

**Board of Selectmen
Regular Meeting Agenda
July 1, 2021 at 7.30 pm**

Join via Zoom: <https://us02web.zoom.us/j/88506166459>

Or One tap mobile: +16465588656,,88506166459# US (New York)

Or join by phone: (646)558-8656

Webinar ID: 885 0616 6459

1. Call to order
2. Pledge of Allegiance
3. Resignation of Allan Grauberd from the Board of Finance
4. Resignation of Glenn VanDeusen from the Zoning Board of Appeals
5. Resignation of Keisha Fink as Conservation Planner
6. Appointment of Jordon Gladstone to the Commission for Children and Youth
7. Appointment of Sharon Ferraro to the Board of Education for a term to end November 8, 2021
8. Interview of Charlie Goldberg for a position on the Diversity Equity and Inclusion Advisory Committee
9. Interview of Vicky Brackl for position on the Diversity Equity and Inclusion Advisory Committee
10. Discussion /decision to authorize a supplemental of \$259,703 for Police Body Cameras and associated expenses, as requested by the Weston police commission
11. Discussion/ decision concerning mask wearing at the Senior Center
12. Approval of the minutes from the Board of Selectmen Special meeting on June 17, 2021
13. Executive session to discuss personnel and a pending real estate transaction
14. Adjournment

DRAFT Motions for the 7/1/21 BOS Meeting

1. Call to order: **No motion**
2. Pledge of Allegiance: **No motion**
3. Resignation of Allan Grauberd from the Board of Finance: **I move to accept Allan Grauberd's resignation from the Board of Finance effective immediately**
4. Resignation of Glenn VanDeusen from the Zoning Board of Appeals: **I move to accept Glenn vanDeusen's resignation from the Zoning Board of Appeals effective immediately**
5. Resignation of Keisha Fink as Conservation Planner: **I move to accept Keisha Fink's resignation as Conservation Planner effective immediately**
6. Appointment of Jordon Gladstone to the Commission for Children and Youth: **I move to appoint Jordon Gladstone to the Commission for Children and Youth for a term to end June 30, 2022.**
7. Appointment of Sharon Ferraro to the Board of Education for a term to end November 8, 2021: **I move to appoint Sharon Ferraro to the Board of Education for a term to end November 8, 2021**
8. Interview of Charlie Goldberg for a position on the Diversity Equity and Inclusion Advisory Committee: **No motion**
9. Interview of Vicky Brackl for position on the Diversity Equity and Inclusion Advisory Committee: **No motion.**
10. Discussion /decision to authorize a supplemental appropriation of \$259,703 for Police Body Cameras and associated expenses, as requested by the Weston police Commission: **I move to authorize a supplemental appropriation of \$259,703 for Police Body Cameras and associated expenses, as requested by the Weston police Commission**
11. Discussion/ decision concerning mask wearing at the Senior Center: **no motion.**
12. Approval of the minutes from the Board of Selectmen Special meeting on June 17, 2021: **I move to approve the unapproved minutes of the Board of Selectmen Special meeting held June 17, 2021, as presented.**
13. Executive session to discuss personnel and a pending real estate transaction: **I move to enter into executive session to discuss personnel and a pending real estate transaction**
14. Adjournment: **I move to adjourn**

1. Call to order: **No motion**
2. Pledge of Allegiance: **No motion**
3. Resignation of Allan Grauberd from the Board of Finance: **I move to accept Allan Grauberd's resignation from the Board of Finance effective July 9, 2021**



Jonathan Luiz <jluiz@westonct.gov>

[EXTERNAL] Moving back to Manhattan

1 message

Allan Grauberd <AGrauberd@mosessinger.com>

Sun, Jun 20, 2021 at 5:18 PM

To: Jonathan Luiz <jluiz@westonct.gov>, Rone Baldwin <RBaldwin@westonct.gov>, Richard Bochinski <rbochinski@westonct.gov>, Jeffrey Farr <jfarr@westonct.gov>, Amy Gare <agare@westonct.gov>
Cc: Steven Ezzes <sezzes@westonct.gov>, Rick Darling <rdarling@westonct.gov>, Executive Assistant <executiveassistant@westonct.gov>, Anthony Pesco <anthonypesco@westonps.org>, Christopher Spaulding <cspaulding@westonct.gov>, "sgrozinger@westonct.gov" <sgrozinger@westonct.gov>, Samantha Nestor <snestor@westonct.gov>

As some of you may know, we sold our house and are moving back to Manhattan in late July.

The July Board of Finance meeting will be my last.

It has been a pleasure to serve on the Board of Finance for the last eight years and I found working with the BOF and the other boards one of the best things about living in Weston.

I am going to miss you all, and I hope we can stay in touch.

Caroline's parents will continue living in Weston and I believe we will be frequent visitors.

Allan Grauberd | Partner

Moses & Singer LLP

The Chrysler Building, [405 Lexington Avenue](#)

New York, New York [10174](#)

t: 212.554.7883 | c: 203.246.9048

agrauberd@mosessinger.com

www.mosessinger.com

Celebrating 100 Years and Beyond

Please visit the [COVID-19 resources page](#) on our website.

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4. Resignation of Glenn VanDeusen from the Zoning Board of Appeals: **I move to accept Glenn vanDeusen's resignation from the Zoning Board of Appeals effective immediately**

5. Resignation of Keisha Fink as Conservation Planner: **I move to accept Keisha Fink's resignation as Conservation Planner effective immediately**

June 21, 2021

Jonathan Luiz
Town of Weston
56 Norfield Road
P.O. Box 1007
Weston, CT 06883

Dear Jonathan,

Thank you for the opportunity to serve as Conservation Planner for the Town of Weston. Due to my husband's company reassigning his position to their Jacksonville, Florida office, I am no longer able to continue my current duties as Conservation Planner. Therefore, Wednesday June 30, 2021 will be my last day. Once again, thank you for this opportunity.

All the Best,

A handwritten signature in black ink, appearing to read 'K. B. Fink', written over a horizontal line.

Keisha B. Fink

6. Appointment of Jordon Gladstone to the Commission for Children and Youth: **I move to appoint Jordon Gladstone to the Commission for Children and Youth for a term to end June 30, 2022.**

JORDAN EMILY GLADSTONE

34 Tubbs Spring Dr
Weston, 06883
jordangladstone769@gmail.com
DOB: 07/23/2004

EDUCATION

Weston High School Class of 2022
Weston, 06883

ACADEMIC HONORS

Honor Roll, various semesters, Weston High School, 2019 - present

National Interscholastic Athletic Administrators Association Scholar Athlete Award, Weston High School, November 2019
Field Hockey

South-West Conference All-Conference Academic Team, December 2020
Unified Sports

MENTORING STUDENTS WITH DISABILITIES: SERVICE & LEADERSHIP

Leadership Education

CT Association of Schools-CT Interscholastic Athletic Conference (CAS-CIAC) High School Leadership Conference, 2019 (Central CT State University), 2020 *2020 online due to COVID-19

*Selected by CIAC to represent the Special Olympics

Included: leadership exploration and empowerment through group activities; listening to guest speakers such as Ray Rice (former NFL player), Adam Greenberg (former MLB player), and Kate Garner.

