

**Board of Selectmen
Special Meeting Agenda
October 6, 2022 at 5:00 pm
Meeting held via Zoom**

Please click the link below to join the webinar:

<https://us02web.zoom.us/j/89617520539?pwd=WDRub01SNnV0alZ6a0YxTXh0K1l4Zz09>

Join by Phone: 646 558

Webinar ID: 896 1752 0539

Passcode: 276418

- 1. Call to Order**
- 2. Pledge of Allegiance**
- 3. Remembering Mark Blake with Chief Pokorny and Chief Schlechter**
- 4. Acceptance of Jamie Zeppernick's resignation from the Board of Finance effective October 30, 2022**
- 5. Discussion/Decision to make an appointment to the Board of Finance to fill the vacancy created by the resignation of Steve Ezzes for a term ending upon the next biennial election on November 6, 2023 in accordance with section 7.6 of the Town Charter**
- 6. Interview of Genevieve Morales for a possible appointment to the Marketing Committee**
- 7. Interview of Wendy Ramos for a possible appointment to the Diversity, Equity, and Inclusion Committee**
- 8. First Selectwoman's Update on select ARPA Projects: Weston Food Pantry, Senior Center Bathroom Renovation, Bisceglie Pond Resurfacing, EV Charging Stations, Municipal Campus WiFi**
- 9. First Selectwoman's Update on the Small Town Economic Assistance Program (STEEP) Grant Award and a request for a supplemental appropriation in the amount of \$50,000 for architectural/engineering services**
- 10. Discussion of the creation of a Water Study Committee and development of charge(not a task force)**
- 11. Discussion/Decision to approve a side letter of agreement for a temporary access road easement at Keene Park**
- 12. Approval of Minutes from the September 15, 2022 Regular Board of Selectmen Meeting and September 22, 2022 Special Board of Selectmen Meeting**
- 13. Adjournment**

DRAFT Motions for the 10/6/22 BOS Special Meeting

1. Call to Order: **No motion**
2. Pledge of Allegiance: **No motion**
3. Remembering Mark Blake with Chief Pokorny and Chief Schlechter: **No motion**
4. Acceptance of Jamie Zeppernick's resignation from the Board of Finance effective October 30, 2022: **I move to accept Jamie Zeppernick's resignation from the Board of Finance effective October 30, 2022.**
5. Discussion/Decision to make an appointment to the Board of Finance to fill the vacancy created by the resignation of Steve Ezzes for a term ending upon the next biennial election on November 6, 2023 in accordance with section 7.6 of the Town Charter: **I move to appoint _____ to the Board of Finance to fill the vacancy created by the resignation of Steve Ezzes for a term ending upon the next biennial election on November 6, 2023 in accordance with section 7.6 of the Town Charter**
6. Interview of Genevieve Morales for a possible appointment to the Marketing Committee
7. Interview of Wendy Ramos for a possible appointment to the Diversity, Equity, and Inclusion Committee: **No motion**
8. First Selectwoman's Update on select ARPA Projects: Weston Food Pantry, Senior Center Bathroom Renovation, Bisceglie Pond Resurfacing, EV Charging Stations, Municipal Campus WiFi: **No motion**
9. First Selectwoman's Update on the Small Town Economic Assistance Program (STEEP) Grant Award and a request for a supplemental appropriation in the amount of \$50,000 for architectural / engineering services: **I move to approve a supplemental appropriation of \$50,000 for architectural/engineering services associated with the Police Locker Room and Bathrooms Improvement Project.**
10. Discussion of the creation of a Water Study Committee and development of charge(not a task force): **No motion**
11. Discussion/Decision to approve a side letter of agreement for a temporary access easement at Keene Park: **I move to approve a side letter of agreement for a temporary access easement at Keene Park, as presented**
12. Approval of Minutes from the September 15, 2022 Regular Board of Selectmen Meeting and September 22, 2022 Special Board of Selectmen Meeting: **I move to approve the unapproved minutes of the September 15, 2022 Regular Board of Selectmen Meeting and the September 22, 2022 Special Board of Selectmen Meeting, as presented.**
13. Adjournment: **I move to adjourn**

1. Call to Order: **No motion**
2. Pledge of Allegiance: **No motion**
3. Remembering Mark Blake with Chief Pokorny and Chief Schlechter: **No motion**
4. Acceptance of Jamie Zeppernick's resignation from the Board of Finance effective October 30, 2022: **I move to accept Jamie Zeppernick's resignation from the Board of Finance effective October 30, 2022.**

September 20, 2022

Board of Selectmen

Dear BOS,

Please accept this letter signaling my resignation from the Weston Board of Finance effective October 30, 2022. I'd like to thank my colleagues for their support and guidance during my time on the BOF.

Thank you,

Jamie Zeppernick

5. Discussion/Decision to make an appointment to the Board of Finance to fill the vacancy created by the resignation of Steve Ezzes for a term ending upon the next biennial election on November 6, 2023 in accordance with section 7.6 of the Town Charter: **I move to appoint _____ to the Board of Finance to fill the vacancy created by the resignation of Steve Ezzes for a term ending upon the next biennial election on November 6, 2023 in accordance with section 7.6 of the Town Charter**

JEFFREY M. GOLDSTEIN

- Sales & Marketing Leadership • Employee Development • Team Building, Coaching, and Mentoring •
- Customer Relationship Management • Relationship Builder • Revenue Growth • Profit Maximization •

PROFESSIONAL EXPERIENCE:

AGILITY RECOVERY SERVICES, Denver, CO (1/2021 - Present)
Leading Provider of the Business Continuity Management suite of solutions
VP Global Partnerships and Business Development (1/2021 - Present)

- Led sales and operational integration of RecoveryPlanner into Agility upon acquisition
- Provide sales leadership with focus on building Agility Recovery Partnership Network.
- Grew Partnership Network that led to increased international sales by 35% in first year
- Manage month-to-month global sales team forecasting process to ensure monthly goal attainment.
- Developed global pricing strategy.

RECOVERYPLANNER.COM, INC., Trumbull, CT (11/2012 - 12/2020)
Gartner Leader in Business Continuity Management Planning Software
VP of Sales & Alliances (11/2012 - 12/2020)

- Integral part of acquisition team to sell RecoveryPlanner to Agility Recovery
- Provide sales and marketing leadership with focus on building RecoveryPlanner Partnership Network.
- Grew Partnership Network that led to increased international sales by 26%.
- Successfully increased global presence in fourteen (14) new countries.
- Manage month-to-month sales team forecasting process to ensure monthly goal attainment.
- Weekly meetings with CFO and CEO to discuss and ensure alignment around P&L
- Led cross functional teams to ensure company alignment
- Developed global pricing strategy.

NESTLE WATERS NA, Stamford, CT (2000 - 11/2012)
America's foremost bottled water company with \$3.0 billion in sales
Zone Sales Development Manager, Connecticut Zone (10/2005 - 11/2012)

- Provided sales and marketing leadership for business to business sales across 4 locations in the Connecticut, New York and Massachusetts markets. Totals \$45.8 million in revenues with a base of over 80,000 customers.
- Drove sales team to over 50,000 acquisitions for the Zone since 2006.
- Successfully increased customer base by 1,100 customers for 2011, representing a 4.3% increase over prior year.
- AccuPure Product Launch - organic growth within zone of 43% in 2011.
- Managed month-to-month sales team forecasting process to ensure monthly goal attainment.
- Led cross functional teams with Zone Logistics Manager, Zone Business Manager, and Zone Operations Manager.
- Developed pricing strategy within the zone in conjunction with Zone Business Manager in order to meet margin objectives.
- Led sales calibration process for over 200 sales employees across four zones in the East Division.
- Appointed to national sales blitz team (MOAB) to design, present, implement and monitor sales blitz efforts for the entire company.
- Trained and assisted in development of 4 Zone Sales Development Managers across the country.

Zone Employee Development Manager, Connecticut Zone (2/2005 – 9/2005)

- Responsible for all aspects of employee development within 7 facilities located in Connecticut, New York, and Massachusetts. Ensured all 95 front line operations and 17 sales heads fully staffed.
- Executed against core responsibility of fully staffing operational team due to being understaffed by 19% upon taking role. During 8 months in role, fully staffed operational team plus 4 employees on staffing bench.
- Responsible for Targeted Selection hiring processes, hiring better quality new hires, and reducing turnover rate.
- Facilitated Nestle Waters North America core company values and beliefs to new hires across the Northeast.
- Oversaw succession planning process within entire zone.

Zone Sales Development Manager, New Jersey Philly Zone (3/2004 – 1/2005)

- Promoted into role via Nestle Waters North America Succession Planning Process...moved to the state of CT and transferred to Connecticut Zone after 9 months in role.

Zone Employee Development Manager, New Jersey Market (1/2002 – 2/2004)

- Responsible for all aspects of employee development within 2 facilities located in New Jersey and New York. Ensured all 104 front line operations and 25 sales heads fully staffed.
- Responsible for Targeted Selection hiring processes, hiring better quality new hires, and reducing turnover rate.
- Executed against turnover reduction initiative by reducing turnover by 21% during tenure in the position.
- Facilitated Nestle Waters North America core company values and beliefs to new hires across the Northeast.
- Facilitated leadership development programs in the North East and Mid States Divisions including: Communication & Listening, Targeted Selection, Adapting to Change, Interaction Management and Building Trust
- Oversaw succession planning process within entire zone.

