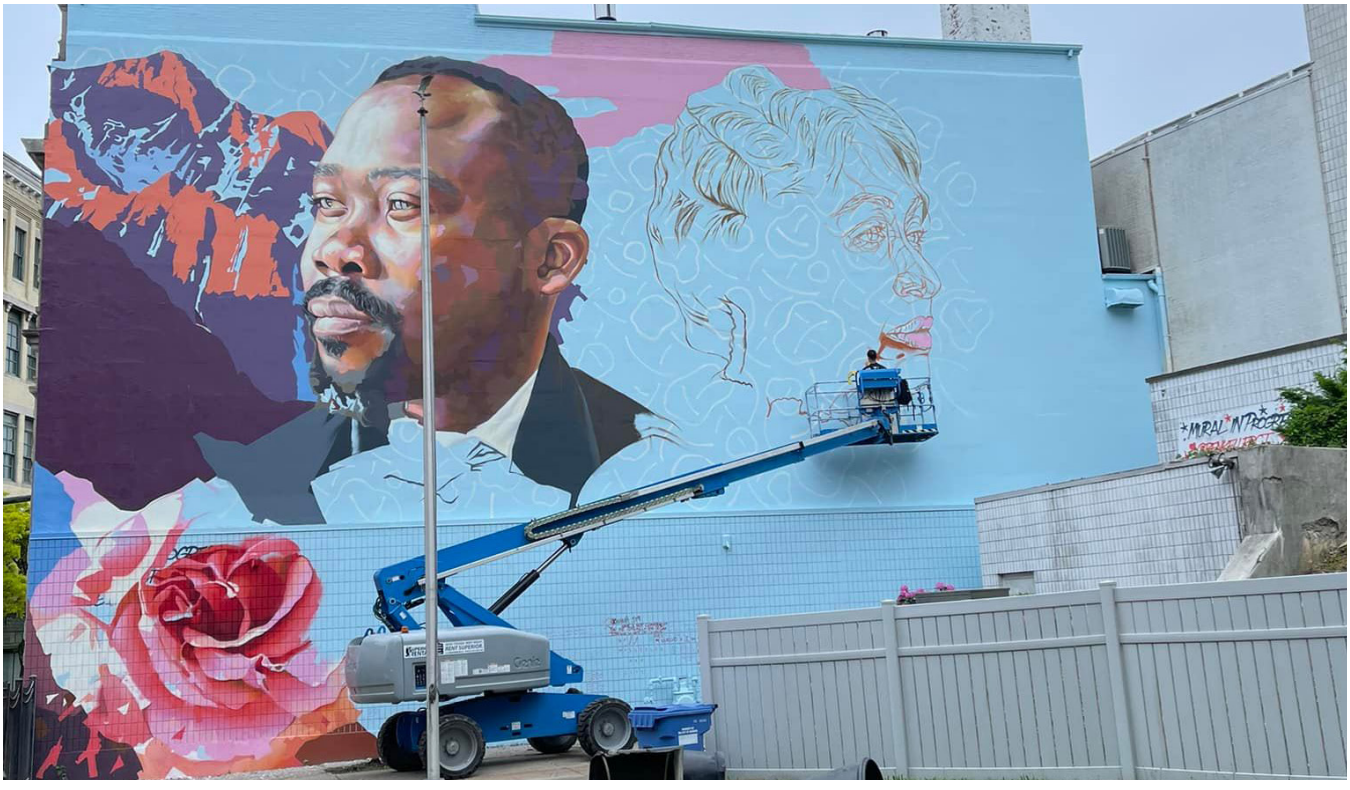
Elvis Fernandez is the newest addition to CIRMA's Business Intelligence team in the position of Data Engineer. In his new role, Elvis collaborates with architects, developers, business analyst and third-party partners to deliver quality solutions.

Elvis is a graduate from Southern Connecticut State University earning a degree in computer science and served in the United States Army as a Network Engineer.


Caroline Mendence

Caroline Mendence joins CIRMA as a Liability Claims Specialist. In her new role, Caroline provides prompt and thorough investigation of complex automobile, general liability and professional lines claims with the proper claim handling procedures and will make a timely and reasonable determination of liability and relative probable exposure to pay each claim based on the facts. She manages a caseload of complex claim files, which require municipal law expertise, evaluation and negotiation expertise and include professional lines claims and suits and cases involving bodily injury.

Caroline received a Bachelor degree in marketing from Central Connecticut State University and joins CIRMA with over 20 years of experience in commercial lines general liability claims. Prior to joining CIRMA Caroline was a General Liability Claims Specialist for Selective Insurance Company located in Brochville, New Jersey.



A Mural Worth 1000 Words

Norwich beautifies area with inspiring mural

In troubled times, America has a great history for looking to the arts. A frayed flag still standing inspired the poem that became our national anthem. During the depression, photographers like Walker Evans and Dorothea Lange captured the heartbeat of a nation. Today, giant murals like the one that was just unveiled at Jubilee Park in Norwich are inspiring us to look both backwards and forwards.

Over the course of a month, the town fundraised on Patronicity, and supported by SustainableCT to help put up a new mural in the prominent Jubilee Park. Disused for many years, this art is the first step in transforming what was a blighted parking lot into a beautified space.

As important as simply having art in a public space is – it's probably more important that the mural be of value to the area. And the two individuals who are featured in the artwork are historically prominent Norwich residents.

James Lindsay Smith was a formerly enslaved person who escaped his bondage in Virginia in 1838 and made his way up north to settle in Norwich. Sarah Harris Fayerweather was the first student at Prudence Crandall's school in Canterbury, which is in and of itself a major milestone in education as the first school for black girls in the United States.

Both were able to overcome obstacles and succeed in Norwich – Smith as a successful businessman and Fayerweather as an activist and abolitionist.

Unfortunately, given the time period, there were no suitable photos to work from. Models were used for both subjects, but in an inspiring twist of fate, the model for Fayerweather is a direct descendent. The period pieces were provided by the Cromwell Historical Society.

The mural was unveiled in June of this year, and is just the first part of a larger project to reinvigorate the area. Some of which will be studied by the Yale Design Group to help best optimize the space for future public use.

The hope is that the space will inspire the same kind of awe that public works of art have across the years. And due to the large size of the mural, it will be hard for many who pass this location not to feel a well of emotion.

Whether it is a poem or a photograph, or now a mural on the side of the building – there is a power that only art has to inspire. With these towering figures from the past echoing out their stories of resilience into the future, Norwich residents can look to the future and feel they too can accomplish great things.

A Bridge To Remember

West Haven connects beaches and helps flooding issue in one project

Of all of Connecticut's coastline, no municipality has nearly as much public beach space as West Haven. Home to the longest stretch of publicly accessible sandy shores in Connecticut, residents and visitors can take in the sun all summer. Now, thanks to a renovated bridge, they can enjoy a better scenic walk from the Sandy Point Bird Sanctuary to South Street Beach.

Replacing a concrete footbridge that was nearly 100 years old, a new prefabricated aluminum bridge will now Connecticut the two parts of the beach without having to go to the street-facing sidewalk. It will be the first time in over 20 years that pedestrians will be able to cross the Cove River.

No ordinary bridge, this bridge mimics the nearby Pearl Harbor Memorial Bridge in its ability to light up with a full spectrum of colors. During the ribbon cutting ceremony, the LEDs illuminated in red and white – with a special shoutout to Mayor Nancy Rossi's favorite color purple.

The project was paid for with a $3.9 million state grant, and involved the Frankson Fence Co. of North Haven, the GatorBridge of Sanford, Florida, and Apex Lighting Solutions of Wethersfield.

"It is our residents who never lose their commitment and passion for West Haven," State Representative Dorinda Borer said in a press release.

"From the day this project was announced, the excitement never wavered. This project is a win-win on so many levels. It provides for functionality of water flow, accessibility, connectivity, a complement to our aesthetics and is very environmentally focused."

