

**Board of Selectmen
Meeting Agenda
September 7, 2023 at 7:30 pm
Weston Town Hall Meeting Room and via Zoom**

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/86954735226>

Join by Phone: 646 558 8656

Webinar ID: 869 5473 5226

1. Call to Order
2. Pledge of Allegiance
3. Discussion / Decision on milling a portion of the Norfield tree for future use as a bench or other commemorative object and request for supplemental appropriation of \$4,500
4. Tom Failla, Tree Warden – Spotted Lantern Fly
5. Proclamation for Childhood Cancer Awareness Month
6. Interview Rob Lamb for possible appointment to the Board of Ethics
7. Interview Gayle Paquin Costello for possible appointment to the Board of Ethics
8. Acceptance Resignation of Richard Albrecht from the Conservation Commission
9. ARPA Funded Library Audit Update
10. Approval of Tax Refunds
11. Approval of Minutes from the July 20, 2023 Regular Board of Selectmen Meeting
12. Adjournment

Item 3

Office of Tree Warden, Town of Weston
56 Norfield Road
Weston, CT 06883
June 30, 2023

Notice of Final Decision of the Tree Warden Regarding Three Stem Large Red Oak Tree Removal in the Town of Weston Right of Way at Norfield Road and Norfield Farm Lane

A virtual Public Hearing took place on Thursday June 29, 2023 from 4:00 p.m. to 4:44 p.m. following the June 12, 2023 Notice of Tree Removal posting on the tree. As required by Chapter 451, Section 23- 59 of the Connecticut General Statutes, the hearing was called because written objections to and support for the removal were received within the 10-day notice period. In addition, the tree warden accepted other written comments through the end of the hearing. All written comments and other relevant documents, including the Tree Warden's opening and closing statements were posted on the Tree Warden page of the Town of Weston website. The purpose of the hearing was for the tree warden to explain the reasons for the removal notice and allow members of the public to ask questions and make comments. Also, a representative from Bartlett Tree Experts was present to answer questions about the firm's May 2023 risk assessment report on the tree. The hearing was legally noticed June 26, 2023 on the Weston Town Clerk's bulletin board, the Town of Weston website under Legal Notices and the Tree Warden page. The notice was also sent to interested parties. Notice was also posted June 26, 2023 on the tree and was published in The Hour of Norwalk, CT on June 26, 2023. After careful consideration and having objectively reviewed the facts and opinions presented during the hearing and documents made part of the hearing record, I have ruled the following:

Sadly, because of the tree's deteriorating condition and declining ability to support its structure even with previous intervention measures and because of an unacceptable risk of tree part and/or cable failure of this once magnificent red oak, this tree is to be removed in a safe manner under the direction of the tree warden before the end of August 2023. **In the meantime, the tree warden will collect acorns and look for nearby seedlings from the tree to propagate descendants of the tree. The tree warden will also coordinate with the Board of Selectmen on other ways to appropriately memorialize the tree.** This is the final decision of the Weston Tree Warden. Let it be known that Chapter 451, Section 23-59 of the Connecticut General Statutes states: "the Tree Warden shall render his/her decision granting or denying the application, and the party aggrieved by such decision may, within ten days, appeal therefrom to the Superior Court for the judicial district within which such town or borough is located." This decision will be emailed to the Board of Selectmen, interested parties and posted on the tree and posted on the Town Clerk's board and before 4 p.m. June 30. Subsequently, it will also be posted on the town web site under Legal Notices and the Tree Warden page, and published in The Hour, Norwalk, CT.

Norfield Red Oak Follow Up Report for Board of Selectmen from the Tree Warden Aug. 24, 2023



The Norfield red oak tree and trunk were safely removed between Aug 15 and 23, thanks to Weston Arborists, Weston Police Department and Public Works, which also groomed and reseeded the location on the town right of way at Norfield and Norfield Farm.

We are left with four medium grade saw logs which, in total, have a potential yield of an estimated 1,500 board feet (board foot = one rough sawn plank one foot long, one inch thick and 12 inches wide). The image at left shows how a sawyer might efficiently use an entire log. The logs are approximately 30-to 36 inches in diameter and 10-to-11 ft long and weigh approximately two tons each. They are now secure at the town garage (see pictures below) stacked off the ground on logs, sealed with wax and covered with tarps. This will extend their useability for milling for a few months. Public Works Director Larry Roberts has approved the use of the town garage yard to store the saw logs and lumber

Lumber milled from the saw logs will not be ready for fashioning items until about a year after the lumber is milled by air drying.



Kiln drying may also be possible. It takes less time but adds processing expense. Air drying is passive and only requires periodic curating of the lumber stack, essentially flipping and weighting planks and timbers to control cupping or twisting during the curing process.



Additionally, as indicated in the tree warden's final decision regarding the tree's disposition, I have collected green acorns and have potted them in the hopes of sprouting offspring of the tree. We will know late next spring or early summer whether any take. I will care for them until we have some viable seedlings or saplings. We can determine later how they may be replanted. For instance, each spring for the past six years the tree warden has offered the community approximately 100 saplings annually donated by Eversource on Green Up Day, which is the last Saturday in April. Should the Norfield acorns sprout seedlings probably will be viable perhaps by April 2025.



Should the Board of Selectmen want to pursue milling the logs into lumber, I recommend that the board consider appointing a small committee of two or three volunteers to decide what to do with the saw logs and raise private funds to carry out the project.

