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Town & City

December 2022



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AWARDS

CLASS OF 2022



Speaker Matt Ritter
Legislative Champion



Sen. Cathy Osten
Legislative Champion



Sen. Paul Cicarella
Legislative Champion



Rep. Holly Cheeseman
Legislative Champion



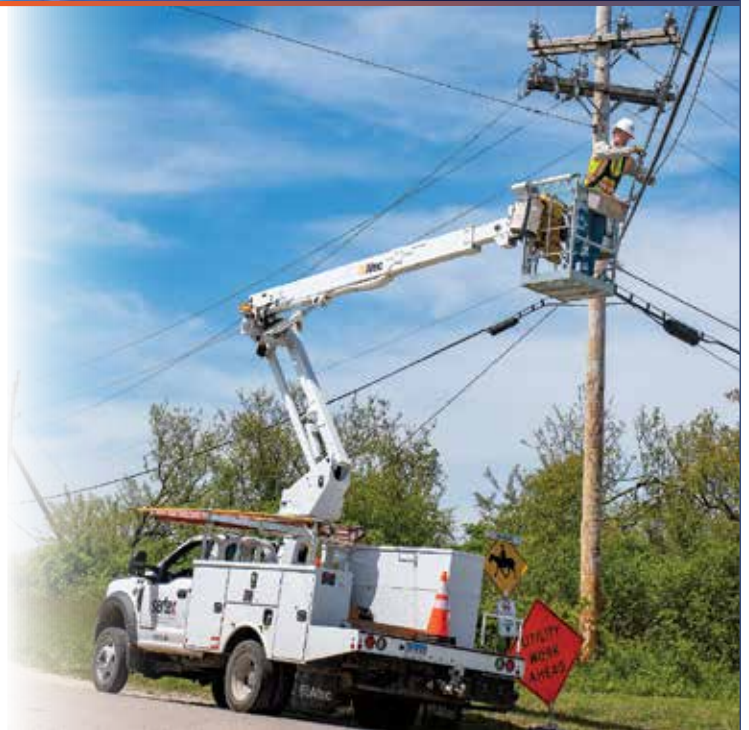
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CCM Elects New President

Board is at a crucial crossroads for future of our state

After shepherding CCM through two tough years of the COVID pandemic as president, Mayor Luke Bronin of Hartford is officially handing over the reins as the President of CCM to Thomas Dunn, the 10-term, unaffiliated Mayor of Wolcott. He was officially elected for 2023 at the Legislative Committee meeting held on November 2 at the CCM Annual Convention

Laura Hoydick, Mayor of Stratford was elevated to 1st Vice President, and Michael Passero, Mayor of New London, became a CCM officer as CCM's 2nd Vice President. 22 municipal leaders were re-elected to the CCM board. Two other municipal CEOs are newly elected to the CCM Board. See below for complete list.

The new term will begin on January 1.

Dunn served as CCM 1st Vice President in 2022. He has been a leading player for CCM in helping to push state legislative action on local revenue diversification, cost containment efforts through mandates relief, and greater regional service sharing among towns.

"2023 will represent another crucial crossroads in the relationship between Connecticut local governments and its state leaders," said Joe DeLong, CCM Executive Director. "CCM is very fortunate to have such an experienced mayor to lead our 168 member communities in 2023. He is well-respected on both sides of the political aisle at both the state and local levels and will play a key role in forging consensus on important state-local issues during the 2023 General Assembly session.

"I look forward to leading CCM as we work closely with Governor Lamont and the General Assembly to enact the key state-local legislation needed for property tax paying residents and businesses across Connecticut; as our state continues to forge a road-way to greater economic prosperity and safer public health as we continue our effective, vigilant monitoring and response to any surge from new variants of the COVID-19 virus," said Dunn.

Here is CCM's Board of Directors for 2023:

Officers

President -- Thomas Dunn, Mayor of Wolcott

1st Vice President -- Laura Hoydick, Mayor of Stratford

2nd Vice President -- Michael Passero, Mayor of New London

Newly-Elected Directors

- Jeff Caggiano, Mayor of Bristol
- Michael Rell, Mayor of Wethersfield

Re-Elected Directors

- Jason Bowsza, First Selectman of East Windsor
- Mary Calorio, Town Manager of Killingly



Mayor Thomas Dunn

- Fred Camillo, First Selectman of Greenwich
- Elinor Carbone, Mayor of Torrington
- Paula Cofrancesco, First Selectman of Bethany
- Justin Elicker, Mayor of New Haven
- John A. Elsesser, Town Manager of Coventry
- Carl P. Fortuna, Jr., First Selectman of Old Saybrook
- Laura Francis, First Selectman of Durham
- Joseph P. Ganim, Mayor of Bridgeport
- Matthew Hoey, First Selectman of Guilford
- Matthew S. Knickerbocker, Town Admin. of Wilton
- Rudolph P. Marconi, First Selectman of Ridgefield
- W. Kurt Miller, Chief Fiscal Officer, Ansonia
- Edmond V. Mone, First Selectman of Thomaston
- Maureen Nicholson, First Selectman of Pomfret
- Caroline Simmons, Mayor of Stamford
- Gerard Smith, First Selectman of Beacon Falls
- Brandon Robertson, Town Manager of Avon
- John L. Salomone, City Manager, Norwich
- Erin E. Stewart, Mayor of New Britain
- Mark B. Walter, Town Administrator of Columbia

Past Presidents

(who continue to serve on the board)

- Luke Bronin, Mayor of Hartford
- Michael Freda, First Selectman of North Haven
- Neil O'Leary, Mayor of Waterbury
- Herbert C. Rosenthal, Former First Selectman of Newtown

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Honoring Our Relationships

State Legislators honored for their commitment to municipalities

CM is all about fostering relationships, working together, between our member towns and cities, as well as with state and federal leaders. These strong working relationships help us discuss difficult issues amicably, reach agreements that might have seemed impossible, and achieve results for Connecticut's residents. Four Connecticut state legislators -- Speaker of the House Matt Ritter, State Representative Holly Cheeseman, State Senator Cathy Osten and State Senator Paul Cicarella -- were honored as our 2022 Legislative Champions of the Year, recognizing those individuals

Prior to being elected to the General Assembly, Ritter served on the Hartford City Council for three years where he chaired the Planning & Economic Development and Legislative Affairs committees.

State Representative Holly Cheeseman

Cheeseman represents the 37th General Assembly District covering the towns of East Lyme and Salem.

She serves on the General Assembly's Energy & Technology and General Law committees and as Ranking Member Finance, Revenue & Bonding Committee.

Speaker of the House Matt Ritter

Ritter serves the 1st General Assembly District covering the City of Hartford.

Elected Speaker of the House last session at 38 years of age, the youngest in Connecticut's modern history, he led the fight on all issues championed by Democrat legislators last session, and in particular led the passage of a law eliminating the "poverty tax," state liens on people who have in the past depended on state assistance; and championed a historic investment in children's mental health.

Ritter previously served four years as House Majority Leader and two years as the Co-Chair of the Public Health Committee where he worked to address the opioid crisis, increase hospital fee transparency, and require that more health services be covered by the private insurance market.



Cheeseman currently works as the Executive Director for the Southeastern Connecticut Children's Museum. In the community, Cheeseman served on the East Lyme Board of Selectmen from 2011-2017, serves on the board of seCTer the region's designated economic development organization; the Vice Chair and past Chair of the East Lyme Republican Town Committee, and past member of the East Lyme Board of Assessment Appeals.

State Senator Cathy Osten

Osten represents the 19th General Assembly District covering the towns of Columbia, Franklin, Hebron, Lebanon, Ledyard, Lisbon, Marlborough, Montville, Norwich and Sprague.



She is Chair of the General Assembly's Appropriations Committee and Vice Chair of the Public Safety and Security Committee. Osten also serves as the General Law, Legislative Management, Regulation Review, Transportation, and Veterans' Affairs Committees.

In recent years Osten has helped write and pass such important legislation as increasing Connecticut's minimum wage, a sex offender notification bill, the creation of senior safety zones task force, and creating a state version of "Erin's Law," which requires that children be educated in schools on sexual abuse in a child-friendly manner, for the purpose of informing and protecting them from sexual abuse.

Osten served in the Correction Department for more than two decades, first as a corrections officer and then as a lieutenant. For 21 years, Cathy experienced first-hand the issues surrounding Connecticut's prison system, public employees, pension disputes and women's rights in the workplace.

State Senator Paul Cicarella

Cicarella represents the 34th General Assembly District covering the towns of Durham, East Haven, North Haven and Wallingford.

He serves as the leading Republican on the legislature's Housing and Veterans' Affairs Committees. He also serves on the legislature's Appropriations, Judiciary and Public Safety and Security Committees.

He has served in the field of law enforcement as a Corrections Officer with the Connecticut Department of Corrections. Paul later established a private investigations agency, where he has focused on a wide variety of cases including criminal, personal injury, domestic matters and loss prevention for local and national businesses, as well as the State and municipalities. He is also the owner of National Bug Sweep and Advanced Installations, a security company.

"This group of state legislators have been dynamic leaders who exemplify the strongest commitment to community involvement and the needs of Connecticut towns and cities - in their districts, across the state, and working with CCM" said Joe DeLong, CCM Executive Director and CEO. "They are always accessible to municipal leaders in their districts and elsewhere, and always play a clear major role working on legislation that improves municipal operations or economic development opportunities or speaking against any proposed legislation that would have been detrimental to towns and cities and property taxpayers."

"These state legislators have a deep commitment to their constituents and show a significant understanding of the needs of the town and city governments in their district as well as across the state," noted DeLong, "Their work on key committees is critical to municipal interests and they always assess the local government impact on all legislation that comes before them."





Government of Steady Habits

After election shows minimal change, it is back to work as usual

As Election Day approached, Connecticut residents were briddled with the question: What candidate has a vision for the future of our state that most aligns with mine? And in the days that followed, it was clear that residents had decided to stay the course with Governor Ned Lamont, who in his first term has been a welcome ally to towns and cities across the state.

Assisting Governor Lamont will be the full suite of Democrats who won races for Attorney General, Comptroller, Secretary of State and Treasurer. And in the legislature, there won't be any fundamental changes either. The State Senate looks like it will keep its 24 Democrat to 12 Republican split. And in the State House, the Democrats were just a few seats short of a supermajority.

In a way, it was no surprise that Connecticut voters stuck with Governor Lamont. Our state has handled the pandemic better than most other states in terms of keeping negative outcomes down, getting vaccines, and maintaining a stable economy during the past three years. But also, with the Rainy Day Fund maxed out, and businesses and individuals moving to our state, it would make little sense to change these horses mid-stream.

While the Governor can rest easy in victory, the road ahead will still be difficult to navigate. Every financial

quarter seems to inch us closer to an inevitable recession, and difficult decisions will have to be made on how best to utilize the state's current advantages.

This means that he will have to negotiate and compromise with the General Assembly to see his vision come to fruition. But he will also have to continue maintaining his partnership with towns and cities through his relationship with CCM. Throughout his first term, he has been a strong advocate for towns and cities in COVID prevention and in relief funds.

Throughout the next four years, the Governor will have to help towns and cities on key municipal issues in order to see the state continue to succeed. Building on efforts to help minimize the regressive property tax, continue to grow our affordable housing and economic development growth, and making sure that our education services continue to be some of the best in the country.

This work cannot be done unilaterally from the state down. It must be done collaboratively, with a mind towards bringing all vested parties to the table. Fortunately for Connecticut towns and cities, our state leaders have already shown an increased willingness to listen to municipal concerns and put Connecticut residents first. The election results are likely a result of that confidence, making it more important than ever that we collaborate for the common good.

CCM's Commitment To Equity Continues

Representation Matters will return for a third year

While 2020 seems so distant, the cultural reckoning after the murder of George Floyd has rightfully lingered on. Wrongs cannot be righted overnight, and CCM wants to show that it is committed to a more equitable future for our state. After successful events in 2021 and 2022, preparations have begun for the third annual Representation Matters, CCM's two-day training workshop in conjunction with the Campaign School at Yale.

Across just two weekend days, we help bring light to the ins and outs of running for office, and hopefully open doors for Connecticut's communities of color that are still woefully underrepresented in local government. Because of the election cycles, we have alternated our focus for each year – and this year we will once again be talking about the importance of local office and serving on boards or commissions.

Earlier this year, the focus was on state elections, and we brought in state leaders in to speak to their experiences. U.S. Rep. Jahana

Hayes and State Attorney General William Tong spoke to attendees about their struggles and ultimately how they triumphed.