In addition to its functionality, it also serves to beautify an area that was deteriorating from multiple storms and other issues with the flood gates. Newer, enhanced flood gates that are future parts of this project will help safekeep investments that are prone to flooding like the playing fields at West Haven High School that had seen damage after Superstorm Sandy.

And importantly, the bridge connects the Charlotte Bacon "Where Angels Play" playground at Sea Bluff Beach to the Vietnam Memorial on the Savin Rock side. Each of the playgrounds from the Where Angels Play foundation memorializes a student or teacher that was slain at the Sandy Hook School in a town that was affected by Hurricane Sandy.

The beach is a crucial part of West Haven's story. People go there to have fun and play during the summer, to get in exercise, and to remember. In the same way that this bridge will connect the two sides of the beach, it will connect the past and the future and the many residents together to enjoy this natural resource.



The Economic Development section of CT&C
is sponsored by New Haven Terminal, Inc.
Learn more at: www.newhaventerminal.com

Nothing but Strikes

Pitch Contest in Meriden nets one business a big prize

Anyone who is looking to start a business has that elevator pitch in mind – that two-minute spiel about why they are the best person to provide some need in town. But how often do these prospective business-owners get a chance to make their pitch? In Meriden, they were given that chance at the end of June for a pitch competition and networking event with cash prizes of $1,000 to $5,000 on the line.

Held in partnership with the city, the Midstate Chamber of Commerce and the Meriden Economic Development Corporation (MEDCO), local entrepreneurs were able to meet up and discuss their plans for their dream business with others small business owners, learn about resources that were available to them and present to the crowd.

After a short application process, individuals were selected to be one of five presenters. According to the application form, "startup businesses eligible to participate are those in the initial stages of formation or operations and seeking capital. Business must be formed in CT through the Secretary of State between May 20, 2019 and May 20, 2022 and must not have had gross revenues greater than $1 million in any rolling 12-month period since formation."

From the Meriden Record Journal, it was announced that the winner of the pitch contest was Traffic Advertising Network, which assists other companies in promoting their product or service with mobile billboards.

Quoted in the article, business owner Ronald Harris said that "It gave [him] a chance to prove to [his] kids that you can do anything you put your mind to."



Wildwood Granola took the second place prize of $3,000.

The article said that Tarmara Ketchian, owner and founder of Wildwood Granola, took the second place prize of $3,000. Georgio Favia, Jr., owner of ObsElite Performance, received $1,000 for third place.

Some of the funds for this program came from CTNext, which offers direct funding assistance to small businesses as well as mentorship programs that pair those new to business-ownership with more established owners in order to foster the growing innovative business culture in our state.

Many times we make a pitch for businesses to come to Connecticut, and while that is fine and good, our state has a long tradition of homegrown innovation that we need to build up. With the Pitch Contest, Meriden and its partners are creating that environment where folks with good ideas can get that much needed seed money, because you never know who is going to hit a home run.

Renting Out A Dream

New Milford program lets entrepeneurs try out brick and mortar

While inflation hitting food and energy prices might be noticeable on a weekly or even daily basis. Underappreciated is the effect that it has on rent, which can stretch those wallets thin month after month for the length of a lease. For small businesses in particular, New Milford has a plan to allow them to get their feet under them before making a long-term commitment called Pop-Up NM.

For many business-owners, or for those just starting their first business, the cost and fees associated with a brick and mortar space can be prohibitive. But for towns and cities, having empty storefronts is not ideal either. Pop-up NM takes care of two birds with one stone.

With seed money of $25,000, and hopes to get more grant and foundational money into the program, New Milford is looking for small businesses with less than five employees to take on brick and mortar spaces for as little as a month at a time.

According to a write-up of the program in the News Times, their ideal participant is someone who has already started their small business online and are looking to make that transition into an actual store-front. Although the fees associated with the program have not been finalized, figures between $2,200 and $2,800 are cited as manageable for business-owners who might have a leg up from their online shops.

Another way that these shops can already have a leg up is by already owning a successful store. Owners looking for a second location in New Milford could utilize a pop-up space to see if the area is the right fit for them.

But not everyone has a business up and ready to go. With additional funds from outside the town's economic development corporation, they want to eventually look into mentorship program that will help prospective business owners learn the ropes of small-business ownership.

And unlike signing a lease for a year, the risk is low enough that if you find that the brick and mortar life-style is not for you, then you aren't locked into it.

It's hard enough as it is to start a business. Add the pandemic and inflation to the mix and it could be a recipe for disaster. But with programs like Pop-Up NM, local business owners have a chance to make it before they make any big leaps. And as with any great program, perhaps one day down the road they'll put themselves out of business with every storefront in New Milford filled.



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Aid In The Midst Of Difficulty

GCC's SNAP E&T program offers path forward for student after loss

When Crishawn Green started at Gateway Community College (GCC) six years ago, she was raising three children as a single parent while successfully managing work as a licensed practical nurse (L.P.N.).

In November 2019, before there was even a known threat from COVID-19, Crishawn' s mother died, and she assumed custody of her 13-year-old brother. The despair she felt losing her mother was compounded months later as she struggled with online classes for herself while overseeing virtual learning for everyone else with only two laptops at home. She frequently described the situation as "horrible" for what it represented to the dreams she had built for herself. Crishawn already had overcome hurdles and was loving school. She earned a G.E.D. at age 27 after dropping out in ninth grade, a year after giving birth to her daughter.

Feeling her productivity shift under the weight of her new responsibilities, Crishawn had to apply for SNAP benefits for her brother and learned that she could qualify for free training through GCC's Workforce Development & Continuing Education department. The program offers case management and support services from staff on campus.

Seeing the need for a home-based work arrangement, she decided to earn a property and casualty insurance certificate, a credential that could open the door to a field that she determined could offer the potential for her to one day own a business. The classes offered Crishawn a fresh start. She recently completed the state test and has been offered several jobs. As a bonus, Crishawn was among GCC's 2022 graduates in May, achieving her Associate degree in Liberal Arts & Sciences.

"The SNAP program really helped me finish my degree," Crishawn said.

She noted that the SNAP E&T program helped her with the challenges of babysitting for her youngest child, then in third grade, and loaned her a laptop. Much of the insurance class was offered remotely, but eventually shifted to in-person instruction, which she said helped her latch on to concepts that were difficult to grasp. Still a licensed L.P.N. and describing herself as "a nurturer," Crishawn has not ruled out pursuing a nursing degree in the future but is excited about the opportunities in front of her.

One of the keys to success, Crishawn said, was being consistent in pursuing her goals. She also found a mentor in Lavanda Bryant, assistant director of Financial Aid at GCC, who encouraged her to complete her Associate degree as well.

"For years straight, she gave me a lot of insight," Crishawn said, adding that Bryant helped her map out a plan going forward after her mother died.

Bryant noticed how close Crishawn was to her goal of earning a degree and offered her unique blend of empowering, honest, and straightforward advice. Now that she has achieved her degree and a certificate, she is back to feeling excited about her career prospects.

Erika Lynch, director of Workforce Development & Continuing Education at GCC, said Crishawn was open to considering a different approach to achieving her goals and her willingness to consider other options led to her success.

"In the midst of difficulty, Crishawn made use of the resources available to her and found a way to persevere. We are so pleased that the SNAP E&T program provided the support at the right time for her to see her way through a tough set of circumstances and earn both a certificate and a degree," Lynch said.

"It is motivating to show my kids that you could do it. Everyone in my house talks about college," Crishawn said.

Leaders of Tomorrow

Windham / Willimantic create learning space at summer camp

While children and parents around the state begin to prepare for the upcoming school year, it's easy to forget that the summer is still a time where learning can happen. Students might not learn algebra, but they might learn camping basics, or a new sport. In Windham, students who participated in one particular training learned the value of leadership.

Held in partnership between the Willimantic Police Department and the Windham Partnership to Reduce the Influence of Drugs for Everyone (PRIDE) Coalition, middle school and high school students were invited to participate in the Windham Youth Leadership Summit.