National Federation of State High School Associations (NFHS) National Leadership Summit, 2019 (Indianapolis, IN), 2020 *2020 online due to COVID-19

*Selected by CIAC to represent CT, Unified Sports, and Special Olympics on a national level.

Included: participating in sessions about the college process, leadership skills in sports settings, brain mapping, and relationship building; listening to guest speakers such as Julie Carrier, Deanna Singh, Deb Hult, Greg Dale (2020), and Omari Pearson, Kevin Ringhofer, Deb Hult, Greg Dale, Omari Pearson, Adrienne Bulinski, and Harvey Alston (2019).

Honors

Weston's Youth Ambassador for Unified Sports, 2020 - present

Selected by Weston High School's Unified Sports coach to represent Weston at the state level.

Includes: attending leadership summits.

Certificate of Friendship, Circle of Friends, Weston, CT, Spring 2019, 2020

In recognition of outstanding accomplishments and contributions to the Circle of Friendship program.

Awarded by the Circle of Friends organization during the Evening of Recognition.

CIAC Unified Sports Award, Weston, CT, May 2019

Awarded by CT Interscholastic Athletic Conference in recognition of being an outstanding athlete and partner in the Unified Sports program.

Michael's Cup Unified Sports Essay Contest State Winner, April 2019

Nominated by Weston High School's Unified Sports coach. Essay selected from over 500 submissions.

Michael's Cup Unified Sports Mike Savage Teammate Award of Excellence, April 2019

Awarded by CT Special Olympics in recognition of outstanding dedication and sportsmanship in Unified Sports.

Interviewed on Connecticut Sports Scene, July 2019

Selected by CIAC to represent Special Olympics in an interview with Joe Ryan on his show, "Connecticut Sports Scene," about Special Olympics and Unified Sports.

Weston High School Awards Assembly June 2019

Recognized for my achievements with the Weston High School community.

Service

Unified Sports, Weston High School, 2018 - present

President, 2019-present

President includes: assigning volunteers to athletes; coordinating meeting times; running social media accounts; communicating with parents and students.

Also includes: working with middle school and high school students with special needs weekly playing various sports (basketball in the winter, soccer in the spring, and track in the fall); encouraging development of social skills; being a mentor and positive role model.

Circle of Friends, Weston High School, 2018 - present

President, 2019-present

President includes: communicating with volunteers; running social media accounts; scheduling availability for parties with the Unified Sports coach.

Also includes: planning and running monthly holiday parties for children in the Unified Sports program.

Unified Art, Weston High School, 2019 - present

Founder & President

President includes: planning crafts; gathering all craft supplies; communicating with parents and students; coordinating paraprofessionals as needed.

Also includes: completing various themed art projects with students with special needs; creating a safe and fun environment for all; encouraging development of social skills; being a positive role model and mentor.

Special Olympics, Weston, CT, Springs 2017 - present

Volunteer

Includes: I work with one specific child helping him run the 50 and the 100 meter races.

Pegasus Therapeutic Riding Club, Weston High School, 2019 - 2020

Member

Included: planning and executing fundraisers (bake sales and sales of branded merchandise) in order to raise money to fund the program; assisted with running social media accounts creating awareness about the benefits of the program to people with special needs.

ADDITIONAL VOLUNTEERISM/COMMUNITY SERVICE

Jaguar Rescue Center, Puerto Viejo, Costa Rica, Summer 2019

Volunteer (Total Hours: 80)

Included: working with a wide variety of exotic animals such as two-toed and three-toed sloths, spider monkeys, white-faced capuchin monkeys, parrots and toucans; cleaning the animals' habitats' preparing the food and feeding the animals; assisting with general upkeep of the Center.

ATHLETICS

WHS Field Hockey Team, Weston High School, 2018, 2019

Goalie

WHS Softball Team, Weston High School, 2019 2020, 2021, (2022)

2nd and 3rd Base

WORK EXPERIENCE

Weston - Westport Hebrew School, Weston, CT, October 2019 - March 2020 *stopped due to COVID-19

Teaching Assistant

Included: working with students ages 7 - 13; assisted in teaching prayers, stories, and Jewish culture; assisted in teaching the reading and writing of Hebrew.

7. Appointment of Sharon Ferraro to the Board of Education for a term to end November 8, 2021: **I move to appoint Sharon Ferraro to the Board of Education for a term to end November 8, 2021**

SHARON FERRARO

PROFILE

I'm a busy mother of three children who has the experience and perspective as a parent of both public schools as well as private schools and universities. I've worked in the corporate sector managing teams and budgets for over 10 years. I am a committed volunteer to the town of Weston and to our children.

GOALS AS A BOARD OF EDUCATION MEMBER

- Act in an advisory position to the superintendent to help insure a smooth transition as well as to insure that her agenda is in-line with the school board's values and is successful
- Insure that the school system continues to be the "crown jewel" of Weston by maintaining the demand for excellence from the staff and students
- Find ways to work with the school system to insure lean but successful school budgets

WORK EXPERIENCE

GLOBAL DIRECTOR OF SALES DEVELOPMENT, YAHOO! INC - 1997 - 2004
Managed sales team, operations team and training team for global sales force. Responsible for global sales strategy, customer interface and managing budgets.

DIRECTOR OF SALES, NETCAST; NY, NY — 1996-1997
Wrote and implemented sales strategy for developing company's business plan involving advertising utilizing audio ads online.

NATIONAL SALES REP, KATZ RADIO, NY, NY - 1993-1996
Represented local radio stations nationwide to the advertising community in New York City

VOLUNTEER EXPERIENCE

- Weston Women's League, Membership Chair 2018-2019, Co-President 2019 - Present
- WHS PTO: Philanthropy Chair 2018-2019, Secretary 2019-2020
- WMS PTO: Vice President 2018-2019, Fund Raising Chair 2019-Present
- Administrator for Weston Helping Weston Facebook group
- Bellarmine Society (Fairfield Prep PTO) member 2020-Present
- GAPA (Greenwich Academy PTO) member 2014-2017
- Harrison Avenue PTA, Harrison, NY: Vice President 2008-2010

EDUCATION

INDIANA UNIVERSITY, BLOOMINGTON, IN; BA TELECOMMUNICATIONS 1990

8. Interview of Charlie Goldberg for a position on the Diversity Equity and Inclusion Advisory Committee: **No motion**



Jonathan Luiz <jluiz@westonct.gov>

Re: [EXTERNAL] DEI

1 message

Samantha Nestor <snestor@westonct.gov>

Wed, Jun 16, 2021 at 10:06 PM

To: Chazz <chazzgold@yahoo.com>, Jonathan Luiz <JLuiz@westonct.gov>, Sara Beer <executiveassistant@westonct.gov>

Cc: sgrozinger@westonct.gov, Matt Carrothers <carrothers1@gmail.com>

Hi Mr. Goldberg,

Thank you for your interest. Can you please forward your CV to Sara and Jonathan included above so that they can put your interview on a future agenda.

Regards,
Samantha Nestor

Sent from my iPhone, so please forgive brevity and auto-correct gone awry.