Among individuals with the technical knowledge to guide the committee are Chip O'Connor of Yankee Tree Resources who grew up and Weston and is the contractor the Tree Warden uses to remove waste wood. He has expertise in the forest products industry and is familiar with sawmills nearby and the equipment to transport the saw logs and return rough sawn lumber and stack and curate it. Thanks to

Chip under the tree warden waste wood removal budget we have measured and evaluated the nearby saw and preserved the logs at the town garage. He is ready to assist in moving the logs to a saw mill or helping arrange for a portable saw mill operator to set up for few days at the town garage to do the milling and then stack the planks and timbers, cover the lumber and periodically curate the stack. For technical assistance to determine the output of milling (i.e. length, width and thickness – see image that follows) I contacted Larry Liggett, a carpenter with experience working with various kinds of rough sawn lumber and a long-time resident, volunteer fireman. Larry recently replaced redwood window frames at the town library and he has done many other projects around town. Based on going milling rates of \$1.50 a board foot, set up, transportation, if needed, and stacking and curating for air drying I estimate a budget of around \$4,000 to \$4,500 would be needed. The cost of fashioning items such as a memorial bench or other items would need to be determined by the committee, as well as marketing costs for a fund-raising effort. Both Chip and Larry are interested in the project. Because this is their livelihood, I recommend they be compensated from funds raised.

Respectfully submitted

Dr. Tom Failla

**Office of Tree Warden
Town of Weston, CT
56 Norfield Road
Weston, CT 06883
203-331-6035
treewarden@westonct.gov**

Spotted Lantern Fly Identified in Weston, CT

Weston CT, Aug. 21, 2023 – The tree warden identified the presence of the spotted lantern fly (SLF) in the south end of Weston near the Westport line along Route 57 late in 2022 and destroyed the insect and notified nearby plant nursery and the town administrator. Periodic checks have been made around town since then and until this month found no other insects and nor received any reports of the insect's presence in town. Last Friday, a resident in the north end of town near the Redding line reported its presence.

In January 2023, the Connecticut Agricultural Experiment Station (CAES) issued a Quarantine Order with defined restricted areas for the exotic pest spotted lanternfly, *Lycorma delicatula*. This insect has been detected in Connecticut with established populations detected in Fairfield, Litchfield, Hartford, New London, and New Haven counties and single individuals intercepted in numerous towns. Pictures and full details on this insect can be found at:

[CT Spotted Lanternfly](#)

<https://portal.ct.gov/DEEP/Forestry/Forest-Protection/Spotted-Lanternfly>

The Tree Warden will make a report and recommendations regarding SLF to the Board of Selectmen in early September

In summary, what should residents do or not do if they see the spotted lantern fly:

First, and most important – if you think you have observed spotted lanternflies, do not attempt to move any wood or other potentially infested material from the site. Instead, you should:

- Report potential sightings of this invasive pest. If you suspect you have found a SLF, snap a picture of it and fill out this SLF Reporting Form. [Connecticut Spotted Lantern Fly \(SLF\) Reporting \(arcgis.com\)](#)
- Kill any spotted lanternflies you find immediately.
- Follow these tips for dealing with spotted lanternflies. [CAES-SLF-Residential-Factsheet.pdf](#)
- Please check your vehicles for stowaways! Inspect your vehicles, trailers, and other items for SLF adults and egg masses when travelling through areas with known or suspected SLF populations. These insects are known to hitch a ride on vehicles and even clothing.

END

Item 4

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Item 5



Proclamation

Whereas, September is National Childhood Cancer Awareness month, and

Whereas, nationwide, 17,000 new cases of pediatric cancer are diagnosed each year, approximately 200 of them in the State of Connecticut, and each year over 600 Connecticut children are receiving treatment; and

Whereas, cancer is the number one disease killer of all children under the age of fifteen. Over 85% of the children diagnosed this year with cancer will survive due to huge improvements in therapies, however the financial and emotional burden placed on families is devastating; and is a devastating and life-altering disease that affects thousands of young lives across our nation and the world; and

Whereas, Circle of Care, a non-profit organization founded 20 years ago, seeks to ensure that no family faces the financial or emotional burden of pediatric cancer alone by providing comprehensive, coordinated support to relieve the emotional strain and financial toxicity to Connecticut families so that they can focus on caring for their child and their family, and

Whereas, Childhood Cancer Awareness Month presents an opportunity to unite our community and take another step towards helping families achieve more positive outcomes; and

Now, therefore, I, Samantha Nestor, First Selectwoman of the Town of Weston, do hereby proclaim the month of September as Childhood Cancer Awareness Month. I call upon all citizens, businesses, non-profit organizations, healthcare institutions, and government agencies to join hands in raising awareness about childhood cancer and supporting efforts to combat this formidable disease.

Let us come together as a compassionate and determined community, working tirelessly to support affected families, advance research, and advocate for policies that enhance access to quality healthcare for children fighting cancer. By shining a light on the challenges faced by these young warriors, we can offer them hope, strength, and encouragement during their journey towards healing.

In witness whereof, I have hereunto set my hand and caused the seal of the Town of Weston, Connecticut to be affixed this 7th day of September 2023.

Samantha Nestor
First Selectwoman, Town of Weston, CT

Item 6



***NEW SUBMISSION* Board, Commission, and Committee Interest Form**

1 message

Town of Weston, CT <webmaster@westonct.gov>

Mon, Aug 21, 2023 at 12:03 PM

To: "executiveassistant@westonct.gov" <executiveassistant@westonct.gov>

Board, Commission, and Committee Interest Form



You have a new online form submission.

Note: all answers displaying "*****" are marked as sensitive and must be viewed after your login.

Full Name

Rob Lamb

Weston Address

9 Cedar Hills

Position Interested In? (Check all that apply)

Board of Ethics

Phone



Email



Participation requires that you are a registered voter in the Town of Weston. Are you a registered to vote in Weston?