From their website:

- The purpose of this Academy is to provide leadership training, life skills, personal development, team building challenges, public service opportunities, and interaction with community leaders and motivational speakers.
- The curriculum will include classroom presentations, community service, guest speakers, trips to the State Capitol, and the National Guard's Leadership Course and team building activities.
- This course is designed for students entering grades 9 through students entering grade 12. Course hours will be from 8:am to 3:pm daily. Graduation will be on Friday, July 15th from 6:pm-8:pm.
- There is no cost for this course. Lunch is provided FREE of charge, every day.

Kids participated in activities supported by members of the community, the police force, and town leaders.

In one activity, members of the Willimantic Fire Department and Police Department paired with the kids in the classic egg drop competition where through teamwork and brainstorming, teams must build a contraption that will protect a raw egg when dropped.

And at the end of the academy week, three dozen participants graduated from the 2022 Youth Leadership Academy. In addition to the dozens of children and families, a special ceremony was held at the new senior center hall with the Mayor Tom Devivo, Chairperson Dawn Nile, and several other town leaders.

One special announcement was that graduates of this program are now eligible for a new scholarship program for past students who are entering into higher education or any EMT program.

It's an important reminder that learning doesn't have to stop at the end of the school year. Every community in every municipality in every state in this country needs people with good leadership skills, that know how to work best together and foster a positive working environment for all. Thanks to the Willimantic Police Department and Windham PRIDE, there are a few more leaders out there, three dozen to be exact.

It's Electric – Zoning Laws That Is

New zoning law requires ev charging spaces

Introduced as a "landmark" law, Public Act 22-25 introduces new measure to reduce greenhouse gases specifically from transportation sources. New regulations mean a lot of things for this state, and especially for municipalities. While towns and cities around the state have already began their foray into electric school buses, there will be an increased pressure to modernize the energy grid to support electric vehicle charging spaces in many new buildings.

The law, which was signed by Governor Lamont in May of this year, stipulates that "on and after January 1, 2023, a municipality shall require each new construction of a commercial building or multiunit residential building with thirty or more designated parking spaces for cars or light duty trucks to include electric vehicle charging infrastructure that is capable of supporting level two electric vehicle charging stations or direct current fast charging stations in at least ten per cent of such parking spaces."

This simple change will ultimately completely change the parking landscape in the state of Connecticut, while creating the incentive for more drivers than ever to switch to electric vehicles. This number was already growing with just over 4,000 registered in 2019, and over 25,000 registered in 2022.

Some municipalities had gotten ahead of this law by placing regulations on electric vehicle charging spaces. Back in 2018, Middletown had adopted a regulation where projects that require 25 or more parking spaces will need at least one charging station, or three for every 100 parking spaces. Two years later, Hartford adopted similar measures for "Residential and Lodging Uses, Government/Higher Education/Hospital Uses, Police/Fire, Schools, Employment Uses, Parking as a Principal Use, and Industrial Uses with 35 or more parking spaces."

The state now requires at minimum, seven more charging spaces per 100 parking spots over those requirements, but they expect some municipalities will want to go further than that:

"A municipality may, through its legislative body, require any such commercial building or multiunit residential building to include such electric vehicle charging infrastructure in more than ten per cent of such parking spaces."

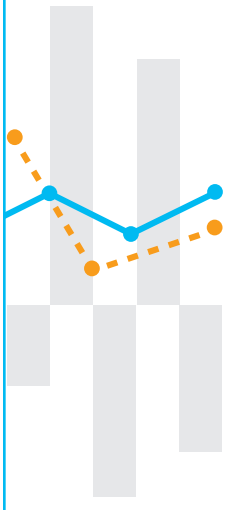
These requirements are going to become more commonplace as the state and country build out an infrastructure that prioritizes clean energy vehicles over the traditional internal combustion engine. Though it feels like we've relied upon them for so long, gas-powered engines have been around for just over 130 years. Towns and cities will need to accommodate this changing landscape which will now include changing the way parking lots are built.



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The Forecast Is Hot

How to mitigate global warming at home

As the world swelters in record setting heat, it's important to remember that 2022 might be one of the coolest summers this decade. Towns and cities across the state had to open up their cooling centers this past July as Connecticut dealt with a heatwave and drought at the same time.

The issue of climate change and man-made global warming is not likely to slow down. But municipalities can make a difference. A recent article published by the National League of Cities argued for five ways that towns and cities can make a difference in climate action, here are some of the ways Connecticut Towns and Cities are already doing this work:

1. Boosting Energy Efficiency in Builldings

Anyone who has been down to Long Wharf in New Haven where the CCM offices are located will recognize the Pirelli building for it's striking and dividing façade. While not everyone is a fan, some folks just completely renovated its interior for the country's first carbon neutral hotel.

It is a model of what we can do with our existing stock of buildings – and is something that municipalities can emphasize in their action plans.

"Cities can encourage energy efficiency in new buildings by implementing policies or standards for new construction and providing programs that encourage retrofitting of older buildings."

2. Investing in Electric Vehicle Infrastructure

Electric Vehicles have been coming down the road for a long time now. With price points coming down and the rising cost of gas, many people are looking at EVs for their next car. But we need the infrastructure to make it worth everyone's while.

Towns and cities have stepped up to the plate and started installing chargers in places like libraries and municipal buildings, while also investing in the technology as well.

And while they can save money on gas, don't forget that folks with EVs like to stop places with chargers, making them an enticing economic development tool as well.

3. Optimizing Waste Operations

Everyone knows that MERA is going away and that tipping fees are rising everywhere. On the former, the waste-to-energy plant's days as a "green" replacement were winding down. On the latter, recycling is becoming more expensive thanks to policies abroad.

So what are towns and cities to do? One can look to all the towns that are investing in composting and reuse policies. From neighborhoods to restaurant districts, taking food scraps out of the waste stream will not only increase savings, but would be a environmentally friendly way to get nutrients back into the soil and away from landfills.

4. Improving Access to Public Transportation

Thanks to IIJA, infrastructure improvements are on everybody's minds. And although just two bullet points ago, we were talking about EVs, the best alternatives are actually getting people to take mass transit. The more people we have in one car, the more efficient that method of travel is.

Connecticut municipalities are looking into investments in EV busses and asking the state to help with railways. And the better that infrastructure gets, the more towns and cities can invest in Transit Oriented Development.

Optimizing how residents get to and from work, the store, or downtown will pay off dividends in decreasing emissions.

5. Investing in Renewable Energy

Perhaps the biggest no-brainer on the list. Fossil fuels are one of the biggest contributors to global warming – in order for that gasoline to create energy, you literally have to set it on fire! So why not get resources from the big flaming nuclear fusion factory in the sky?

Placing solar arrays on schools and in empty fields has been a popular move for decades now, and municipalities that have made those investments have seen millions in dollars of savings. New practices like placing solar panels over parking lots can double those efforts by not only creating energy via the solar panels, but keeping the cars beneath them cool from the hot sun.

Towns and cites are looking into microgrids and wind power and every solution that is currently available. As the NLC article says, "Decreasing reliance on fossil fuels is critical to moving our climate goals forward and is included in most cities' recent climate action plans.

It is important to remember that this will likely be among the coolest summers we have in the 21st century. The changes need to happen now so that it doesn't get worse. Many infrastructure changes will have to happen on a state or federal level, but municipalities are not powerless to address climate change.

Don't Let It Go To Waste

Chester Fair partners with SustainableCT for Zero Waste Initiative

The Chester Fair has been an institution in Connecticut for over 100 years. But like so many fairs, it moves into town like a whirlwind, and unfortunately whirlwinds can pick up dirt and debris. That is why the folks that run the fair decided that they were going to be on a path to zero waste.

With hundreds – even thousands – of folks lining up to enjoy the three-day event, there is a lot of waste that can be generated. In an article on Zip06, Fair Board Vice President said that five 350-gallon waste containers would be full by the end of Friday and Saturday night.