> On Jun 16, 2021, at 9:28 PM, Chazz <chazzgold@yahoo.com> wrote:

>

>

>

> Dear Board of Selectmen,

> My name is Charlie Goldberg and I would be interested in serving on the DEI committee. I have lived in Weston for eight years and have two small children in WES and WMS. I am a registered Republican. I believe deeply in an inclusive society. One where all thoughts and ideas are respected. Everyone deserves respect and opportunity regardless of race, religion, gender or political views. I am very fearful that people have become too divided in recent years and are too quick to only surround themselves with like minded people. COVID has also further impacted social norms. I believe it is more important than ever to have open dialogue, hear and respect other opinions and most importantly realize we have more in common than things that divide us. We are at a very important crossroads in this country and I am concerned we are headed towards further division if we are not careful. I welcome the opportunity to serve on this committee and contribute in any way I can.

> Thank you

>

>

>

> Sent from my iPhone

9. Interview of Vicky Brackl for position on the Diversity Equity and Inclusion Advisory Committee: **No motion.**

VICKI BRAKL

917.207.4624 • vbrakl@gmail.com • linkedin.com/in/vickibrakl

MARKETING EXECUTIVE • BUSINESS STRATEGIST • INSPIRATIONAL LEADER

Driving revenue growth and profitability through dynamic leadership, key insights and transformational ideas.

"Vicki is a rock star. She goes above and beyond on every project she touches. The new brand rollout is flawless, as is the new website, lead generation initiatives, CMO seminars and the partnerships she established for new business. She has a "can do" attitude that spreads throughout the company. She has been a huge asset to me and the Meredith Corporation is lucky to have her."

Direct Supervisor, President,
MNI Targeted Media

Hands-on, innovative, entrepreneurial leader creates game-changing, data-driven strategies for top B2B and B2C brands. Strong record of success building award-winning campaigns, marketing operations, and long-term account relationships. Self-aware, approachable and progressive executive with strong instincts and solid understanding of sales pipeline, KPIs, data and the role of marketing across operations. Inspires teams to continually advance professionally and break through perceived barriers to achieve unprecedented results. Adaptable executive able to thrive in multiple entity types, cultures and environments. Winner of multiple awards – earning coverage on media outlets including *CNN.com*, *The Guardian*, *The New York Times*, *TechCrunch*, *Mashable*, *Business Insider*, and *Digiday*.

AWARD-WINNING CAMPAIGNS

Hermes Creative Awards, Gold Award, Integrated Marketing Campaign "Mean Tweets" 2017
Communicator Award of Distinction, "Best Mobile App" 2016
BrilliantAAnce Award, "Brilliant Use of Mobile" 2016
W3 Awards, Silver, "One Voice Live App" 2016
OMMA Finalist, Bank of America, "America's Cheer" Campaign 2009
EX Award, Best Retail Program, Walmart Wellness 2008

Professional Experience

2014 to Present • **MNI TARGETED MEDIA (MEREDITH CORP.)** • Stamford, CT

SENIOR VICE PRESIDENT – MARKETING (2019 TO PRESENT)

VICE PRESIDENT – INTEGRATED MARKETING & COMMUNICATIONS (2014 TO 2019)

CO-CHAIR, WOMEN@MEREDITH - DIVERSITY AND INCLUSION EMPLOYEE WORKING GROUP (2020-PRESENT)

Oversee marketing functions, working side-by-side with sales leadership, to guide sales efforts and smooth operational complexities within fast-growth environment. Motivates team to maintain engagement, momentum, and positive energy to drive sales for 1.2K clients generating \$100M annually. Build new capabilities and revenue streams to expand company's client offerings. Inspire team of 85+ salespeople across 40+ offices nationwide with sales themes, prospecting strategies, and compelling product propositions. Lead 15 direct reports from ideation through campaign development and execution, delivering \$50M in new revenue to date. Expertly promote offerings/events, maximize marketing ROI, and capitalize on opportunities to more efficiently acquire/retain customers. Architected company's lead generation practice, establishing lead pipeline and conversion goals, implementing HubSpot CRM; created a corporate business development function with a resulting +20% in qualified leads and \$1.3MM in revenue to date.

- *Built from ground-up: content/thought leadership strategy, brand guidelines, intranet, training curriculum, specialized digital 'agency inside', SEO, B2B promotion, sales enablement strategies.*
- *Led the creation and rollout of specialized agency-inside, Harpoon Digital, that captured \$30MM in new revenue in under 16 months, and which now accounts for more than 40% of total company ongoing revenue.*
- *Hired and managed PR, SEO agencies to stellar results, 650% ROI with \$8.2M to date in earned media impressions by creating dynamic, engaging content and thought leadership pieces and top SEO rankings in competitive set.*

MNI TARGETED MEDIA CONTINUED...

- *Established content team, integrating technology for blog and webinars, education and talent investments that directly led to key new business wins.*
- *Significantly improved analytics and experiences by designing data driven UX across web, mobile, social media platforms and sales enablement platforms.*
- *Introduced tailored training curriculum for staff. Formulated comprehensive onboarding process and standardized HR systems to streamline onboarding and attract and retain the industry’s top talent. Built and launched suite of product training videos and training playbook to increase staff skillset throughout the organization.*
- *Won “Communicator Award of Distinction,” “Best Mobile App” and “Silver W3” awards after designing innovative, customized sales enablement app for company.*

2012 to 2014 • **MAX WORLDWIDE – FAMILY OFFICE** • Greenwich, CT & New York, NY

CHIEF MARKETING OFFICER / CHIEF OPERATING OFFICER

Recruited to serve as operating partner for the family office of a well-known media and advertising executive, Bill Apfelbaum. Defined, directed, and executed compelling branding and campaign strategies that drove profitability and engagement within companies in investment portfolio. Forged strong working relationships within public/private sector with investors and corporate sponsors for start-up ventures. Developed localized marketing vision and strategies, collaborating across geographies, levels and functions. Fostered collaboration and improved morale as passionate leader and employee champion.

- *Served as member of Executive Leadership Team and as Chief Operating Officer. Directed staffing and resource planning to align with client growth and financial objectives.*
- *Uncovered embezzlement issue within portfolio company. Shielded investors from significant financial loss by identifying and reporting discrepancies. Coordinated all shut-down activities to unburden company while repairing damaged relationships with 15 major non-profits including March of Dimes and The Wounded Warrior Project.*
- *Established initiatives and plans to drive achievement of business goals. Optimized processes and systems to support company and client success.*

2010 to 2012 • **WOMENKIND** • New York, NY

DIRECTOR/COO – STRATEGY & ACCOUNTS

Notable Clients: Citibank, TD Ameritrade and Post Cereals.

Grew client portfolio to include iconic brands. Managed account growth and relationship development at Fortune 500 companies. Drove strategic and creative excellence within challenging and highly competitive industry. Launched innovative campaigns and operational processes to cultivate a culture of accountability and transparency. Managed staff of 5 direct reports.