Yes

Political Party Affiliation: Per state statute and town charter, this information is required to ensure minority party representation

Unaffiliated (no party affiliation)

Describe your interest and what you would like to contribute to this Board/Commission/Committee

Previously served on the Board. Understand the Board is vacant and believe it should be populated, active, and accountable.

Please include a brief bio or email your resume/CV to executiveassistant@westonct.gov

Will email resume

Any additional information you would like us to know

Thank you,
Town of Weston, Connecticut

This is an automated message generated by Granicus. Please do not reply directly to this email.

Rob Lamb**Business Development, Marketing, and Sales Executive**

Asset and wealth management executive. Combines keen insight into market preferences and buying habits with a focused view on how organizations can tap into and capture revenues from their target markets. Extensive experience with a consistent, proven, strategic process of identifying, targeting, and leveraging growth opportunities. Direct experience in wealth management, asset management, family office, investment company operations, and capital markets. Particular expertise in relationship building; in positioning effectively firms, products, and services within the marketplace; in executing strategies designed to establish awareness, strengthen communication, increase revenues, grow client loyalty, and build share. Clear, dynamic communicator. Consummate relationship builder and opportunity/revenue finder.

PROFESSIONAL EXPERIENCE:

Altfest Personal Wealth Management, New York, NY 2016 – 2022 *Registered Investment Advisor (RIA) seeking organic growth*

Senior Business Development Manager

Responsible for identifying, targeting, securing, and exploiting organic growth initiatives for the firm.

Identified professional associations, particularly healthcare professional associations, as catalyst for growth among desired segment of highly-compensated professionals.

Created and executed firm strategy, positioning, and messaging to engage and capture desired segment.

Identified and built relationships with key players within desired segment.

Secured exclusive partnerships with groups serving over **35,000 highly-compensated healthcare professionals**, within Altfest's desired, target prospect pool, including: **American College of Surgeons (NY State Chapter), Medical Society of the State of New York, New York State Psychological Association, New York State Society of Orthopaedic Surgeons, and Westchester County (NY) Medical Society**. These relationships have been majority contributor to firm's largest share of qualified prospects and new clients in the last 6 years.

Grayson Group LLC, New York, NY 2008 - 2016 *Positioning, marketing, and sales advice and services to investment managers and wealth managers*

President

Founded Grayson to help investment and wealth managers better identify, target, and grow meaningful client/advisor/ influencer relationships. Provided marketing, sales, and related services. Clients included alternative and traditional managers as well as private client/wealth managers. Responsible for all areas of the business, including strategy, management, client acquisition, and client management.

- Defining most attractive, influential and profitable channel partners.
- Re-engineering firm, team, and strategy positioning and messaging to target groups with most likely prospects resulting in an average of 28% more qualified inquiries and prospects.
- Recommending business development programs to grow clients and wallet share. On average, grew ongoing prospect/client contact, as measured by qualified calls/meetings, by over 80%. • Organized sales content, subject matter expertise, and thought leadership in marketing/sales process. • Prioritized sales

content assets to bolster growth goals and sales processes. Initiated/managed over six programs. Resulted in increased call/meeting/contact effectiveness and growth in sales engagements

Page 2 of 3

Carret Asset Management, New York, NY 2005-2008 *Family office*
Managing Director

Direct report of family office owners. Assisted in their strategy to acquire and partner in hedge fund space, recruit hedge fund managers, re-position the firm, and leverage existing relationships.

- Assisted owners in sourcing, due diligence, and integration of over 10 managers. • Developed positioning and messaging for firm and investment strategies.
- Responsible for marketing investment strategies to institutions, directly and through their consultants. • Ownership and execution of Request for Proposal process resulting in \$500MM in new assets. • Responsible for positioning and marketing strategies to retail-oriented platforms, notably those offered by Charles Schwab. Established and executed marketing/sales/service plan for Schwab's New York – Metro Area. From zero presence to full system awareness. \$25MM new retail assets in 6 months.

Babson Capital Management, Cambridge, MA 2002-2005 *Leading global asset manager*
Managing Director/Co-Head, Private Wealth Management Group (PWM)

Wholly-owned subsidiary of MassMutual Financial Group. Services offered included comprehensive financial planning, investment management (both closed and open architecture), and trust services for HNW individuals, families, personal trusts, and smaller institutions. Co-responsibility, including P&L, for 15 person PWM. Tasked to grow the business and manage non-investment related activities of firm's equity hedge funds.

- Grew PWM new asset inflows by over \$212MM in 11 months (vs. \$90MM in prior 12 months). • Responsible for growing equity hedge funds from zero base to over \$100MM in first year. • Changed focus to customer. Repositioned investment management and financial planning services. • Created PWM's marketing efforts. First to establish a marketing strategy which included developing specific branding, positioning and messaging for PWM. Strategically targeted media, cultural institutions, professional associations, etc. (including NPR, Boston Symphony Orchestra, *Boston* magazine), to reach and raise awareness among firm's target market.
- Created programs to position key PWM professionals as thought leaders. Through white papers, educational platforms, and "what if" investment scenarios, enhanced PWM by shifting it from mere provider of investment strategies to long-term, trusted, wealth advisor.
- Developed and instituted standards and processes for prospect/client interaction, including on-boarding. • Developed and launched internal referral program to encourage members throughout firm and holding company to refer qualified prospects to PWM.

Forum Financial Group, Portland, ME 1998-2002 *Leading provider of administration, accounting, and technology services to investment funds*

Director of Sales

Service provider to mutual funds, hedge funds, and other pooled vehicles. Responsible for firm's entire business development and sales effort. Secured firm's second largest client ---- a multi-billion dollar, multi fund complex.