During day one, the Campaign School at Yale will offer to help people of color with a passion for politics learn the foundation of smart campaigns and the right skill-set to become community leaders. Topics will include Making the Decision to Run; Essentials of Fundraising; Finding Your Voice, Making it Matter; Effective Networking Techniques, Steps and Questions; as well as the popular Roundtable Discussion with TCSYale Alumnae.

The second day will be led by CCM in coordination with state officials with varying government backgrounds. The goal is to meet learning objectives for the attendees so that they will not only know what they are getting themselves into, but feel empowered to do so. Learning objectives include: Why and how to get engaged and involved in your community; How to pursue elective or appointive office in municipal government; and What

to know when assuming elective or appointive office, including ethics, public meetings, basic government and finance, and more.

The event was held in partnership with not just the Campaign School at Yale, but also CIRMA, the Parent Leadership Training Institute, and the Commission on Women, Children, Seniors, Equity and Opportunity.

As this event grows, we look forward to hearing more and more stories from folks who have benefited from this training, who have had doors opened, and maybe even a few folks who were able to win their elections. It is crucial that everyone have a voice in their local government, and CCM is committed to helping our residents find theirs.

Registration via Zoom will be made available at www.ccmcares.com in the near future, and more information will be added there as it is made available.

Please contact Richard Porth at rporth@ccm-ct.org for more information.



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Breaking The Cycle Of Crime

Sensible reforms can continue downward trend and make CT even safer

It has never been safer to live in Connecticut. Taking even a passing look at the Annual Report of the Uniform Crime Reporting Program put together by the Department of Emergency Services and Public Protection, you can see clear and obvious trends. Not only is Connecticut far below national trends, but the violent crime rate has nearly halved in the last ten years. Even for murder, which has seen an uptick over the last two years, are still down from highs in the 80s and 90s. Towns and cities, along with partners at the state level, can help push these numbers even lower with sensible reforms to the cash bail and mental health issues, especially in our youth.

You might not know this, but the American bail system is fairly unique. Only the United States and Philippines have a cash bail system that is dominated by commercial bail bondsmen, as one Politifact article put it. This “bail-for-profit” system is illegal in most of the world. In a New York Times articles from January 29, 2008, Adam Liptak writes: “[...] Posting bail for people accused of crimes in exchange for a fee, is all but unknown in the rest of the world.” Continuing, “In England, Canada and other countries, agreeing to pay a defendant’s bond in exchange for money is a crime akin to witness tampering or bribing a juror, a form of obstruction of justice.”

This has created a system of bail that divides our criminal justice system into have and have nots. Cash bail, built on a centuries-old feudal system ensuring that those accused of a crime appear in court, is often set at punitive levels for most individuals and families. The ACLU states that while “Poorer Americans and people of color often can’t afford to come up with money for bail, leaving them incarcerated in jail awaiting trial, sometimes for months or even years,” richer individuals can easily afford to “buy their freedom.”

Hartford Mayor Luke Bronin echoed an important issue

with this facet of cash bail in a recent CT Mirror series on cash bail – a low level drug abuser might not have any money to put up for bail, but a drug dealer, especially one at the top of the chain, can likely easily afford to post bond.

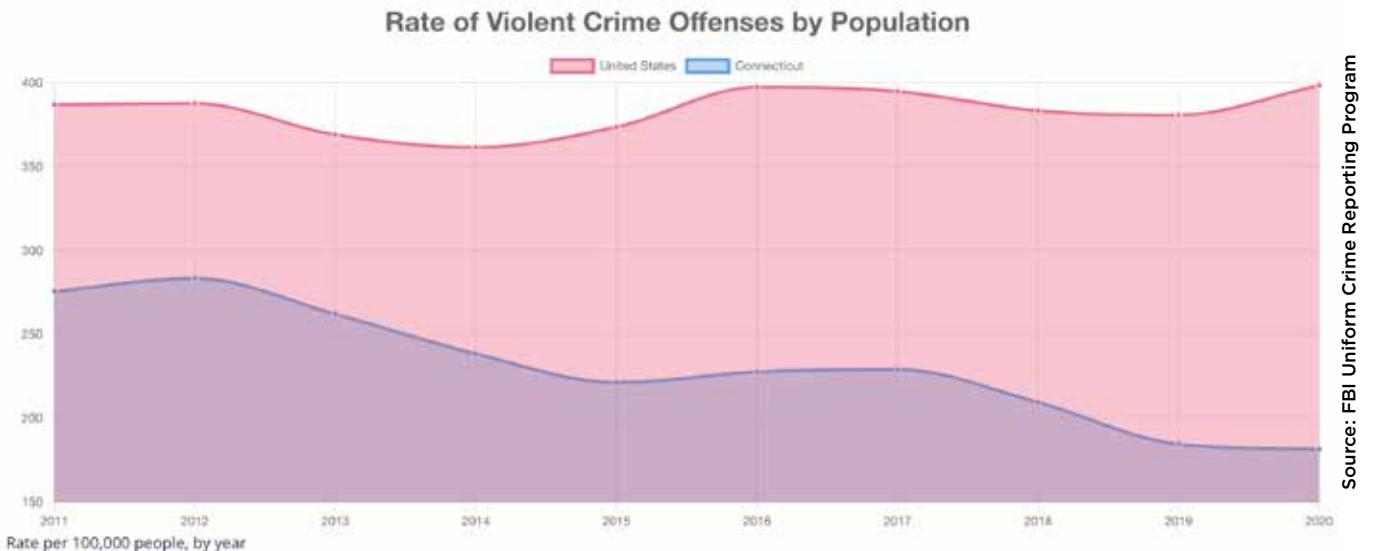
It’s easy enough to draw conclusions about the validity of a system that is widely frowned upon throughout the rest of the world, but does it help lower recidivism in those accused? For many the answer is no. In fact, the Centers for American Progress argue that cash bail is associated with an increase in recidivism at a rate of six to nine percent. In an article titled “5 Ways Cash Bail Systems Undermine Community Safety,” they state that individuals who are forced to pay cash bail end up in a cycle of lifelong debt – either through paying the cash bail through a bail bondsman or through loss of work if they were not able to afford that fee.

Looking at the evidence, states around the nation have begun to consider the cash bail system. In New Jersey, former Governor Chris Christie signed a bill that would nearly eliminate the system for the state. Coupled with a speedy trial reform, editorials from the Star-Ledger and Princeton University have called it a resounding success.

From the Star-Ledger Editorial Board:

“The number of people released who got charged with new crimes while awaiting trial has remained low, according to a report the judiciary released last week. This recidivism rate is still about 13 percent, what it was before bail reform. For serious crimes, including those involving guns, it’s still less than 1 percent. And the court appearance rate is about 90 percent, just as it was under the old system.”

They go on to argue that jails now hold a much greater percentage of “dangerous people,” while eliminating a tax on the poorest.



Connecticut had once tackled this issue under former Governor Dan Malloy in a wave of criminal justice reforms that had precipitated the further decline of crime in Connecticut. Although reforms to our cash bail system did not pass, it's clear from other states that it might have been successful if it had.

One area of reforms that was successful was juvenile crime, which had been reduced for several consecutive years. How local police forces handle juvenile crime will greatly affect outcomes in the future as well. Often referred to as a "cycle," young offenders who do in fact commit a crime end up missing out on school or work experience that will help them later on in life. Young children who are given no hope will often turn to a life a crime, and once in, find themselves with nowhere else to turn.

Thea Montanez, the Chief Operating Officer of the City of Hartford recently wrote on this very subject in an op-ed for the Hartford Courant. She cited state-wide and national research that shows that most boys who become incarcerated come from homes where they have been exposed to neglect, physical or sexual abuse, and these homes are often investigated by the Connecticut Department of Children and Families multiple times.

She argues that "None of that trauma can be punished out of them, any more than a combat veteran suffering from PTSD or a person with an opioid addiction can be cured through discipline."

In her piece, she argues for a trauma-informed strategy. Focusing on the issues that cause these children to look to crime or seek out criminal behavior – whether mental health problems or trauma related to their surroundings – can help lower recidivism. For other youth who "cannot be prevented from harming others or themselves," there needs to be therapeutic residential programs. But importantly, agencies need to be able to share information.

Local DCF offices might know a child's history. They might be familiar with a particular family or history of mental illness. If that information is not shared with the department of corrections, with the courts, or others in this cycle, it can end up exacerbating a problem.

Crime is not a national problem, it is a local problem. Crime happens in our streets, in our homes, and it is up to local governments, communities, and police forces to help break these cycles. Sensible reforms cannot only bring us in line with what is common throughout the world, but help us continue to reduce recidivism and continue to make Connecticut one of the safest places in the country.



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BACK TO CT'S FUTURE

2022 CCM Convention was a great success for all who attended

After nearly three years of thinking about the ever-present now, municipal officials and residents of the great state of Connecticut are ready to get back to the future. CCM was there to help on November 1 and 2 at Mohegan Sun Resort for the 2022 CCM Convention by presenting nearly 700 government and business leaders from across the state and beyond with informative workshops, a world-class exhibition hall, and hosting the final Gubernatorial debate in partnership with Channel 8.

The event was a resounding success thanks to all of the sponsors and exhibitors who participated. Sponsors included CIRMA; Future Infrastructure, A Primoris Company; Electriq Power; Post University; ConnecticutCare; Murtha Cullina; Updike Kelly & Spellacy; Titan Energy New England; Sacred Heart; CGI; Lockton; Bank of America; Halloran Sage; Equitable; and Philbro.

Also contributing to the event's success were all of the attendees. More than 130 towns and cities were at the conference, representing over 85% of Connecticut's population. They engaged in 14 workshops on a wide range of cutting-edge issues being faced by municipal-

ities today – topics like going green, economic development, inclusive service delivery, and more. You can access the presentations at <https://www.ccm-ct.org/Education-and-Events/Workshop-and-Event-Recordings> (you must be logged in to view them).

For the first time ever in person, officials were also able to participate in roundtables on issues important to municipalities. Co-sponsored by Connecticut Public Employer Labor Relations Association (ConnPEL-RA), Connecticut Association of Municipal Attorneys (CAMA), Connecticut Economic Development Association (CEDAS), and Government Finance Officers Association of Connecticut (CTGFOA), they covered topics such as human resources, finance, economic development, municipal law, and communications.

Throughout the first day, CCM presented the recipients of its yearly major awards, the Municipal Excellence Awards, the State Legislative Champions of the Year Awards, the Joel Cogen Lifetime Achievement Award, and the Richard C. Lee Innovators Award. You can read more about each in their own articles.

But of course, the highlight of the evening was the gu-

bernatorial debate that CCM co-sponsored with WTNH News Channel 8. Current Governor Ned Lamont, Republican challenger Bob Stefanowski, and Independent candidate Rob Hotelling laid out their vision for the future of Connecticut in front of an audience of folks who will be on the frontlines of action.

Day two continued the theme of getting back to the future with an election of our own. CCM's Legislative Committee elected the 2023 President, Officers, and Board of Directors as well as continuing to refine legislative proposals to bring to the 2023 General Assembly session that includes a large class of Freshman legislators.

This session will be crucial to the future of Connecticut. In addition to the many key issues that CCM fights for year in and year out, state leaders will have to help towns and cities navigate projects that utilize ARPA and IIJA funds. Many of these projects will quite literally lay the groundwork for years to come.

Check out the event photos on our Facebook page:
<https://www.facebook.com/ccm.forct/>

Be sure to save the date for the 2023 CCM Convention: November 28th at Mohegan Sun.

So, after two days of networking, learning, debate, and more, did CCM help our towns and cities “get back to the future?” It's hard to say for the future remains unwritten. But if we collaborate like we did in the roundtables, take what we learned from the workshops, partner with the right businesses in the exhibition hall... then the future will be bright for our state.



Local Innovators Awarded

Four towns and cities win awards for innovative projects

The future is built on the work we do today, and in our towns and cities the work never stops. Our local officials are constantly improving the quality of life for every resident in this state. Each year CCM awards four municipalities that have gone above and beyond for their constituents. The Municipal Excellence Awards, sponsored by Halloran & Sage, recognize innovative projects and individuals that have helped Connecticut get back to the future.

Prizes are handed out in four categories — Municipalities with populations under 20,000, populations between 20,001 and 40,000, and over 40,001; as well as an award for topical entry, Innovation in Diversity, Equity, and Inclusion. To be eligible, the subject of each entry must be a municipal-funded or municipal administered project or program.