So how do you manage that? The volunteers that run the event had some ideas. But they needed help from the community to implement them, and they looked to Sustainable CT's community match fund to get the plan into action.

"We know that in our first year we can divert over 75% of the food scraps, utensils and paper goods from trash into collected waste that will be transferred to a composting facility," went one idea on their fundraising page. "Corrugated boxes, paper and Fryolator oil, we know that we can recycle close to 100%. And with a phased-in approach, we can all but eliminate single use plastics on the fairgrounds."

So they began fundraising in April of 2022 for a finish date of June 1, 2022, raising $7,500 from the community, which was matched by Sustainable CT for a total of $15,000.

And implementation began right away.

Staff were hired to insure proper collection and recycling of materials, composting, and more were put in place to set them on the right path.

But the plans do not end there. Thinking long-term, the fair staff wants to eliminate single-use plastic bottles over the next several years.



They hope that by implementing this standard in Chester, they will "set a reduced environmental impact standard for other country fairs, not only in CT, but throughout New England."

And our fairs are a proud tradition in Connecticut. With fairs big and small around the state, you can multiply the amount of waste that gets created. It adds up to a lot, but the Chester Fair shows that there are other ways. You can look for compostable materials, you can collect recyclables, and you can find other ways to make your event more sustainable. By fundraising through the Community Match Fund, the Chester Fair proves that this is something the community could get behind as well.

Combating Costs

Bristol asks how to manage finance in time of inflation

The economy can sometimes be like a series of dominoes. The price of one resource like lumber goes up, and down the supply chain strawberries at your local farm go up. Thanks to inflation, towns and cities are experiencing this issue daily. In Bristol, the Board of Finance is considering how they can combat costs at home.

While inflation might not be solvable at the town level – or frankly at the state level, needing interference from the Federal Reserve – municipalities must be proactive in finding solutions. In a recent article for the Bristol Press, the Board of Finance discussed the many issues that they are facing and how they can mitigate them.

One example of how this is negatively affecting towns is in fuel costs. The article notes that the board had forecasted fuel expenditures on a time before the war in Ukraine and other forces drove the price up to nearly $6.50 a gallon. This aggressive rise in price had put them in a deficit of about $600,000.

This domino effect is causing the dollar to be spread even thinner at a time when towns and cities have been given unprecedented amounts to be spent on projects. In all likelihood, a project started today would cost more than it would have two years ago, but this is not something anyone could have easily predicted.

So a dual approach is needed, and best summed up by Board of Finance Chair John Smith in the article: "Hope for the best and plan for the worst."

For one, they brainstormed ideas where things can be looked at within the town. They discussed bringing together all the department heads, including those at the Board of Education, to discuss where efficiencies could be found.

And one suggested solution sounded very familiar. Board Member Marie O'Brien asked "if there were any statewide or municipal partnerships in purchasing based on volume."

In the past, Smith noted, there had been initiatives where the state would come in and purchase directly from companies in bulk so that towns and cities could pay a transportation fee to have it brought to Bristol.

What's important is that towns and cities think about these issues, even when it might not seem like they have to. If the pandemic has taught us anything, it's that our world can drastically change overnight. Like the Bristol Board of Finance, this risk management can help in current and future crises.



Governing Is For The People

Mayor Thomas Dunn talks priorities for Wolcott and beyond

If Representative Democracy is the goal, then it's the people who count.

That's how Wolcott Mayor Thomas Dunn feels. He talked with us about his time as mayor, being a rare successful independent in this state, and why he thinks that will be more common in the future.

His career started over two decades ago, when folks inside a political party told Mayor Dunn that he wasn't ready despite years of experience. But this might have been the catalyst for an entirely new approach.

"I didn't have a team with me," Dunn said, "So I didn't have to answer to anybody except the people."

His motto in leading Wolcott is "People, not politics," and for him being an independent helps him make sure he's doing just that.

"You have to compromise, but if it's going against the people, then it's not for me."

He maintains his connection with the people of Wolcott with an open-door policy that was a number one priority for him – making sure he was approachable and involved.

Almost immediately folks were coming up to him and saying that some things just didn't seem to be happening in town, so the mayor set about to accomplish them. Over time, there were buses for the senior center and new fields for the kids – all of which came from the vox populi.

This system works for him, but in general, there aren't too many who work outside the two-party system. Dunn thinks that might change.

"I can work with a Republican or Democrat and walk with them in a parade," he said, "and not getting looked at."

It's a spirit of doing more together, something he learned at an early age when his volunteer fire department had meetings run by Robert's Rule of Order. And something that he thinks the next generation of leaders can benefit from.

Comparing an early campaign fundraiser, he noted that one opponent had $1000 a plate dinner and had maybe 10 or 12 guests. He had a barbecue roast and over 500 people at just $25 per family. In the end, they raised nearly the same amount, but his campaign's reach was far greater.

"You want the people, that's what you want, that's what's gonna get you the vote."

Now that he's got the weight of experience behind him, he hasn't left the spirit of compromise and working together behind.

He notes that the success in larger cities like Bristol and Waterbury are key to the success of smaller towns like his and others in the area. In many cases, those are the same families – folks that grew up in those cities move to the suburbs to raise families, and maybe their kids move back to the city for opportunity or cheaper rents.

So for broadband, rail service, emergency services and more, he thinks about what others are doing and if they have needs that he could help with or vice versa.

"I'm always asking other small towns how you do this, use this equipment or grant money," Dunn said, "How do you do that? You're always getting different ideas."

At the end of the day, it isn't fundraising or campaigning that ultimately matters for Mayor Dunn – it's that people are heard and they see what their government is doing for them.

"We have to do the right things for the people."





Up Around The Bend

Middletown looks to riverfront once again

It's hard to forget that our state was named after the river that runs through it – the word Connecticut is a Mohegan-Pequot word for "long tidal river." From before there were settlers, there was infrastructure along the river that aided trade and commerce. Through to 2022, towns and cities are trying to build out infrastructure to take advantage of this natural feature, and Middletown has set forth plans to take advantage of their lot.

In a project called Return to the Riverbend, the City of Middletown is looking to revitalize the riverbend area, which they have broken down into four separate districts, Riverside, Sumner Brook, Hillside, and the South End.

Covering over 200-acres, the area currently includes "various industrial, residential, open space, and undeveloped sites that offer great opportunities for future development, recreation, and open space." This includes the already extant Harbor Park, as well as a former wastewater treatment plant and hospital.

According to their Master Plan, available on their website, the process built upon work that had already been completed in 2014, 2019, and 2021, including their Plan of Conservation & Development. This meant that they had a head start when asking the public and experts on what could be done in this area. Overall, they collected more than 1,200 comments from hundreds of stakeholders that helped guide their thinking.

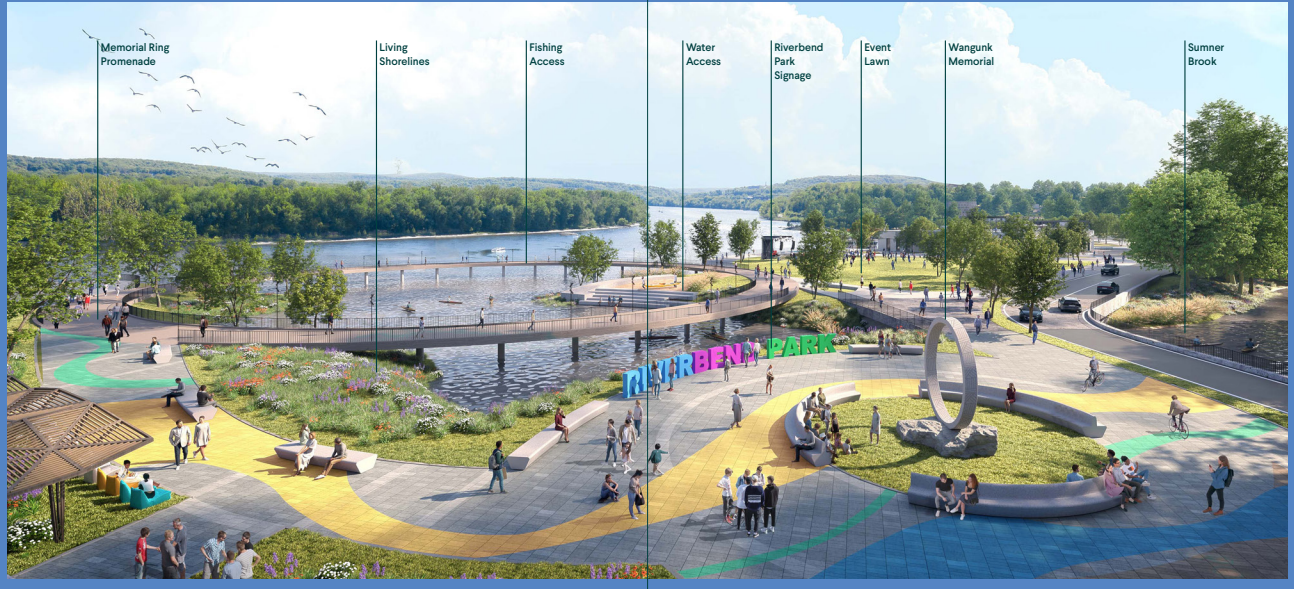
And the conclusion that they reached was guided by two conditions cited in the master plan document:

1. There must be attractions and/or public amenities that people want to visit.
2. There must be direct, safe, and attractive physical connections between the adjacent neighborhoods and the waterfront.

To accomplish this, they will consider adding four-season parks, public docks, and a new cultural and entertainment hub where people can see bands while relaxing near the river.

Of course, to support this, they are going to need to bring in partners like restaurants, retail, and other private enterprises that will bolster these new districts. In order to reach that goal, the city's "immediate next step" is to change their land-use policy to foster this kind of new environment they and their residents are envisioning. Once those get rolling – they can start attracting the kind of businesses they need to get back to the riverbend.

One of the most important pieces of the area is the memorial monument to the Wangunk people who made an early mark on the Connecticut River. It is likely that for many hundreds of years, the Connecticut River was a natural resource and local economic hotspot. In 2022 and beyond it will remain so.



UNION STREET GATEWAY



Safe Routes

New Haven investing big into transportation for all

It has been clear that New Haven has made alternative forms of transportation a priority over the last several years. Whether you are walking, riding a bike, or taking public transportation, the city has made upgrades to make it easier. But the work is not done. In the "Safe Routes For All" proposed future, New Haven can transform transportation.

The Safe Routes for All Citywide Plan will "create a blueprint for improving infrastructure to support active transportation throughout the City of New Haven," and is looking to use funds made available from the $1 trillion Infrastructure and Jobs Act. The project will occur across three main focus areas – Walk New Haven, Ride New Haven, and Bike New Haven.

The first steps involved identifying problem areas. In neighborhoods like Fair Haven Heights, nearly 24% of the sidewalks are in need of repairs, in Quinnipiac Meadows, over 85% of the intersections need crosswalks. And from here, proposals are made for improvements.

One example is Hemingway St & Eastern St where there are no existing crosswalks, an abruptly ending sidewalk, and no bicycle infrastructure. This makes the area unsafe for anyone not in a motor vehicle – and even then areas like this are prone to accidents. But the newly proposed infrastructure includes curb extensions that will shorten the distance for pedestrians with the added benefit of forcing cars to slow down when making turns. The addition of protected bikeways on Eastern St. are what one might call a no-brainer.

Plans on Whalley Avenue, one of the busiest streets in New Haven, include upgrades for dedicated bus lanes with a center lane boarding island, allowing easy access to the local grocery store, as well as protected bike lanes on a street many cyclists avoid simply because it is not safe.

All in all, the City wants to upgrade and increase the amount of dedicated bikeways by 150% over the next decade or so, including continuous routes on the north-south and east-west thoroughfares.

And while many individuals look to the electric vehicle for a greener future for commuters, cities like New Haven around the country are remembering those other commuters, those that travel by foot and by pedal. Pedestrians and cyclists do less damage to the roadways, necessitating less repair, saving cities money. And those that travel by bike often travel lighter, meaning they spend more in the local economy when it comes to food. (Think of all the money they save by not having to buy gas or insurance on a car!)

But in order to have the benefits, people must be able to see themselves not needing a car. And to do that, people must be safe. In New Haven at least, they pledge to have safe routes for all.

Another Story About Bears

State warns folks on how to deal with bears in CT municipalities

It seems like every other day there is a new story about some encounter with a bear in Connecticut. That's no surprise since bears have been reported in nearly every municipality in Connecticut, and the population of black bears has been increasing according to the state Department of Energy and Environmental Protection (DEEP). But that doesn't mean danger is imminent, and there are some simple tactics and resources that can be shared with residents to keep them – and the bear – safe.

DEEP suggest that the main thing attracting bears to homes is food – something anyone who has a seen a Yogi Bear cartoon could tell you. Like many animals that we intentionally feed, birds at a bird feeder for example, bears can get used to having an easy food source available. Having trash, pet food, or even birdseed can be tempting for bears, leading to many bears becoming what is known as "food-conditioned." This means that they seek out these human adjacent food sources, bringing them in close contact with humans.

In their suggested tips, the first tip is to never feed bears intentionally or accidentally. Removing birdfeeders, storing garbage securely, keeping grills clean are all common sense tactics that avoid giving bears a food source.

Another common-sense tactic that should be extremely obvious is to leave bears alone should you see one. But with social media and aiming to get a video or pic to share, some folks might get a little too close to the animals. Left alone, DEEP says, the bears will wander back into the woods, stressed out and bears might veer into more heavily populated areas out of confusion.

In all likelihood, if you see a bear near your home, both you and the bear will be scared. But as DEEP states, "the mere presence of a bear does not necessitate its removal." But letting the department know is important so that they may track population changes and assess territories where they are commonly reported. Connecticut residents can do so by visiting the DEEP online reporting website. Or sending an email to deep.wildlife@ct.gov.

Seeing a bear outdoors in Connecticut is not all that shocking. Like almost all other animals, that's where they live. And with an estimated 1000 plus black bears living in Connecticut alone, most of the time they live peacefully in their own niche. In those few instances where they do come face to face with humans, it is incumbent upon the person to act responsibly.

To pass these tips on to your residents, have them visit the DEEP website, which gives an in-depth look at how to safely avoid bear confrontations.



Six At-Home BearWise Basics

Never Feed or Approach Bears

Intentionally feeding bears or allowing them to find anything that smells or tastes like food teaches bears to approach homes and people looking for more. Bears will defend themselves if a person gets too close, so don't risk your safety and theirs!

Secure Food, Garbage and Recycling

Food and food odors attract bears, so don't reward them with easily available food, liquids or garbage.

Remove Bird Feeders When Bears Are Active

Birdseed and grains have lots of calories, so they're very attractive to bears. Removing feeders is the best way to avoid creating conflicts with bears.

Never Leave Pet Food Outdoors

Feed pets indoors when possible. If you must feed pets outside, feed in single portions and remove food and bowls after feeding. Store pet food where bears can't see or smell it.

Clean & Store Grills

Clean grills after each use and make sure that all grease, fat and food particles are removed. Store clean grills and smokers in a secure area that keeps bears out.

Alert Neighbors to Bear Activity

See bears in the area or evidence of bear activity? Tell your neighbors and share information on how to avoid bear conflicts. Bears have adapted to living near people; now it's up to us to adapt to living near bears.



An Eye On Crime

License Plate Readers come to Stamford

Advances in technology inform the way we do everything. For those with careers in public safety, technology has aided in solving crimes. From fingerprinting to DNA, technologies have aided the police in closing cases. Throughout the city of Stamford, a new technology will do the same by installing license plate readers or LPRs.

From a release on the new technology, the city cites data that says that seventy percent of crimes committed involve a vehicle. And whether the crime was related to driving or the car was simply used as a conduit in the crime, the use of a car is a key piece of evidence.