Highland Investment Group, Fairfield, CT 1994-1998 *SEC-registered investment advisor. Manager of Highland Growth Fund*

Co-Founder/President

Led firm and fund start-up and management, including strategy, operations, marketing, sales, and client service.

Page 3 of 3

Donaldson, Lufkin & Jenrette; Dillon, Read; S.G. Warburg, New York, NY **1985-1994** *Investment banks*
Fixed income, convertible bond, and equity-linked sales and trading

BOARDS:

Business Committee for the Arts (BCA), Washington, DC; New York, NY **current Board Member**

Founded by David Rockefeller, BCA encourages, inspires, and stimulates businesses to support the arts in the workplace, in education, and in the community. The Board provides leadership on key initiatives including messaging, advocacy, and strategic alliances within the private-sector community.

Board of Ethics, Town of Weston (CT) past Board Chair

Boy Scouts of America (Fairfield County, CT) past Board Member

KLD Research & Analytics, Boston, MA **past Board Member**

Leading provider of management tools to professionals integrating environmental, social, and governance (ESG) factors into their investment decisions. Sold to RiskMetrics Group (now MSCI).

Monaco Music Film Festival, Principality of Monaco **past Board Member**

Venovate, San Francisco, CA **past Advisory Board Member**

Firm matched wealthy investors and their advisors with issuers raising capital for the full range of alternative assets. Platform participants invested or raised capital – from start to finish, fully compliant, and all online.

PUBLICATION

Contributor, "Seeing Beyond: Unlocking the Long-Term Opportunities in Wealth Management".
ForbesInsights, 2015

EDUCATION:

Harvard Law School, J.D., Cambridge, MA

St. Antony's College, Oxford, England

Pomona College, B.A., Claremont, CA

Item 7



***NEW SUBMISSION* Board, Commission, and Committee Interest Form**

1 message

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Sun, Aug 20, 2023 at 12:58 PM

To: "executiveassistant@westonct.gov" <executiveassistant@westonct.gov>

Board, Commission, and Committee Interest Form



You have a new online form submission.

Note: all answers displaying "*****" are marked as sensitive and must be viewed after your login.

Full Name

Gayle Paquin Costello

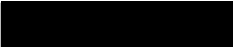
Weston Address

5 LORDS HWY E

Position Interested In? (Check all that apply)

Board of Ethics

Phone



Email



Participation requires that you are a registered voter in the Town of Weston. Are you a registered to vote in Weston?

Yes

Political Party Affiliation: Per state statute and town charter, this information is required to ensure minority party representation

Democratic Party

Describe your interest and what you would like to contribute to this Board/Commission/Committee

Would like to support with the checks and balances of town concerns.

Please include a brief bio or email your resume/CV to executiveassistant@westonct.gov

I've submitted my resume to the above email

Any additional information you would like us to know

It's on my resume

Thank you,

Town of Weston, Connecticut

Gayle Paquin, LCSW



Dedicated and creative, solutions-focused self-starter with a comprehensive background in social work services, project management, community advocacy, outreach, conflict management, and treatment.

PROFESSIONAL EXPERIENCE

Pathways Inc. Greenwich
Deputy Executive Director
Clinical Programs Manager

July 2022 to Present

- Program assessment, redesign and development of clinical programs
- Oversee contracts with the Department of Mental Health and Addiction Services and support agency compliance
- MRO group home redesign of curriculum
- Oversee Pathways group homes, the social rehabilitation program, supportive housing, the Community Support Program and the Mental Health Waiver
- Advocate and provide support for adults with chronic and severe mental illness to promote independent living opportunities
- Supervise staff and MSW interns, grant writing and support

Creative Therapy & Consulting Services, PLLC

July 2022 to Present

- Founder of this start up
- Individual psychotherapy services with children, teens, adults and older adults
- Consultant to Hall Neighborhood House for SEL programs at the Community Center serving daycare, preschool, after school programming, teen programming and senior programming
- Developed RULER based preschool SEL curriculum and implemented in 6 classrooms
- Developing RULER based SEL curriculum in after school programs
- Supervise MSW interns that are placed at Hall Neighborhood House
- Certified in Mindfulness Based Stress Reduction, Certification in Play Therapy and Therapeutic Art Interventions for Children and Teens, Certified in CBT, Exposure and Response Prevention for Treatment of GAD, Panic Disorder, OCD, Social Anxiety & Phobias
- Certified in TFCBT

Optimus Health Care Bridgeport
Program Manager & Lead LCSW

September 2021 to June 2022

- Providing psychotherapy to individuals and groups ages 5 and older through telehealth and in person sessions
- Developed SEL programs to implement in the pre k classrooms
- Served as a consultant to the community center and co wrote grants for Social Work/SEL services
- Developed trainings for Community Center staff to support SEL in after school programs for K-2

Family Centers, Inc. Stamford**June 2017 to August 2021**Director of Self Sufficiency and Independent Living Programs (9 Programs)

- Supervise and develop managers, social workers, case workers and interns (team of 26) for the following Self Sufficiency Programs: RITE, FSS, Windrose, Community and Supportive Services, BOOST, Housing Resource Program, Literacy Volunteers, Friendly Connections and VOCA
- Manage budgets, grant writing, proposal writing, funder relations, compliance with contracts.
- Developed a Community Response Team to strengthen capacity and service delivery to the community; a Case Review Team to support employees struggling with challenging clients and the BOOST work group
- Designed an afterschool and summer program in Stamford Public Housing now going into it's 5th summer; increasing the budget annually through private foundation funding
- Grew the Friendly Connections program serving isolated and/or homebound older adults to approximately 80 clients through one part time Coordinator, volunteers and several MSW interns
- Supervise and support the VOCA, the Victims of Crime Case Management Program start up at Family Centers
- Manage COVID-19 response, for 9 programs to serve clients remotely and/or in person and reentry plans
- Adjunct Professor New York University

