Dear CCM Member,

The past decade has brought a massive expansion in broadband networks and mobile technology, affording ordinary citizens an unprecedented level of connectivity. This connectivity provides towns and cities with many opportunities to improve public safety and government-constituent engagement. Four examples of public safety information strategies for which broadband and mobile technology can be of particular use are interfacing, crowdsourcing, broad casting and mapping/analysis.

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For further information on any article, contact Kevin Maloney at (203) 498-3025 or kmaloney@ccm-ct.org.

Good Reading

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Modern technology and a heightened focus on public safety have led to a seismic shift in the way we think about and monitor security in the twenty-first century.

Recent advances in security monitoring technology have had a significant impact in aiding law enforcement and emergency responders responsible for the safety of our residents and businesses.

Here in Connecticut, we know, firsthand, how a horrific tragedy can impact the people in our communities. And these incidents are happening everywhere – nationally and internationally – with more frequency.

That’s led to a significant shift in how we think about security – from law enforcement and first-responders to security monitoring companies.

The frequency and brazen violence of shootings in public buildings has necessitated a change in tactics by law enforcement. The days of isolate, contain, negotiate have given way to a need to quickly gain real time information to neutralize a potential attack.

That has also changed the approach and technology used by security companies. In the past, security systems were primarily focused on the idea of deterrence and protecting property.

The world has changed.

Now we must also focus on protecting people while a building is occupied. And it’s a much more challenging and urgent problem. Security systems now play an active role in assisting law enforcement in the apprehension of suspects.

Why is this significant?

Statistics point to the fact that many of those who are convicted after breaking into a home or business, turned out to be repeat offenders. Being able to aid in apprehension and conviction of perpetrators can have a tremendous long-term impact on lowering crime rates and improving communities.

The second major shift involves responding to active crime scenes where lives may be in danger. Security monitoring systems that can provide “real time” audio and video information changes our role significantly. When an alert comes in to our monitoring station, we are in fact witnesses to an active crime.
And this is not something for the future. It’s available now.

In 2013, Sonitrol New England was invited to participate in a series of emergency response drills conducted in Hartford, Connecticut where the power of new technology was evident.

The scenario involved responding to a hypothetical situation of a shooter at a school. Leveraging Mutualink’s IP-based peer-to-peer interoperability platform, Sonitrol New England was able to share audio and digital video feeds from inside the school with law enforcement – essentially serving as the tactical team’s eyes and ears.

The implications are powerful in terms of protecting the occupants of a building during an incident as well as increasing the speed and accuracy of the tactical officers to neutralize an attack.

If you’re responsible for the security and safety of a public or private building, it’s useful to consider three key aspects for success:

Guidelines for building security and implementation

**Partnership**

First, engage the right stakeholders. Determine who needs to be involved and get them at the table from the beginning. High-risk security situations cross both the private and public sectors and many departments within an organization may need to be involved when it comes to securing access and protecting visitors and employees.

**Planning**

Second, create a comprehensive plan. Once you have the right people at the table, assess your risks and resources. What security procedures need to be in place? What resources will you need in terms of people and technology? Where will panic buttons and cameras need to be located? What about lock down procedures, keycard access, and evacuation paths?

**Practice**

Third, it takes practice. Under the pressure of a life-threatening emergency, it’s important to practice your plan. It always looks flawless on paper, but you need to execute it as if it were happening. While our businesses and schools routinely conduct fire drills, lock-down drills became a more recent part of safety and security training.

The stakes are high. So, here are a few things to consider when selecting the company that will protect your employees, visiting public, and property.

Guidelines for selecting a security company

**Does the security company conduct alarm verification?**

Police officers and emergency responders are highly valued resources. In an industry where over 95% of all alarms are false, your security company must have a verification system in place to establish credibility with authorities.

**Does the security company own and operate their monitoring station?**

It’s expensive to own and operate your own monitoring station. (We know.) Many companies outsource this. But since this is the nerve center of any security monitoring operation, it’s the only way we can be sure that our monitoring is working properly.