Unit Leader, Elmsford, NY (3/2000 – 12/2001)

- Managed, coached and motivated a team of 60 front line employees to deliver world class service to 44,000 customers with annual sales of \$25 million ensuring alignment with Nestle Waters North America aspirations and beliefs while achieving key business objectives.
- Market exceeded profit plan each year of tenure, 2000 and 2001.
- Led through a comprehensive integration of brands, employees and pay structure.
- Played key role in the full route re-engineering of the Market operations to rebalance routes and increase daily unit productivity by 22%.

KRAFT FOODS, INC., (1992 - 2000)

Second largest food company in the world with annual sales exceeding \$49 billion

Customer Business Manager (4/1999 – 3/2000)

- Directed Kraft Foods sales teams with responsibility for Key Food, Krasdale Foods, Inc., General Trading, and Jetto for every Kraft Foods business unit equating to 35 million pounds of sales volume.
- Managed, trained and developed a Customer Business Team comprised of 29 Sales Professionals consisting of 3 Sales Managers, 9 Account Managers and 17 Full Time Sales Representatives.
- Exceeded volume plan by 9% and prior year by 12% during tenure within Customer Business Manager Role.
- Led country in reducing incoming account receivables and average weekly balance.

Region Category Planner (1/1997 – 3/1999)

- Managed Enhancer and Beverage Category businesses for the New York and Philadelphia Trading Areas with annual dollar revenue of \$131 million.
- Built relationships with Customer Business Teams to develop sound customer strategies to ensure efficient spending and maximize volume opportunities.
- Negotiated trade funding and consumer events for 1998 to achieve 5% volume growth versus targeted negotiated volume.

Retail Sales Manager (10/1996 – 10/1997)

- Managed, trained and developed 10 Sales Representatives and 10 Part-time Merchandisers in the Philadelphia Trading Area for SuperValu and Fleming Customer Business Teams.
- Created and successfully implemented Cross Training Program utilized by every Customer Business Team in the New York and Philadelphia Trading Areas.
- Assisted in the development, presentation and implementation of "Customer Category Manager 101." Workshop designed to assist Sales Representatives in becoming acclimated to Customer Category Managers.
- Received 1997 Sales Leadership Ring for achievement of volume targets in all businesses.

Customer Category Manager III (7/1996 – 9/1996)

- Prepared and presented major corporate promotions to Twin County Grocers for the Kraft Dairy and Jell-O Ready to Eat Divisions. Results included annual sales of over \$14 million, utilizing an annual trade advertising budget of \$1.2 million dollars.
- Responsible for estimating both short and long term profitability, and the planning of specific product and marketing objectives.
- Managed and analyzed product categories, assessed shelving, pricing, merchandising, and profit factors in order to create and implement strategies and tactics.
- Negotiated repayment agreements with customer to achieve accounts receivable objectives.
- Successfully achieved volume plan during only quarter on account.

Customer Category Manager III (4/1995 – 6/1996)

- Prepared and presented major corporate promotions to ACME Markets, Inc. for the Kraft Foods Meals and Enhancers Divisions. Results included annual sales revenue of over \$20 million, utilizing an annual trade advertising budget of \$2 million.
- Estimated both short and long range profitability, and planning of product and marketing objectives.
- Developed and coordinated merchandising programs with 10 Sales Representatives that resulted in incremental sales volumes.
- Negotiated repayment agreements with customer to achieve accounts receivable objectives.
- Achieved volume plan four consecutive quarters.

Customer Category Manager II (1/1994 – 3/1995)

- Prepared and presented major corporate promotions to The Grand Union Company, Krasdale Foods, Inc., and General Trading Company for the Kraft Foods Meals and Enhancers Divisions that resulted in annual sales over \$14 million, utilizing an annual trade budget advertising budget of \$1 million.
- Appointed as Team Leader for Grand Union/Krasdale/General Trading Customer Business Team. Provided leadership for major promotions among sister companies: Maxwell House, General Foods, Oscar Mayer, and various Kraft Divisions.
- Estimated both short and long term profitability, and the planning of product and marketing objectives.
- Achieved 5% increase in sales versus prior year, despite an increase in competition and decline in store count.
- Recipient of Kraft Foods 1994 Account Management Award for excellence in sales presentations, communications, accounts receivables, authorizations and use of research data.

Key Account Sales Representative (8/1992 – 12/1993)

- Prepared and tailored marketing programs to Foodarama ShopRite Headquarters across all divisions.
- Developed and created merchandising ideas at HQ and store level through displays and cross-merchandising.
- Increased sales territory productivity by 14%, route case sales by 12% and displays by 10%.
- Recipient of 1993 Kraft Foods Sales Excellence Award.

EDUCATION:

Villanova University
College of Commerce and Finance, Villanova, PA
Masters of Business Administration, May 1998

Rutgers University
School of Business, New Brunswick, NJ
Bachelor of Science, Business Management, May 1991
Bachelor of Arts, Sociology, May 1991

LEADERSHIP ACTIVITIES:

- Sigma Chi International Fraternity – Life Loyal Member, Mid-Atlantic Province - Grand Praetor, Iota Psi House Corporation – Vice President, Northern New Jersey Sigma Chi Alumni Chapter – Vice Presidency
- Cub Scout Volunteer – Weston Pack 75 Popcorn Kernel



Executive Assistant <executiveassistant@westonct.gov>

Fwd: [EXTERNAL] Application for Board of Finance position

1 message

Samantha Nestor <snestor@westonct.gov>

To: Executive Assistant <executiveassistant@westonct.gov>

Samantha Nestor
First Selectwoman
Town of Weston
203-222-2656

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

From: Maxwell Rosenthal

Date: Tue, Sep 13, 2022 at 10:19 AM

Subject: [EXTERNAL] Application for Board of Finance position

To: <snestor@westonct.gov>, <ajenner@westonct.gov>, <mmohabeer@westonct.gov>

Hi All,

>

> I'm writing to apply for the open Democratic seat on the Weston Board of Finance.

>

> Attached is my LinkedIn Profile resume and below is some additional detail about my work and board experience.

>

> Thank you in advance for your consideration. I look forward to hearing back.

>

> Best,

>

> Max Rosenthal

>

Short Bio:

> I am currently the Head of Learning and Development for the Global Fixed Income and Global Credit businesses at Citadel, one of the largest and most successful hedge funds in the world. In this role, I'm primarily responsible for designing and building programs and advising our CEO, COO and Senior Leadership on all matters relating to people, with a particular emphasis on management and talent development of our investors and quantitative researchers. Prior to this role, I held a few other people-related roles at Citadel and Bridgewater Associates, the world's largest hedge fund based in Westport CT.

> Prior to that, I practiced employment law for about a decade. First, at law firms in NYC originally focusing on commercial and real estate litigation, but ultimately developing an expertise in employment law, both litigation and counseling. Then afterwards as an in-house labor and employment attorney at a large media and television company, where I served as lead negotiator in nationwide collective bargaining negotiations.

>

> Also, I am currently the Chairman of the Board of Trustees of Inwood Academy for Leadership, a charter school based in Inwood, NYC. Inwood currently has grades 6-12 (was just approved by the state to expand K-5) with around 900 students and 120 teachers and administration. I also sit on the Finance and HR Committees.

> In this capacity, I am responsible for running our Monthly and Annual meetings, managing the agenda, and generally ensuring the Board is properly overseeing and advising the School's Leadership team. On a weekly basis, I work closely with the CEO and Leadership Team to advise on all matters impacting the school, including budgeting and finance, facilities and its upcoming expansion, community and family outreach, employment matters, government relations, and academics.

>

>

>>>

 Resume-Maxwell--Rosenthal.pdf
114K

Maxwell Rosenthal

New York, New York, United States



[linkedin.com/in/maxwell-rosenthal-79392028](https://www.linkedin.com/in/maxwell-rosenthal-79392028)

Summary

Executive | HR Leader | Attorney | Board Chair | Published Author

Experience



Head of Learning and Development, Global Fixed Income | Global Credit

Citadel

Dec 2021 - Present (10 months +)

Chairman, Board of Trustees

Inwood Academy for Leadership Charter School

Oct 2018 - Present (4 years +)



Manager, People Operations

Citadel

Dec 2019 - Dec 2021 (2 years 1 month)



Senior Employee Relations Associate

Bridgewater Associates

Jun 2018 - Dec 2019 (1 year 7 months)



Labor & Employment Attorney

Fox Television Stations

Oct 2015 - Jun 2018 (2 years 9 months)



Employment Attorney

Tarter Krinsky & Drogin LLP

Sep 2010 - Oct 2015 (5 years 2 months)



Litigation Attorney

Stiefel Cohen & Foote LLC

Sep 2009 - Sep 2010 (1 year 1 month)

Education



Northeastern University School of Law

Juris Doctor, Law

2006 - 2009



University of Maryland - Robert H. Smith School of Business

Bachelor of Science, Marketing

2001 - 2005

Licenses & Certifications



License to Practice Law in CT - Connecticut State Bar

430808



License to Practice Law in NY - New York State Bar

4815338



Senior Certified Professional - SHRM

Skills

Employment Litigation • Commercial Litigation • Litigation • Employment Law • Legal Research •
Legal Writing • Legal Issues • Civil Litigation • Trade Secrets • Courts



Harry Falber is a consultant in growth and defense strategies, turn-arounds, start-ups, brand and IP licensing, new business development, marketing, sales, compliance, training, advertising management and creative development. He works globally in the consumer and business-to-business market. He served as an elected Commissioner of Planning & Zoning in Weston, CT, community organizations, Steering Committee member of the League of Women Voters of Weston, CT, and as a mentor and advisor to early-stage start-ups. He currently is a management advisor at Clewed, an investment advisory company to small and medium sized businesses, and an advisor to 3 Dux Designs, an elementary education company.