The entries were judged by an independent panel on:

- How the project or program was organized, administered, and explained;
- How well it achieved its goals;
- How well resources, such as grants, budgets, and staff were used; and
- Whether the project could serve as a template for other communities.

Town of Groton was honored for innovation in diversity, equity, and inclusion. Its Thrive55+ program has been focusing on supporting persons in the community with dementia and developing programs to include this group and their families in programming and community activities. Thrive55+ began Discover Connections program for persons with mild to moderate cognitive disorders. This program offers a place for those with any form of dementia to have fun, learn and be with others.

Town of Tolland was honored (for towns 20,000 in population and under) for its Grass Mat Project. Tolland has several events on the Town Green each year. The goal was to provide accessibility for the entire Town Green. Working with citizens, business owners, Public Works, the Celebration Commission, and the Disability Commission, the town was able to gather ideas, and then purchase and install a product called Grass Mat. This is used by handicapped individuals, people with strollers, small kids in wagons, and others and has made it much easier to navigate around the Town Green. This has also led to discussions about other areas in the Town with accessibility needs.

Town of Trumbull was honored (for towns between 20,001 and 40,000 residents) for its Local Meals and Main Street Dollar Program. Trumbull is committed to supporting local, small businesses. They launched two initiatives and worked as a team to implement them. The Local Meals Program was funded through grants and utilized local restaurants to provide lunch and dinner meals to vulnerable residents who were Covid impacted and/or low and moderate income. The Main



Street Dollars Pilot Program was funded through a grant. Three small, locally owned businesses with gift shop aspects were selected. Town residents who spent a minimum of \$20 at the establishment were eligible to receive a gift certificate that could be used like cash. The business then invoiced the gift certificate amount back to the Town.

The City of Norwalk was honored (for communities over 40,000 in population) for its Tax Collection Enforcement Program. Norwalk has developed an effective program to address collection of past due municipal property taxes. The 2021 tax sale involved a series of mailings, posting, publications, and other notifications. It yielded more than \$9.5 million. 247 properties were originally targeted. On the day of the sale there were only 12 properties remaining as all others had paid. The Norwalk Information Technology Department developed a website where citizens can track the progress of the sale, and potential bidders can begin to research properties by viewing photographs and downloading field cards and other information.

“For seven years we have awarded towns and cities with our Municipal Excellence Awards, but I am never surprised by the ingenuity and thoughtfulness of our municipal leaders,” said Joe DeLong, Executive Director and CEO of CCM, “And this year’s winners are no exceptions. The programs in these honored towns and cities match our commitments to excellence, and I could not agree more with the judge’s decisions for this year’s recipients.”

Longtime Municipal Leaders Awarded

CCM celebrates individuals that help their team win every day

While we often talk about municipalities as units - a town, for instance - really they are made up of departments and offices, and further still are the folks that make it happen day in and day out. We often laud the towns or cities for successful projects or innovative ideas and achievements, but every year at our annual convention, we take the time to highlight the work of two individuals who stand out. This year's Joel Cogen Lifetime Achievement Award and Richard C. Lee Innovators Award were given to Richard Johnson, Town Manager of Glastonbury, and Michael Lyn Cappello, Social Services Coordinator, Town of Litchfield.

Individuals are nominated by their peers for these awards that were created in honor of our CCM Founders, Richard C. Lee, Mayor of New Haven, and Joel Cogen, the founding Executive Director. The Lee Award is given to recipients who have developed unique and creative projects and programs that increase the effectiveness of local government. The Cogen is given to those who have dedicated a significant amount of time to their community over an extended period of time, as Cogen himself did for over 40 years.

Joel Cogen Lifetime Achievement Award — Richard Johnson, Town Manager, Town of Glastonbury



Richard has served as the Glastonbury Town Manager for nearly 30 years. During this time, he has achieved countless successes that have literally and figuratively transformed the landscape of the Glastonbury community. Richard's passion for municipal management shines through all that he does. The past three decades have presented a significant evolution in technology, work practices, and more, and Richard embraces every challenge with professionalism, innovation, compassion, and a sense of humor. The projects he has spearheaded serve to benefit past, present, and future generations, and he is greatly respected by Town staff and community members.

Richard C. Lee Innovators Award — Michael Lyn Cappello, Social Services Coordinator, Town of Litchfield



During her first year as Social Services Coordinator, Michael Lyn Cappello has reenergized the outreach to our local seniors, disabled, veteran and school population. Examples of her notable achievements are the establishment a local Food Pantry, daily Municipal Bus service for our resident's needs such as doctor's appointments, grocery shopping, vaccination clinics and to attend community and statewide events to combat the negative effects of social isolation. Michael Lyn's network of volunteers is long and strong because of her positive, can do, will do attitude. She seeks out the needs of the community and works to find solutions. She is a treasure to Litchfield.

"Mayor Lee and former Executive Director Joel Cogen really set the example - they were towering figures in their time and their example lives long after them. We honor them by choosing individuals who can live up to and even exceed these two dedicated municipal servants," said Joe DeLong, Executive Director and CEO of CCM.

"In Richard Johnson and Michael Lyn Cappello we have found individuals who meet these criteria and more. Through their work with seniors and special needs individuals, they have single-handedly made Connecticut a better place for their community and beyond. On behalf of CCM and the great State of Connecticut, I'd like to thank them for their service."

It's important to remember that no matter what town or city you work for, that your accomplishments are being recognized. This year's Cogen and Lee award recipients are just two more examples in a long line of accomplished individuals who go above and beyond for their municipalities. We know that they aren't the only ones and we look forward to celebrating as many as we can over the years.



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Why Multi-Factor Authentication Is Essential

How can you better protect your municipality's sensitive information and your users' personal data? Deciding where to focus your information security efforts for the most protection and the best return on investment can be a challenge. Multi-factor authentication is an excellent place to start, and here's why.

More than 60% of phishing messages (in which a bad actor sends a fraudulent email or SMS message to capture a user's password) in 2020 were targeted toward harvesting Office 365 credentials. And, 90% of successful cyberattacks start in email. This shows us the need to prioritize authentication to ensure that bad actors don't get access to your systems. Multi-factor authentication is a low-cost, highly effective way to help ensure that your employees' login information stays secure.

What is multi-factor authentication?

Multi-factor authentication is a method of verifying users' identities before granting them access to a system. As the name implies, multi-factor authentication uses two or more different factors to verify a user's identity before allowing them access to a given system, location, or account. These factors can include:

- Something the user knows: Perhaps the most common authentication factor, something a user knows could be a password or PIN. It could also be the answer to a security question.
- Something the user is: The most common way that multi-factor authentication systems use this factor is through biometrics. If you unlock your phone with facial recognition or your fingerprint, you're familiar with this factor of MFA.
- Somewhere the user is: Geo-fencing is sometimes implemented to ensure that users may only

access specific information or systems while on-premise at a given location.

Why implement multi-factor authentication?

If people can gain access to your systems with a password alone, you are highly susceptible to common cyberattacks. Too many users also reuse their passwords across multiple logins. However, when you implement multi-factor authentication, a password is only one of multiple components needed to gain access. With multi-factor authentication, you have built-in barriers to entry that require relatively little investment of time and resources. Further, multi-factor authentication is often a requirement to purchase cyber liability insurance.

Which systems should you prioritize for multi-factor authentication?

Not all systems require multi-factor authentication. Here are our recommendations for top priorities:

1. Any internet-facing service: These include email (especially Office 365 or Google Workspace), virtual private networks (VPNs), and any cloud-based systems (such as CRMs, hosted utility platforms, payroll, etc.).
2. Systems housing sensitive data: If you house personal health information (PHI), financial information, or any other proprietary data or information, you should use at least two authentication factors to access it.



3. Critical Infrastructure: Your firewalls, switches, servers, and other critical infrastructure should all have multiple layers of authentication.
4. Administrative accounts: These accounts typically have access to multiple systems and should be protected with more than a password or other single authentication factor.
5. Workstations: Individual user workstations are less vulnerable than internet-facing services or infrastructure, but they can still present a weak point. Multi-factor authentication could be as simple as requiring employees to use a key fob to enter the office and a password on their workstation.

Common multi-factor authentication implementations

Some of the most secure implementations include mobile applications, electronic key fobs, biometrics, and secure RFID cards. Authentication factors that are moderately secure include automated verification

phone calls and texts. These can be infiltrated, but they're better than nothing. The worst security factor is probably email, as anyone who gains access to a user's email address (such as by acquiring their password in a phishing campaign) can access that account and use it to reset passwords and breach your systems.

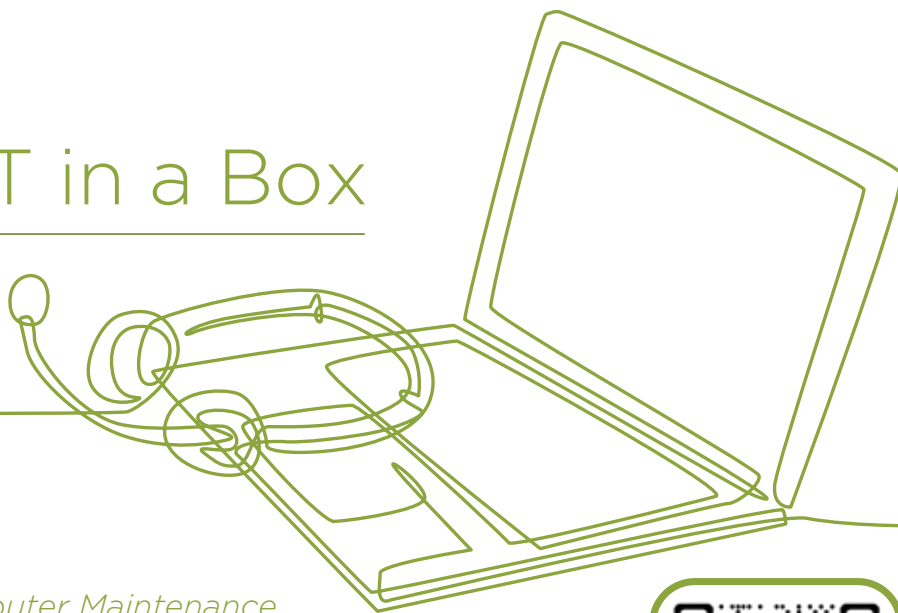
In conclusion: Protect your systems with multi-factor authentication

Implementing multi-factor authentication is one of the most cost-efficient methods to protect your municipality against cyberattacks. Even if you require users to update their passwords regularly, those passwords may already be compromised and available on the dark web. Adding layers of authentication reduces your risk and could save you a lot of money in the long term.

As you review your current authentication policies and the options available for multi-factor authentication, consider if you're getting the most security for your authentication efforts.



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If you are excited about the opportunity to reduce cybersecurity risks, ensure you're backing up your data, and receive reliable 24/7 support, contact Derek Watson at CCM (203.498.3035 or dwatson@ccm-ct.org) or Dale Graver at VC3 (919-246-9185 or dale.graver@vc3.com) so that we may assess your needs and begin the quote process.



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EMS Is Coming Back To Aria This Spring!

Connecticut Emergency Management Symposium returns to Prospect

After a successful event in 2022, we are happy to be bringing back the Connecticut Emergency Management Symposium (EMS) to Aria in Prospect on April 25, 2023. Held in partnership with the Connecticut Division of Emergency Management and Homeland Security (DEMHS), the Connecticut Department of Emergency Services and Public Protection (DESPP), and the Connecticut Department of Public Health (DPH), make sure to save the date!

EMS is the premier emergency management conference in Connecticut, attracting hundreds of local public safety officials from around the state. The event offers workshops, discussions, networking opportunities, and vendors with the best and newest Emergency Management technology, products, and services.

Our most recent Symposium offered sessions about School Security Best Practices, Hurricane Evacuee Recovery Support Initiatives and Long-Term Recovery Lessons, Communications Failure and Recovery in Puerto Rico, the Opioid Crisis and Response, and more.

This is a once a year opportunity to hear from the best minds in emergency management, to network with colleagues in the same fields, and to see the latest offerings from dozens of vendors. There will be repre-



sentatives from CCM, DEMHS, DPH, and CIRMA, and we are excited to open up the exhibit hall soon for companies that offer the best in emergency management resources.

Be sure to look for an email from us when registrations open, and remember to register early as attendance is limited. As an added bonus, for our CCMO officials, EMS is six hours towards your certification.

Visit: <https://www.ccm-ct.org/Education-and-Events/Emergency-Management-Symposium>



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Friday, January 27, 2023 | Hartford Marriott Downtown

ANNUAL MEETING EVENT AND LUNCHEON

SEMINARS

9:30 a.m.