**Has the security company built lasting relationships with local law enforcement?**

In the security industry, relationships matter. Trust matters. That’s the value of choosing a local company to handle your security. We live here, work here, and want to help keep our communities safe.

About the Author

Doug Curtiss is the President of Sonitrol New England, and started the business right here in Hartford in 1972. “Sonitrol New England is proud to have served both public and private entities in this region for over 45 years. We have the experience, relationships, and expertise to assist you with your building security system and implementation.”

For more information, visit sonitrolnewengland.com or call (860) 247-4500.
We are in the midst of an information revolution at a scale and potential change that is unprecedented in human history. Constant innovation has led to the invention of driverless cars and numerous other self-serving devices. Technological advances in “smart” critical infrastructure have also been increasing, helping satisfy the large American appetite for electricity and water. While these technologies have brought about change, we cannot forget that increasingly complex infrastructure systems also bring about additional surface areas and complex systems that must be protected.

In late 2015, numerous outlets reported on a series of unscheduled power outages impacting a large number of customers in Ukraine. It was later confirmed that a cyberattack was responsible for this event. While this incident should not cause immediate domestic panic, it should serve as a stark reminder of growing digital threats at-large and the need to constantly update and invest in hardening our electric grid.

To its credit, the electric power industry has taken the initiative to begin protecting the nation’s electric grid to ensure a Ukrainian-type incident does not take place in the U.S. Starting as far back as 2011, the utility industry, led by Edison Electric Institute (EEI), began a project to assess likely targets for a potential cyber attack and discuss ways in which they can be combat- ted. The private sector and federal government have continued this collaboration, drawing up mandatory, enforceable standards in which the electric utility industry must abide. The electric sector has also led the way in public-private information sharing through the Electric Sector Information Sharing and Analysis Center and the Electric Subsector Coordinating Council.

I have also been pleased with the steps that many of the private sector utilities in my congressional dis- trict have been taking to improve on their own cyber posture. CPS Energy in San Antonio and other local electric cooperatives have been thoroughly engaged and unwavering in their commitment to cybersecurity. San Antonio, Texas, also known as “Cyber City USA,” has been ground zero for the innovation and healthy business environment that can result from public-private partnerships between academia, commerce, and local governments.

Unfortunately, while the federal government and pri- vate sector possess many of the tools and capabilities needed to protect their systems, many state, local and tribal entities do not. In Congress, I have sponsored and co-sponsored legislation to fix this problem. First,
I authored H.R. 3869, the State and Local Cyber Protection Act of 2015, which would allow the Department of Homeland Security (DHS) to assist state and local governments, upon request, in securing their information systems. Additionally, I co-sponsored H.R. 4743, the Cybersecurity Preparedness Consortium Act, which authorizes DHS to continue its work with leading cybersecurity academic institutions, like the University of Texas at San Antonio and Texas A&M University, which are working directly with local first responders to ensure proper training is carried out.

Cyberattackers are becoming more aggressive with each passing day. As our systems grow increasingly complex, we must dedicate adequate resources to ensuring that we are protecting our most critical infrastructure - and continued dialogue and cooperation between the public and private sectors at all levels is paramount. I look forward to using my position in Congress to help facilitate these conversations, and ensure that we are prepared to prevent and appropriately respond to the threats we face.

About the Author: A former undercover CIA officer, entrepreneur and cybersecurity expert, Will Hurd is the U.S. Representative for the 23rd Congressional District of Texas. In Washington, he serves as Vice Chair of the Maritime and Border Security Subcommittee on the Committee for Homeland Security, and as the Chairman of the Information Technology Subcommittee on the Oversight and Government Reform Committee.
What would happen if you and your family were living paycheck to paycheck and you lost your job tomorrow? For more than half of all Americans, this is an all-too-real fear as they have less than a thousand dollars in the bank and little to no financial cushion should a catastrophic life event occur. Whether out of necessity or a desire for greater financial freedom, one of the modern marvels of the headline-grabbing sharing economy is that it can provide citizens immediate access to income if they need it and flexible work arrangements that can fit into complex lives – that is, if the right technology is in place to help them quickly.