His career includes positions as interim international country and regional manager, and he has served clients in investigating and evaluating business units and potential investment targets for merger, acquisition, or divestment. He's worked throughout Asia, the EU, Eastern Europe, and the Americas.

He has developed successful strategies, implementing them for both large and small companies including as president of Hallmark Cards' e-commerce flower & gift business, vice president of Smith & Wesson, Nabisco, Gerber Infant & Baby (Novartis), CP Kelco, Reynolds Consumer Products (Reynolds, Baco UK & Bulgaria, Presto), Alcoa, Nat Sherman Tobacconists, 1800Flowers.com, PC Flowers & Gifts, Polaroid Corporation, and Sturm Foods (Treehouse Foods).

Harry has personally led innovation and licensing initiatives, sales teams and engineered corporate and brand rehabilitation, product line repackaging, opened new factories and call centers as well as managed and written scripts for call center CSRs. He's developed and initiated strategic turnarounds, executed international market and competitive intelligence assignments including in Russia and China, and created and run global sales meetings. He uncovered the weaknesses in Green Mountain Roasters' Keurig K-Cup patents, leading to the first K-Cup not produced by Green Mountain, and assigned patents over to clients. He left Nabisco to start-up his own casual dining restaurant and catering chain.

His career began in advertising where he worked for agencies considered part of the Madison Avenue creative revolution - Scali, McCabe, Sloves, and Della Femina, Travisano & Partners. In 1975, he was recruited to become advertising manager at Polaroid under Dr. Edwin Land and after seven years, following the retirement of Dr. Land, he left to become Director of Marketing for Nabisco's imported beer division. He's worked on and developed strategies, advertising, promotion, packaging, and shopper marketing for Volvo, Polaroid, McDonald's, Great Adventure/Six Flags, Fuji Film & Cameras, Volkswagen, Bristol-Meyers, New York Daily News, Moët & Chandon, Cointreau, Teacher's Scotch, imported beer including Dos Equis, Sol, Beck's, Moosehead, Carlsberg, Foster's Lager, and Pilsner Urquell, and adult gaming for the Rooney Family – owners of the Pittsburgh Steelers and various racetracks. He's been involved in innovation projects including the development and introduction of the world's first cameras using Sonar technology, and a sustainable lawn and garden business for Alcoa's Reynolds Consumer Products.

Harry lives and works in Weston, CT. His wife, Pattie, is Weston's intermediate school principal and certified as a Connecticut school district superintendent. His stepdaughter, a graduate of Weston High School and Colgate University is Director of Engineering at Bitly, a global URL shortener and QR code management platform. His son, a graduate of Weston High School and Indiana University, began his career at E. & J. Gallo, launched a frozen food company, Rooster & Lark, and is currently a Customer Collaboration Manager at Danone North America.

His website is:

<http://www.tradeareamarketing.com>

Harold (Harry) Falber

Strategy and Marketing consultant, interim manager, board advisor & mentor: providing interim, start-up and general management (domestic and international), delivering improved share and stakeholder equity, significant revenue and sales growth, increased brand awareness, consumer perception, and brand loyalty. Areas of expertise: FMCG, Private Label, Import/Export, Licensing, Advertising, Shopper Marketing, Media Planning & Placement, Customer Relations, Organizational Development, Public Relations, Event Management, Speech and Copywriting, Retail, Casual dining, E-commerce, Business-to-Business, Tobacco, Floral, Firearms, Cameras, and Film, Automotive, Infant & Baby, Beer, Wine, Spirits, Distributor Selection & Management, Packaging, Ensuring compliance with FCPA, BA2010.

Current:

Advisory Partner - Clewed. (clewed.com) Clewed believes: smaller companies provide the best long-term investment opportunities when they allow the power of compound interest to work. Clewed's platform cuts the traditional cost of service, risk management and capital. We enable these companies to grow exponentially, by tapping into a large pool of backers who can now collectively invest in attractive opportunities previously reserved for institutional investors.

Advisor – Weston Connecticut Lachat Town Farm & Friends of Lachat – a 501(c)3 organization. Lachat Town Farm is the centerpiece of Weston and center of learning and community activities for adults and children with a twelve-month schedule of events on a donated dairy farm with a 1700 era restored farmhouse, outbuilding, and a new eco-center starting construction,

Steering Committee Member of Weston, CT League of Women Voters – primary responsibility is for public engagement and social media along with strategic planning to engage more residents in town governance.

Advisor – 3DuxDesigns – STEM Architectural Modeling System and K-5 educational programs

**Commissioner, Planning & Zoning Commission
Weston, CT**

2017 - 2020

Owner

**Trade Area Marketing Group
Weston, Connecticut**

2001-Present

Global strategy & on-location interim management, licensing, innovation, e-commerce, social media, distributor selection and management, strategic planning. Representative clients: 3DuxDesigns (STEM immersive children's modeling sets and education programs,) BrikCharger (Juul accessories), Academic Villages, Spain (for-profit educational services and training), Make in LA (global startup accelerator), Enertiv (energy monitoring systems). Nat Sherman Tobacco Products, Reynolds Consumer Products, Relaxation Technology/Sleep Innovations, Baco Consumer Products (UK, Bulgaria), Gerber Infant & Baby-A/P & EU, Beck's Beer, Smith & Wesson, GeoSystems Lawn & Garden, St. Pauli Girl, Radetec Firearm Accessories (Spain), CP Kelco Asia-Pacific,

Representative work

Reynolds Consumer Products Handi-Vac Food storage system: complete turnaround for brand including improved product design and qc in China plants, new package design and in-store displays. Produced a D-T-C ad campaign with significant sales improvement and shelf velocity among existing customers. Won best new product at National Hardware Show, increased distribution to include Ace, True Value, HSN. Developed plan for EMEA launch.

Presto Products: Developed new lawn and garden multi-product consumer category introducing Presto to a whole new class of trade (The Home Depot, Lowe's, ACE, True Value).

Baco Consumer Products: opened new factory in Bulgaria, developed an all-new (licensed) product line for grilling, an Eastern European sales strategy and organization, a special shelf-set program for Tesco, conducted quality control inspections, and recommended manufacturers in Asia.

Gerber (Novartis) Designed and executed successful reorganization of A-P region, rebuilt Philippines distribution system, hired new country general managers, hired and trained 3rd party medical marketing company, evaluated licensees, improved distribution tactics in EU. Produced global sales meetings in Asia, US, and EU.

**Vice President, Licensing
Smith & Wesson Holding Company
Springfield, Massachusetts**

2010 – 2012

Developed and implemented successful strategy to broaden offerings outside of firearms. Created a quality-oriented advertising strategy and ad campaign, ranked the best-performing firearms campaign in its research history by Starch/GFI without resorting to "high-testosterone" imagery. Rebuilt the licensing portfolio, developed a complete men's and women clothing line. Created, and ran S&W's US and UK licensing industry trade shows. Negotiated settlement with major French licensee in French Courts preventing contempt of court decision. Conducted S&W's first consumer attitude and usage study, built strategy for female firearm market.

Senior Vice President (previously a consultant to)
Sturm Foods, Inc (Treehouse Foods, Inc.) 2008 – 2009
Manawa, Wisconsin

Private label manufacturer of powdered soft drinks, hot cereals, and McCann's Irish Oatmeal. Uncovered patent weakness in Green Mountain Roasters Keurig K Cup system and developed defensible workaround to launch a private label K Cup pre-patent expiration. Developed new product concepts for Walmart Great Value, product and promotions for Ocean Spray, FiberOne (General Mills), Harry Potter Theme Park (Universal Studios).

President 2005 – 2006
Hallmark Flowers & Gifts (Hallmark Cards)
Hallmarkflowers.com was the e-commerce unit of Hallmark Cards.
Kansas City, Missouri

Successful five-month turnaround, record increases in sales (+50%), margin, customer satisfaction (22% to 43%), repurchase (43% to 60%) and return-to-site intent (+55%), likelihood to recommend (42% to 53%), product quality. Rebuilt web store (+25% in response time, 100% uptime), reorganized distribution warehouse and bouquet building system (order velocity up 50% to 1200/hour), expanded product line, improved call center customer engagement, new product development, team morale. Created new B-to-B, religious and ethnic products.

Vice President - Sales & Marketing 1998 – 2000
Kiamos & Tooker, Inc (cut flowers - global grower and distributor)
New York, Ecuador, Holland

Director Sales and Marketing - Bloomnet (Independent, licensed florist division) 1997 – 1998
1800Flowers.com

Owner 1987 – 1996
Trade Area Restaurant Group, Inc.
Stamford, Connecticut, Hoboken, New Jersey
Harry's TX Barbecue & AZ Grill -- an award-winning chain of casual dining, southern pit barbecue restaurants and catering businesses.

Director of Marketing - Nabisco's Imported Beer Division 1983 – 1987
Nabisco Brands
New York, New York
Moosehead Beer, Pilsner Urquell, Foster's Lager, Dos Equis, Superior, Sol, Carlsberg, Clausthaler NA, New Products,

Earlier positions, 1968-1982:

Group Senior Advertising Manager – Polaroid Corporation (responsible for cameras, film, sunglasses, corporate quality print and broadcast campaigns, magazine and radio advertising budget, new product development, media relations).

Advertising Manager – Volvo of America.

Advertising agency media planning & placement and account service: Scali, McCabe, Sloves; Della Femina, Travisano & Partners; Rosenfeld, Sirowitz & Lawson (Accounts: Volvo of America, New York Daily News, Six Flags, Ruffino Wines, Teacher's Scotch, Blue Nun Wine, Moet Chandon, Dom Perignon, Beck's Beer, Volkswagen, Bristol-Myers, Ty-d-bol, Yonkers Raceway, Corgi Toys, Xerox, Vanguard Funds, Wimpy's International, McDonald's.)