- *Produced \$3M in annual revenue and displaced competitors to capture and maintain high-ROI accounts including TD Ameritrade and Citibank.*

Earlier Career

PEPSICO • SR. MANAGER – BRAND, PROMOTIONAL & RETAIL MARKETING • *Promoted 6X, received STAR Award for Excellence & President’s Award for Breakthrough Thinking.*

HEARST CORPORATION • VICE PRESIDENT – ACQUISITION MARKETING • *Generated 1K+ press mentions after creating and launching e-reading device, Skiff.*

OMNICOM • SVP – MARKETING • *MANAGED 7 OMC AGENCIES FOR CLIENT BANK OF AMERICA. WON & executed incremental \$58M Beijing Olympics campaign.*

Education & Professional Development

PACE UNIVERSITY – LUBIN SCHOOL OF BUSINESS
MBA

COLGATE UNIVERSITY
BA – INTERNATIONAL RELATIONS/GERMAN

INTERNET ADVERTISING BUREAU
DIGITAL MEDIA CERTIFICATION 2017

HUBSPOT
INBOUND MARKETING CERTIFICATION 2021
MARKETING SOFTWARE CERTIFICATION 2021

10. Discussion /decision to authorize a supplemental appropriation of \$259,703 for Police Body Cameras and associated expenses, as requested by the Weston police Commission: **I move to authorize a supplemental appropriation of \$259,703 for Police Body Cameras and associated expenses, as requested by the Weston police Commission**

Police Accountability Law History

Connecticut legislation adopted House Bill 6004 on July 30th, 2020 (An Act Concerning Police Accountability – 20-1) which impacts police on both the state and municipal level. In addition to mandated mental health, and drug screenings is the requirement for the use of police body worn cameras, and police dash board cameras.

Submission Process

The initial body camera / vehicle camera project request was submitted through the normal budget cycle (capital improvement item) to ensure state requirement dates are met. For a number of reasons, it was removed from the normal budget cycle and was submitted as a supplemental request. This approach allowed for an RFP to be done, and to allow the release of funds upon completion of phases.

Phases:

- Phase 1 –Discuss and Create Request for Proposal
 - Vendor Question Submission Deadline
 - Written Responses for Question by Town
 - Proposals Due to Police Department
 - Committee Review Deadline
 - Selection / Negotiation
- Phase 2 – Police Commission review, discussion and Approval
- Phase 4 – Board of Selectmen vote to accept or deny proposal
- Phase 5 – Board of Finance vote to accept or deny proposal

Critical Requirements:

The importance of memorializing police interactions with the public is critical. Six critical attributes were identified through the RFP process. These attributes maintain efficiencies, and avoid requests for additional staffing. The following is a summary of the RFP:

	Axon	Brite	Digital Ally	Motorola / Watchguard
Single Source - One Software and code reviewed	X			
AI Automated Redaction (avoids request for FTE)	X			
Low Light capable for rural setting	X	X	X	X
Tamper Proof / Resistant	X	X	X	X
Weapon Integration - Works with Electronic Defense Weapon	X			
Experience in District - Integrates with our JD1 court	X		X	X

SUPPLEMENTAL REQUEST

Total Supplemental Request is for \$259,702.84

	Supplemental Request
Year One Axon Cameras (BWC & Fleet) (a recurring 34,231.52 in normal budget)	80,802.84
One time vehicle equipment up-fit estimates (MDT, Mounts, retro fitting existing vehicles)	119,000 (17 x 7000.)
One time Install of Modem Equipment – Nu Age Vendor costs	28,900 (17 x 1700.)
Tech Support increase for year one – vendor ICX (a recurring 31,000 will be in normal budget for all years following).	31,000
Total Supplemental Request	259,702.84

(Below costs are not in this Supplemental Request and will be absorbed into yearly contractual services)

Year 1 Axon – 80,802.84 + One Time install and setup to fleet 147,900 + in-house WPD Tech support 31,000 = 259,702.84

Year 2 Axon – 34,231.52 + In-house WPD tech support 31,000 = 65,231.52

Year 3 Axon – 34,231.52 + In-house WPD tech support 31,000 = 65,231.52

Year 4 Axon – 34,231.52 + In-house WPD tech support 31,000 = 65,231.52

Year 5 Axon – 34,231.52 + In-house WPD tech support 31,000 = 65,231.52

Total 5 year costs to install both systems, retro-fit existing fleet, store data, and include any and all updates for hardware and software:

520,628.92

**Only Axon met all of the critical requirements developed in the RFP. Axon was the unanimous choice for the RFP committee, as well as a unanimous choice for the executive staff.

**Legacy costs and manual hours needed to maintain both systems were a significant deciding factor outside the critical requirements.

**By law the Weston Police is required upon FOI request to acknowledge and produce footage of any officer on-duty to any person of the public.

**Axon has a single software suite with proprietary automating intelligence that does facial blurring for juveniles, domestic violence victims, and other protected parties. This significantly reduces the number hours needed to both protect victims identity (a state law) and release footage (also a state law).

**RFP BID RETURN
PRICE**

Axon - 5 year total BID

217,728.92

-needs in-house tech support for 5 years

31,000 x 5 = 155,000.00

One time upfit to fleet 119,000.00

Axon 5 YR Total - 520,628.92

Brite - 5 year total BID

313,845.80

-needs in-house tech support for 5 years

31,000 x 5 = 155,000.00

BRITE 5 YR TOTAL - 468,845.80

Digital Ally - 5 year total BID

213,026.10

-needs in-house tech support for 5 years

31,000 x 5 = 155,000.00

DIGITAL ALLY 5YR TOTAL - 368,026.10

Motorola / Watch Guard - 5 year BID

201,180.00

-needs in-house tech support for 5 years

31,000 x 5 = 155,000.00

MOTOROLA 5 YR TOTAL - 356,180.00

CONNECTICUT AXON CUSTOMERS

CT Departments Using In-Car Cameras:

- East Lyme PD
- Enfield PD
- East Haven PD
- Milford PD
- Hartford PD
- Darien PD
- Hamden PD
- Meriden PD
 - Middlebury PD

- New Haven PD
- New London PD
- North Branford PD
 - Ridgefield PD

- Simsbury PD
 - Stonington PD
 - Suffield PD

CT Departments Using Body Worn Cameras:

- Ansonia PD
- Branford PD
- Bristol PD
- Brookfield PD
- Burlington PD
- Cheshire PD
- City of Groton
- CT State Marshal's Office
- Danbury PD
- Darien PD
- East Hartford PD
- East Haven Animal Shelter
- East Haven PD
- East Lyme PD
- Enfield PD
- Essex PD
- Fairfield PD
- Greenwich PD
- Hamden PD
- Hartford PD
- Mashantucket Pequot PD

- Meriden PD
 - Middlebury PD

- Milford PD
- Naugatuck PD
- New Haven PD
- New London PD
- North Branford PD
- North Haven PD
- Norwalk PD
- Oxford PD
- Plymouth PD
- Prospect PD
- Quinnipiac University
- Redding PD
 - Ridgefield PD

- Simsbury PD
- Southington PD
- South Windsor PD
- Stamford PD
 - Stonington PD
 - Suffield PD

- Torrington PD
- Town of Groton
- Watertown PD
- WCSU PD
- Woodbury PD
- Yale University

Weston Police Department

56 Norfield Road
Weston, CT 06883
www.westonpolice.com

REQUEST FOR PROPOSAL – 21-01

Introduction:

The State of Connecticut recently adopted legislation which impacts police on both the state and municipal level. The State Legislature (Public Act 20-1) Police Accountability Reform Law encompasses several requirements and unfunded mandates that require the use of police body worn cameras, and police dash board cameras.