Perhaps you have a spare room that could be posted for availability on Airbnb, or a car you could drive for Lyft or Uber. I would venture to say that many Americans are reassured knowing that they can leverage opportunities within the sharing economy to put food on the table, make the next rent or mortgage payment, or pay unforeseen medical bills. And there are others who are using these opportunities to live life on their own terms – for example, driving an Uber in the morning so they can be available to coach their child’s soccer team in the afternoon.

I strongly believe that this emerging piece of our economy, made possible by a convergence of the internet, mobile devices and our nation’s technology entrepreneurs, is a good thing for Americans and our cities.

However, city leaders also have a responsibility to make sure that this new segment of our economy is safe for its citizens and guests, is respectful of neighborhood integrity, and pays for its fair share of the public services that it relies on — just as with any other piece of our economy. Today, across the country, city leaders are considering these issues and looking for the right policy balance.
The policies themselves are taking many forms and involve combinations of permits, licenses, inspections, background checks, reporting requirements and business tax obligations – all of the usual mechanisms of regulation. However, while the regulatory requirements may differ from city to city, one thing seems to be a constant: In order to be in compliance, you must trudge down to at least one, and often multiple, city departments and get in line with your paper forms.

The goals of bringing regulation to this new industry are well-meaning, but compliance rates thus far have been less than stellar. Why? Most of the time, city technology leaders (CIOs, CTOs, etc.) and the technology they will use to actually implement these policies are an afterthought during the policy debate about how best to regulate the sharing economy. This needs to change. Technologists need a seat at the policy table from the get-go.

I’ve worked with innovative governments around the world that are providing their citizens with technology-enabled customer service that rivals the private sector and bridges the gap between citizens and government. Online, not standing in line. This means 24/7 access that is mobile, simple and efficient.

Yet, most cities haven’t gotten around to applying these technology principles to their sharing economy regulations, setting up a stark contrast in customer experience for aspiring sharing economy participants. Imagine that you’re going through the process of becoming an Airbnb host, or an Uber driver, and the user experience is easy and seamless – even beautiful. In fact, you can register right from your smart phone. Companies like Airbnb and Uber take the user experience into account at every step. They understand it is critical to the success of their companies. Now imagine that you’ve just completed one of their online applications and you start to look into complying with local government regulations. The contrast is glaring. Is it any wonder why compliance rates have been so low?

Cities can’t just pass a policy and expect it will work. They must take a page from Silicon Valley and use modern technology to meet the citizen where they are: online.

The sharing economy is not going away. It is a good thing. If you lose your job on Friday, you should be able to drive next week for a ride-hailing app or rent out one of your bedrooms to put food on the table without the fear of getting fined. Government must rise to the challenge and enact smart regulations enabled by agile technology that meet citizens on their own terms in our modern world. If government cannot, we shouldn’t be surprised when citizens fail to comply.

About the Author: Maury Blackman is the President and CEO of Accela, a provider of cloud-based productivity and civic engagement solutions for government with more than 2,200 customers worldwide.
The Times They Are A Changing
And so are local libraries

Libraries have always been places to find the best information, from biographies to best-sellers to best practices and everything in between. Historically, public libraries have served as gateways to information outside one’s own community — a role that is more important than ever during these times of rapid technological change.

Once centered around bookshelves and study carrels, libraries now offer exhibit spaces, gathering places, and access to Internet connectivity.

In keeping with their historic mission of providing free access to the best and most recent information and portals of knowledge, local libraries across the state are on the leading edge of providing every kind of information in every format, furthering their role as a public provider of services and programming by keeping pace with all of the advances of the Information Age.

As community providers of knowledge and access to knowledge, public libraries are now being relied upon to provide broadband telecommunications services for their communities. Accordingly, universal high-speed connectivity in libraries across the state has become essential. Libraries also play an important role in helping to close the digital divide by providing people without home computers free access to the Internet.

State government has supported this effort with grants to help public libraries connect to the Connecticut Education Network (CEN). In total, the state has authorized grant funds for 90 public libraries for high-speed fiber connections to the CEN and has been awarding grants in various funding rounds since 2015.