Education

MIT Sloan School of Management 1981-1982
C.W. Post | LIU 1965-1968
Hartwick College 1963-1965
New York Military Academy 1960-1963

Past Board Member – Stamford, CT Chamber of Commerce
Temple Israel of Westport, CT

6. Interview of Genevieve Morales for a possible appointment to the Marketing Committee

Genevieve Morales

Education Consultant

Dynamic and highly organized leader with comprehensive experience promoting awareness on diversity, equity, and inclusion by creating and executing innovative strategies.

Inquisitive and dedicated individual; recognized for supporting students to flourish and realize internal capabilities with keen focus on removing barriers to diversity, equity, and inclusion. Coherent communicator with ability to assess needs and priorities of children by liaising across all organizational levels. Solid history of empowering culturally and linguistically diverse / exceptional learners by designing and implementing performance-based learning / development programs. Proven track record of assisting students in becoming well-rounded individuals with emphasis on contributing to society in a positive manner. Deeply familiar with all facets of child developmental milestones and instructional practices for children in special education.

Areas of Expertise

Team Leadership & Support
Diversity, Equity, & Inclusion
Strategic Planning & Execution

Curriculum Development
Written & Verbal Communication
Professional Development & Growth

Coaching & Mentoring
Recruitment & Selection
Operations Planning & Control

Career Experience

**Norwalk, CT Board of Education, Norwalk, CT
Interim Special Education LEA Coordinator**

2021 – 2022

Improved students' learning capabilities by supporting evaluation teams in determining qualifications for special education / services based on a child's learning needs in line with the least restrictive environment and FAPE. Delivered best-in-class services for special education by leading development of quality IEPs in accordance with state standards.

- Obtained most accurate information on child learning abilities by guiding pre-school evaluation teams on evaluations of linguistic and cultural biases.
- Increased family engagement in special education meetings by overseeing planning and placement of team meetings, while welcoming parents to the process of special education.

092 Intermediate Administrator Intern

2021

Working collaboratively with school administrators as well as authorized special education and specialized instruction services during planning / placement of team meetings. Ensured staff personal growth by creating and presenting PD workshops for related service providers and paraprofessionals. Acted as Extended School Year (ESY) Assistant and organized class lists / services for staffing purposes at middle school level.

- Utilized in-depth field knowledge to support staff in the accurate / appropriate identification of culturally and linguistically diverse student population.
- Streamlined overall workflow by serving as Interim Special Education Supervisor and coordinating with special education teachers and related service providers.
- Fulfilled organizational staffing needs by serving actively as hiring committee member, conducting interviews, and filtering candidates for position openings.

**Greenwich, CT Board of Education, Greenwich, CT
Bilingual Speech & Language Pathologist**

2016 – 2021

Decreased the overall number of students in special education by reducing overidentification of multilingual learners and Hispanics in Special Education. Generated collaborative-transdisciplinary intervention model across curriculum with keen focus on providing excellent speech and language services. Developed therapeutic objectives / goals based on language exposure for every student in accordance with latest educational standards.

- Increased comprehension and retention of academic curriculum for monolingual and dual language learners by creating / executing robust strategies.
- Prevented students from falling behind socially and academically by evaluating and identifying communication disorders in dual language learners and EL students.
- Ensured individuals' professional development for faculty and educational leaders in the areas of special education / bilingual development / diversity, equity, and inclusion.

Additional Experience

Bilingual Speech & Language Pathologist | Speech & Language Pathologist – Norwalk, CT Board of Education

Teacher of Speech & Hearing Handicapped – Susan E. Wagner Daycare Center

Teacher of Speech & Hearing Handicapped – Personal Touch Early Intervention

Post-Secondary Work History

Adjunct Professor – New York University

Curriculum Developer (Experienced in Multimedia Recording & Presentation) – New York University

Adjunct Professor – Mercy College, Dobbs Ferry Campus

Education & Credentials

Post MA in Multilingual, Multicultural Studies: Bilingual Education – New York University, New York, NY

Master of Science in Communication Disorders – Mercy College, Dobbs Ferry, NY

Bachelor of Science in Speech Language Pathology – New York University, New York, NY

Bilingual Extension in Speech-Language Pathology – Teachers College Columbia University, New York, NY

092 Intermediate Administrator Certification – Sacred Heart University, Fairfield, CT

061 Speech Language Pathology, Connecticut

Workshops Developed

Norwalk Public Schools – When is Dismissal from Special Education Appropriate?

Norwalk Public Schools – Culturally & Linguistically Diverse Students: Assessment & Interpretation

Norwalk Public Schools – Multilingual Speech & Language Development

Sacred Heart University – Spring Faculty Institute, Learning from the Field: Student Panel on Inclusive Strategies for Non-Native Speakers

Mercy College – Implicit, Cultural, & Racial Bias

Norwalk Community College – Guest Lecturer on Multilingual Learners and Special Education

Greenwich Public Schools – Working with Bilingual Clients as a Monolingual SLP

Mercy College – Working with Bilingual Clients as a Monolingual SLP

Greenwich Public Schools – Language Barrier or Learning Issue

Research & Publication

ASHA Convention 2007 Poster Session: Educator's Perception of Speech Language Pathologists in the Middle School Setting

ASHA Convention 2008 Technical Platform: Phonological Disorders in Spanish Speaking Preschoolers: Implications for Monolingual SLPs

Professional Affiliations

Founder of Speech & Language Assessment Services, LLC.

American Speech-Language-Hearing Association (ASHA)

National Association for Multicultural Education (NAME)

Languages

English (Fluent) | **Spanish** (Fluent)

7. Interview of Wendy Ramos for a possible appointment to the Diversity, Equity, and Inclusion Committee: **No motion**

Executive Biography



Wendy is the Managing Director of ISI Professional Services' Leadership & Coaching Center (LCC) and an ICF-certified executive coach. She is also a certified partner in Predictive Index. She leads the LCC's business to provide executive coaching, customized leadership development, and business advisory services, which partners with clients to help align their people and business strategy.

- **Leadership Style** Transformational Leadership is foundational to any successful company
- **Executive Presence** Trust and credibility are earned every day, they do not come from a title
- **Business Optimization** Strong company culture translates into financial success

Wendy believes leadership, now more than ever must be infused into every aspect of a company. Leadership at every level of an organization cannot be created only through recruiting and hiring, especially in today's work environment. She understands the importance of talent management in identifying high-potential leaders and developing them for future growth and responsibilities.

She is certified in many behavioral qualitative and quantitative assessment tools and will provide the most relevant to her client's needs. Wendy's strength lies in her pragmatic, yet highly individualized and empathetic approach to coaching clients, while dedicated to providing quantifiable results. Wendy's goal is to provide positive, impactful, and results-driven outcomes for the LCC's clients to facilitate their professional growth.

Prior to ISI, Wendy's 20 years of senior executive corporate global business management and leadership was for a Fortune 500 International trading company, Noble Group. She was a principal member in constructing the company's oil marine trading desk from inception into a global leader. Additionally, Wendy previously worked for Phibro Energy and Stolt-Nielsen. She was also an Executive Director and Board Member of Stamports Inc. from its inception in 2011 until 2018. She is a graduate of Towson University and earned her graduate certificate in executive coaching at William James College.



Assessment Tools

- Hogan Assessment
- Leadership Circle 360
- Predictive Index®
- Behavior and Cognitive Assessments
- Myers-Briggs Type Indicator

Coaching and Organizational Themes

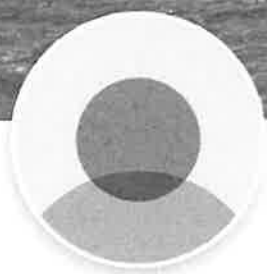
- Executive and Leader Coaching
- Leader Development Workshops
- Organizational Culture and Health Assessments
- Qualitative and Quantitative Assessment Methods
- Conflict Management

ISI Leadership & Coaching Center

The Leadership & Coaching Center supports organizations dedicated to investing in their most valued resource, their people. The LCC believes in "shaping tomorrow's leaders today." Partnership with our clients is how we differentiate our services and we will be there by your side for the successes and more importantly, for the challenges. Whether it is business advisory services, leadership workshops, or individual and group coaching, we listen to our clients to better understand their needs.



Q Wendy Ramos



Wendy Ramos

Senior Corporate Executive | ICF Certified Executive & Leadership Coach | Organizational Management

New York City Metropolitan Area

172 followers · 167 connections

Sign in to connect

 ISI Professional Services

 Towson University

 Company Website [↗](#)

About

I am a senior executive leader with multiple years of global business experience with proven experience for driving positive change by focusing on people, process improvement, and bottom-line results. I am an effective communicator who directs complex cross functional projects through their life cycle. I embrace change, and the constant creation and implementation of new technology. A strategic thinker who understands the value and alignment of organizational vision and goals aligned with key performance indicators by leveraging technology and data analytics.



Wendy Ramos

Liked by Wendy Ramos

Sign in to see all activity

Experience

Managing Director, ISI Leadership & Coaching Center

ISI Professional Services

Sep 2021 - Present · 1 year 2 months

Certified Executive Coach

The Advocacy Group

2020 - Present · 2 years

I am a certified executive coach who specializes in coaching senior level executives within the private sector as well as the non-profit arena. I also provide consulting to both companies and their individual talent to build their organizational and management development skills to improve their effectiveness as successful leaders.

Client Advisor

Libertas

2018 - 2020 · 2 years

United States

I worked as a client advisor at Libertas, a financial hedge fund technology firm specializing in providing funding to small and medium sized businesses all over the United States. This position gave me the opportunity to become highly versed in SEO, Salesforce, and ultimately, and setting sales strategy to generate revenue through the build out of a start up.