State of Connecticut Department of Social Services**January 2015 to April 2016**Social Services Program Manager, Central Office– Hartford

- Oversaw the administration and operations of the Home and Community Based Medicaid Waivers with a focus on ABI I and the ABI II waiver pilot migration
- Trained and audited providers on ABI services and CMS requirements and the Final Rule
- Monitored providers and developed process for incident reporting and quality assurance across the waivers
- Provided oversight and clinical supervision to a team of approximately 25, including Social Workers and Nurses
- Developed forms that adhere to CMS requirements and system to streamline the waivers
- Successfully orchestrated the migration from ABI waiver clients to pilot program in Danbury
- Completed ABI Waiver 5 year renewal review report of State performance to Center for Medicare and Medicaid Services; updating regulations for the ABI waiver in CMS
- Reviewed and scored RFPs submitted to the State for projects with teams

State of Connecticut, Department of Social Services**March 2013 to January 2015**Social Work Supervisor, Stamford Office

- Oversaw the following programs: Protective Services for the Elderly, the Personal Care Assistance and Acquired Brain Injury Waiver, Community Based Services, the Conservator of Person Program, Individual Services, Family Services and Security Deposit Guarantee Program
- Determined priority level, planned unit work and provided staff supervision for team of 4 for all protective services calls for Greenwich, Stamford, New Canaan, Darien, Norwalk and Wilton
- Outreached and collaborated with providers, the community and presentation on Mandated reporting for Greenwich Hospital
- Cofounded and worked with the City of Stamford Hoarding Taskforce
- Coordinated Event for Social Work Conference for approximately 80 Social Workers, 2014
- Steering Committee member for Melissa's Project extension, Stamford and Greenwich
- Worked on Case Review Project for Protective Services for the Elderly at DSS

State of Connecticut, Department of Social Services
Social Worker, Stamford and Bridgeport Offices

January 2010 – February 2013

- Provided protective services for older adults facing abuse, neglect, exploitation and abandonment
- Petitioned Probate Court for clients in need of a conservator and provide COP duties
- Conducted assessments to determine eligibility for the ABI waiver, Personal Care Assistance Waiver, Community Based Services, and Security Deposit Guarantee Program
- Supported and collaborated with clients to develop safe plans to mitigate risks and remain living in the community as independently as possible
- Provided solutions focused treatment to Individuals, Family Services clients, COP, ABI, PCA clients
- Researched and developed strong relationships with providers and local committees/task forces

State of Connecticut, Department of Social Services
Eligibility Services Worker, Stamford Office

April 2008 – January 2010

- Managed generalist caseload of over 800 adults and families
- Interviewed clients and linked with the appropriate benefits and resources
- Food Stamp (SNAP) Improvement and Organization Improvement group member
- Developed policy and system to manage caseloads while employees are out of the office
- Interpreted complex federal and state regulations to determine eligibility for entitlements

State of Connecticut, Department of Children and Families
Treatment, Investigations and Adolescent Child Protective Service Worker

September 2001 to September 2005

- Provided social work services to families with substantiated cases of abuse and neglect
- Conducted assessments, investigations and removed children from high-risk environments
- Completed social, emancipation, adoption and termination studies and testified in court
- Developed culturally sensitive, person-centered treatment plans with clients
- Provided 24-hour crisis support

North American Family Institute/Catholic Charities
Intensive Outreach and Monitoring Case Manager & Program Coordinator, Bridgeport

September 1998 to September 2001

- Provided case management services, Individual Program Plans, assessments/intakes
- Individual counseling, psychoeducational groups, family support
- Managed Individual and group activities/recreations
- Submitted updates to court of client progress both verbal and written
- Collaborated with juvenile probation officers and community providers

VOLUNTEER

Weston Girl Scout Leader (3 Troops) and Co Service Unit Manager

September 2013 to present

EDUCATION

Master of Social Work, Fordham University, Andrus Scholar
Bachelor of Arts, SCSU, Psychology Major
Seminar In Field Instruction Certified (SIFI)

May 2008
September 2000
May 2014

INTERESTS

Family, Reading, Soccer, Hiking, Mountain Biking, Climbing, Gardening, Expressive Therapy, Social Justice, Leadership, Mental Health, Town of Weston, and the Ethics Committee

Item 8

RICHARD L. ALBRECHT



WESTON, CT 06883

July 19, 2023

Samantha Nestor, First Selectwoman
Martin Mohabeer, Selectman
Amy Jenner, Selectwoman
Weston Board of Selectman
Weston Town Hall
56 Norfield Road,
Weston, CT 06883

RE: Resignation, Conservation Commission

Dear Samantha, Martin & Amy:

Please be advised that I am resigning as a member of the Weston Conservation Commission, effective August 1, 2023.

Thank you for affording me the privilege of serving on this very interesting board with very knowledgeable members.

Cordially,

A handwritten signature in blue ink, appearing to read "R. Albrecht", written over a light blue horizontal line.

Richard L. Albrecht

cc: Dr. Tom Failla, Conservation Planner

RA/gms

Item 9

Weston Public Library



**DIVERSITY, EQUITY, AND INCLUSION
COLLECTION AUDIT PROPOSAL**

Library Mission



The mission of the Weston Public Library is to provide a broad range of informational, educational, technological, social and recreational resources to serve the diverse needs of the community.