The grants cover all costs of installing the fiber connection to the library. It is anticipated that the connections will be completed in the first half of 2017.

The most recent 15 public libraries to receive grants are:
- Bethel Public Library
- Case Memorial Library (Orange)
- Derby Public Library
- Easton Public Library
- Guilford Free Library
- James Blackstone Memorial Library (Branford)
- Kent Library Association (Kent)
- Bill Library (Ledyard)
- Oliver Wolcott Library (Litchfield)
- Richmond Memorial Library (Marlborough)
- Sherman Library
- Sterling Public Library
- Terryville Public Library
- Killingly Public Library
- Willington Public Library
**Saving Time And Money**

Park by phone app pays off in Greenwich

Paying to park your car may not qualify as fun, but it just got a whole lot easier in Greenwich where drivers can now pay to park with their mobile phones, thanks to a new app offered by the town.

The town of Greenwich recently partnered with Parkmobile, a leading provider of on-demand and prepaid mobile payments, to provide the option of paying by phone for on- and off-street parking including several municipal parking lots and garages.

Customers will be able to use their smartphones to pay for parking using the new mobile application with iPhones, Androids, Windows, and BlackBerry phones.

The new app expands the current pay by phone transactions so residents, businesses, and visitors will be able to conduct their parking transactions by mobile phone throughout Greenwich, making paying for parking easier and requiring less effort.

Greenwich officials say the new parking app is the first step in expanding mobile payment transactions throughout the Town of Greenwich.

It represents an easier way to pay because once registered, customers may use the mobile app, internet, or call a toll free number to pay for parking.

After setting up their account, they can immediately start using the system with their mobile phone. The app allows customers to receive alerts when their meter time is about to expire or to extend their time remotely without returning to the meter. It also will allow customers to utilize credit cards in locations that do not offer manual credit card payments, and to print and keep parking receipts.

All of these parking-related functions take less time with the new app, and since time is money Greenwich residents can save on both.

**Broadband Bargain**

Danbury eyes self-sustaining network

Seeking to bridge the so-called “digital divide,” the city of Danbury has an ambitious plan to bring low-cost broadband internet to every household that wants it.

The city is exploring a public-private partnership with a broadband provider with a goal of building a city-wide fiber optic network that would cost $15 a month per customer to start. The plan calls for a reduction of rates every year after that until the service is free once the system is paid off.

The build-out would bring affordable and ultimately free internet service to the city’s low-income families. It would help shrink the digital disparities among income groups and go a long way in helping to narrow the educational achievement gap.

“After five years, because the infrastructure will be built out, it will go down to $5 a month, and then five years after that the rate should go down to zero,” said Danbury Mayor and CCM President Mark Boughton. “It will be self-sustaining with new enrollees.”

The plan mirrors a growing trend in the way broadband is perceived – shifting from an expensive luxury to an idea that it can be a type of discounted utility. The idea arose from a plan to bring free wireless service to Main Street in downtown Danbury, contingent upon adding additional light poles purchased from Eversource.

The mayor first announced the initiative as part of his State-of-the-City speech in unveiling priorities for 2016 that target economic development and “community connectedness.” The city is using a phone poll to gauge public interest in the low-cost broadband. Officials say at least half of Danbury residents need to support the idea for it to be successful.

“It makes sense,” Boughton says. “Customers would save money, they would have better service, and they would have better speed.”
Soaring Popularity
Drones bring new opportunities, new laws

Make way for the drones and the many uses these unmanned aircraft systems (UAS) present to private citizens, businesses, and municipalities. Much more than a fun hobby, drones are offering opportunities in public safety, promotion, and government efficiency.

Their popularity has increased at an astounding clip and so too have efforts to regulate them at the local and state level, particularly when questions of privacy and safety arise. CCM is pleased to provide members with “Regulating Drone Use,” an InfoKit that offers a comprehensive look at the ongoing evolution of drone use in the U.S. and Connecticut’s regulatory response.