Q Wendy Ramos

2009 - 2018 · 9 years

United States

I was the global head of oil liquids shipping for Noble Americas Corp., and one of nine GH's reporting directly to the CEO. I was responsible for driving the creation, development, and expansion of the physical chartering desk for Noble's Oil Liquids Team from its inception as a regional USA player to a major global shipping entity.

Vice President-Chartering

2002 - 2009 · 7 years

United States

In my role as VP Chartering, I concurrently managed both the oil operations and shipping activities for the Oil Liquids Oil Team. I was directly responsible for the hiring and management of approximately 40 direct reports. I managed the first trainee program for college graduates that were part of the Noble International Trainee program. I created, implemented, and enforced all processes and procedures required for the streamlining of the chartering and operations Teams.

Operations Manager

1999 - 2002 · 3 years

United States

My role as Operations Manager was to ensure the overall successful management of the operations related to all business lines within the Oil Liquids Platform. These included physical waterborne, colonial pipeline, ethanol plant off-take, demurrage, settlements, contracts, and credit issues. I was negotiated yearly contracts with all physical inspection companies, as well as the negotiation of all storage contracts for product storage at various US Facilities.

Operations Specialist

Noble Group

1997 - 1998 · 1 year

United States



Wendy Ramos

William James College

Executive Coaching

Graduate Certificate / ICF Certified Executive Coach

Licenses & Certifications

Hogan Assessment Certified

Hogan Assessment Systems

Issued Nov 2021

ICF Member

International Coaching Federation

Issued Oct 2021

Talent Optimization Certificate

The Predictive Index

Issued Sep 2021 · Expires Sep 2023

See credential

More activity by Wendy

8. First Selectwoman's Update on select ARPA Projects: Weston Food Pantry, Senior Center Bathroom Renovation, Bisceglie Pond Resurfacing, EV Charging Stations, Municipal Campus WiFi: **No motion**

9. First Selectwoman's Update on the Small Town Economic Assistance Program (STEEP) Grant Award and a request for a supplemental appropriation in the amount of \$50,000 for architectural / engineering services: **I move to approve a supplemental appropriation of \$50,000 for architectural/engineering services associated with the Police Locker Room and Bathrooms Improvement Project.**



STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

Intergovernmental Policy and Planning Division

September 19, 2022

Weston
First Selectwoman Samantha Avery Nestor
snestor@westonct.gov

Dear First Selectwoman Samantha Avery Nestor:

The Office of Governor Lamont and the Office of Policy and Management congratulate the Town of Weston on a \$500,000.00 grant award through the 2022 Small Town Economic Assistance Program (STEAP) for the following project:

PROJECT NAME: Police Locker and Bathroom Renovations

PROJECT DESCRIPTION: Building renovations

STEAP AWARD: \$500,000.00

MUNICIPAL MATCH: \$264,926.00

Other Comments (if applicable):

This letter does not constitute a contract. Do not proceed with any anticipated STEAP-funded project work until you have a fully executed contract signed by both the municipality and the administering agency in place. Receipt of STEAP funds will be contingent upon your compliance with the rules, regulations and any contractual terms required by the administering agency.

The Department of Emergency Services and Public Protection will administer your award and handle all aspects of your project. This award letter and your application documents will be provided to DESPP.

Please contact your administering agency through Kimberly Zigich, at Kimberly.Zigich@ct.gov, as soon as possible to begin the grant contract process.

Congratulations and best of luck with your project.

Sincerely,

Martin L. Heft
Undersecretary

C: Municipality STEAP File
Kimberly Zigich



Jonathan Luiz <jluiz@westonct.gov>

[EXTERNAL] Weston PD Locker Renovation

1 message

Brian W. Humes <bhumes@jharchitects.net>
To: Jonathan Luiz <jluiz@westonct.gov>

Fri, Sep 30, 2022 at 5:31 PM

Jonathan,

As requested, please find attached Fee Proposal for proposed Locker Room Renovations at Weston PD.

If elected to proceed, we will need five (5) weeks to produce construction documents and five (5) weeks for bidding after award of contract.

Please let me know if you need anything additional at this time, thanks,

Brian W. Humes, AIA, LEED AP

Jacunski Humes Architects, LLC

15 Massirio Drive, Suite 101

Berlin, CT 06037

Tel. 860-828-9221

Fax 860-828-9223

E-Mail bhumes@jharchitects.net

This communication, including attachments, is for the exclusive use of addressee and may contain proprietary, confidential or privileged information. If you are not the intended recipient, any use, copying, disclosure, dissemination or distribution is strictly prohibited.

If you are not the intended recipient, please notify the sender immediately by return e-mail and delete this communication and destroy all copies.

Fee Proposal 8-30-22.pdf
658K

September 30, 2022

Mr. Jonathan Luiz, Town Administrator
Weston Town Hall
56 Norfield Road
Weston, CT 06883

Re: Locker Room Improvements
Weston Police Facility
56 Norfield Road
Weston, CT

Dear Mr. Luiz:

Jacunski Humes Architects, LLC (JHA) is pleased to submit a Scope of Services and Proposed Fee to provide Architectural / Engineering Services related to the proposed Weston Police Department Locker Room Renovations for the Town of Weston.

Scope of Services

JHA will provide Architectural, Interior Design, Mechanical, Electrical, Plumbing Engineering, and Hardware Consulting Services for the interior renovations to existing locker rooms located within the Weston Police Department located at 56 Norfield Road, Weston, CT. Locker Room Improvements to be substantially similar to Drawing A-1, dated August 8, 2022, as prepared by Jacunski Humes Architects, LLC and titled: Locker Room Renovation to the Weston Police Facility, 56 Norfield Road, Weston, Connecticut. It is further understood that the current total Capital Project Budget established by the Town of Weston is \$764,925. Current market fluctuations may impact the proposed budget as the project scope, schedule, and construction type is determined. In summary, JHA, and our listed professional consultants, will provide the following services:

- Provide architectural / engineering designer services from schematic design phase through construction administration and project closeout.
- Design plans to provide for the needs of the Town of Weston Police Department, as further described within Drawing A-1, dated August 8, 2022 (attache).
- Project cost shall be substantially similar to cost estimate titled Locker Room Renovation to the Police Facility, dated August 15, 2022, as prepared by Jacunski Humes Architects, LLC (attached).
- Work in conjunction with Town of Weston Boards and Commissions who have jurisdictional approval of the project, and designated representatives of the Town of Weston, to achieve project goals and obtain required local permits.

Schematic Design Phase

1. Visit the site to observe existing conditions and obtain available information.
2. Prepare, with the input of the Owner, an updated improvement floor plan to fix and describe the programmatic needs of the locker rooms.
3. Prepare schematic design documents incorporating Owner's input.
4. Attend meetings with the Owner to obtain existing information and review schematic design documents
5. Obtain Owner's approval to proceed to Design Development / Construction Document Phase.

Design Development / Construction Document Phase

1. Engage professional consultants and review project goals, objectives, and budget.
2. Develop design development documents and recommendations for Owner's review.
3. Attend meetings with the Owner to review design development submission.
4. Obtain Owner's approval to proceed to construction document phase.
5. With Owner's approval, prepare 100% final construction plans and specifications for competitive public bidding.
6. Attend meeting with the Owner to review final bid documents.
7. Incorporate "alternate" bid options (up to a total of three) as directed by the Owner.
8. Prepare applications and assist in obtaining required local approvals.

Bidding Phase

1. Attend a pre-bid conference to assist with questions / presentation.
2. Answer contractor questions during bid phase.
3. Prepare any necessary addenda and clarifications.
4. Evaluate and make recommendations to the Owner based upon bids received.

Construction Administration:

1. Attend a pre-construction meeting with the Owner and selected General Contractor.
2. Review submittals of shop drawings for conformance with specifications.
3. Respond to RFI's and answer contractor questions during construction.
4. Attend bi-weekly job meetings /site visits (2 per month, minimum), including a report to review the work completed by the contractor per the construction documents, as required by the CT State Building Code.
5. Perform a final inspection and prepare project punchlist(s).
6. Review record drawings based on contractors submitted redline drawings.

Proposed Architectural / Engineering Fees:

Design Firm	Discipline	Fee
Jacunski Humes Architects, LLC	Architectural Design	\$30,000.00
Kohler Ronan Consulting Engineers	M/E/P/ IT Engineer	\$23,000.00
4D Design & Decorating	Interior Design	\$ 5,000.00
P.J. Hawley Associates	Hardware Consultant	\$ 2,000.00
Total		\$60,000.00

The architectural / engineering fee stated above will be invoiced monthly, based on a lump sum, percent complete basis, by phase. Invoicing for each phase will be established as follows:

Phase Description	% Fee	Fee by Phase
Schematic Design	10%	\$6,000.00
Design Development	15%	\$9,000.00
Construction Documents	50%	\$30,000.00
Bid Phase	5%	\$3,000.00
Construction Administration	20%	\$12,000.00
Total	100%	\$60,000.00

Typical reimbursable expenses, such as travel, draft printing, courier services, postage, and computer media are included within the Lump Sum, Fixed Fee indicated above. Any Additional Services incurred by the Architect, or design professionals, on behalf of the project will be invoiced at cost +15%.