A report published outlining the significant changes and important dates can be found via State reference report number 2020-R-0173 or with the following link:

<https://www.cga.ct.gov/2020/rpt/pdf/2020-R-0173.pdf>

Invitation:

The Town of Weston is soliciting proposals from qualified vendors to provide The Town of Weston Police Department with:

- Body worn cameras
- Police vehicle dash cameras
- Digital evidence storage as it relates to both body worn cameras and vehicle dash cameras
- Training for body worn cameras and dash camera usage
- Redaction software (FOI, Court, Press)
- Maintenance of body worn camera system / dash camera system
- Repair of equipment – camera or car components related to function

Goal:

The Weston Police Department is committed to efficiency and is striving to utilize technology to avoid unnecessary overtime costs, or increasing the number of staff. The Weston Police Department is seeking to invest in a complete and reliable solution to capture, manage, store,

redact, and share video evidence according to Connecticut General Statutes (FOI requests, investigations, and court presentation) and POST Council Standards.

Timeline:

Request for Proposal – April 2nd, 2021

Vendor Question Submission Deadline – April 15th, 2021

Written Responses for Question by Town – April 22nd, 2021

Proposal Due to Police Department – April 30th, 2021

Committee Review Deadline – May 14th, 2021

Selection / Negotiation -May 19th, 2021

Requirements:

Battery Life – Police Officers at the Weston Police Department need to be able to have battery life for 12 hour shifts. Loss of battery life must not cause a loss of video evidence on the device. Cameras batteries must be rechargeable and charge simultaneously with the video download in process.

Data Ownership – The Town of Weston shall own all rights to the data and video that is stored at the vendors host site, and shall be able to transfer the data out or to a new platform.

Data Security – Vendor is required to comport to Criminal Justice Information Services (CJIS) for data protection, and be capable to demonstrate compliance.

Ease of Use – Software should provide a single source platform to capture, manage, store, redact, and share video evidence.

Export – All data should be exported from the device into the data management system in its original file format and without loss of quality or associated metadata. Cameras should record an audit log that includes such information as device serial number, power/on/off times, charging, start/stop recording, and remaining storage capacity.

Field of View – Cameras should have a field of view of 90 degrees or greater.

Focus – Cameras must autofocus, and have image stabilization

Format – Videos must play back in a standard, non-proprietary format that does not require manufacturer specific replay software.

Low Light – Cameras should capture video in low-light conditions that would be similar to what an officer can see with his / her own eyes.

Qualifications – Vendor should have a proven record in the industry handling sensitive law enforcement video content. Vendors should be able to provide liability insurance proof upon request.

Resolution – Videos must record in full color and high definition 720p-1080p, and record at 30 frames per second.

Redaction – Proposals should include redaction tools that have the ability to blur faces, license plates, or other images, and would also be able to redact audio only. Software must be able to retain original version of videos after redaction if required for evidence.

Repair and Support – Vendor should include pricing to cover repair, and replacement of broken items to ensure functionality.

Software Security – Software should require individual assigned accounts per user, and multi-factor authentication.

Storage – Cameras should store a minimum of 16 hours of video at a resolution of 720p

Tamper – Cameras should prohibit recordings from being deleted, edited, overwritten by the wearer.

Training – Vendor must provide on-site training for all users and administrators over multiple days / scheduling needs.

Contact:

Interested vendors should make contact with Chief Edwin Henion by phone at 203.222.2667 or by email at ehenion@westonpolice.com. Please be prepared to submit proposals with the following:

- Company name, address, telephone, fax, and email
- Account representative / point of contact
- Letter of introduction and qualifications of company
- Specification of hardware capabilities
- Data Storage overview / costs
- Software solution – Flow of work through a sample case including redaction
- Implementation plan and fee schedule

Review:

The Weston Police Department will evaluate proposals returned from vendors at the executive level, and by a designated committee of police officers that range differently in rank and service. The designated body camera committee shall evaluate each product and evaluate if the requirements of the

request for purchase are being met, as well as if any standards were exceeded and how (each proposal will be graded).

Pre Submission Questions

(please be prepared to supply answers in writing at the time of proposal submission)

1. Is your company compliant with CJIS data storage requirements?
2. Is your company able to ensure over 98% up-time to both body worn camera data and dashboard video data?
3. Is your company a single software platform?
4. If your company is not a single software platform, please list the partnering companies and roles for each (data redaction, data export, etc.)
5. Is your company software capable to automate through facial recognition the ability to redact minors and victims faces as required by law minimizing the number of manual hours required for each case?
6. What is the typical process to turning body camera or dashboard camera footage over to the court?
7. Does your company install the hardware directly or use a vendor? If vendor or partner, please list.
8. Does the price of the proposal include repair or upgrade of devices over the time of the contract?
9. Is any data from the Weston Police Department intended to be stored outside the United States during the time of the contract?
10. Is the software code designed and updated internally? Please provide the the code review process to ensure integrity of the software / code audit process?

Implementation:

Upon completion of the evaluation the Weston Police Department will select the vendor and engage in the contract / price evaluation. If the proposed vendor proposal / pricing is adopted by the board of selectman, and the board of finance a plan of implementation and schedule will be established to ensure body worn cameras and dash cameras are fully functional by July 1st, 2022 when the law requires compliance.

Town Disclaimer Notice:

The Town of Weston reserves the right to reject any and all proposals, and reject any part of any proposal. The Town reserves the right to waive any informality in any and all proposals deemed in the best interest of the Town. The Town reserves the right to negotiate with the selected respondent any amendments to the contract. The Town shall be under no obligation to accept the lowest financial proposal offered. The Town may make such investigations as it deems necessary to determine the ability of a respondent to perform the work.



Discounts (USD)

Quote Expiration: 07/15/2021

List Amount	236,651.00
Discounts	18,922.08
Total	217,728.92

**Total excludes applicable taxes*

Summary of Payments

Payment	Amount (USD)
Year 1 - BWC	33,259.08
Year 1 - Fleet	47,543.76
Year 2 - BWC	13,741.28
Year 2 - Fleet	20,490.24
Year 3 - BWC	13,741.28
Year 3 - Fleet	20,490.24
Year 4 - BWC	13,741.28
Year 4 - Fleet	20,490.24
Year 5 - BWC	13,741.28
Year 5 - Fleet	20,490.24
Grand Total	217,728.92



Axon Enterprise, Inc.
 17800 N 85th St.
 Scottsdale, Arizona 85255
 United States
 Phone: (800) 978-2737

Q-279729-44301.791NH

Issued: 04/15/2021

Quote Expiration: 07/15/2021

Account Number: 171341

Payment Terms: Net 30
 Delivery Method: Fedex - Ground

SALES REPRESENTATIVE

Nick Horn

Phone:

Email: nhorn@axon.com

Fax:

PRIMARY CONTACT

Matt Brodacki

Phone: (203) 222-2624

Email: mbrodacki@westonpolice.com

SHIP TO

Matt Brodacki
 Weston Police Dept. - CT
 56 NORFIELD ROAD
 Weston, CT 06883
 US

BILL TO

Weston Police Dept. - CT
 56 NORFIELD ROAD
 Weston, CT 06883
 US

Year 1 - BWC

Item	Description	Term (Months)	Quantity	List Unit Price	Net Unit Price	Total (USD)
Axon Plans & Packages						
73683	10 GB EVIDENCE.COM A-LA-CART STORAGE	60	12	0.00	0.00	0.00
73746	PROFESSIONAL EVIDENCE.COM LICENSE	60	4	0.00	0.00	0.00
73683	10 GB EVIDENCE.COM A-LA-CART STORAGE	60	16	0.00	0.00	0.00
73840	EVIDENCE.COM BASIC ACCESS LICENSE	60	16	0.00	0.00	0.00
73683	10 GB EVIDENCE.COM A-LA-CART STORAGE	60	500	0.00	0.00	0.00
Hardware						
73202	AXON BODY 3 - NA10		20	699.00	643.08	12,861.60
74210	AXON BODY 3 - 8 BAY DOCK		3	1,495.00	1,375.40	4,126.20
74020	MAGNET MOUNT, FLEXIBLE, AXON RAPIDLOCK		25	0.00	0.00	0.00
11534	USB-C to USB-A CABLE FOR AB3 OR FLEX 2		20	0.00	0.00	0.00
87063	TECH ASSURANCE PLAN BODY 3 CAMERA PAYMENT	12	20	336.00	309.12	6,182.40
87062	TECH ASSURANCE PLAN 8-BAY BODY 3 DOCK PAYMENT	12	3	354.00	325.68	977.04
Other						
73827	AB3 CAMERA TAP WARRANTY	60	20	0.00	0.00	0.00
73837	EVIDENCE.COM PROFESSIONAL LICENSE PAYMENT	12	4	468.00	430.56	1,722.24
73841	EVIDENCE.COM BASIC LICENSE PAYMENT	12	16	180.00	165.60	2,649.60

Year 1 - BWC (Continued)

Item	Description	Term (Months)	Quantity	List Unit Price	Net Unit Price	Total (USD)
Other (Continued)						
73831	10 GB EVIDENCE.COM A-LA-CART STORAGE PAYMENT	12	500	4.80	4.42	2,210.00
71019	NORTH AMER POWER CORD FOR AB3 8-BAY, AB2 1-BAY / 6-BAY DOCK		3	0.00	0.00	0.00
73828	AB3 8 BAY DOCK TAP WARRANTY	60	3	0.00	0.00	0.00
Services						
85144	AXON STARTER		1	2,750.00	2,530.00	2,530.00
					Subtotal	33,259.08
					Estimated Shipping	0.00
					Estimated Tax	0.00
					Total	33,259.08

Year 1 - Fleet

Item	Description	Term (Months)	Quantity	List Unit Price	Net Unit Price	Total (USD)
Axon Plans & Packages						
80217	FLEET 2 UNLIMITED WITH TAP PAYMENT	12	14	1,548.00	1,424.16	19,938.24
Hardware						
11634	CRADLEPOINT IBR900-1200M-NPS+5 YEAR NETCLOUD ESSENT (PRIME)		14	1,509.00	1,388.28	19,435.92
71200	FLEET ROUTER ANTENNA, COMPACT 5-IN-1, BLACK		14	270.00	248.40	3,477.60
80214	FLEET EVIDENCE.COM UNLIMITED STORAGE	60	14	0.00	0.00	0.00
71088	AXON FLEET 2 KIT		14	0.00	0.00	0.00
87069	TECH ASSURANCE PLAN FLEET 2 KIT WARRANTY	60	14	0.00	0.00	0.00
74110	CABLE, CAT6 ETHERNET 25 FT, FLEET		14	0.00	0.00	0.00
Other						
87050	FLEET VIEW XL ACCESS LICENSE	60	14	0.00	0.00	0.00
WIFI Offload						
74066	FLEET INSTALLATION, WIRELESS NETWORK SERVICES		1	1,000.00	920.00	920.00
74074	WI-FI OFFLOAD SERVER HARDWARE		1	3,500.00	3,220.00	3,220.00
80218	WI-FI OFFLOAD, SOFTWARE LICENSE MAINTENANCE	60	1	0.00	0.00	0.00

Year 1 - Fleet (Continued)

Item	Description	Term (Months)	Quantity	List Unit Price	Net Unit Price	Total (USD)
WiFi Offload (Continued)						
80219	WI-FI OFFLOAD, SOFTWARE MAINTENANCE PAYMENT	12	1	600.00	552.00	552.00
					Subtotal	47,543.76
					Estimated Tax	0.00
					Total	47,543.76

Year 2 - BWC

Item	Description	Term (Months)	Quantity	List Unit Price	Net Unit Price	Total (USD)
Hardware						
87063	TECH ASSURANCE PLAN BODY 3 CAMERA PAYMENT	12	20	336.00	309.12	6,182.40
87062	TECH ASSURANCE PLAN 8-BAY BODY 3 DOCK PAYMENT	12	3	354.00	325.68	977.04
Other						
73837	EVIDENCE.COM PROFESSIONAL LICENSE PAYMENT	12	4	468.00	430.56	1,722.24
73841	EVIDENCE.COM BASIC LICENSE PAYMENT	12	16	180.00	165.60	2,649.60
73831	10 GB EVIDENCE.COM A-LA-CART STORAGE PAYMENT	12	500	4.80	4.42	2,210.00
					Subtotal	13,741.28
					Estimated Tax	0.00
					Total	13,741.28

Year 2 - Fleet

Item	Description	Term (Months)	Quantity	List Unit Price	Net Unit Price	Total (USD)
Axon Plans & Packages						
80217	FLEET 2 UNLIMITED WITH TAP PAYMENT	12	14	1,548.00	1,424.16	19,938.24
WiFi Offload						
80219	WI-FI OFFLOAD, SOFTWARE MAINTENANCE PAYMENT	12	1	600.00	552.00	552.00
					Subtotal	20,490.24
					Estimated Tax	0.00
					Total	20,490.24

Year 3 - BWC

Item	Description	Term (Months)	Quantity	List Unit Price	Net Unit Price	Total (USD)
Hardware						
87063	TECH ASSURANCE PLAN BODY 3 CAMERA PAYMENT	12	20	336.00	309.12	6,182.40
87062	TECH ASSURANCE PLAN 8-BAY BODY 3 DOCK PAYMENT	12	3	354.00	325.68	977.04
Other						
73309	AXON CAMERA REFRESH ONE		20	0.00	0.00	0.00
73837	EVIDENCE.COM PROFESSIONAL LICENSE PAYMENT	12	4	468.00	430.56	1,722.24
73841	EVIDENCE.COM BASIC LICENSE PAYMENT	12	16	180.00	165.60	2,649.60
73831	10 GB EVIDENCE.COM A-LA-CART STORAGE PAYMENT	12	500	4.80	4.42	2,210.00
73689	MULTI-BAY BWC DOCK 1ST REFRESH		3	0.00	0.00	0.00
					Subtotal	13,741.28
					Estimated Tax	0.00
					Total	13,741.28

Year 3 - Fleet

Item	Description	Term (Months)	Quantity	List Unit Price	Net Unit Price	Total (USD)
Axon Plans & Packages						
80217	FLEET 2 UNLIMITED WITH TAP PAYMENT	12	14	1,548.00	1,424.16	19,938.24
WiFi Offload						
80219	WI-FI OFFLOAD, SOFTWARE MAINTENANCE PAYMENT	12	1	600.00	552.00	552.00
					Subtotal	20,490.24
					Estimated Tax	0.00
					Total	20,490.24