Municipal Law Update and Navigating Fair Housing Liability,

Presented by Attorneys Thomas R. Gerarde, Managing Partner, Howd & Ludorf, LLC; and **Michael J. Rose**, Managing Partner, Rose Kallor, LLP

This seminar provides municipal leaders a look at a number of recent claims, how they were caused, how they escalated, and strategies to help prevent or mitigate them. In addition, the presenters will include an in-depth examination of the requirements of the Act as it applies to elected town leaders, appointed zoning officials, and fair housing officers. The presenters will provide best practices to assist municipal officials in navigating the dynamic legal environment that has led to civil action, reputational risk, and increased insurance costs.



Thomas R. Gerarde
Managing Partner,
Howd & Ludorf, LLC



Michael J. Rose
Managing Partner,
Rose Kallor, LLP



Understanding the Risks of Not Having a Fair and Equitable Workplace

Presented by Joey Barbera, Manager, CIRMA Risk Management; and **Ian Havens**, Supervisor, CIRMA Risk Management

This session will provide attendees with an understanding of the employment practices, and reputational risks of not supporting and promoting a fair and equitable workplace. It will discuss the symptoms of employment culture and behaviors that lead to discrimination claims, Risk Management strategies to reduce these risks, and a review of current cases and legislation identification of best practices.



Joey Barbera, ARM
Manager, CIRMA Risk
Management



Ian Havens, ARM
Supervisor, CIRMA Risk
Management

AWARDS PRESENTATION

11:10 a.m.



CIRMA Excellence in Risk Management Awards

Presented by Matthew Knickerbocker, Town Administrator, Wilton; Chairman, CIRMA Board of Directors

Each year, CIRMA celebrate its Excellence in Risk Management Awards program by honoring members who have demonstrated notable distinction as trailblazers in the risk management profession. Award recipients set themselves apart by establishing extraordinary programs that are augmented by dynamic teams of risk-management champions.

Four deserving recipients will be announced during this year's Annual Meeting of Members. Each awardee will receive a handsome crystal award and a \$2,500 Risk Management Grant from CIRMA.

Award categories include:

- Establishing Risk Management as an Organizational Priority
- Substantial Impact on Total Cost of Risk
- Sustained Risk Management Program
- New and Innovative Risk Management Initiative



Matthew Knickerbocker
Town Administrator, Wilton;
Chairman, CIRMA Board
of Directors

PRESIDENT'S REPORT



David Demchak, ARM
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Chief Executive Officer



Pamela Keyes, ARM
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Presented by the Members of the CIRMA Executive Team

CIRMA's financial and operational achievements fortify its ability to invest in new technologies and provide its members with the absolute best products and services that the industry has to offer.

Don't miss this year's President's Report as we take a look back and explore CIRMA's outstanding year-end results.

This year's presentation will highlight noteworthy 2021-2022 financial and operational performance outcomes. Additional details will feature five-year cumulative results, demonstrating CIRMA's undeniable long-term financial and operational accomplishments.

11:30 a.m.

#GETTOGETHERCT

KEYNOTE SPEAKER



Scarlett Lewis
Author, Founder and Chief
Movement Officer, Choose Love™

Nurturing Healing Love: A Mother's Journey of Hope and Forgiveness

Presented by Scarlett Lewis

Scarlett Lewis is the author of *Nurturing Healing Love: A Mother's Journey of Hope & Forgiveness*. After losing her son Jesse during the Sandy Hook Elementary School tragedy in December 2012, Scarlett decided to be part of the solution to the issues that we're facing in society – those that caused the tragedy – and turned it into an opportunity to build a culture of love, resilience, forgiveness, and connection in our communities at a time when it is needed most. Scarlett has spoken across the globe to diverse audiences sharing her empowering story and the organization's far-reaching programs, urging everyone to become part of the solution and mitigate community and school violence by choosing love.

12:00 p.m.

NEW! NETWORKING EVENT



New Get Together: A CIRMA Community Networking Event

Let's get together! Guests are invited to join us for a casual hour of community conversation and camaraderie as we close out our Annual Meeting of Members event and embrace another year of success.

Refreshments (and engaging conversation) will be provided.

1:00 p.m.

Invitations will be sent via email. Visit CIRMAEventHQ.org for more information.



CIRMA ANNUAL MEETING

OF MEMBERS



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CIRMA Annual Meeting of Members

FRIDAY, JANUARY 27, 2023

Hartford Marriott Downtown

9:00 AM (registration starts) – 2:00 PM



Visit CIRMAEventHQ.org for more information.



This Old House (Needs Work)

Bridgeport couple benefits from grant to restore antique homes

Connecticut has a long history with a lot of old homes. And with this stock of old, historic homes comes great responsibility. Maintenance and upkeep, restoration and renovation are more precarious on antique homes than most modern homes, and many homeowners might need some relief. That's where the Edward F. Gerber Urban Preservation Fund steps in, with its 2022 grant awarded to a Bridgeport couple.

Founded and supported by the organization Historic New England, the Edward F. Gerber Urban Preservation fund grants an annual award of up to \$10,000 to an "owner-occupant of a residential property with no more than four units located in Bridgeport, Hartford, Manchester, New Britain, New Haven, New London, Norwalk, Stamford, Waterbury, or West Haven."

This year's grant was given to Mary Allison Waggener, who is renovating Greynook, a home that was built in 1895 near Seaside Park. In the ensuing 10-plus decades, many of the original features of the house have begun to fail or deteriorate.

Waggener plans to use the grant to "fund repair of the elaborate cast iron porch railings and wood porch doors, both of which are integral components of the house's prominent street-facing elevation."

This is a key feature of the grant, which states that the "Projects must enhance publicly visible, character-defining exterior features of the property."

In addition, they must preserve, rehabilitate or restore these features rather than simply replace them. In some cases, the funds can be used to remove old renovations that used non-period accurate features such as vinyl siding. Only \$2,500 of the grant are available for architectural or engineering services.

Helping homeowners with these costs will help them avoid making improvements that actually take away from the historical property rather than add. Modern alternative storm windows that can be made to look period accurate are more expensive than the new counterparts, but might ruin the aesthetic of that old Victorian or Colonial home down the street.

The 2023 Grant Deadline will be announced in the spring.

For organizations, Historic New England also awards grants to small to medium-sized heritage organizations in each state. The Connecticut recipient this year was the Mattatuck Museum, which digitized interviews from the African American Oral History Project, which document the experiences of African Americans in Waterbury in the early-to-mid-twentieth century, according to their website.

Preservation can be a costly thing. But in many instances, preserving a historic Connecticut home is worth the cost. Finding opportunities for residents in these homes can be well worth the time invested.



Discount Prescription Drug Card Program



- Many CT residents face the challenge of high cost prescriptions. Through the CCM Prescription Discount Card Program, municipalities are now providing prescription savings to their residents who are without health insurance or a traditional pharmacy benefit plan, or have prescriptions not covered by insurance.
- This program is no cost to CCM-member municipalities and no cost to taxpayers. There are no limits on the use of the card – no income limits, no age requirements. Even some pet prescriptions are covered for medications that also treat a human condition.
- Average savings for CT residents has been 50%, with some participating towns and cities showing an average of 70% savings.
- Cards are mailed to residents and can also be accessed electronically through the CTRxdiscountcard.com website. These cards are automatically activated and can be used immediately at any participating pharmacy.
- The CCM Discount Card program offers real value, easy access, a large national pharmacy network and excellent customer support.
- Program start-up is easy and municipal promotion and administration is simple.
- Program marketing materials are provided at no cost to the town/city offices.

The Prescription Discount Card Program Is Saving Residents In Participating CCM-Member Towns And Cities Millions Of Dollars In Prescription Costs.

If your municipality is not part of the **CCM** prescription discount program service and you would like more information, please contact **Alison Geisler, at 203-498-3029, or ageisler@ccm-ct.org.**

The State of State Street

New Haven will dramatically change major street to add infrastructure

In order to add to infrastructure, the common sense is to add more infrastructure. More roads, more bridges, more stuff. But that does have its drawbacks. Roads can get confusing, more bridges need more repairs, which is more overall cost. Sometimes the best route is actually addition by subtraction – what can you get rid of that will overall improve the quality of life for our residents. In New Haven, they had a pretty shocking suggestion.

State Street, one of the most historic thru-ways in New Haven, has long been a major vessel for cars and pedestrians, connecting neighborhoods and districts. New Haven city planners faced no easy task when they were charged with reimagining what that city street could look like in the 21st century.

Among New Haven's widest streets, it is 6 lanes wide at the largest point, which seems natural for a car-first society. But as the Elm City pushes for more and more pedestrian, bicycle, and public transportation infrastructure, that capacity seems more ostentatious than stately.

So they decided to think outside the box – or perhaps in this case, square – and suggest what might be called addition by subtraction. What could New Haven do if they cut State Street in half?

For one, they can beef up that pedestrian infrastructure that they've focused on in other areas of the city, still connecting neighborhoods together, but more safely for those not in a vehicle. They could connect that infrastructure even further by extending the bike lanes to the Farmington Canal Trail that ends in Massachusetts.

In the New Haven Independent, City Engineer Giovanni Zinn said that the new setup “creates a special public space reminiscent of some of the promenades you see in Europe around the city streets.”

Additional infrastructure will of course go up around this newly rethought promenade. They believe that up to 450 housing units and 20,000 square feet of commercial space will become available per the Independents article.

In a community walk-through, Zinn, as well as Alders and community members envisioned what was possible with the area, and suggestions included recreational spaces or a picnic area, or simply a sculpture garden.

Unlike Model City-era urban renewal that subtracted by subtraction in favor of a car-centric vision, this new



era seeks to undo the mistakes of the past and renew what was once renewed. In a place with centuries of history, the first planned city in the world by some accounts, New Haven can strikingly move into the future with its vision for a more people-centric city. Even if that means getting rid of spaces for cars.






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Economic Development On The Tracks

Windsor Locks sees new train station as hot bed of activity

As Connecticut continues to invest in public transportation, towns and cities will have many more opportunities for economic development than it had in years. With a new train station being built in Windsor Locks after decades of discussions, the area is poised to become a hotbed of investment.

This past September, Governor Lamont, Department of Transportation Commissioner Joe Giuletta, Amtrak Assistant Vice President of Infrastructure Access and Investment Tom Moritz, Windsor Locks First Selectman Paul Harrington and others broke ground on the new train station, located in the downtown area nearby the old train station. As part of a transit-oriented development area, it will provide easy access from Bradley International Airport to the Hartford Line and from there much of Connecticut.

Investments in infrastructure are not made without any return on investment. It goes without saying that a train station without any purpose at all is not worth building. So why build this train station, and why in Windsor Locks?

"We continuously hear from businesses, both large and small, and residents that they want to be near public transportation that provide convenient options for travel," Governor Lamont said in a press release.

"This new station is going to be a real driver of economic activity in Windsor Locks. In fact, when developers were looking to renovate the old Montgomery Mill down

the road, they knew their investment was going to be worthwhile because of our plans to create this new train station just a short distance away."

At a time when many towns and cities are looking at infrastructure because of the funds associated with the Investment in Infrastructure and Jobs Act (IIJA), plans for developments can and must include economic development.

Even before the ground was broke on the train station, before there were IIJA funds, before even COVID hit, Windsor Locks began planning for economic development around a train station that didn't exist yet.

According to a Hartford Business Journal from May of 2020, projects around the Hartford Line – which

runs from New Haven to Springfield, Mass. – have included 1,400 residential units and 242,000 square feet of commercial and office space.

If Connecticut towns and cities are going to continue to see this kind of outside investment, the projects they are working on must invite that economic development. The virtuous cycle of transit-oriented development – infrastructure brings housing brings people brings economic development resulting in the need for more infrastructure – doesn't just happen on its own. It must be intentional. With this new train station, Windsor Locks can be on the precipice of a new cycle of economic development, you just have to catch it before it leaves the station.



Project Elements

- RECONSTRUCT ROUTE 159 FROM BRIDGE STREET TO THE STATION
- 1.5 MILES RECONSTRUCTION OF AMTRAK MAIN LINE
- RECONSTRUCTION OF A FREIGHT INTERLOCKING
- RELOCATE EXISTING STATION TO DOWNTOWN
- BUS CONNECTIONS TO BRADLEY AIRPORT
- CONSTRUCT A NEW MAINTENANCE OF WAY (MOW) YARD AT THE FORMER STATION SITE

Route 159 & Bridge Street



Team Work Makes The Dream Work

Bolton, Coventry, Mansfield, and Tolland work together for common goal

Economic development is not usually a team sport. Regionalism is seen as a solution for purchasing or services, not for marketing and tourism. But the Towns of Bolton, Coventry, Mansfield and Tolland are looking to change that. They've come together on a project to create a tourism brand for their region that will help foster economic vitality in their area.