Assumptions:

- Professional services for fire protection engineering, structural engineering, site / civil engineering, professional cost estimating, lighting / acoustic consultants, hazardous materials surveys, or geotechnical engineering are not anticipated or made part of this Fee Proposal.
- Attendance at all board meetings / public meetings for required permitting and Owner's required approvals of the project are included in the fees listed above.
- Design Team will have no responsibilities associated with identifying or testing for hazardous materials / asbestos associated with the scope of this project.
- Project designed to conform to CT State Building Codes in effect at the time of permitting and the Americans with Disabilities Act Accessibility Guidelines (ADAAG).
- Town of Weston to provide independent testing services, including services of a Special Inspector, to satisfy the requirements of the CT State Building Code for materials testing and inspectional services, if required within the scope of renovations.
- The Town of Weston shall provide professional cost estimating services, if necessary.

Additional Services:

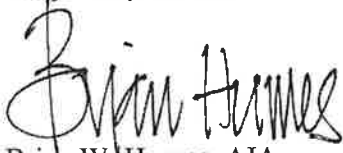
- Expansion of the scope of this project beyond this Fee Proposal and associated drawing A-1, dated August 8, 2022.
- Preparation of revisions to the contract documents after submission of the contract documents for competitive bidding purposes and caused by significant design changes initiated by the Owner or Owner's agents.
- Value engineering services after Owner's approval to proceed to Construction Document Phase.
- Printing costs for the Owner's purposes of obtaining permits, for Owner's use in project marketing, or for use in competitive bidding, including any necessary fees for obtaining necessary permits.
- Costs for additional insurance beyond that already in effect at the time of contract signing.
- Designer services related to the Owner's selection and procurement of furniture, fixtures, and equipment (FF&E) for each facility.
- Costs for any additional consultants beyond the scope included within this Fee Proposal.

Standard Terms and Conditions:

The above stated services will be provided in accordance with AIA Document, *Standard Form of Agreement Between Architect and Owner*.

I thank you for the opportunity to outline this proposal for your consideration. If you have any questions or need additional information, please feel free to contact me.

Very Truly Yours,



Brian W. Humes, AIA
Jacunski Humes Architects, LLC

W/ encl: Drawing A-1, dated August 8, 2022, as prepared by Jacunski Humes Architects, LLC
Project Cost Estimate, dated August 15, 2022, as prepared by Jacunski Humes Architects, LLC

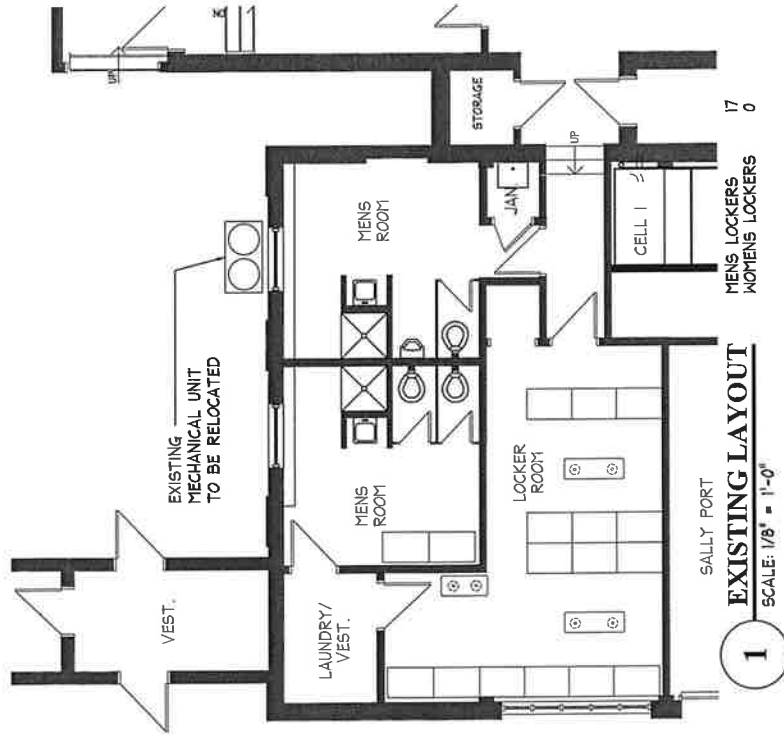
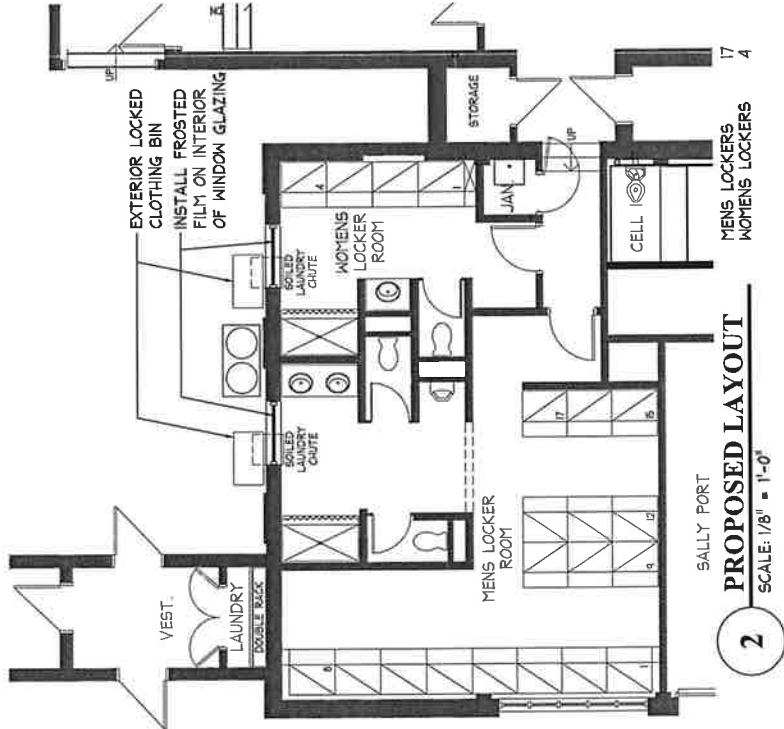
WESTON POLICE FACILITY
TO THE
LOCKER ROOM RENOVATION

56 NORFIELD ROAD
WESTON, CONNECTICUT

JACUNSKI HUMES ARCHITECTS, LLC
15 MASSAHO DRIVE
SUITE 101
BURLINGTON, CT 06907
TEL: 860-488-9221
FAX: 860-488-9283

PROPOSED
LOCKER
ROOM
LAYOUT

PROJ. NO. JAN 2004
DRAWING NO. A-1
SCALE: 1/8" = 1'-0"
DATE: AUG 8, 2002



Locker Room Renovation to the Police Facility

Weston, Connecticut
Schematic Construction Cost Estimate Summary

HARD COSTS		
ITEM	Police Station Locker Reno	
	TOTAL	\$/SF for Building
1	Sitework Preparation	\$0 N/A
2	Site Excavation	\$0 N/A
3	Site Utilities	\$0 N/A
4	Site Paving, Concrete and Curbing	\$0 N/A
5	Site Amenities	\$0 N/A
6	Landscaping	\$0 N/A
7	Subtotal Sitework	\$0.00 N/A
8	Building Demolition	\$7,184 \$6.55
9	Building Excavation	\$0 \$0.00
10	Concrete	\$0 \$0.00
11	Masonry	\$0 \$0.00
12	Structural Steel	\$0 \$0.00
13	Miscellaneous Metal	\$8,750 \$7.97
14	Rough Carpentry	\$10,000 \$9.11
15	Finish Carpentry	\$13,406 \$12.22
16	Moisture Protection/Roofing	\$0 \$0.00
17	Insulation	\$0 \$0.00
18	Windows, Glass and Metal Panels	\$2,950 \$2.69
19	Doors, Frames and Hardware	\$10,750 \$9.79
20	Drywall	\$39,188 \$35.71
21	Acoustical Ceiling	\$6,265 \$5.71
22	Flooring and Tile	\$66,698 \$60.77
23	Painting	\$29,678 \$27.04
24	Specialties/Accessories	\$46,969 \$42.80
25	Appliances	\$0 \$0.00
26	Elevator	\$0 \$0.00
27	Plumbing	\$69,306 \$63.15
28	Fire Protection	None
29	HVAC	\$68,260 \$62.20
30	Electric	\$60,212 \$54.86
31	Integrated Technology	\$21,950 \$20.00
32	Subtotal Building	\$457,872.48 \$420.56
33		
34	Total for Sitework and Building	\$457,872 N/A
35		
36	General Conditions	\$85,206 \$0.00
37	OH and Fcc (3.5%)	\$19,008 \$14.72
38		
39	Subtotal	\$562,086 \$435.28
40		
41	Performance and Payment Bond (1%)	\$5,621 \$4.35
42	Subtotal	\$567,707 \$439.63
43		
44	Estimating Contingency (10%)	\$56,771 \$21.98
45	Construction Contingency	By Owner By Owner
46	Subtotal	\$624,478 \$461.61
47		
48		
	PROJECT TOTAL	\$624,478 \$461.61
NOTES:		
1. Pricing is based upon prevailing wage.		
2. The estimate assumes project will be bid in the Fall of 2023		
3. The estimate assume the construction is built in 1 phase with a total duration of 4 months.		