Year 4 - BWC

Item	Description	Term (Months)	Quantity	List Unit Price	Net Unit Price	Total (USD)
Hardware						
87063	TECH ASSURANCE PLAN BODY 3 CAMERA PAYMENT	12	20	336.00	309.12	6,182.40

Year 4 - BWC (Continued)

Item	Description	Term (Months)	Quantity	List Unit Price	Net Unit Price	Total (USD)
Hardware (Continued)						
87062	TECH ASSURANCE PLAN 8-BAY BODY 3 DOCK PAYMENT	12	3	354.00	325.68	977.04
Other						
73837	EVIDENCE.COM PROFESSIONAL LICENSE PAYMENT	12	4	468.00	430.56	1,722.24
73841	EVIDENCE.COM BASIC LICENSE PAYMENT	12	16	180.00	165.60	2,649.60
73831	10 GB EVIDENCE.COM A-LA-CART STORAGE PAYMENT	12	500	4.80	4.42	2,210.00
					Subtotal	13,741.28
					Estimated Tax	0.00
					Total	13,741.28

Year 4 - Fleet

Item	Description	Term (Months)	Quantity	List Unit Price	Net Unit Price	Total (USD)
Axon Plans & Packages						
80217	FLEET 2 UNLIMITED WITH TAP PAYMENT	12	14	1,548.00	1,424.16	19,938.24
WIFI Offload						
80219	WI-FI OFFLOAD, SOFTWARE MAINTENANCE PAYMENT	12	1	600.00	552.00	552.00
					Subtotal	20,490.24
					Estimated Tax	0.00
					Total	20,490.24

Year 5 - BWC

Item	Description	Term (Months)	Quantity	List Unit Price	Net Unit Price	Total (USD)
Hardware						
87063	TECH ASSURANCE PLAN BODY 3 CAMERA PAYMENT	12	20	336.00	309.12	6,182.40
87062	TECH ASSURANCE PLAN 8-BAY BODY 3 DOCK PAYMENT	12	3	354.00	325.68	977.04
Other						
73310	AXON CAMERA REFRESH TWO		20	0.00	0.00	0.00
73837	EVIDENCE.COM PROFESSIONAL LICENSE PAYMENT	12	4	468.00	430.56	1,722.24
73841	EVIDENCE.COM BASIC LICENSE PAYMENT	12	16	180.00	165.60	2,649.60

Year 5 - BWC (Continued)

Item	Description	Term (Months)	Quantity	List Unit Price	Net Unit Price	Total (USD)
Other (Continued)						
73831	10 GB EVIDENCE.COM A-LA-CART STORAGE PAYMENT	12	500	4.80	4.42	2,210.00
73688	MULTI-BAY BWC DOCK 2ND REFRESH		3	0.00	0.00	0.00
					Subtotal	13,741.28
					Estimated Tax	0.00
					Total	13,741.28

Year 5 - Fleet

Item	Description	Term (Months)	Quantity	List Unit Price	Net Unit Price	Total (USD)
Axon Plans & Packages						
80217	FLEET 2 UNLIMITED WITH TAP PAYMENT	12	14	1,548.00	1,424.16	19,938.24
Other						
73335	FLEET CAMERA REFRESH (ONE FRONT AND ONE REAR)		14	0.00	0.00	0.00
WIFI Offload						
80219	WI-FI OFFLOAD, SOFTWARE MAINTENANCE PAYMENT	12	1	600.00	552.00	552.00
					Subtotal	20,490.24
					Estimated Tax	0.00
					Total	20,490.24
					Grand Total	217,728.92

11. Discussion/ decision concerning mask wearing at the Senior Center: **no motion.**



Jonathan Luiz <jluiz@westonct.gov>

[EXTERNAL] RE: [EXTERNAL] FW: [EXTERNAL] Senior Center Reopening (mask wearing)

1 message

Douglas LoMonte <dломonte@berchemmoses.com>
To: Jonathan Luiz <jluiz@westonct.gov>
Cc: Christopher Spaulding <cspaulding@westonct.gov>

Mon, Jun 28, 2021 at 5:08 PM

Yes. That is within the Senior Center's discretion.

From: Jonathan Luiz <jluiz@westonct.gov>
Sent: Monday, June 28, 2021 5:06 PM
To: Douglas LoMonte <dломonte@berchemmoses.com>
Cc: Christopher Spaulding <cspaulding@westonct.gov>
Subject: Re: [EXTERNAL] FW: [EXTERNAL] Senior Center Reopening (mask wearing)

Could the Senior Center mandate mask-wearing for the non-vaccinated and only permit the vaccinated to go maskless?

On Mon, Jun 28, 2021 at 5:02 PM Douglas LoMonte <dломonte@berchemmoses.com> wrote:

Jonathan:

Ira asked me to get back to you on this subject. I believe that it's within the Senior Center's discretion to make mask wearing optional. As to vaccination status, it's permissible to request that a participant disclose his or her vaccination status and request to see a copy of his/her vaccination card.

:: Doug.

Begin forwarded message:

From: Jonathan Luiz <jluiz@westonct.gov>
Date: June 22, 2021 at 12:06:43 PM EDT
To: Ira Bloom <ibloom@berchemmoses.com>
Cc: Christopher Spaulding <cspaulding@westonct.gov>
Subject: Fwd: [EXTERNAL] Senior Center Reopening (mask wearing)

Hi Ira,

Please read the email below from the CHair of the Weston COmmission on Aging. Any thoughts from a legal standpoint?

Sincerely,

Jonathan

----- Forwarded message -----

From: **Bruce Lorentzen** <lorenbe@optonline.net>

Date: Tue, Jun 22, 2021 at 10:56 AM

Subject: [EXTERNAL] Senior Center Reopening (mask wearing)

To: Jonathan Liuz <jliuz@westonct.gov>

Cc: Castellano, Terry <terrycas1@outlook.com>, Francois, Mary <francois.maryw@gmail.com>, Goldstein, Fran <frangoldstein16@gmail.com>, Donald Gumaer <dfgumaer@aol.com>, Allison Lisbon <alnims@hotmail.com>, Mcelhone, Alison <amcelhone@stamhealth.org>, Wendy Petty <wpetty@westonct.gov>, Richard <rbbwolf@gmail.com>

The Senior Center was reopened for many activities earlier this month. At that time wearing masks was and still is mandatory. We have noted that Federal Guidelines do not require masks to be worn if all participants are vaccinated.

At that time we initiated a process requiring all who visit the center to sign a waiver protecting the Town of Weston from liability if contracting Covid 19 at the center.

There has been considerable push back from those participating in the offered activities, especially those involving exercise.

I conducted an informal poll of the Commission on Aging members concerning this rule. A unanimous decision was reached that mask wearing should not be mandatory. However if an individual is uncomfortable, he/she is encouraged to continue mask wearing.