The primary regulatory authority of drones is the Federal Aviation Administration because the FAA is the sole authority of navigable airspace. However, the FAA’s main concern is to ensure that aircraft are operated safely, and its regulatory reach does not extend to privacy issues. In 2015, the FAA began requiring that drones be registered. The registration is free and can be done online at the FAA website. It is required for both commercial and hobby use. A recent FAA report predicts that 1.9 million drones will be purchased by hobbyists in 2016, and the report predicts an increase of more than 20 percent every year through 2020.

The FAA has a balance to strike — ensuring the safe use of U.S. airspace without “stifling innovation and the development of commercial drone markets.” That’s where state and local governments come in.

Since 2014, many states including Connecticut have stepped up efforts to put drone laws on the books that address both safety and privacy issues. In 2014, 35 states proposed drone laws and 10 states actually enacted legislation. In 2015, 45 states attempted to pass drone laws; 26 succeeded. This year, 41 states had drone legislation introduced; 10 states enacted the bills. In Connecticut, the General Assembly has tried every year since 2014 to enact drone legislation but has not yet adopted a law.

Absent any state law here, drone operators do not have to be licensed pilots. More and more, drones are finding work in the business and local government arenas. Municipalities are finding that having that eye in the sky can be a benefit on many fronts. Some of the uses include:

- Economic development promotion
- Search and rescue
- Crime, accident, and fire scene investigation
- Aerial photography of town events
- Monitoring and inspecting infrastructure
- Property inspections and appraisals

CCM will continue to stay on top of this emerging technology and assist members in their growing interest in using drones. In 2016, CIRMA began insuring towns that use drones in a hobbyist capacity, making certain that the craft operate at legal and appropriate height above private property. While the benefits of using drones are many, there is a continued focus and commitment to ensure that privacy rights are protected.

CCM’s well-researched report and InfoKit (http://www.ccm-ct.org/research-bulletins-municipal-infokits) will help inform the conversation around drone safety, uses, and laws. It’s a conversation worth having because in the airspace above Connecticut and the country, drones have created quite a buzz.
Eyes In The Sky
CT Fire Departments using drones to keep first responders safe

Look! Up in the sky — it’s a bird, it’s a plane! Actually it’s a firefighting drone.

As popularity for these unmanned aircraft grows, so do their uses for businesses and public safety. For example, insurance companies are employing drones to survey damaged areas after storms and other catastrophes.

The Federal Aviation Administration now requires that drones be registered, a mandate that began in 2015. Since then, more than 325,000 drones have been registered nationally. The registration is free and can be done on the FAA website, but is mandatory for both businesses and hobbyists.

West Haven
In West Haven, drones are proving useful tools to help keep first responders safe. Having that eye in the sky allows firefighters to get a better overall look of a situation during search and rescue. They also cover a lot more ground.

West Haven Fire Chief James O’Brien says the technology has come in particularly handy this summer — a season when there is always an increase in water rescue calls.

“We can have the chief officer launch the drone to locate any boater in distress or swimmer in distress,” O’Brien says.

The chief says the drone can also help local officials to survey shoreline damage after a major storm or hurricane. Documenting the damage using before and after photographs will help the city when it applies to FEMA to recoup funds.

Chemical spills are another scenario where the fire department could employ the drone, Chief O’Brien says. Through the drone, first responders would be able to discern what materials they will be encountering.

“If we have an incident along the railroad tracks, or along the I-95 corridor, under certain applications we would be able to apply it in order to keep our firefighters and the public safe,” says O’Brien. “It’s a new technology that everyone is trying to get their hands on.”

North Stonington
Add North Stonington to the list of municipalities employing drones to their public safety arsenal.

In a town marked by 56 square miles, zeroing in on trouble spots can be akin to looking for a needle in a haystack.

“Eight months earlier, we drove all over town looking for a column of smoke,” Fire Chief Charles Steinhart V says. “If you had a drone, you could drive it toward the column of smoke instead of searching blind,” Steinhart said.

The North Stonington Volunteer Fire Department acquired the quacopter — a four-propeller drone — recently. In its first mission it was deployed on a search-and-rescue mission high above the heavily forested Lantern Hill. The person was later found in a different area, but having the eyes in the sky “kept firefighters out of the woods.”