Locker Room Renovation to the Police Facility

Weston, Connecticut
Schematic Construction Cost Estimate Summary

SOFT COSTS		
ITEM	Police Station Locker Reno	
	TOTAL	
1	Land Acquisition Costs	\$0
2	Furniture, Fixtures, Equipment & Design	\$0
3	Architectural/Engineering Fees	\$60,000
4	Construction Supervision / Clerk	\$0
5	Independent Materials Testing / Inspections	\$0
6	Land Surveying Services (A-2/T-2)	\$0
7	Geotechnical Engineering	\$0
8	Traffic Study	\$0
9	Telephone / Data System Expansion	\$0
10	Building Equipment / AV Systems	\$0
11	Relocation / Moving Expenses	\$10,000
12	Printing, Advertising	\$0
13	Legal Fees / Bonding Costs	\$0
14	Restroom Trailer Rental	\$8,000
15	Subtotal	\$78,000
16	Project Contingency (10%)	\$62,448
17		
SOFT COST TOTAL		\$140,447.78

TOTAL PROJECT COSTS		
HARD COSTS		\$624,477.80
SOFT COSTS		\$140,447.78
TOTAL		\$764,925.58

REVENUE SOURCES:		
STEAP Grant		\$500,000.00
Town General Fund		\$264,925.58
Additional Appropriation Required		\$0.00

10. Discussion of the creation of a Water Study Committee and development of charge(not a task force): **No motion**

11. Discussion/Decision to approve a side letter of agreement for a temporary access easement at Keene Park: **I move to approve a side letter of agreement for a permanent access road easement at Keene Park, as presented**

TEMPORARY ACCESS AGREEMENT

This Temporary Access Agreement (the “Agreement”) is dated as of September ____, 2022 (the “Effective Date”) by and between the TOWN OF WESTON, a Connecticut municipality having an office at 56 Norfield Road, Weston, CT 06883 (the “Town”) and THE CONNECTICUT LIGHT AND POWER COMPANY d/b/a Eversource Energy, a specially chartered Connecticut corporation having an office at 107 Selden Street, Berlin, CT 06037 (“CL&P”).

The Town and CL&P agree as follows.

1. For One Dollar (\$1.00) and other valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Town hereby permits and licenses, the right, privilege and authority for CL&P, its agents, employees and contractors, to pass and repass with vehicles and equipment over and across a strip of land (the “Temporary Access Area”), as more particularly shown on the attached Exhibit A, over the Town’s property located at 60 River Road, Weston, Connecticut to provide CL&P access to its electric transmission facilities for construction or maintenance work (the “Project”). The Temporary Access Area is approximately fifteen (15) feet in width. The Temporary Access Area is a portion of the driveway beginning on River Road and ending as a cul de sac (the “Driveway”). The Driveway is the means of access for Town residents to the Town’s Keene Park Playground (the “Playground”). The Driveway and Playground are shown on Exhibit A. The current pavement condition of the Driveway is broken asphalt and crushed stone, as shown in the photograph attached as Exhibit B.
2. CL&P shall have the right to cut and remove trees, brush, rocks, and other obstructions within the Temporary Access Area and to fill depressions or roughly grade the surface of the Temporary Access Area to the extent necessary for trucks and construction equipment to pass and repass. Upon completion of each day of construction work, CL&P shall make such temporary repairs as may be required so that the Driveway is free from holes and obstructions that would impede the passage of a passenger car.
3. At the conclusion of the Project’s construction activity, CL&P agrees, at the Town’s election, to:
(A) pave the Driveway with asphalt to the Town’s reasonable specifications at CL&P’s expense; or
(B) pay to the Town the reasonable cost of paving the Driveway with asphalt, provided that, prior to the commencement of paving work, the Town shall deliver to CL&P a written estimate from a reputable paving contractor indicating the cost of the paving work.
4. The Temporary Access Area is a portion of the tract described in a deed recorded in Volume 92 Page 638 of the Weston Land Records.
5. CL&P’s rights under this Agreement shall terminate two (2) years after the Effective Date.
6. CL&P agrees to the following terms and conditions.
 - (a) No electric transmission facilities shall be constructed on the Temporary Access Area.
 - (b) Access by CL&P and its contractors shall be only between the hours of 7:00 a.m. and 7:00 p.m., Monday through Friday, except in the event of an emergency.

- (c) The Temporary Access Area shall not be used for parking of trucks or construction equipment or for construction staging, provided that trucks and construction equipment shall be permitted to stand in the Temporary Access Area intermittently while other trucks or construction equipment are active on other parts of the Driveway. CL&P shall use commercially reasonable efforts not to block resident access to the Playground.
 - (d) At least forty eight (48) hours before any day on which CL&P will be using the Temporary Access Area for construction activity associated with the Project, CLP shall:
 - (i) provide notice to the Town Administrator by e-mail at jluiz@westonct.gov; and
 - (ii) post two temporary yard signs in the locations indicated on Exhibit A. The yard signs shall read as follows: *"Notice to Residents Wishing to Use Keene Park Playground: Heavy trucks and construction equipment will be using this driveway between [insert time] a.m. and [insert time] p.m. on MM/DD/YYYY."*
 - (e) Within the Temporary Access Area and CL&P's right of way, CL&P pledges to use only mechanical means for removal of brush and vegetation (no herbicides or chemical agents will be used). This Section 6(d) shall survive the termination of this Agreement.
 - (f) CL&P shall leave the Temporary Access Area in a neat and orderly condition upon completion of each day's construction activities.
 - (g) CL&P shall indemnify and hold harmless the Town and the Town's elected and appointed officials, employees and agents from and against any and all claims, judgments, injuries, losses, costs or damages arising out of CL&P's use of the Temporary Access Area. This Section 6(g) shall survive the termination of this Agreement.
7. This Agreement does not create a permanent easement, right of way or other interest in land and shall not be recorded on the Weston Land Records.
8. This Agreement may be executed in one or more counterparts, each of which will be deemed to be an original of this Agreement and all of which, when taken together, will be deemed to constitute one and the same agreement. The exchange of copies of this Agreement and of signature pages by facsimile transmission, Portable Document Format (i.e., PDF), or by other electronic means shall constitute effective execution and delivery of this Agreement as to the parties and may be used in lieu of the original Agreement for all purposes.

{This space intentionally left blank. The next page is the signature page.}

IN WITNESS WHEREOF, the undersigned have set their hands as of the Effective Date.

THE CONNECTICUT LIGHT AND POWER COMPANY d/b/a Eversource Energy

Signature _____

Name _____

Title _____

TOWN OF WESTON

By _____

Samantha Nestor,
First Seletwoman

{Signature page to Temporary Access Agreement}

Exhibit A

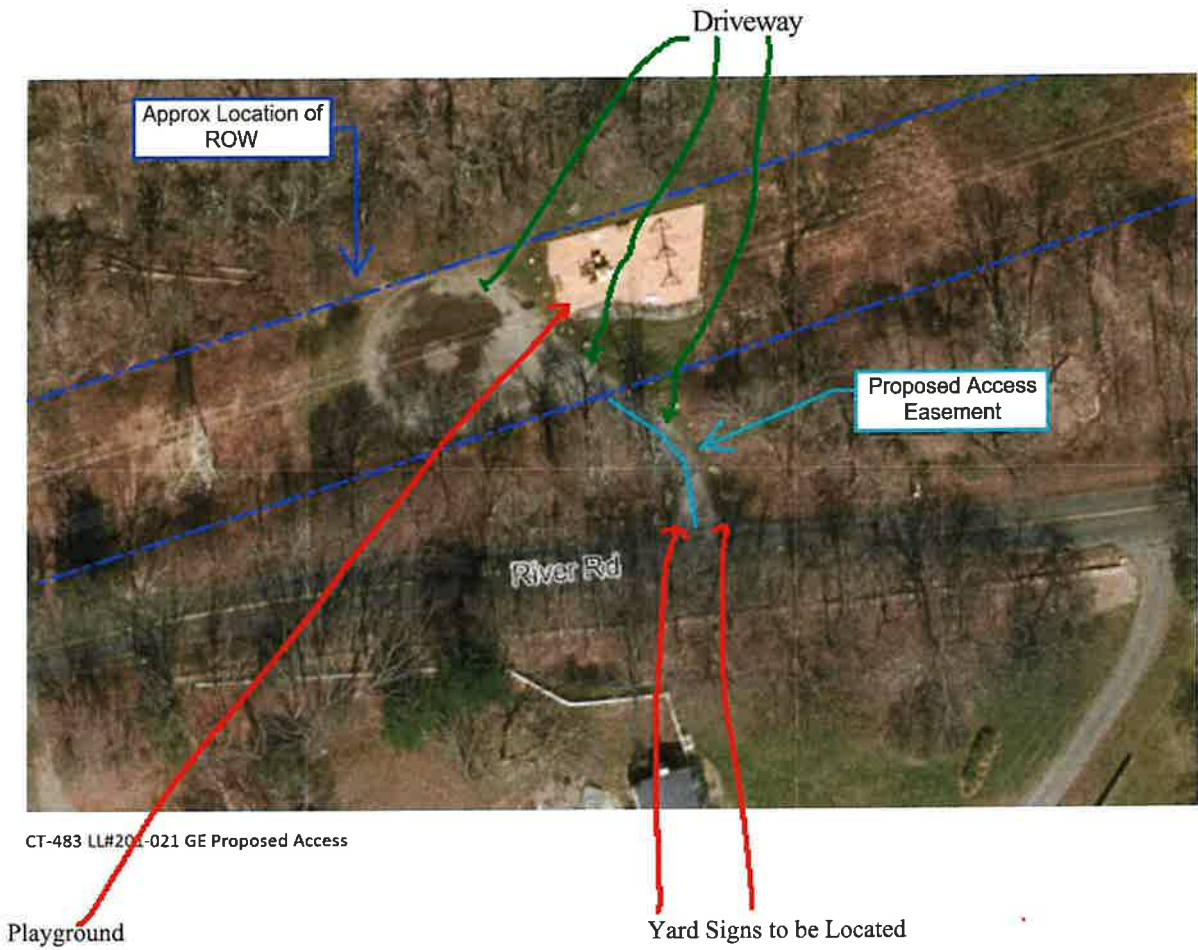


EXHIBIT B
PHOTO OF PORTION OF TEMPORARY ACCESS AREA AT INTERSECTION WITH RIVER ROAD
September 12, 2022



12. Approval of Minutes from the September 15, 2022 Regular Board of Selectmen Meeting and September 22, 2022 Special Board of Selectmen Meeting: I move to approve the unapproved minutes of the September 15, 2022 Regular Board of Selectmen Meeting and the September 22, 2022 Special Board of Selectmen Meeting, as presented.