Overview



According to the U.S. Census¹, from 2011 to 2021, BIPOC (Black, Indigenous, People of Color) representation in Weston has grown from 6% to 16.4 % compared to:

- Connecticut – 21.4% to 28%
- U.S. – 25.9% to 31.8%

Although Weston is less diverse overall, it is diversifying at a much faster rate than CT and the country!

Overview



2021 Census Household Pulse Survey² reveals:

- 8% of U.S. adults identify as LGBTQIA+
- Additional 2% of U.S. adults identify as something other than straight

2021 Gallup poll³ reveals:

- 20.8% of Gen Z adults identify as LGBTQIA+

What does this suggest? Younger generations are more freely identifying as something other than straight. Weston is no different.

Overview



Library Collections as of August 2023

- Physical collection (books, video, audio, magazines, etc.) – ~49,000 items
- Digital collection (Overdrive eBooks and eAudiobooks that we own) – ~4,000 items

What percentage of our collections represent:

- BIPOC?
- LGBTQIA+ people?
- People living with disabilities?

My Experience



In 2020, performed an “Essential Titles” collection diversity audit alongside Children’s Librarian

- Initial populations considered: Black, Latinx, LGBTQIA+
- Collected lists of titles and authors considered essential to each group (from magazines, journals, websites, blogs, etc.)
- Took percentages owned by library and translated those percentages across the collection
- Analyzed population trends from Census and local Valley Community Index⁴
- Set target %s for Adult and YA collections
- Adjusted collection development standards
- Devoted funding to balance collection (addt’l \$10,000/year)

Answering the Questions



collectionHQ offers a DEI resource that analyzes collections breaking it down by categories such as:

- Asian
- Black
- Hispanic & Latino
- Indigenous
- Middle Eastern & North African
- LGBTQIA+ & Gender Studies
- Disabilities & Neurodiversity
- Substance Abuse & Addiction
- and more

collectionHQ



Diversity, Equity and Inclusion (DEI)

Filter by Library Branch ▼ Filter by Topic ▼

Items Titles Percentages Totals



DEI Items
113,644 (17.1%)

Items Analyzed ⓘ
662,870

Fiction



17.3%

Non-Fiction



16.8%

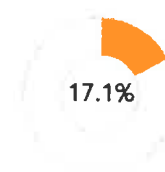
Audience



Fiction & Non-Fiction by Audience



Physical



17.1%

Digital

No data available

DEI Topic	Adult Fiction	Adult Non-Fiction	Juvenile Fiction	Juvenile Non-Fiction	Teen Fiction	Teen Non-Fiction	Total DEI Items
Unique DEI Items	16.9%	16.7%	15.1%	15.7%	34.4%	57.6%	17.1%
Asian	1.0%	1.2%	1.7%	1.6%	4.2%	2.6%	1.5%
Black	8.3%	3.6%	3.1%	5.6%	5.3%	11.0%	4.9%
Disabilities & Neurodiversity	0.4%	0.9%	1.2%	0.8%	3.0%	3.5%	1.0%
Equity & Social Issues	3.5%	5.5%	3.7%	5.1%	10.2%	29.2%	4.7%
Hispanic & Latino	0.5%	0.5%	1.2%	1.1%	2.7%	1.7%	1.0%
Indigenous	0.6%	0.6%	0.5%	1.4%	0.4%	2.2%	0.7%
LGBTQIA+ & Gender Studies	1.8%	0.9%	0.5%	0.1%	10.4%	9.9%	1.4%
Mental & Emotional Health	1.3%	4.1%	4.5%	1.8%	9.6%	16.7%	3.6%
Middle Eastern & North African	0.1%	0.6%	0.3%	0.6%	0.6%	1.2%	0.4%
Multicultural	1.0%	0.4%	1.7%	0.6%	6.8%	3.0%	1.4%
Religion	0.9%	1.8%	1.1%	1.0%	2.4%	3.7%	1.3%
Substance Abuse & Addictions	0.4%	0.5%	0.0%	0.1%	1.1%	1.2%	0.3%

collectionHQ



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DEI Item Detail Report

DEI Topic Black

Category Adult Fiction

Library Branch Ankh-Morpork Branch

Book Cover	1 Author	2 Title	Barcode	ISBN	DEI Qualifier	DEI Topic(s)	BISAC 1 Description	BISAC 2 Description	BISAC 3 Description
	50 Cent, (Musician),	Derelict /, 50 Cent and Relentless Aaron	0006119902804	9781476734842	Library Of Congress Subject Heading, BISAC	Black	FICTION / African American / Urban	FICTION / Urban	FICTION / General
	A'zayler,	Heart of the hustle /, A'zayler	0006121676578	9781496718075	Library Of Congress Subject Heading, BISAC	Black	FICTION / African American / Urban	FICTION / African American / Contemporary Women	FICTION / African Detective
	A'zayler,	Passion of the streets /, A'zayler,	0006118076642	9781496718068	Library Of Congress Subject Heading, BISAC	Black	FICTION / African American / Urban	FICTION / African American / Contemporary Women	FICTION / Roman
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Why collectionHQ?



How is the database built? What sources are used to analyze titles and organize titles into DEI topics?

- Library of Congress subject headings
- BISAC (book publishing standard)
- Kirkus Group Reviews
- Baker & Taylor librarian reviews

And soon:

- Peer data

Why collectionHQ?



Who uses the resource currently?