License Plate Readers (LPRs) will help identify those pieces of evidence, and through the 30 locations that will eventually be part of the system, they can create a full picture of where a car used in a crime are going.

And although car thefts appear to be down from a pandemic increase, they have seen intense scrutiny from the public and media. Technology like this can prevent the worst outcomes of these incidents.

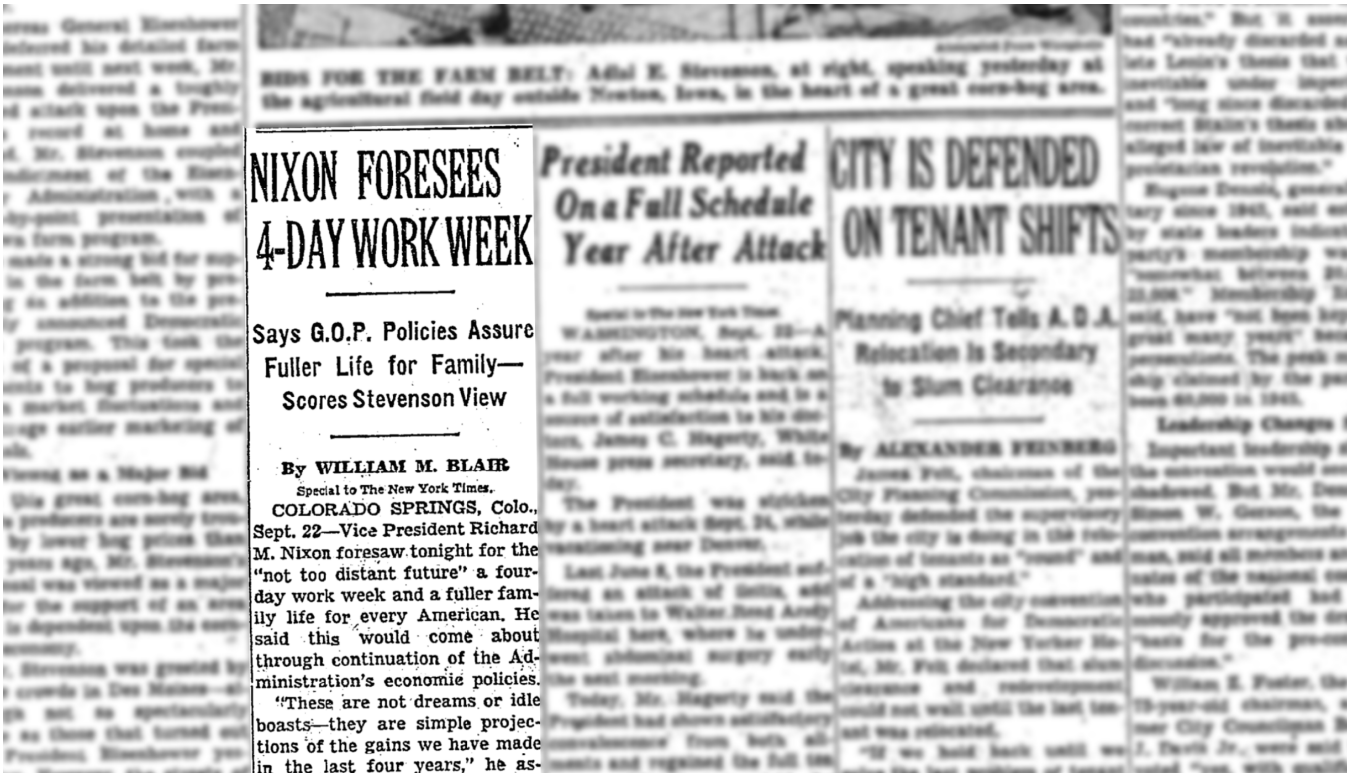
According to an article on the early results of this system, over 20 incidents were able to be resolved because of information garnered by the LPRs.

This isn't to say that these systems are universally beloved. As with many of the newer technologies, there are those who fear the more nefarious uses and limitations of these technologies.

A decade ago, legislative analysts looked into these technologies to see if any other states or countries banned them on the basis of these fears. While New Hampshire, Maine, and New Jersey at the time had measures meant to rein in their use, in all cases, it didn't prevent the usage of LPRs, only when and who they can be used by and for how long.

But thanks to advances in video capture and retainment, towns and cities are investing in public safety measures utilizing this technology. From LPRs to networks of doorbell cameras and even the body cameras that police will be wearing, video will be a crucial tool in solving crimes.

With this new program, Stamford can safely assess data and use this information in a way that will improve the safety for the city's residents.



RIDS FOR THE FARM BELT: Adlai E. Stevenson, at right, speaking yesterday at the agricultural field day outside Newton, Iowa, in the heart of a great corn-hog area.

NIXON FORESEES 4-DAY WORK WEEK

Says G.O.P. Policies Assure Fuller Life for Family—Scores Stevenson View

By WILLIAM M. BLAIR
Special to The New York Times.

COLORADO SPRINGS, Colo., Sept. 22—Vice President Richard M. Nixon foresaw tonight for the "not too distant future" a four-day work week and a fuller family life for every American. He said this would come about through continuation of the Administration's economic policies.

"These are not dreams or idle boasts—they are simple projections of the gains we have made in the last four years," he as-

President Reported On a Full Schedule Year After Attack

CITY IS DEFENDED ON TENANT SHIFTS

Planning Chief Tells A. D. A. Relocation Is Secondary to Slum Clearance

By ALEXANDER FEINBERG

In Praise of Fridays

Is a four-day workweek inevitable?

While it has been well documented that the pandemic has reshaped our relationship with the digital and physical spaces, not much has been said about what that means long-term for those physical spaces and our need to be in them. Even before 2020, towns were starting to adopt a four-day workweek, but does this make even more sense in a post-COVID world?

According to an article in the Atlantic, from 2014, the time between the first five-day workweek – back in 1908 – and the first call for an even shorter workweek – by 1928 – was about 20 years. A Senate subcommittee predicted a 14-hour workweek, and Richard Nixon even called for a four-day workweek as Vice President "to improve American families' lives."

So the history of a four-day workweek is long, but the means to this end have been long in the making. If you were to eliminate one day from the workweek, it would logically be one of the days attached to the weekend, and most likely the Friday, even if only arbitrarily. In fact, this is the day that towns like Ellington will be tacking off as they move towards a four-day schedule, "backed by their observations that Fridays are the slowest of the week," as noted in a recent article from the Courant.

The big change comes from the fact that more and more individuals are able to accomplish online what once would have necessitated a trip to a town or city hall. It was John Maynard Keynes who made the prediction in 1928 that within 100 years, technology would drastically decrease the workweek. While the technology to enable this has been around for years, we are just now reaching a point where, thanks to COVID, there is a mass-adoption of these tools.

Ellington for their part will not be decreasing the hours worked, despite decreasing the days worked. Employees will still be expected to work what is known as a compressed work schedule, by extending the hours on the four days they are open. This will allow residents the chance to work their jobs and still make a needed trip to town hall.

It is noted that some of these experiments resulted in increased productivity and efficiencies, some see the adoption as a perk in a time when it is difficult to attract new employees.

Whatever the reasoning, more towns and cities continue to adopt the four-day workweek. And it is telling that those that do, do not turn back to the five-day workweek. Thanks to advances, some in just the last three years, it's now possible to do just about anything anywhere.



Remembering, Not Repeating

Plaque in New London memorializes sad chapter in history

It is said that those who forget the past are doomed to repeat it, often when recollecting the darker chapters of our history. Called the "longest crime against humanity," the Atlantic Slave Trade is a chapter that cannot be forgotten. In partnership with the UNESCO Routes of Enslaved Peoples project, New London is establishing a memorial plaque on the Amistad Pier.

Long associated with maritime navigation and the whaling trade, the Connecticut coast was also home to ports where enslaved Africans were sold to merchants and farmers throughout Connecticut prior to its abolition in 1848. This plaque will commemorate the arrival of the Speedwell in 1761, which ported in New London for several days before making its way to Middletown.