The four towns have collectively hired Dornenburg Kallenbach Advertising (DKA) to help them develop a new regional brand, according to a press release. They have additionally worked with AdvanceCT and the CT Department of Community and Economic Development on a previous plan in 2020 called "An Action Plan for Economic Vitality."

That initial plan is the seed of these efforts. Two years ago, they argued in the Action Plan that regional economic efforts are becoming more popular because the towns could pool resources and play off each of their unique strengths, and ultimately and importantly, create opportunities for larger-scale impact.

The plan had recommendations on appealing to visitors when it came to dining, shopping, recreation, entertainment, and agri-tourism.

But equally as crucial to this plan was to not lose sight of the individual areas or towns.

"This new collective brand for the region as a destination will be a supplement to each individual Town's marketing, and will not replace each individual Town's logo or branding."

It also noted that higher education institutions might be an attraction. Almost all Connecticut residents are aware that the nationally renowned University of Connecticut is located in Storrs, but do they know that is only a census-designated place that exists wholly in Mansfield?

Already a major tourism driver – especially for folks who like Women's Basketball – there's plenty of opportunity to draw tourists throughout the region instead of concentrating it all on the few square miles of UConn's campus.

This past October, the towns embarked on the first step in their collective branding by reaching out to the community.

While those results have not been made public yet, it's great to see these four towns working collectively on a project that could increase job and economic development for all.

A rising tide lifts all boats is certainly an aphorism that has been used to describe regional projects before, and it's true here, too. But economic development can work on a multi-town basis. Like UConn's celebrated basketball teams, you can't just have one person on the court and expect to win championships. You have to have a good team and a good plan. Bolton, Coventry, Mansfield, and Tolland have shown their teamwork, now it's up to them to make a good plan.

The Education section of CT&C is sponsored by



www.gatewayct.edu

GCC Goes Solar

Rooftop panels provide renewable energy, cost savings

This past summer, the top level of the Gateway Community College garage became the college's latest innovative effort to increase energy efficiency and independence.

Working with Distributed Solar Development (DSD), Gateway completed a photovoltaic (PV) project that will bring more renewable energy – and significant cost savings – to the downtown campus.

A canopy of 732 solar panels will produce between 368,550 and 410,000 kilowatt hours of clean energy annually, according to Sharon Aceto, Associate Dean of Campus Operations. "The estimated base savings will be in excess of \$600,000 over 25 years," she added.

"Our 17 public colleges and univer-

sities, including Gateway, are working to adopt new technologies to improve energy independence and efficiency via solar PV installations," noted Stephen Burke, Director of Facilities, Planning, and Engineering for Connecticut State Colleges and Universities. These include ground-mounted solar installations, parking lot canopies, roof mounted installations, and garage rooftop canopies, like the one at GCC."

"This is a real 'win-win-win' for the Gateway community," said Gateway Chief Executive Officer (CEO) Dr. William "Terry" Brown. "Not only does increasing energy efficiency show we take responsibility for our environment, the cost savings we will realize also will support our students and our educational mission. And, because the installation

shields the roof from rain, snow, ice, and the sun's heat, it cuts down on wear and tear on our facility, and makes our students, faculty, and staff more comfortable."

The solar panel project is just the latest in a long line of Gateway's investments in environmental sustainability. In early 2013, less than a year after the downtown campus opened, the college achieved official Leadership in Energy and Environmental Design (LEED®) Gold certification from the U.S. Green Building Council, an internationally recognized third-party verification. Gateway's campus was the state's first LEED Gold public building. More upgrades and retrofits are planned to keep up with changing technology.





Safe To Be You

Hartford Schools adopt gender non-conforming policy to ensure safety

Post-Covid it became clear that things were going to be very different for everyone, but in particular the pandemic hit children very hard. It upended how they learn, how they socialize, and for many there have been disastrous results. This hit particularly hard for LGBTQIA+ students. Hartford Public Schools have instituted a new set of guidelines to help students feel comfortable at school, setting them up to succeed.

The policy which is particularly directed at transgender students is general enough to cover any gender dysphoria. The stated purpose is to “set out guidelines for schools and District staff to address the needs of transgender and gender non-conforming students and clarifies how state law should be implemented in situations where questions may arise about how to protect the legal rights or safety of such students.”

It cautions that it cannot cover every situation that might occur and that things might have to be dealt with on a case-by-case basis, but “in all cases, the goal is to ensure the safety, comfort, and healthy development of the transgender or gender non-conforming student while maximizing the student’s social integration and minimizing stigmatization of the student.”

It is both federal and state policy that all programs, activities and employment practices be free from discrimination, but that has not prevented this from being a hot button issue across the nation.

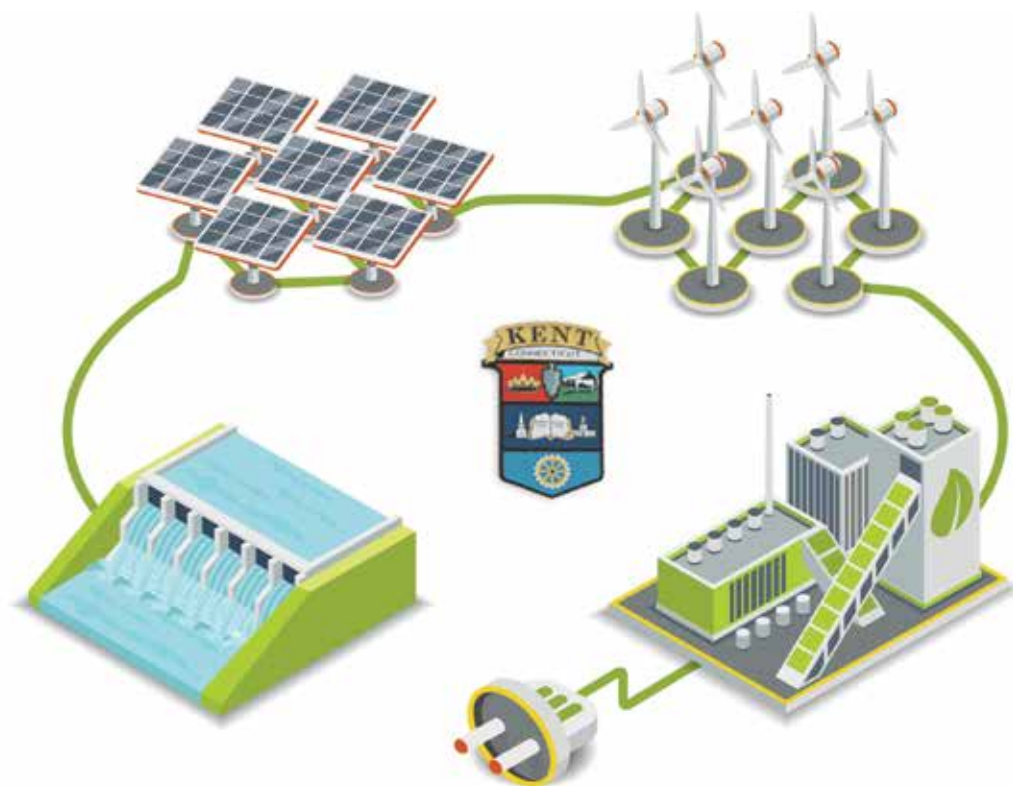
Concerns about students sharing restroom and locker room access has been extremely sensitive. The Hartford Public School asserts that while “students shall have access to the restroom that corresponds to their gender identity,” locker room usage will still be considered case-by-case.

In terms of competitive sports, the conversation is a bit more difficult because students from Connecticut do compete nationally, and while there are policies against discrimination, competitive athletics at all levels are still grappling with how best to handle with allowance.

The Connecticut Association of Boards of Education has already issued guidance on transgender and gender non-conforming youth. They say, “there is evidence that a school’s failure to recognize and support a child’s gender identity or expression can result in significant harm to the child.”

Continuing that “Schools need to provide a safe, supportive and non-discriminatory environment for transgender and gender non-conforming students.”

It was clear that COVID was severely impacting the mental health of all students, including stressful living situations, online bullying, or lack of outlets. Hartford’s Board of Education has now taken steps to ensure that students have basic protections of who they are and who they know themselves to be.



Everything's Gone Green

Kent wants residents to help build the future of energy

Everything's gone green – solar panels, heat pumps, wind farms, and more will all be a major part of our future. And with energy costs exploding, renewable resources that are cost-effective will only benefit Connecticut residents. But it's precisely those residents you need to get on board. Recently the Kent Conservation Committee prepared a report to tell a story of a green future.

And of course, the story of our future starts with where we are now. Per the commission, the town currently “spends \$15.2 million each year on energy, or \$5,435 per resident; has roughly 53 residential solar installations with a total capacity of 0.4 megawatts (MW), providing 1.7% of the town's electricity usage; has 29 electric vehicles (EVs) or 0.9% of vehicles in town; and has 11 heat pumps, representing 0.7% of buildings in town.”

With the exception of that last statistic which is likely to be underreported at this point, the numbers paint the story of a slow start to adopt new technologies. But Kent wants to get to 100% of energy coming from clean, renewable sources.

Their estimates say that they would use “54% less energy; produce 40% of its energy needs locally, with the remainder coming from regional sources; and over

time, spend 26% less on energy and create local jobs, keep energy expenditures and ownership local, while enhancing resiliency and improving air quality.”

While most towns have plans for going green, Kent has received some help from the People's Action for Clean Energy or PACE organization.

Founded in 1973, around the time that concerns about the environment were first going mainstream, their mission is to “transition Connecticut to clean energy through grassroots education and advocacy.”

One of their projects might sound familiar – the PACE 100PercentCT Project helps individual towns and cities come up with “local, viable plans” to transition to a new energy economy dominated by these renewable resources.

Their Path to 100 Handbook includes resources from around the country, and even provides a nifty guide on how many of their suggestions align with SustainableCT's certification program.

Residents must be on board in order for these plans to succeed. But given the rapid rise in energy costs, and the prices of green energies coming down, individuals may look to renewable resources not out of concern for the planet, but concern for their savings. Kent took that important first step to sell these ideas to their residents.

Breaking Physics

New boiler technology in Simsbury development saves energy, money

If you remember your high school physics class, the law of conservation of energy states that energy is neither created nor destroyed. If not, you might remember that if you leave the door open in winter, precious heat goes right outside. But what if there was a way to harness that lost energy? A new development in Simsbury has partnered with Enviro Power to do just that.

The new Simsbury Center Apartments utilized the SmartWatt Boiler technology developed by the locally-based Enviro Power that incorporates a “mini power plant” that can result in savings for the development.

According to a release from Enviro, the SmartWatt is able to “generate clean energy at 98 percent efficiency (HHV)” which is “an important aspect of the owner’s vision to design a building that would minimize environmental impact.

While it might seem farfetched to harness a power plant inside a boiler, but other heating methods have begun to utilize advanced technologies to draw either energy or heat from the least likely sources.

Heat Pumps, geothermal, solar energy aren’t exactly new technologies, but they’ve been getting smaller and smaller – able to offer them to home markets. Enviro says that the “boiler significantly reduces fuel-intake and carbon footprint while providing onsite, reliable power and improving grid resiliency.”