- Library Connection consortium (CT)
- 5 standalone CT libraries
 - ✦ Norwalk
 - ✦ Westport
 - ✦ Hartford
 - ✦ Ferguson
 - ✦ New Canaan
- Over 500 customers worldwide

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“collectionHQ’s evidence-based stock management (EBSM) methodology has 20 years of proven results and is the foundation to everything we produce. We are the market leader due to our software’s interface, reliability, proven to work and we listen and learn about our customer needs before we develop new tools.”

Jamie Wright, Director, Customer Experience
Bridgeall Libraries Limited

Proposal



The Library would like to purchase a 3 year subscription of collectionHQ's DEI analysis resource at the following cost:

- \$1750 per year (\$1875 normally)
- \$5250 total

The resource will save staff time and provide invaluable data to the Library, Committee, and Board of Selectmen.

Sample Timeline



Fall 2023

- Provide catalog extracts to collectionHQ for analysis
- Compare and analyze results, establish audit criteria
- Implement audit form and adjust purchasing standards

Fall 2023/Winter 2024

- Begin collection audit targeting 3 to 4 areas of fiction/nonfiction
- Purchase both new titles and essential back catalog
- Weed sections to make room for new purchases
- Reorganize collections and implement new displays to highlight changes

Winter 2024

- Submit updated catalog extracts to collectionHQ
- Adjust and continue audit

Fall 2024

- Submit updated catalog extracts to collectionHQ
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Fall 2031

- Update community data using next Decennial Census and continue audit

References



1. U.S. Census Bureau (2021). *DP05ACS DEMOGRAPHIC AND HOUSING ESTIMATES*. Retrieved from <https://data.census.gov/>.
2. U.S. Census Bureau (2021). *New Household Pulse Survey Data Reveals Differences between LGBT and Non-LGBT Respondents During COVID-19 Pandemic*. Retrieved from <https://www.census.gov/library/stories/2021/11/census-bureau-survey-explores-sexual-orientation-and-gender-identity.html>.
3. Gallup (2022). *LGBT Identification in U.S. Ticks Up to 7.1%*. Retrieved from <https://news.gallup.com/poll/389792/lgbt-identification-ticks-up.aspx>.
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Weston Public Library



**DIVERSITY, EQUITY, AND INCLUSION COLLECTION
AUDIT PROPOSAL**

Library Mission



The mission of the Weston Public Library is to provide a broad range of informational, educational, technological, social and recreational resources to serve the diverse needs of the community.

Overview



According to the U.S. Census¹, from 2011 to 2021, BIPOC (Black, Indigenous, People of Color) representation in Weston has grown from 6% to 16.4% compared to:

- Connecticut – 21.4% to 28%
- U.S. – 25.9% to 31.8%

Although Weston is less diverse overall, it is diversifying at a much faster rate than CT and the country!

Overview



2021 Census Household Pulse Survey² reveals:

- 8% of U.S. adults identify as LGBTQIA+
- Additional 2% of U.S. adults identify as something other than straight

2021 Gallup poll³ reveals:

- 20.8% of Gen Z adults identify as LGBTQIA+

What does this suggest? Younger generations are more freely identifying as something other than straight. Weston is no different.

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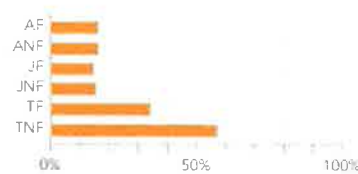


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collectionHQ



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Item 10

BILL NUMBER	TAXPAYER	CREDIT AMT	SUBMIT DATE	PLATE NUMBER	CK MAILED	CK NUMBER
2022-3-51759	DIAMOND AMY	\$ 91.18	8/10/2023			
2022-3-56931	TAHBAZ MORAD	\$ 47.43	8/10/2023			
2022-1-1727	KIM EDWARD & HYEJA	\$ 8,570.15	8/11/2023			
2022-3-58309	FINANCIAL SVCS VEHICLE TRUST	\$ 413.35	8/11/2023			
2022-3-56885	SUNDBERG PHILIP M	\$ 118.02	8/11/2023			
2022-3-58224	ZEPPERNICK ELIZABETH A	\$ 133.67	8/11/2023			
2022-3-56912	SZELIGOWSKI DANIEL T	\$ 55.22	8/11/2023			
2022-3-55497	PAPROTA PETER J	\$ 244.13	8/11/2023			
2022-3-53933	KOHN RICHARD P	\$ 13.36	8/11/2023			
2022-3-53934	KOHN RICHARD P	\$ 17.35	8/11/2023			
2022-3-53935	KOHN RICHARD P	\$ 11.88	8/11/2023			
2022-3-53936	KOHN RICHARD P	\$ 18.83	8/11/2023			
2022-3-53937	KOHN RICHARD P	\$ 16.74	8/11/2023			
2022-3-50110	ADATO HENRI	\$ 6.91	8/11/2023			
2022-3-56167	RUDICK-LOWE ANNE L	\$ 91.67	8/11/2023			
2022-3-53687	KALMANS RICHARD L	\$ 28.47	8/11/2023			
2021-3-50200	ANDERSON DAVID B	\$ 100.04	8/11/2023			
2022-3-57476	VALENTE JOHN	\$ 110.27	8/11/2023			
2022-1-2555	PARK BERNADETTE	\$ 50.00	8/11/2023			
2022-3-50737	BRADY WILLIAM	\$ 26.16	8/11/2023			
2021-4-80059	ANTONOPOULOS TIMOLEON	\$ 421.52	8/11/2023			
2021-3-55154	NISSAN INFINITI LT LLC	\$ 62.68	8/11/2023			
2021-3-57288	VARGAS-MENA JUAN	\$ 66.06	8/11/2023			
2021-3-57289	VARGAS-MENA JUAN	\$ 83.98	8/11/2023			
2021-3-57524	VW CREDIT LEASING LTD	\$ 316.48	8/11/2023			
2021-3-57052	TOYOTA LEASE TRUST	\$ 460.12	8/11/2023			
2021-3-51053	CCAP AUTO LEASE LTD	\$ 1,145.84	8/11/2023			
2021-3-57004	TOYOTA LEASE TRUST	\$ 326.23	8/11/2023			
2021-3-57310	ALLY FINANCIAL	\$ 266.89	8/11/2023			
2022-3-57555	VCFS AUTO LEASING CO	\$ 513.61	8/11/2023			
2022-3-57604	VCFS AUTO LEASING CO	\$ 443.92	8/11/2023			
2022-3-57562	VCFS AUTO LEASING CO	\$ 194.60	8/11/2023			
2022-3-57573	VCFS AUTO LEASING CO	\$ 513.97	8/11/2023			
2022-3-53458	JENNINGS JOANNE	\$ 63.59	8/15/2023			
2022-3-53459	JENNINGS JOANNE	\$ 105.49	8/15/2023			
2022-03-51237	CHO NAMUK	\$ 355.76	8/17/2023			
2022-03-51236	CHO NAMUK	\$ 69.43	8/17/2023			
2022-3-53270	HOURIHAN BRIAN	\$ 208.39	8/23/2023			
2022-3-53269	HOURIHAN BRIAN	\$ 619.66	8/23/2023			
2022-3-57774	VW CREDIT LEASING LTD	\$ 228.10	8/23/2023			
2022-3-57817	VW CREDIT LEASING LTD	\$ 359.07	8/23/2023			
2022-1-3348	SUNDARAM SUMITHRA & GARG ANOOP	\$ 6,315.62	8/23/2023			
2021-3-57795	WESSON VIVIAN	\$ 36.26	8/23/2023			
2021-3-57796	WESSON VIVIAN	\$ 54.70	8/23/2023			
2022-01-0021	48 SALEM LLC	\$ 6,782.59	8/28/2023			
	TOTAL	\$ 30,179.39	SUBMITTED FOR 9/7/23 BOS MEETING			