Although Connecticut is not as linked to the Atlantic Slave Trade as southern ports, the pier on which the plaque sits is named after the Amistad and the revolt of the captives on board. Although they were successful in escaping the boat, they were caught and eventually imprisoned in New Haven. An ensuing legal battle that rose to the Supreme Court eventually gave back the men their freedom.

Despite the abolition of slavery in Connecticut – the last state in New England to do so – by the end of the 1840s, it leaves behind a legacy of inequity and racism in its wake. One version of Connecticut's constitution explicitly forbade African-Americans from voting, while red-lining and race-restrictive covenants made Connecticut one of the most segregated states to this day.

New London for its part has taken the incredible steps of laying out a Black Heritage Trail, which "celebrates three centuries of Black strength, resilience, and accomplishment." Some of the 15 sites include the Ichabod Pease school for black children, the home of Linwood Bland, Jr., the location of Dart's Hall where Frederick Douglass gave a series of lectures, and the home of Sarah Harris Fayerweather, one of the subjects of the mural in Norwich.



Acknowledging this ugly past, not erasing it, will allow us to begin to move forward. This includes acknowledging the estimated 40 million people that are in modern slavery, according to figures by the International Labor Organization. Failure to recognize the "longest crime against humanity," and the historical role Connecticut played in it does a disservice to our goals of more equitable future. New London's memorial will ensure that this past is not forgotten, nor repeated.



Mission Square
RETIREMENT

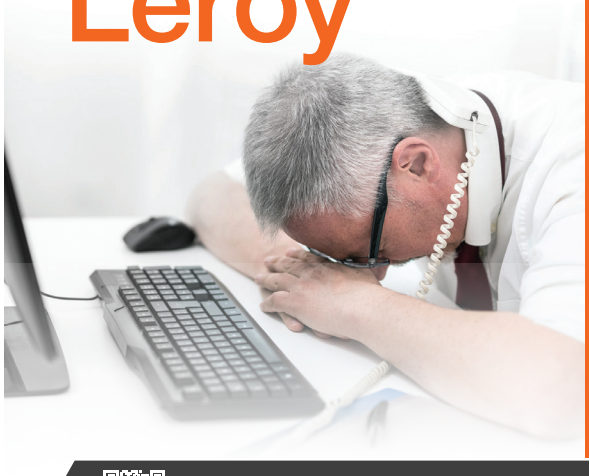
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This is Leroy



He *knew* he should have ordered his snow plow wear parts from Winter Equipment this year. There are lots of good reasons:

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Instead, Leroy ordered from the supplier he's used before – with overpriced parts, average service and longer lead times.

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Rolling Out The Wire

New Britain's new broadband partnership will speed up the city

In a recent Twitter Q&A, Governor Lamont was asked what exactly Connecticut is doing about broadband internet. While investments have been made on the state level, the City of New Britain has been rolling out updates on a new state of the art high-speed network that will make a huge impact in the city.

A groundbreaking partnership between GoNetSpeed of Rochester, New York and the city, they are building out a network of approximately 175 miles of fiber throughout the municipality at no cost to taxpayers since the project is being fully-funded by ARPA funds, to grants, as well as incentives from the provider.

In a press conference held in late June, Mayor Erin Stewart said, "We are thrilled to be the first community in the state to partner with GoNetspeed, in a public-private partnership, to effectively end the digital divide, increase ISP competition, and lower Internet costs for our residents."

The project is slated to begin in January of next year, with a completion date of June, and it will link together many of the city's buildings and cameras according to a press release on the matter.

Officials from New Britain said that this will be "future proof," with the kind of scalability that many of the previous networks did not have. Older phone lines and then cable lines reached limits on capacity and speed, leaving many customers without access to modern network capacities.

This project will change all that, and at prices that many families can afford. For plans starting at $39.99 a month, these homes will have access to internet that can reach breakneck speeds without breaking the bank.

At the press conference announcing the project, the



Thomas Perrone, GoNetspeed chief operating officer, and New Britain Mayor Erin Stewart during a recent press conference to announce a new partnership to build a high-speed fiber internet network throughout the city.

Mayor noted that for her own home, she has just one comparable option at nearly $250 a month.

Thanks to federal programs, eligible homes can receive up to $30 per month, meaning that fiber internet can be accessible to nearly every home in New Britain.

While New Britain might be the first to have this kind of partnership, it certainly will not be the only town bringing widespread internet to town. GoNetSpeed alone will be building out systems, with other providers joining in to expand quality high speed internet to every municipality in the state.

If the earliest stages of the pandemic have taught us anything, it's that we are in a place where we rely upon connectivity. Thanks to projects like this one in New Britain, no one will be left behind.



New Website Opens City

Manchester renovates website space for better utility

Manchester Websites have certainly evolved over the past 30 years. One remembers the lo-fi look of the early web with its HTML-heavy look and the only thing that moved was a baby that danced. Today, you have to stay agile, and keep up with the times like the Town of Manchester who recently debuted a new website.

Designed in collaboration with OpenCities, the goal of the new website was to make accessing the tools on their website simple and easy for everyone.

Simple logos make it visually engaging but easy to parse – a garbage can stands in for residential collection, a credit card for online payments, and a basketball for recreation programs.

In a release from the town's magazine, Better Manchester, Mayor Jay Moran said "We are so proud to present this newly designed website! From Board meetings to dog licenses, the new website will make it easier for you to stay informed and get things done,

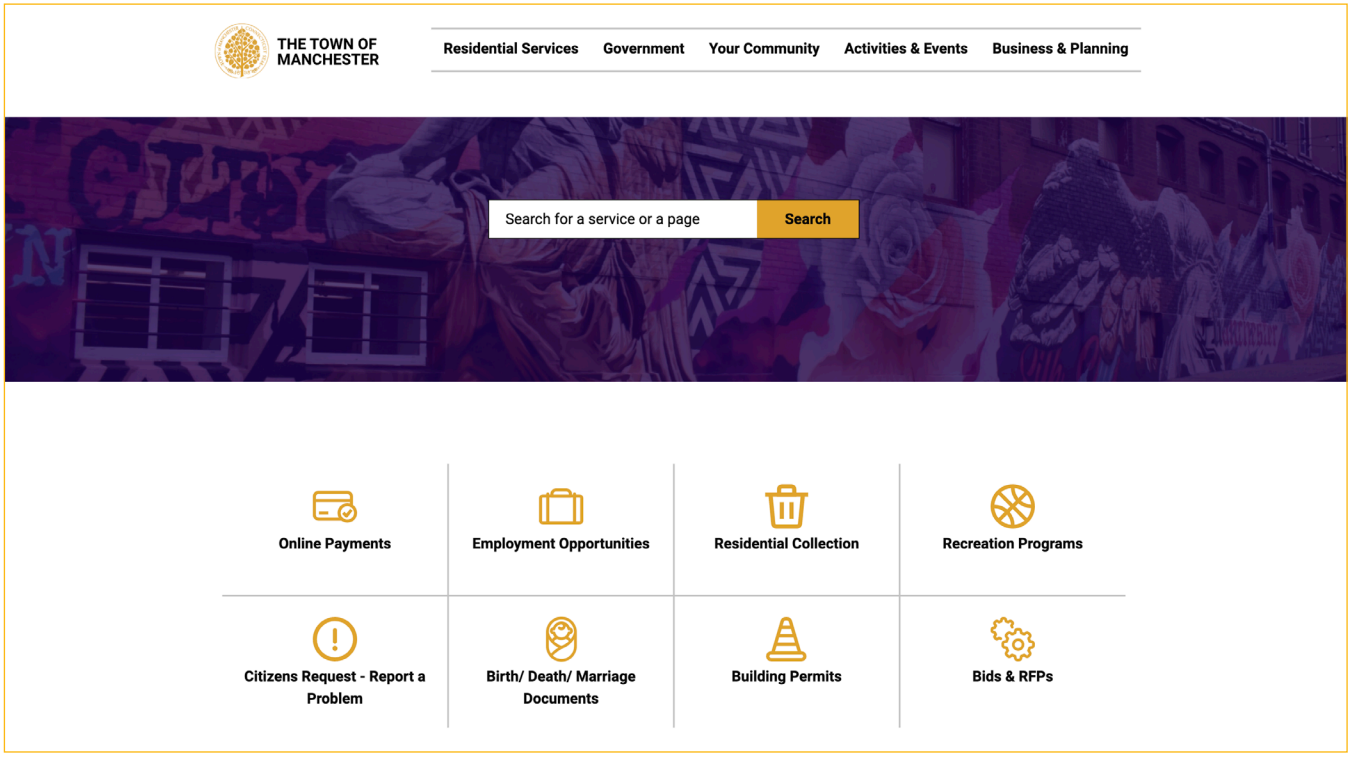
"This website aims to be a reliable source for community news, events, information, and more."

