

TOWN MANAGER'S REPORT

TO: Honorable Town Council Members

FROM: Karl F. Kilduff, Town Manager

DATE: February 5, 2020

Please find my report concerning various items of interest to the Town Council and community.

1. Council Business:

- a) School Roof Project: The Council may hear from the Building Committee. The Committee interviewed the two lowest responsible bidders that responded to a Request for Proposals from design firms to complete the roof work at Joel and Eliot Schools. The low bidder, Silver Petrucelli + Associates, was selected. A professional services contract is being prepared for the work to move forward into the design and bidding phase.

- b) FY2020-21 Budget Preparation: I continue to spend a significant amount of time reviewing departmental budget requests for the upcoming fiscal year. Televised overviews of department budgets were performed as the "hearing" with the Town Manager requirement in the Charter. These hearings were in addition to one-on-one meetings to review budgets in detail. The budget remains a work in progress as budget assumptions are being refined while we wait for insurance and pension cost indicators to come in.

The Town Manager's Recommended Budget will be a merged document including Town expenses, Debt Service, Capital and Education.

2. Upcoming Events:

- a) February 10, 2020 Police Commission (6:00 PM)
- b) February 10, 2020 Planning & Zoning Commission Regular Meeting (7:00 PM)
- c) February 11, 2020 Economic Development Commission (6:30 PM)
- d) February 11, 2020 Special Town Council Meeting to Receive the Town Manager's Recommended Budget (7:00 PM)
- e) February 13, 2020 Town Council Budget Workshop (6:00 PM)
- f) February 18, 2020 Town Council Budget Workshop (6:00 PM)
- g) February 19, 2020 Town Council Meeting (7:00 PM)
- h) February 20, 2020 Town Council Budget Workshop (6:00 PM)

3. Connecticut Conference of Municipalities:

- a) No report at this time. The next Legislative Committee meeting is February 11, 2020 with a focus on the budget adjustments that the Governor will propose when the General Assembly returns to its normal session on February 5, 2020.

4. River COG:

- a) No report at this time.

5. Miscellaneous:

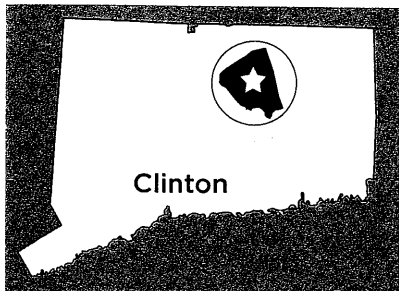
- a) Connecticut Water Company Water Main Work: The water company will be replacing the water main on Glenwood Road soon. Work will be done in the daytime hours with pavement restoration at the end of each day. Permanent repairs to the road will involve milling and re-paving the road from the centerline to the curb.
- b) Risk Management Award: As I noted previously, the Clinton Police Department received an award from the Connecticut Interlocal Risk Management Agency (CIRMA) for their efforts to reduce Workers' Compensation exposures on January 31. CIRMA is our insurance carrier for Workers' Compensation. Clinton was one of four municipalities to receive a risk management award. As is described in the attachment, the severity of claims has been reduced along with a reduction in lost time. These efforts help protect our employees and control insurance costs going forward.

6. Attachments and Information Sharing:

- a) CIRMA Excellence in Risk Management Awards 2020

Excellence in Risk Management Awards

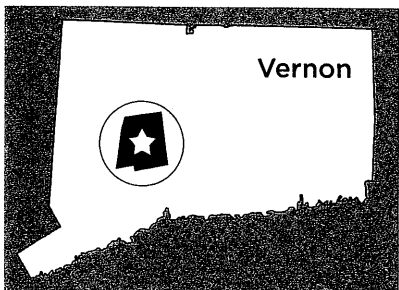
2020



Town of Clinton Police Department Substantial Impact on Total Cost of Risk

We know that the most effective and robust risk management program is only as strong as those who adopt and live it. The Town of Clinton's Chief of Police has extracted proven value from his risk management program to achieve outstanding results. Whether it be through effective accident review or the implementation of leading return-to-work programs, his leadership has fostered a culture of safety and has influenced significant changes in behaviors throughout his organization. The results speak for themselves—the Town of Clinton's Police Department's accomplishments have led to the following outcomes since their Chief of Police has taken command:

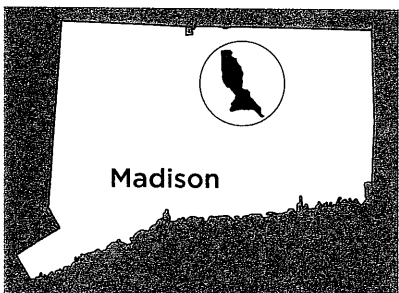
- 89% decrease in lost work time claims severity
- 45% reduction in the number of lost work days



Town of Vernon New and Innovative Risk Management Initiative

If you're seeking the latest innovations in risk management, you'll uncover some cutting-edge capabilities right here in the State of Connecticut. The Town of Vernon took to the skies and implemented a public safety drone program that revolutionized the Town's search and rescue efforts. The program has reduced workers' compensation exposures and is renowned as an effective and innovative approach to managing risk. In addition, the Town's innovative risk management drone program contributed to the following outcomes:

- Reduced Public Safety Workers' Compensation severity by almost 50% since the inception of the drone program
- Recognition from peers across the State of Connecticut as a leader in innovation



Town of Madison Establishing Risk Management as an Organizational Priority

This town makes risk management a top priority. The Town of Madison's team continuously demonstrated its commitment to the shared responsibility of safety by establishing risk management as an organizational priority. Their leadership is deeply engaged and the management team works in concert with the CIRMA team, bringing to bear all the expertise, tools and solutions to deliver superior outcomes. As a result, the Town has achieved the following notable outcomes:

- Claim frequency decreased over the past year, achieving an impressive 41% loss ratio
- Almost 100 E-Learning courses were completed and over 250 employees were trained



Town of Columbia Sustained Risk Management Program

The Town of Columbia is truly committed to the safety of its employees and community. The town's leadership decided to proactively take action and created a long-term risk management plan to address a need within their community. This plan required comprehensive planning, dedicated capital expenditure budgeting and unwavering commitment to achieving demonstrable results. The Town of Columbia's sustained commitment to risk management led to the following outcomes:

- General Liability claim severity, as a result of outdoor slips and falls, was reduced by 73%
- The Town of Columbia achieved a 0% loss ratio over the past year