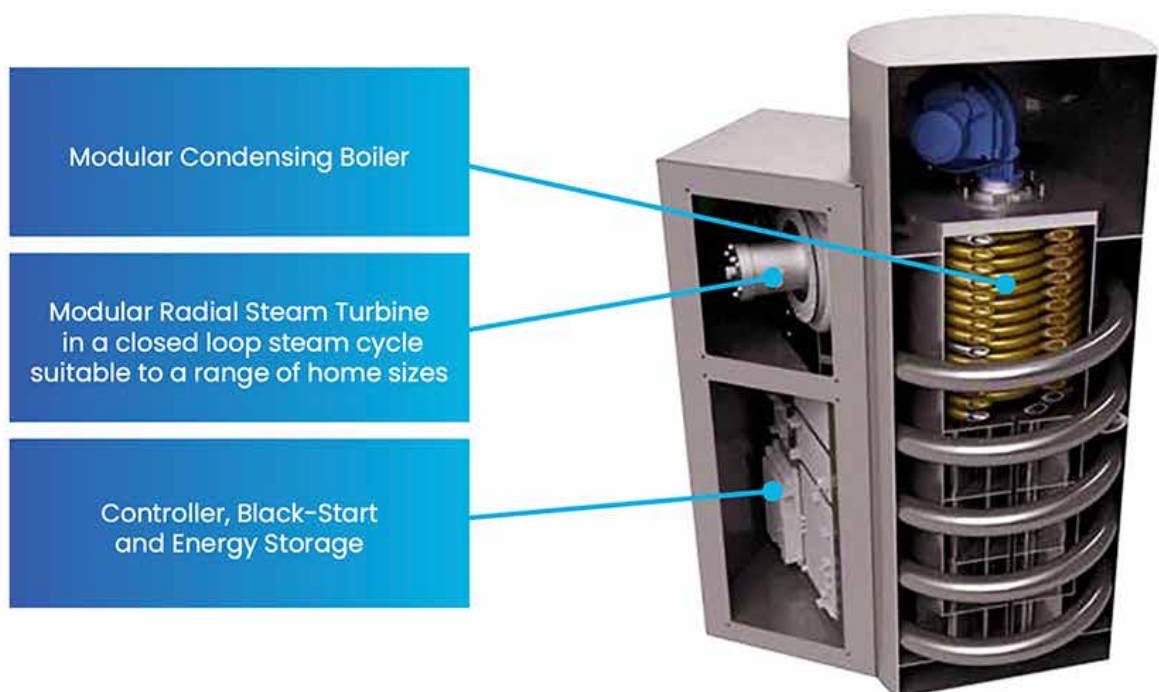
Continuing that “It is one of just a few commercialized hardware energy technologies ready for production and deployment.”

“We are striving to accelerate the decarbonization of buildings by making it affordable and easy for owners to replace their existing heating systems with an advanced electricity-generating solution,” said Dan Nadav, CEO of Enviro Power. “The SmartWatt Boiler is priced, installed, and maintained at similar costs of a regular heating system, and replaces existing boilers with no additional infrastructure investments necessary.”

Recently, this technology achieved “two major milestones” – Intertek ETL certification of the SmartWatt Boiler and the start of serial production with its strategic partner Burnham Holdings, one of the largest boiler manufacturers in the US.

The technology will be coupled with other common-sense measures like modern lighting, window and insulation solutions that will save residents on energy costs not only immediately, but over time as well.

There aren’t many new developments in the energy field that haven’t been around for some time, so when a new product comes around that can break one of the rules of physics, you want to tell people. Ok, it doesn’t really break the rules of physics, but this homegrown technology could save a lot of folks a lot of money.



Making The Most Of It

New plant in Berlin promises to convert food scraps to animal feed

We all know that we're supposed to recycle. Since the 1970s, Americans have slowly adopted the practice. Today, many communities around the state are adding to that practice with composting. With recycling, we know that the goal is reuse, but what good is food waste? A new plant in Berlin has a few plans for all that compost.

A few issues back, CT&C discussed plans from a few municipalities in moving towards composting some portion of their trash. In some municipalities, they've concentrated the efforts on restaurant districts, while others have asked residents to step in. But the issue really stems from tipping fees.

Going back several years now, China has adopted a policy of not taking in as much recycling. At one point, a strong majority of recyclables would make their way to Asia. After the Chinese Sword Policy, this avenue dried up. With no outlet for this recycling, tipping fees increased in practically every municipality in the nation. Towns and cities looked for innovative ideas to if not lower tipping fees, then lower the amount of waste being used.

Food waste comprises a large percentage of household waste, and an easy target for these cost saving measures. Some of this food waste can be turned back into compost that will help food grow on Connecticut farms. But in Berlin, that food waste won't go to plant food, but animal food.

Partnering with Bright Feeds, who promise to help lower costs. CEO Jonathan Fife "praised Connecticut's state policies that encourage the green food waste process and the work of the Connecticut Coalition of Sustainable Materials Management," in an interview with the Hartford Business Journal.

The process takes any food as long as it was meant for human consumption, even food that is still packaged, and then processes that waste through what they call "state-of-the-art technology and AI."

Here's where it gets interesting: "All food that enters our facility is immediately tagged based on its nutrient composition, and then our algorithms determine its movement throughout our facility. Rather than relying on operator judgment to mix incoming material, our algorithms do the work for us. This automation allows us to produce a consistent feed, batch after batch."

This product can be served to a variety of uses - pets, poultry, swine, aquaculture, and dairy feeding operations. If this could be adopted nationally, it would certainly help with the overreliance on corn and soy for animal feed.

While the processing plant was brought to Berlin, the service area includes all of Connecticut as well as some of our neighboring states. And the promise is that because the quality of their product is higher than compost, their tipping fees will be lower.

For towns and cities that want to move quickly on lowering tipping fees, there are a few options now. With Bright Feeds right there in Berlin, it makes sense to look to them as an option. As costs continue to rise, we're going to need folks to adopt composting at a much higher rate than recycling.



Through Our Backyards

A native plant policy is enacted in Ridgefield to save our ecosystem

For centuries, the Northeast niche looked a certain way – plants and trees grew native in grasslands and marshes. But when settlers moved in from abroad, they brought with them plants and grasses that weren't natural to the area. Some flourished, but some have wreaked havoc on the ecosystem. Now with the understanding of their impact, towns can do something about it like in Ridgefield which has pledged to plant only native plants on town properties.

It's important to recognize that ecosystems work as one interconnected network of plants and animals – including humans – and that network is sometimes fragile. If an invasive species overtakes a certain grass or shrub that a certain insect feeds on, that insect population can diminish, leading to a decline in a population of birds and so on and so forth.

And while us humans are disconnected from nature, invasive species can impact us as well – Japanese Knotweed can severely alter areas with dramatic spread and growth over short periods of time and can even cause damage to buildings and roads if it is allowed to persist. Maintenance and removal of this plant can take weeks of constant and careful removal, taking up to ten years to completely rid a small patch.

These invasive species can come from many different sources. English settlers hundreds of years ago brought plants that reminded them of home, essen-

tially terraforming New England into exactly that – a new England across an ocean. To this day, many plants come over as ornamental before spreading and taking over territories. Others spread through accidental shipping, a single seed taking refuge on a plane or boat can be the start of an invasive pest.

Ridgefield's HamletHub reported on the new policy in town that “will require all new plantings on town property to be native plants,” defined as “those that are indigenous to the Northeast United States.” They are the second such town to adopt a policy like this, citing Newtown as the first to enact a similar statute in 2021.

“The policy's main provision states that 100% of new and replacement trees, shrubs, herbaceous perennials and ground covering plantings on municipal properties will be native to the Northeast. The policy also applies to any replacement plantings, including but not limited to trees, shrubs, and perennials felled by storms, disease, redevelopment/expansion, or other reasons.”

Protecting native plants and promoting the ecosystem is so much more than conservation of our parks. It is protecting the fragile ecosystem of plants, insects, birds, mammals, even us. It's our waterways and our forests. Our backyards and the decorative plants around our town halls. Ridgefield's policy might seem like a small change – but it can have a huge impact for years or even centuries to come.



Japanese knotweed spreads rapidly, forming dense thickets that crowd and shade out native vegetation.

Casting Your Vote

Greenwich named Center for Election Excellence

With so much concern about the safety and integrity of our elections, the most recent statewide election was sure to be closely watched. One organization that was looking was the U.S. Alliance for Election Excellence, who took note of Greenwich as a “Center for Election Excellence.”

The organization is part of a collaboration between many non-profits and centered in The Audacious Project, which is part of the funding wing of TED, the non-profit noted for their popular talks.

As part of the inaugural selections for Centers of Election Excellence, local election departments declared their interest and were part of an information session. Once selected, the Centers began to meet and identify what is working and what is not.

“As part of the Alliance, Centers will receive training, mentorship, and resources, and serve as a support system for each other and election departments across the country.

“Centers will participate in co-creating values and standards of election excellence which will be rolled out to jurisdictions nationwide, uplifting and advancing the profession of election administration in the years to come.”

The list of 2023 candidates included cities across the country, but Greenwich was the only city in the Greater

Northeast area to be invited to participate.

Greenwich Registrars Fred DeCaro III and Mary Hegarty worked together from opposite sides of the aisle to secure the spot that eventually led to them receiving this designation.

In a news released obtained from Patch.com, Hegarty said, “Fred and I serve as an example of bipartisan cooperation in election administration. We have an excellent working relationship and although we have different personal views on policy issues, we are united in our dedication to administer fair and open elections.”

DeCaro said that he didn’t hesitate to sign up for these informational sessions – “We are always looking at how to improve service to our town. Likewise, we believe we have ideas and best practices to share with our new friends from across the country.”

The other recipients include Contra Costa County, CA; Shasta County, CA; Kane County, IL; Macoupin County, IL; Ottawa County, MI; Clark County, NV; Brunswick County, NC; Forsyth County, NC; and Madison, WI.

While there have been no indications of widespread voter fraud, the 2024 elections will be among the most watched and scrutinized. Making sure that your town or city is on top of election management like Greenwich will make for a perfect day in democracy.



Fred DeCaro III – ROV (R), Traci Carney – Assistant ROV (R), Mary Hegarty – ROV (D), Lynn Giacomo – Assistant ROV (D)

The Start Of A Beautiful Friendship

East Lyme and Waterford find more and more ways to work together

When it comes to regionalization, the easiest concept to wrap your head around is the fact that working with other municipalities might save you money. But regionalization is not just a line-item on a budget, it is a working relationship between towns that must be upheld. Take the relationship between Waterford and East Lyme for example.

In a recent article for the New London Day about a wastewater agreement, several representatives from both towns went on to say how well the partnership between the two towns are.

Both Waterford First Selectman Rob Brule and East Lyme First Selectman Kevin Seery, commented on the arrangement with the former saying “This was a perfect example of how communities can work together,” and the latter saying “It was a good working relationship too.”

First Selectman Seery went on to say that during conversations on the wastewater transfer, they even addressed future items.

Both towns have their sewage processed in New London, per the article, which was agreed to in 2021. As the arrangement stands, all of East Lyme’s sewage must pass through a “force main” that is owned by Waterford.

The town of East Lyme is financially responsible for the operation and maintenance, but both towns will be responsible for capital improvements based on the flow of water from each town.

The towns are also part of agreements when it comes to animal control. The East Lyme/Waterford Animal Control is a full-service animal shelter that is coincidentally located in New London.

They also share a shellfish commission which designates the amount and type of shellfish that might be taken from portions of the Niantic River.

In the future, the towns may be joined in this wastewater management agreement by Old Lyme, and the revenue generated may be shared proportionally between the two towns.

While the agreement solves one particular issue, it doesn’t nearly solve all problems that municipalities face. But it doesn’t take away any of either town’s independence either.

Regionalization works best when and where it makes sense for both towns. As seen here with Waterford and East Lyme, they’ve found areas that make sense for them and it’s created a relationship where the towns seek out those areas where they can improve services for their residents.



View of the Rocky Neck State Park jetty, beach and the Giants Neck area shoreline in the Niantic section of East Lyme

HOUSING & INFRASTRUCTURE

Something Up His Sleeve

Commissioner Boughton talks IIJA program

Applying for federal money can be a complicated business, but Mark Boughton has some stuff up his sleeve.

In his role as Commissioner of the Connecticut Department of Revenue Services, it's his job to make sure that Connecticut's towns and cities have the best chance at Infrastructure Investment and Jobs Act (IIJA) monies for infrastructure projects across the state. Boughton, mayor of Danbury for nearly 20 years before taking this role, acknowledged the complications.

"As a mayor," he said, "I'd have a couple of concerns about the program."

For one, he said the guidebook is 440 pages, making it difficult for mayors or first selectpersons to figure out if they're eligible for a program or not.

Then on top of that, local governments sometimes have to contend with the "local match" for certain projects. Towns and cities might have to put up 10 to 20% of any given project. Boughton recognizes from his time as mayor that neither Danbury or Bethel or Hartford has those millions and millions of dollars to spare.

But as Commissioner, he is preparing bills for the next legislative session that are going to help towns and cities secure these grants as well as walking them through the process in partnership with the Councils of Governments.

As opposed to the ARPA funds, which were meant as relief funds, IIJA funds are about opportunities – selling a story about how a project or opportunity will help

that municipality.

Getting these funds to Connecticut municipalities, Boughton said was a priority of his and Governor Lamont's. Once the IIJA bill was signed, President Biden asked that each state create a "single point of entry" so that the 400 programs over 19 federal agencies would know who to contact and get the ball rolling.