Here's a list of all the new features that they listed as benefits in the Better Manchester release:

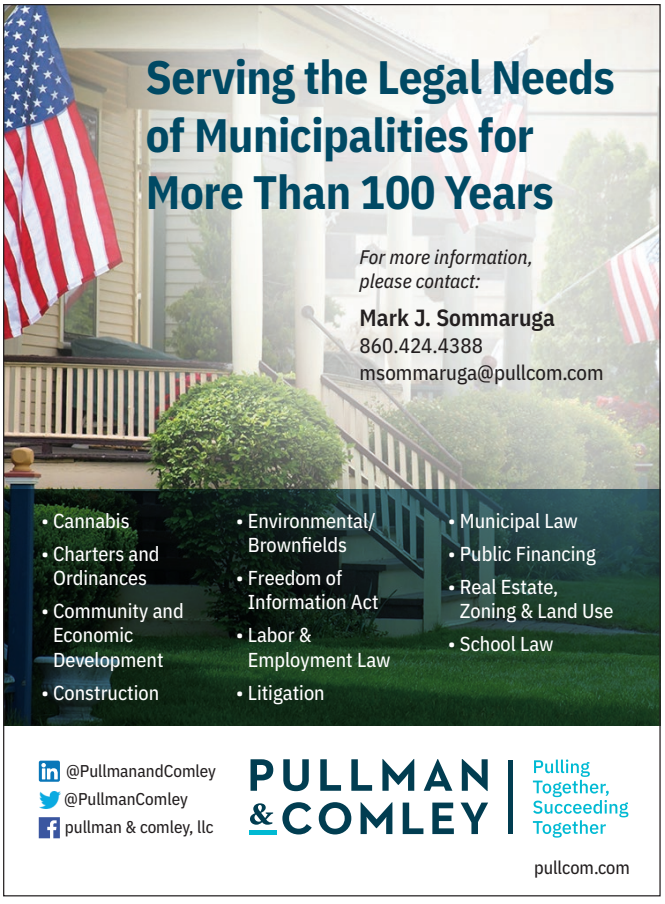
- Translations integration, allows users to find information in the language they are able and most comfortable reading.
- ADA compliance ensures the website is fully accessible to all.
- Thoughtful navigation, improved search capabilities, and clean homepage tasks make it easy for users to find what they need.
- Parks & Facilities locator connects town buildings and spaces with programming, events, and more.
- Form integrations make for easier online registration, payments, sign-ups, and more.
- Flexible CMS (Content Management System) which provides the capabilities to adapt to new technologies, website design, and more.
- And MANY more.

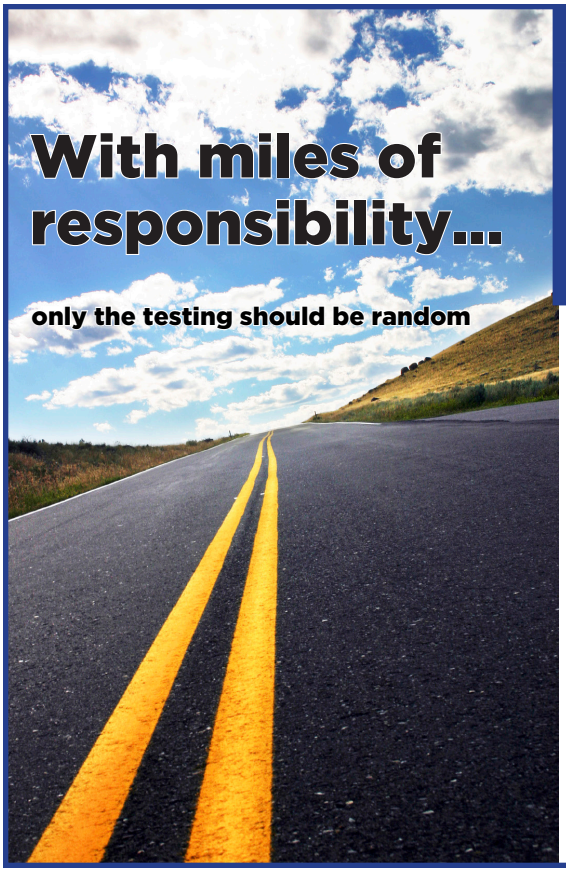
Like so many other facets of our life, a website has become a much more crucial part of our "new normal." Over the pandemic, residents became accustomed to finding resources online without access to town halls across the state. And the convenience of paying bills online, finding and submitting forms online, and reading up on all the town news was too hard to pass up.

We are well into the era where having a website is an essential function of running a local government. But now is the time to leave the Web 1.0 sites behind, and enter a new era of functionality and responsiveness. With so many partners that towns can join up with, there's no reason to be living in the past.









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For more information contact Beth Scanlon, (203)946-3782 | bscanlon@ccm-ct.org.

CCM Job Bank

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Budget Director
HARTFORD

Assistant Assessor
SOUTHBURY

Assistant Treasurer/Collector
STURBRIDGE, MA

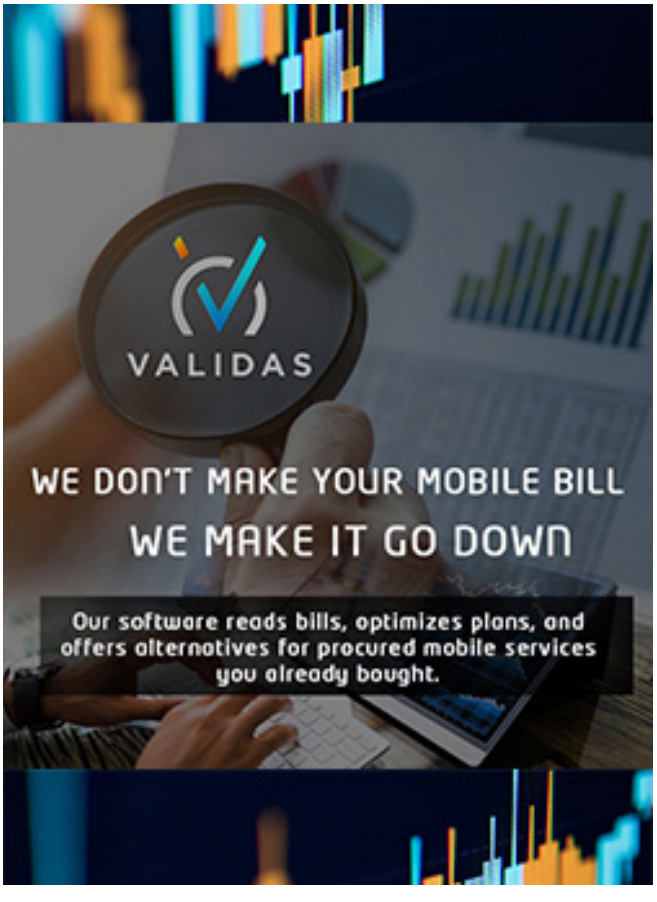
Tax Collection
NORTH BRANFORD



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