REAL ESTATE Motor Vehicle

REAL ESTATE Motor Vehicle

REAL ESTATE Motor Vehicle

REAL ESTATE Motor Vehicle

REAL ESTATE

Item 11

**Board of Selectmen
Regular Meeting Minutes
July 20, 2023 7:30 pm
Weston Town Hall and via Zoom**

1. **Call to Order:** First Selectwoman Samantha Nestor called the meeting to order at 7:30 pm. Also in attendance were Selectman Martin Mohabeer, Selectwoman Amy Jenner, Joe Constantino, John Lawless, Finance Director Richard Darling, and members of the public.
2. **Pledge of Allegiance:** John Lawless led in the Pledge of Allegiance.
3. **Discussion / Decision to appoint Joseph Constantino as Communications Center Director:** The Board of Selectmen interviewed Joseph Constantino for the position of Communications Center Director. Selectwoman Jenner made a motion to appoint Joseph Constantino as the Communications Center Director effective July 24, 2023. Selectman Mohabeer seconded the motion. Motion passed unanimously.
4. **Interview John Lawless for possible appointment to the Commission for the Arts:** The Board of Selectmen interviewed John Lawless for a possible appointment to the Commission for the Arts.
5. **Discussion / Decision to appoint John Lawless to the Commission for the Arts for a term expiring June 30, 2025:** Selectman Mohabeer made a motion to appoint John Lawless to the Commission for the Arts for a term expiring June 30, 2025. Selectwoman Jenner seconded the motion. Motion passed unanimously.
6. **Reappoint Genevieve Morales to the Marketing and Communications Advisory Committee for a term expiring June 30, 2025:** Selectwoman Jenner made a motion to reappoint Genevieve Morales to the Marketing and Communications Advisory Committee for a term expiring June 30, 2025. Selectman Mohabeer seconded the motion. Motion passed unanimously.
7. **Update on the Town's year end financial forecast - Finance Director Rick Darling:** Rick Darling provided an update on the Town's year end financial forecast for Fiscal Year 2023. Mr. Darling's presentation included information on revenue, expenditures, fund balances, and summary - revenues are estimated to exceed expenditure by \$1.94 million and taking into account the assigned and committed amounts of approximately \$4.75 million, the Unassigned Fund Balance is estimated at \$15,853,323, which is 19.4% of the FY24 adopted budget.
8. **Report on appointed committees – Selectwoman Amy Jenner:** Selectwoman Jenner gave a report and presentation on appointed committees which included discussion with the Board of Selectmen on review of committee charges, processes for ongoing committees, processes for creating committees, filling vacancies, term limits, committee liaisons, and the development of a volunteer handbook.
9. **Approval of Minutes from the June 15, 2023 Regular Board of Selectmen Meeting, and the July 5, 2023 12:00 pm and July 5, 2023 1:00 pm Special Board of Selectmen meetings:** First Selectwoman Nestor made a motion to approve the minutes from the June 15, 2023 Regular Board of Selectmen

Meeting, and Special Board of Selectmen meetings held July 5, 2023 at 12:00 pm and July 5, 2023 at 1:00 pm. Selectwoman Jenner seconded the motion. Motion passed unanimously.

- 10. Adjournment: Selectwoman Jenner made a motion to adjourn. Selectman Mohabeer seconded the motion. Motion passed unanimously. Meeting adjourned at 8:17 pm.**

Minutes submitted by Darcy Barrera-Hawes, Executive Administrative Assistant