Fortunately, Governor Lamont put together a budget for Boughton to build a small team to help the towns and cities tell those stories, apply for grants, and leverage some of the things they're already doing.

And while some road projects that you see on your daily commute are already using IIJA funds, Boughton says that there's still more to come, and that these funds can be used for so much more.

Electric vehicle charging stations and broadband internet will all be part of Connecticut's future. As will sustainable energy grids that can quickly bounce back from outages and storms. Water recovery and sewage plants that will aid towards protecting Long Island Sound are also likely to be included.

Perhaps that's why Boughton has reason to be "bullish" on Connecticut.

"You know, we are uniquely positioned for success here," Boughton said, "The last two years on my tax side, I like the revenue numbers, I like where we are in terms of fiscal security.

"I know it's boring people, but it's a big deal."





Imagine No Traffic Accidents

Stamford sets Vision Zero for traffic goal

As we begin to invest in infrastructure, towns and cities around the country must think of the intelligent and innovative ways they can increase pedestrian and vehicle safety. Being intentional about safety is often the first step, one that Stamford has recently taken in a pledge to eliminate traffic fatalities in the next decade.

First some figures. In the United States, traffic fatalities reached an apex in the 1930s – and it’s no wonder why. Cars then were a new invention, and modern safety features we’re not yet invented or implemented. The 2010s were the safest decade on record, but the 2020s have already crept back up.

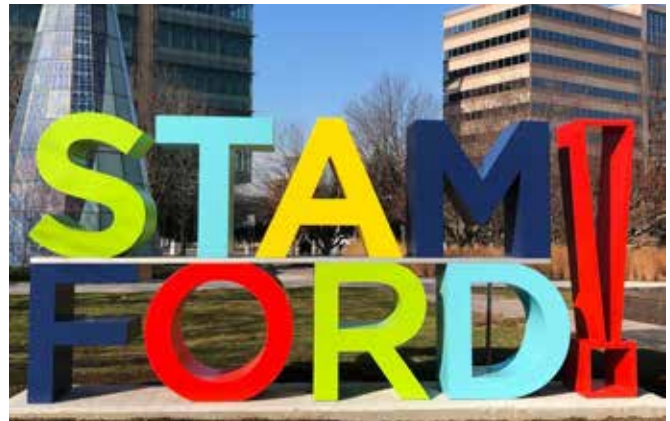
Even worse, in Connecticut, pedestrian fatalities have been tracking up every year for over a decade. In an Op-Ed by Anthony Cherolis printed in CTNewsJunkie.com, he says that “We are collectively less safe on our roads, whether driving or walking, than we were in 2009.”

Some of that is the cars we drive, some of that is infrastructure, and a lot of it is distracted driving.

Stamford is responding to this info with Vision Zero. It is, according to their release, “a fundamental shift in how we think about our roads.”

They take the info that mistakes happen and that you cannot expect 100% compliance on all roads all the time by designing road systems and policies “to ensure those inevitable mistakes do not result in severe injuries or fatalities.”

Outlined in the executive order, signed by Mayor Caroline Simmons, the city will release a Vision Zero Action



Plan to provide a roadmap with both short-term and long-term strategies.

At a time when municipalities are considering their infrastructure, this is a golden opportunity to ask what kinds of traffic calming measures are right or wrong for the city. It is also a time to ask for recommendations to reduce speeding overall, which the executive order cites by name. Across Connecticut and the nation, city planners are adding roundabouts and speed bumps to straightaways to reduce speed. With plenty of other choices, it’s a matter of what is right in each instance.

What is most important is doing anything. Over the next decade, more and more individuals will be looking to implement things like self-driving cars, lane assist, and if trends continue, more will be biking or walking to work. Even by having the conversation, Stamford is acknowledging that “even on fatality is too much.”

PUBLIC SAFETY

In Case Of Emergency

Locals in East Hartford learn to respond in basic training course

In times of emergency, the public needs to be involved in some capacity. If an area needs to be avoided, you can't just tell the emergency responders. Sometimes, you might even need the help of citizens to coordinate after a disaster as a social network to get that info out. But you don't want just any ol' person doing that heavy lifting. For their part, East Hartford is offered a free community emergency response training this past fall.

The Community Emergency Response Team (CERT) Basic Training Course was held for 25 students over 10 consecutive weeks, starting in September.

From resources obtained on the town's website, "CERT is a program that educates volunteers about disaster preparedness for the hazards that might impact their area and trains residents on basic disaster response skills."

The idea for CERT came from way out west. In 1985, the Los Angeles Fire Department developed the idea in order to help them quickly and efficiently respond to disasters like the 1987 Whittier Narrows earthquake.

As East Hartford said, that idea was good enough to travel all the way back east because it "makes good sense and furthers the process of citizens understanding their responsibility in preparing for disaster."

The benefit of CERT is manifold. Although the team of civilians might not be equipped to handle the worst case scenarios, that's what the emergency responders are for. Police, Fire, EMS responders are the experts on these tasks. But having trained civilians equipped to manage smaller tasks, the experts can be freed up to focus on the "most critical emergencies."

Individuals that wanted to apply for the class didn't need any previous experience, as they were brought through the courses with a combination of hands-on training as well as in-class instruction. The course culminates in a drill that makes use of all that they learned over the two and a half months.

No one is sure when the next disaster might strike. In fact, earthquakes have become more frequent in Connecticut. Training residents respond to these disasters is simply good sense.



Every other
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listen online at wnhh.org



A Learning Opportunity

Scary tactic helps Windham to get ahead of the curve

There is nothing scarier than a school lockdown. And in 2022, unscrupulous individuals are taking advantage of that by calling in vague threats – colloquially known as “swatting.” After recent incidents in which several Connecticut schools were swatted, Windham announced they were going to use these incidents to “evaluate their procedures.”

Somewhere between a bomb threat and prank phone call, swatting is when an individual tricks emergency services into believing that there is an active shooter. This prompts the police and other services to send large amounts of officers – and generally their SWAT teams if they have them – to the location. Victims include individuals or in this case, institutions.

In late October, nearly twenty schools across the state were subjected to swatting.

The effect is one of instilling fear in the students and faculty, and often disrupting an entire school in the cruelest way possible.

Willimantic Police have been working with the Windham Public School staff, according to an article from the Willimantic Chronicle, “in

an effort to improve safety response protocols, communication, staff training, trauma support and facility safety.”

While, they say they can’t stop people from making these veiled threats, they can prepare to react to them responsibly.

In addition to updating safety and security protocols, they are also going to enact the following measures, per the Chronicle:

- The district is in the process of ordering panic buttons and blue lights for each of the school buildings.
- The Community Occupational and Remote Education (CORE)/ Assisted Work Program (AWP) building recently received a new security system.
- Willimantic Police Det. Keith Edele offered a training session on “Run, Fight & Hide,” strategies used when gunshots can be seen and/or heard within a school building. Future sessions are being planned with school staff.
- Connecticut Project Advancing Wellness and Resiliency in Education (AWARE) Coordinator Tanya Fleeting offered a session about de-escalation techniques and strategies that would help teachers support students in crisis. Project AWARE is a program run by the federal Substance Abuse and Mental Health Services Administration.
- A staff training session is being planned that will educate staff about Physical and Psychological Management Training and De-escalation Techniques. It will be held outside contractual hours and staff will be compensated for their time.
- School district staff are researching potential partnerships with agencies that can offer trauma-related support for students and staff, such as The Village for Families & Children in Hartford, My People Clinical Services in Hartford and Bensinger Dupont & Associates.
- Upon the recommendation of Willimantic Police Chief Paul Hussey, the school district sent staff to a presentation about Mutualink 360, a public safety communications system, at Eastern Connecticut State University on Thursday.
- Youngberg has been speaking with Hussey about the possibility of an additional school resource officer (SRO) in the future. Currently, the high school has an SRO.
- Window/door blinds and additional keys will be ordered and minor facility repairs will be made.
- School district staff will implement a process through which police can identify classrooms from the outside of a building.
- Upon the request of Willimantic Police, police can now access the school buildings more easily in an emergency.
- New intercom systems, clocks and security cameras have been obtained.

In an era where threats of school violence cannot be taken lightly, it seems that emergency responders will have to be vigilant. In these cases, a prank call must be treated exactly like the real thing. Taking steps as Windham has is crucial for the safety of our schools.



SOCIAL WELFARE

Five Strategies For Hiring Diverse Talent

by Julia Bauer & Nya Anthony

As we look forward once again to Representation Matters, we know that Connecticut's towns and cities are looking to include their increasingly diverse constituents in local governance. And with so many openings in municipal governance, one measure towns and cities can take is making sure that they are attracting diverse talent. Julia Bauer and Nya Anthony writing for the National League of Cities shared these five strategies for attracting diversity, equity, inclusion and accessibility (DEIA) candidates when hiring:

Here are NLC's top five strategies for advancing DEIA in hiring:

1. Advance DEIA Through a Designated Department and Staff:

As municipalities work to advance DEIA in their organization, they should consider establishing a designated DEIA department and/or leader to be compensated for their work in this space. By having a designated department, municipal leaders can lead to better coordination across departments and alleviate pressure from BIPOC staff to educate their peers on implementing DEIA in their work.

2. Ensure Diverse Candidates Apply for Local Government Positions:

When looking to increase the diversity of their municipal workforce, local leaders should look for ways to recruit applicants through multiple methods. Additional recruitment strategies include posting jobs on multiple recruitment platforms or promoting flexible application requirements, such as accepting years of experience for postgraduate degree requirements, or thoughtfully assessing whether postgraduate degrees are necessary for the job at all. Other methods include setting goals for increasing the diversity for specific roles, such as the 30x30 initiative which advances the representation of women in all policing ranks across the US.

3. Be Transparent about Workforce Data and Trends:

As municipal leaders evaluate their workforces for growth opportunities, they should have access to their current workforce trends. To improve transparency about local government workforce trends, municipalities can share their workforce data publicly for resident access, potentially leading to increased resident trust. Additionally, municipal leaders should increase transparency by sharing workforce trend data across government agencies, such as libraries, schools, and more.

Once municipal leaders understand their trends, they can take steps to plan their goals and implement

measures for success. These steps include conducting assessments, setting achievable metrics for organizational diversity, and implementing DEIA training for all departments.

4. Consider DEIA in Compensation and Employee Benefits:

Municipal governments may improve retention rates among diverse candidates by providing competitive compensation packages and other non-wage benefits, including opportunities for remote work, professional development, childcare and public service loan forgiveness (PSLF). By incorporating these benefits, local governments could better appeal to a variety of applicants and improve employee retention.

5. Provide Feedback Opportunities and Listen to Employees of Color:

Human resource (HR) practices that promote DEIA go beyond hiring and should be woven throughout the employment process for local governments. Opportunities for staff feedback should be regularly provided and can take the form of workplace culture reviews and pathway examinations for employees to advance in the organization. Additionally, feedback should be captured by employees who transition out of the organization. Exit interviews provide a unique opportunity for employers to gain insight into an employee's experiences in their role.



CCM to soon offer Diversity & Inclusion Training to Connecticut Municipal Officials starting in 2023. *More Details to Follow.*

Aging Well

New organization aims to help municipalities with aging populations

Connecticut is getting older. Over the last decade, the average age of a CT resident has increased by a year. A confluence of reasons have caused this trend – outward migration, having fewer children and having them older. Whatever the cause, CT towns and cities will need to account for this demographic shift. The Connecticut Age Well Collaborative has released its first municipal resource guide to help towns and cities do just that.

The collaborative is a statewide initiative intended to educate key stakeholders about the issues of aging, especially as it relates to promoting equity.

“Our current systems and structures produce disparate outcomes for women, people of color, LGBTQ+ populations, low-income and rural older adults, including declining health at an earlier age, higher rates of social isolation, and economic life near or below poverty.”

The impact on Connecticut is particularly noticeable when you realize that nearly a quarter of the state’s population is over the age of 60 according to the collaborative, making Connecticut the seventh oldest state in the nation.

As noted, this trend is only going to go upward as the nation as a whole has. In 1960 for instance, the average age was around 29.5 thanks in part to the eponymous babies of the baby boom generation. By 2020, the av-

erage age in America is over 38 years old – the highest its ever been.

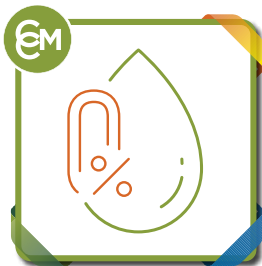
While towns and cities might not be able to control how people age – they can foster “livability” for an aging community. In areas of community and health care, transportation, housing, social participation, outdoor spaces and buildings, respect and social inclusion, civic participation and employment, and communication and information, towns and cities can begin to address age-friendliness.