Outfitted with two landing skids, the drone also has the capability of hauling lifesaving equipment to the scene of an incident. A drone carrying a rope and flotation device can get equipment to a water rescue scene faster than it takes to transport and prepare a boat.

The high-definition camera can rotate 360 degrees and send live stream video to an iPad. And it’s quick, too. It can go from the box to the sky in under three minutes. It can also be recalled quickly. The operator can hit a button and the drone will fly back and land where it took off. It’s not a toy, but in some cases it operates like one.

“‘If you can play a video game, you can fly one,” Steinhart said.

Eventually, the North Stonington Fire Department wants to add infrared capability to the drone to be able to pick up thermal patterns on the ground.

“It’s all about firefighter safety,” Steinhart said. “If I can put a drone in a hazardous area and keep guys out of there, it’s a better way of doing things.”
DRONE ZONE
High Hopes
Ledyard working toward drone regulations

A picture may tell a thousand words, but for folks using the increasing popular drones for aerial photos and other activities, the town of Ledyard would like to have a few words with them. Town officials are hoping to jump ahead of the curve regarding the use of drones by creating an ordinance that spells out just when and where they can fly. But it is a relatively new concept and the town needed to find a starting place.

Step one was to host a roundtable to get feedback from the community, particularly those who use drones. Town officials say they are not trying to discourage anyone currently flying within Federal Aviation Administration regulations and in fact want to discuss language with them to find the right balance that works for everyone.

“Even if it wasn’t perfect, if we had something in place it’s better than nothing so we’re out in front of it,” Councilor Williams Saums says.

The popularity of these unmanned craft has exploded. Just last year, some 400,000 drones were sold across the country. In response the FAA established a registration system for drones weighing between a half pound and 55 pounds. It’s an online registration that gives each owner a unique number for identifying his or her drone. Federal regulations also limit drone use to daylight operations and 400-foot maximum altitude.

Organizers for the Ledyard Fair, one of the most popular events in town, banned the use of drones above the fairgrounds last year due to safety issues. There were concerns that the craft could spook the livestock, such as horses and oxen that take part in competitions as well as become a hazard around midway rides.

“Honestly, I think most people are doing it for the fun of it, the different perspective to take photographs,” Fair President Leslie Doe-Koehler. “However, I always have to look on the other side and it could potentially be a hazard at the fair.”

On Hold
Some local police awaiting State guidance on drones

For many local police departments adding drones as public safety tools is not a matter of “if” but “when.”

While the small remote-controlled aircraft are already being deployed in some communities, the state laws and regulations pertaining to them are still a work in progress. As a result, some police departments are opting to wait until there is more guidance from Hartford.

“I would kind of like to have one,” Groton City Police Chief Thomas Davoren said. “But the rules are changing so quickly. I would hate to invest in something and then not be able to use it.”

Having the “eyes in the sky” has been a significant advantage for communities, particularly heavily wooded ones, when it comes to search-and-rescue, accident scene surveillance, and other hazardous situations. There are also other uses such as identifying blight or promoting a community’s resources and events.

Cost isn’t much of a deterrent, either, for bringing a drone on board.

Compared to the expense of using a helicopter that can cost $800 to $1,500 an hour, the cost to fly a drone for that same amount of time is “peanuts,” according to Groton Town Police Chief Louis J. Fusaro, Jr.

Although cost isn’t an issue, privacy and safety are, Fusaro said.

“There are definitely advantages, but the technology is relatively new,” he said. “Just like a lot of other things, the laws haven’t caught up to it.”

State lawmakers have considered drone legislation the past couple of years but ran out of time each session to pass the bills. For example, the House overwhelmingly approved a bill that would ban the use of weaponized drones in most cases and require police to obtain a warrant before they could seize footage. The legislative session ended, however, before the measure ever got to the Senate.

Using drones is also a possibility for the town of Ledyard, which just transitioned in 2016 from resident state trooper coverage to an independent police department.