**Board of Selectmen
Regular Meeting Minutes
September 15, 2022 at 7:30 pm
Meeting held via Zoom**

- 1. Call to Order:** First Selectwoman Samantha Nestor called the meeting to order at 7:31 pm, also in attendance were Selectman Martin Mohabeer, Selectwoman Amy Jenner, Town Administrator Jonathan Luiz, Marketing Committee Chair Carolyn Hill, Beautification Committee Chair Claudia Hahn, Library Board Member and Search Committee Chair Amy Sanborn, and members of the public.
- 2. Pledge of Allegiance:** The Board of Selectmen led in the recitation of the Pledge of Allegiance.
- 3. Discussion/Decision to ratify a collective bargaining agreement with the Public Works Union:** Discussion took place regarding the Public Works Union contract. Motion to ratify the collective bargaining contract of the Public Works Union as presented made by Selectwoman Jenner, motion seconded by Selectman Mohabeer. Motion carried unanimously.
- 4. Acceptance of Debbie Rehr's resignation from the Marketing Committee:** Motion to accept Debbie Rehr's resignation from the Marketing Committee effective immediately made by Selectman Mohabeer, motion seconded by Selectwoman Jenner. Motion carried unanimously.
- 5. Acceptance of Bill Lomas' resignation from the Pedestrian and Cycling Committee:** Motion to accept Bill Lomas' resignation from the Pedestrian and Cycling Committee made by Selectwoman Jenner, motion seconded by Selectman Mohabeer. Motion carried unanimously.
- 6. Discussion about the Marketing Committee's charge:** Carolyn Hill, Chair of the Marketing Committee provided an overview of the Committee's past, current, and future projects. Discussion took place regarding the Committee's charge and ways the Marketing Committee could help promote events throughout Weston.
- 7. Update on the Town Green project:** Nancy Thiel and Claudia Hahn provided an update and answered questions regarding the Town Green project. Groundbreaking for the project will take place on Founder's Day, October 11, 2022.
- 8. Revisions to the Library Director job description:** Selectman Mohabeer made a motion to approve revisions to the Library Director job description as presented, motion seconded by Selectwoman Jenner. Discussion took place with Amy Sanborn of the Library Search Committee. Motion was unanimously approved.

First Selectwoman Nestor requested a motion to amend agenda item 9 from discussion to include discussion and decision to move to hybrid meetings, motion made by Selectwoman Jenner, motion seconded by Selectman Mohabeer. Motion carried unanimously.

9. **Discussion/Decision about moving to hybrid meetings:** Discussion about hybrid meetings took place. Selectwoman Jenner made a motion to move to hybrid meetings. Motion was not seconded. Motion to revisit moving to hybrid meetings at the end of the next quarter made by Selectman Mohabeer, seconded by First Selectwoman Nestor. Motion carried with 2 in favor and 1 abstention. Selectwoman Jenner abstained.

10. **Approval of Tax Refunds:** Motion to approve tax refunds totalling \$43,504.31, as presented, made by Selectwoman Jenner, motion seconded by Selectman Mohabeer. Motion carried unanimously.

11. **Approval of Minutes from the September 1, 2022 Special Board of Selectmen Meeting and September 1, 2022 Regular Board of Selectmen Meeting:** Motion to approve the unapproved minutes from September 1, 2022 Special Board of Selectmen Meeting and September 1, 2022 Regular Board of Selectmen Meeting, as presented, made by Selectman Mohabeer, seconded by Selectwoman Jenner. Unanimously approved.

12. **Executive Session regarding pending litigation:** Motion to enter into executive session to discuss real estate made by Selectwoman Jenner, seconded by Selectman Mohabeer. Jonathan Luiz was invited to attend. Motion carried unanimously. The executive session ended at 9:24 pm.

13. **Adjournment:** Motion to adjourn made by Selectman Mohabeer, motion was seconded by Selectwoman Jenner. Motion carried unanimously. Meeting adjourned at 9:25pm

Minutes submitted by Darcy Barrera-Hawes, Executive Administrative Assistant

**Board of Selectmen
Regular Meeting Minutes
September 15, 2022 at 7:30 pm
Meeting held via Zoom**

1. **Call to Order:** First Selectwoman Samantha Nestor called the meeting to order at 7:31 pm, also in attendance were Selectman Martin Mohabeer, Selectwoman Amy Jenner, Town Administrator Jonathan Luiz, Marketing Committee Chair Carolyn Hill, Beautification Committee Chair Claudia Hahn, Library Board Member and Search Committee Chair Amy Sanborn, and members of the public.
2. **Pledge of Allegiance:** The Board of Selectmen led in the recitation of the Pledge of Allegiance.
3. **Discussion/Decision to ratify a collective bargaining agreement with the Public Works Union:** Discussion took place regarding the Public Works Union contract. Motion to ratify the collective bargaining contract of the Public Works Union as presented made by Selectwoman Jenner, motion seconded by Selectman Mohabeer. Motion carried unanimously.
4. **Acceptance of Debbie Rehr's resignation from the Marketing Committee:** Motion to accept Debbie Rehr's resignation from the Marketing Committee effective immediately made by Selectman Mohabeer, motion seconded by Selectwoman Jenner. Motion carried unanimously.
5. **Acceptance of Bill Lomas' resignation from the Pedestrian and Cycling Committee:** Motion to accept Bill Lomas' resignation from the Pedestrian and Cycling Committee made by Selectwoman Jenner, motion seconded by Selectman Mohabeer. Motion carried unanimously.
6. **Discussion about the Marketing Committee's charge:** Carolyn Hill, Chair of the Marketing Committee provided an overview of the Committee's past, current, and future projects. Discussion took place regarding the Committee's charge and ways the Marketing Committee could help promote events throughout Weston.
7. **Update on the Town Green project:** Nancy Thiel and Claudia Hahn provided an update and answered questions regarding the Town Green project. Groundbreaking for the project will take place on Founder's Day, October 11, 2022.
8. **Revisions to the Library Director job description:** Selectman Mohabeer made a motion to approve revisions to the Library Director job description as presented, motion seconded by Selectwoman Jenner. Discussion took place with Amy Sanborn of the Library Search Committee. Motion was unanimously approved.

First Selectwoman Nestor requested a motion to amend agenda item 9 from discussion to include discussion and decision to move to hybrid meetings, motion made by Selectwoman Jenner, motion seconded by Selectman Mohabeer. Motion carried unanimously.

9. **Discussion/Decision about moving to hybrid meetings:** Discussion about hybrid meetings took place. Selectwoman Jenner made a motion to move to hybrid meetings. Motion was not seconded. Motion to revisit moving to hybrid meetings at the end of the next quarter made by Selectman Mohabeer, seconded by First Selectwoman Nestor. Motion carried with 2 in favor and 1 abstention. Selectwoman Jenner abstained.

10. **Approval of Tax Refunds:** Motion to approve tax refunds totalling \$43,504.31, as presented, made by Selectwoman Jenner, motion seconded by Selectman Mohabeer. Motion carried unanimously.

11. **Approval of Minutes from the September 1, 2022 Special Board of Selectmen Meeting and September 1, 2022 Regular Board of Selectmen Meeting:** Motion to approve the unapproved minutes from September 1, 2022 Special Board of Selectmen Meeting and September 1, 2022 Regular Board of Selectmen Meeting, as presented, made by Selectman Mohabeer, seconded by Selectwoman Jenner. Unanimously approved.

12. **Executive Session regarding pending litigation:** Motion to enter into executive session to discuss real estate made by Selectwoman Jenner, seconded by Selectman Mohabeer. Jonathan Luiz was invited to attend. Motion carried unanimously. The executive session ended at 9:24 pm.

13. **Adjournment:** Motion to adjourn made by Selectman Mohabeer, motion was seconded by Selectwoman Jenner. Motion carried unanimously. Meeting adjourned at 9:25pm

Minutes submitted by Darcy Barrera-Hawes, Executive Administrative Assistant

**Board of Selectmen
Special Meeting Minutes
September 22, 2022 at 9:00 am
Meeting held via Zoom**

1. **Call to Order:** First Selectwoman Samantha Nestor called the meeting to order at 9:01 am, also in attendance were Selectman Martin Mohabeer, Selectwoman Amy Jenner, Town Administrator Jonathan Luiz, Maxwell Rosenthal, Harry Falber, and members of the public.
2. **Pledge of Allegiance:** The Board of Selectmen led in the recitation of the Pledge of Allegiance.
3. **Interview of Maxwell Rosenthal for possible appointment to the Board of Finance to fill the vacancy created by Steve Ezzes' resignation:** The Board of Selectmen interviewed Maxwell Rosenthal.
4. **Interview of Harry Falber for possible appointment to the Board of Finance to fill the vacancy created by Steve Ezzes' resignation:** : The Board of Selectmen interviewed Harry Falber.
5. **Adjournment:** Motion to adjourn made by Selectwoman Jenner, motion was seconded by Selectman Mohabeer. Motion carried unanimously. Meeting adjourned at 10:09 am.

Minutes submitted by Darcy Barrera-Hawes, Executive Administrative Assistant

13. Adjournment: I move to adjourn