Through the series of resource guides, the Collaborative hopes to reframe the aging narrative with local governments, community stakeholders and residents.

In addition to the resource guide series, they have made Community Profiles available for every town and city. They will indicate where your demographics are and key factors with aging.

Getting older is a privilege, but it is undoubtedly difficult to get old. Municipalities can help bring down barriers to aging and impact their residents’ lives in ways they might not even think are all that impactful. Through the Connecticut Age Well Collaborative, towns and cities will get firsthand expert advice on making our state a more livable place for everyone.

For more information and to access the resource guide, you can visit <https://ctagewellcollaborative.org/>



Drug & Alcohol Consortium

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only the testing should be random

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

Not Quite Robocops

VR tech helps New London officer through difficult training

Though it came out 35 years ago, there was something to be said about how RoboCop predicted the integration of technology and crime fighting. We've written about doorbell cameras helping link evidence together, tracking devices straight out of a James Bond movie, and more, but New London has taken it a step further. A step further into virtual reality where officers can now simulate training in the Metaverse.

From a report in the New London Day, the local police department was able to pick up a Department of Justice grant to fund the APEX Officer virtual reality simulator. According to the article, the whole set up originally cost nearly \$100,000, but the department was able to acquire the system at a steep discount covered by the grant.

Like so many other occupations, Police Officers need training on what it feels like to be in the field. Compare this to pilots who now benefit from hours of flight simulation before they take the controls of sophisticated aircraft. In much the same way, officers can benefit from real world simulation without the risk of having to wait for a real-world situation to occur.

It's clear from the arguments around the Police Accountability Bill that officers are often required to walk a tight line. They are required to de-escalate situations where the other person is not willing to or able to comply.

The virtual reality simulator teaches "non-violent strategies and techniques," and will help ensure compliance with the Accountability Bill.

In the article from the Day, Sgt. Matt Cassiere said that the system is "not a game," but can hold some real valuable lessons for cadets and officers.

In the simulation, one trainer controls the simulation from another room, while the trainees don the headsets that place them into virtual reality. Once inside, they can interact with the simulated world and go through the training. And while this system provides a safe space for officers to train in, it's still not completely safe: additional individuals need to be present to stop the trainees from walking into things.

This might all seem futuristic, but adopting new technologies in training can make officers more equipped in the here and now. With the Police Accountability Bill, it's important that officers have the right resources to succeed in the field, even in the most difficult situations. New London, as the first in the state, is taking that first technological leap.

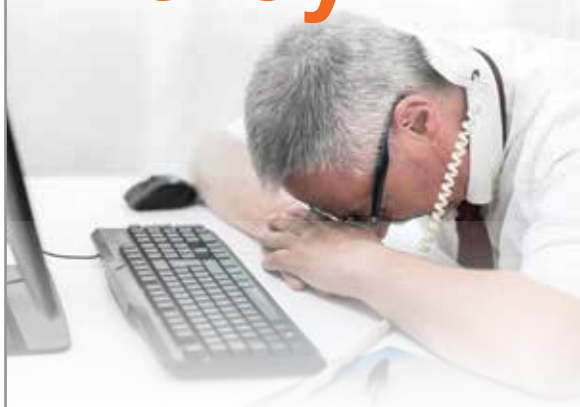


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This is Leroy



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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- * We can supply cutting edges with custom hole patterns and sizes and in 1/2" x 6", 5/8" x 6", 3/4" x 6" blade size
- * You save money with Winter! We offer 5/8" blades for the price most are paying for 1/2"
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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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TECHNOLOGY

Parking Is A Breeze

Milford parking tech adds ease to beachgoers

Imagine you are sitting on a beach – the sun is warm, but there's a cool breeze coming off the water. You've reached a good point in your book, when an alarm goes off. You need to feed the meter. In that moment, what would be worse than having to schlep back to the car? Milford is partnering with a mobility software company to make sure that ghastly story never happens to you.

In a recent press release from the Passport company, it was announced that the city is going to have a brand new app for contactless and mobile payment for parking at "more than 750 on and off-street spaces," all in the Walnut and Gulf Beach areas.

These destinations are popular with folks from in town and beyond the borders, and they can now seamlessly integrate parking with their beach experience.

Like with many apps, it's a simple account based system, where you input your name, email address, and license plate or parking space number depending on whether the spot is on street or in a lot. Because the system is entirely app-based, "users can extend sessions remotely and review parking history and receipts with just a few taps."

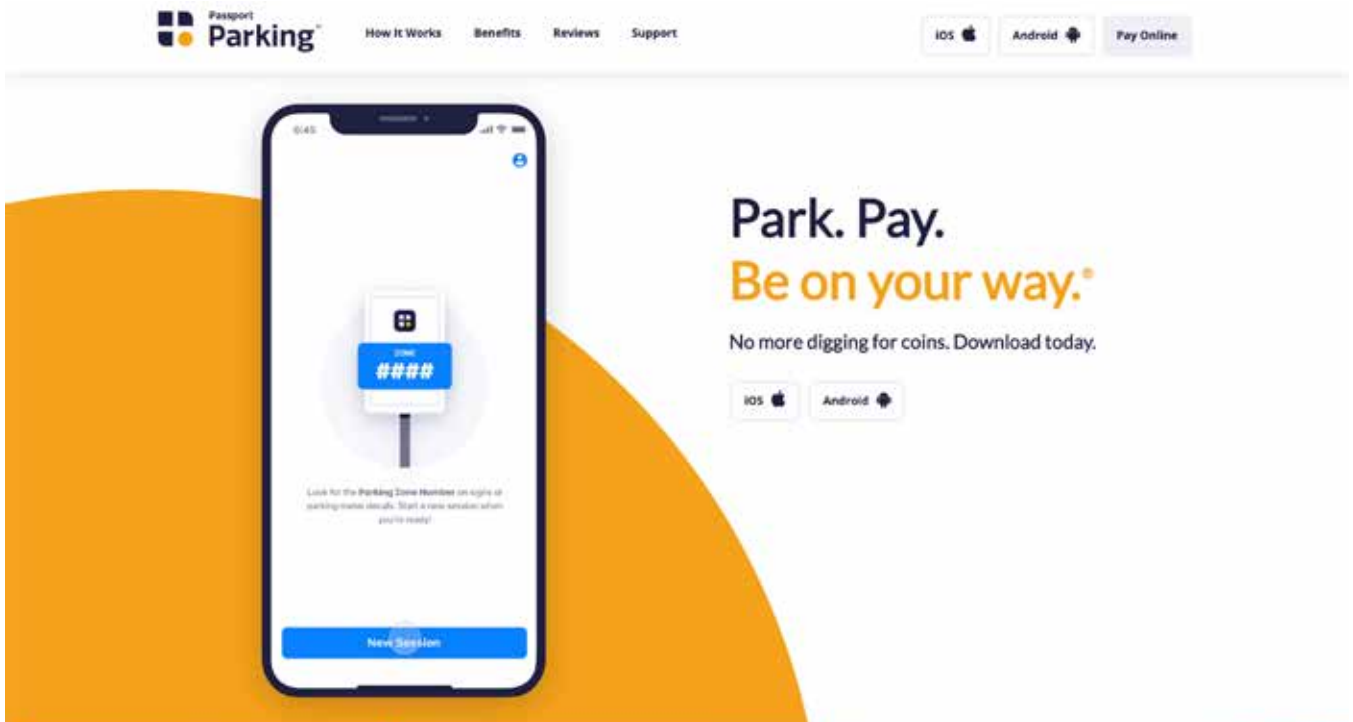
"With Passport's mobile parking app, visitors looking to spend time in our charming, coastal city can now experience seamless, user-friendly parking payments," says Milford Police Chief Keith Mello. "In using Passport's platform, we are digitizing our parking operations, which allows us to cater to the needs of our community and operate more efficiently on the backend by centralizing our mobility data."

It's on the backend where the data becomes crucial for enforcement operations. The police department

will be able to manage parking permits and parking enforcement through the same app that users can use to pay the meter.

Milford isn't the only municipality in Connecticut that uses Passport. The press release notes that Manchester, Fairfield, and West Hartford, all use this same platform, while other cities use other services for their parking needs.

As with so many other facets of life, parking technology should be seamless and easy. It seems that as more people pay digitally, fewer and fewer folks will have change on them to feed the meter. Accepting this reality is simple. Milford is falling in line with so many other towns and cities to adopt mobile parking apps. And everyone at Walnut and Gulf beach thanks them.



Passport Parking

How It Works Benefits Reviews Support

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Park. Pay.
Be on your way.®

No more digging for coins. Download today.

iOS Android

Look for the Parking Zone Number on signs at parking meter details. Start a new session when you're ready!

New Session

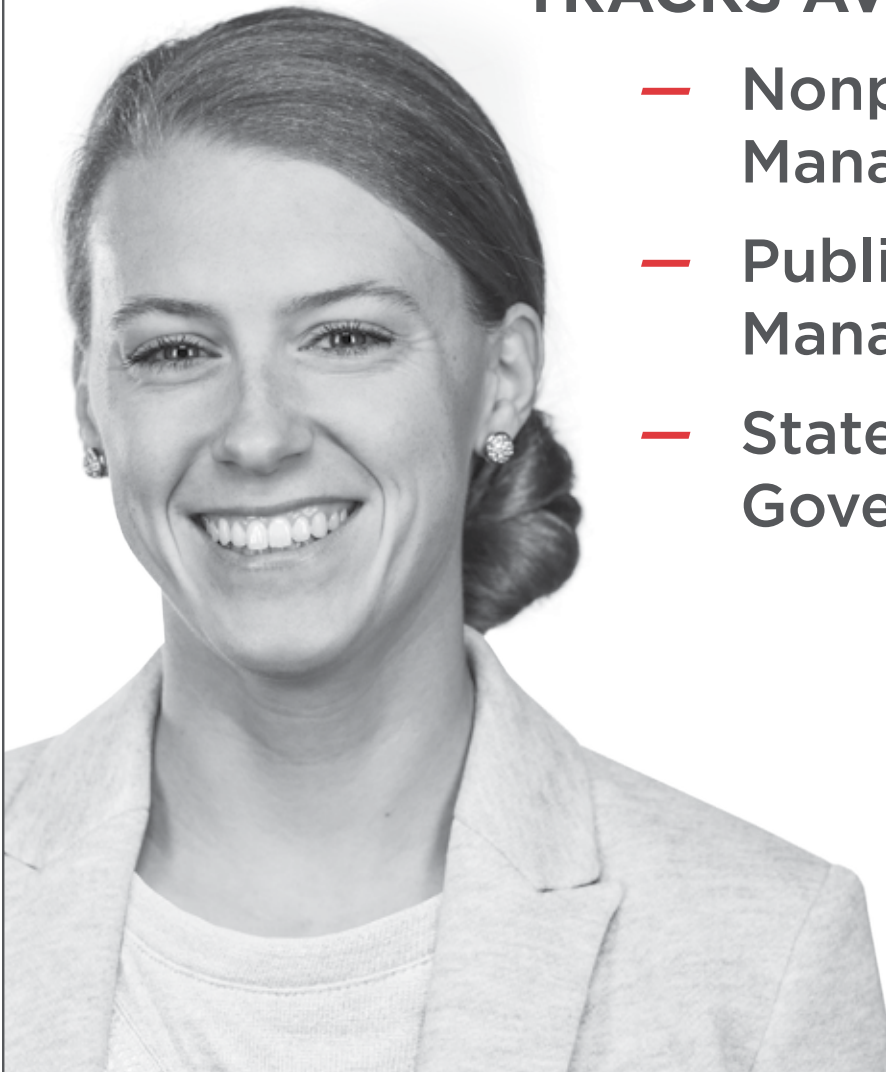
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ENERGY SAVINGS: EASY AS 1-2-3



Take the following steps to **identify improvements** and **implement projects** that add up to **real savings** for your community.

1

Schedule a **no cost, no obligation energy efficiency evaluations** with ESC to review existing facility conditions, analyze utility usage and summarize recommendations and associated costs.

2

Eliminate contracting hurdles by leveraging ESC's status as a **pre-approved provider of energy efficiency retrofits and cost savings services** with the Connecticut Department of Administrative Services.

3

Capitalize on a variety of incentive programs offered by local utility providers working with ESC to support project implementation, including **interest-free financing for up to one million dollars** per municipality.