It has been noted that there are several reasons to change the policy at this time. Notable reasons are, 1. Virtually 100% of the Weston residents over the age of 65 are fully vaccinated, 2. Breathing is extremely difficult and perhaps unhealthy through a mask while exercising, 3. Many of the Seniors have hearing impairment that makes it difficult to understand conversation through a mask.

With these thoughts in mind, we request that mask wearing at the Weston Senior Center be voluntary provided that all no masked folks are fully vaccinated.

WE would like the opportunity to at least once view a participant's vaccination card. Is this legally ok?

--

12. Approval of the minutes from the Board of Selectmen Special meeting on June 17, 2021: **I move to approve the unapproved minutes of the Board of Selectmen Special meeting held June 17, 2021, as presented.**

**Board of Selectmen
Special Meeting Minutes
June 17, 2021 at 7.45pm
Meeting to be held remotely due to COVID 19**

1. **Call to order:** First Selectman Chris Spaulding called the meeting to order at 7.45pm. Also in attendance were Selectwoman Samantha Nestor, Selectman Stephan Grozinger, Town Administrator Jonathan Luiz, Sharon Ferraro, Jamie Zeppernick, Rick Bertasi and Gayle Weinstein from the Facilities Optimization Committee.
2. **Pledge of Allegiance:** The Pledge was recited
3. **Discussion/decision concerning the potential establishment of a Civilian Review Board:** First Selectman Spaulding explained he received the draft from the Town Attorney for review – this item will be addressed an upcoming meeting.
4. **Resignation of Amy Kalafa from the Sustainable Weston committee:** Selectwoman Nestor moved to accept the resignation of Amy Kalafa from the Sustainable Weston committee effective immediately. This was seconded by Selectman Grozinger. The motion carried unanimously.
5. **Resignation of Nancy Lincoln from the Weston Library effective 9/17/21:** Selectman Grozinger moved to accept the resignation of Nancy Lincoln from the Weston Library effective 9/17/21. Selectwoman Nestor seconded this. The motion carried unanimously.
6. **Resignation of Don Saltzman from the Planning and Zoning Commission:** Selectwoman Nestor moved to accept the resignation of Don Saltzman from the Planning and Zoning Commission effective immediately. Selectman Grozinger seconded this. The motion carried unanimously.
7. **Interview of Sharon Ferraro for a position on the Board of Education:** The Board of Selectmen interviewed Sharon Ferraro for a position on the Board of Education.
8. **Discussion/decision about Founders’ Day and the Weston Flea:** The Board of Selectmen were in favor of moving forward with Founders’ Day and the Weston Flea events.
9. **Reappointments to various boards, commissions, Committees and other positions:**

Name	Committee	Term	Proposed Term End
James Jamieson	Beautification Committee	4 yrs	30-Jun-25
Ilisa Nussbaum	Westport Weston Health Dst	3 yrs	30-Jun-24
Donald Saltzman	Area Nine Cable Council	3 yrs	30-Jun-24
Hilary Misiano	Commission for Children & Youth	3 yrs	30-Jun-24
Patricia Goodrich	Commission for the Arts	2 yrs	30-Jun-23
Kristin Kreuder	Commission for the Arts	2 yrs	30-Jun-23
Jack Davidoff	Building Committee	2 yrs	30-Jun-23
Megan Loucas	Building Committee	2 yrs	30-Jun-23
Richard Wolf	Building Committee	2 yrs	30-Jun-23

Debbie Rehr	Marketing & Communications Committee	2 yrs	30-Jun-23
Beth Gralnick	Sidewalk Design & Construction Committee	2 yrs	30-Jun-23
Jeff Farr	Sidewalk Design & Construction Committee	2 yrs	30-Jun-23
Richard Wolf	Sidewalk Design & Construction Committee	2 yrs	30-Jun-23
Amy Guzzi	Sidewalk Design & Construction Committee	2 yrs	30-Jun-23
Thomas Burke	Veterans Affairs Committee	2 yrs	30-Jun-23
Joseph Miceli	Emergency Management Director	2 yrs	1-Jul-23
Cathleen Neblett	Tax Collector	2 yrs	30-Jun-23
Rick Darling	Town Treasurer	2 yrs	30-Jun-23
Tom Failla	Tree Warden	1 yr	30-Jun-22

Selectman Grozinger moved to approve the above mentioned appointees for the noted terms. Selectwoman Nestor seconded this. The motion carried unanimously.

10. **Discussion/decision to approve a \$95,000 supplemental request as recommended by the Facilities Optimization Committee for the purpose of completing a Facilities Optimization Committee project, and to authorize the First Selectman to enter into a contract with Tecton Architects P.C. for said Facilities Optimization Committee Project with the understanding that said authorization is contingent upon the Board of Finance ratifying the supplemental appropriation request:** First Selectman Spaulding introduced Gayle Weinstein and Rick Bertasi from the Facilities Optimization Committee and asked that they briefly summarize the what, where and why of the project as well as what stage of the process the committee is currently in and how they got to their recommendation of Tecton Architects. The Board of Selectmen asked questions about needs, the decision making process, and analysis on building lifecycles etc. First Selectman Spaulding thanked the committee for all of the hard work that has gone into the project so far. Selectwoman Nestor moved to approve a \$95,000 supplemental request as recommended by the Facilities Optimization Committee for the purpose of completing a Facilities Optimization Committee project, and to authorize the First Selectman to enter into a contract with Tecton Architects P.C. for said Facilities Optimization Committee Project with the understanding that said authorization is contingent upon the Board of Finance ratifying the supplemental appropriation request. Selectman Grozinger seconded this. The motion carried unanimously.

11. **Discussion/decision to authorize a general wage increases for permanent non-union staff:** First Selectman Spaulding recused himself from this portion of the meeting. Mr. Luiz explained the increase based on what has been funded on the approved Fiscal 2021- 22 budget for non-union staff. He answered questions from Selectman Grozinger and Selectwoman Nestor. Selectman Grozinger moved to authorize a general wage increase of 1.5% for Non-Union staff effective 7/1/21 as well as any applicable step increases. Selectwoman Nestor seconded this. The motion carried unanimously.

12. **Approval of the minutes from the Board of Selectmen Regular Meeting on June 3, 2021:** Selectwoman Nestor moved to approve the unapproved minutes of the June 3, 2021 Board of Selectmen regular meeting, as presented. Selectman Grozinger seconded this. The motion carried unanimously.

13. **Interview of Jamie Zeppernick for a position on the Diversity Equity and Inclusion Advisory Committee:** The Board of Selectmen interviewed Jamie Zeppernick for a position on the Diversity Equity and Inclusion Advisory Committee.

14. **Executive session to discuss pending litigation:** Selectman Grozinger moved to enter executive session to discuss pending litigation at 9.33pm. Selectwoman Nestor seconded this. The motion carried unanimously. Town Administrator Jonathan Luiz was invited to join. The Board of Selectmen exited the executive session at 10.05pm
15. **Adjournment:** Selectwoman Nestor moved to adjourn the meeting at 10.07pm. Selectman Grozinger seconded this. The motion carried unanimously.

Minutes submitted by: Sara Beer, Executive Administrative Assistant

UNAPPROVED

13. Executive session to discuss personnel and a pending real estate transaction: **I move to enter into executive session to discuss personnel and a pending real estate transaction**

14. Adjournment: **I move to adjourn**