But first things first, said Ledyard Police Lt. Ken Creutz. “We’re relatively new here as an independent police department and are trying to get normal operating scenarios down smoothly before we try to introduce newer-edge technology like that,” Creutz said. “But I’m sure it will be a consideration down the road.”
What is a drone?
The Federal Aviation Administration (FAA) defines Unmanned Aircraft Systems (UAS), more commonly known as drones, as an aircraft, “flown by a pilot via a ground control system, or autonomously through use of an on-board computer, communication links and any additional equipment that is necessary for the unmanned aircraft to operate safely.” A UAS used for recreational purposes falls under the general classification of a model aircraft. In a publication titled, “Unmanned Aircraft Systems (UAS) Frequently Asked Question,” the FAA defines model aircrafts in the following way:

A model aircraft is an unmanned aircraft that is capable of sustained flight in the atmosphere, flown within visual line of sight of the person operating the aircraft, and flown only for hobby or recreational purposes...Model aircraft can include small Unmanned Aircraft Systems (UAS) aircraft, such as “quadcopters,” flown for recreational or hobby purposes. Model aircraft are defined by the purpose of flight rather than the particular configuration of the aircraft. Essential to the model aircraft operation is that the aircraft is operated for recreational or hobby purposes and the flight follows the requirements of Section 336 of Public Law 112-95.

Who regulates drone use?
By law, the FAA has authority over ensuring the “safe and efficient use of U.S airspace,” and a statutory duty to “encourage the development of civil aeronautics.” As a result, the FAA is tasked with creating safety mandates without discouraging aeronautical innovation. Balancing these mandates has resulted in the FAA taking an “incremental” approach to UAS regulation with the goal of integrating drones and drone technology safely, efficiently, and timely. The first mandate to come out of the FAA’s incremental approach, effective December 21, 2015, requires that all drones over .55 pounds (250 grams) be registered with the FAA’s Unmanned Aircraft System registry prior to being flown outside. Registration cost is $5.00 and the documented owner must be at least 13 years of age to register.

Have states passed legislation regulating drone use?
According to the National Conference of State Legislatures (NCSL), at least 35 states are considering legislation related to UAS in the 2016 legislative session. Additionally, NCSL reported that 45 states considered 168 bills related to drones resulting in 20 states passing 26 pieces of legislation during the 2015 legislative session.

Has Connecticut passed legislation regulating drone use?
Legislation was proposed but not passed during the 2014 and 2015 Connecticut General Assembly. There are currently two pieces of legislation regarding drones being considered. The Program Review and Investigations Committee introduced “An Act Concerning the Weaponization of Drones Based on a Program Review and Investigations Committee Study,” and the Public Safety and Security Committee have introduced “An Act Concerning the Use of Drones.”

Where can I learn more?
The conversation surrounding drones has taken off into flight. Technology is advancing faster than law makers can appropriately regulate drone use. CCM has created a Government Finance and Research Department Municipal InfoKit on Unmanned Aircraft Systems. Find it at: http://www.ccm-ct.org/research-bulletins-municipal-infokits
Middle-school volunteers in Manchester are putting the pieces together for a good cause. As part of a nonprofit effort, they assemble basic prostheses to be distributed to children who need them all over the world.

Each so-called Raptor hand is constructed for less than $50 and while they are not high tech electronic prostheses, children who are missing fingers can use them to catch a ball, hold a cup, and perform other basic tasks they could not do before.

The middle school’s language arts teacher Jennifer Rainey heard about the project at a summit last October. When she came back and told her students about it, 20 of them from several of her classes volunteered.

Over the past few months, the students have formed 34 parts on the school's 3D printer that will be assembled for each of six hands to be distributed by the nonprofit organization The Hand Challenge (www.handchallenge.com).

Each of the six sets of parts took 80 hours to print and once assembled, a completed hand comes with a kit that includes an elastic cord and straps that attach the hand to a child’s arm.

The Hand Challenge is part the e-NABLE Community (www.enablingthefuture.org), a global network of people who use 3D printers to create hands and arms for those who were born without fingers and limbs or who have lost them due to war, disease, and natural disaster.

The devices are not fully functional prostheses. The hands cannot hold more than a few pounds and the grip is not strong enough for playing on monkey bars, for example.

But the e-NABLE folks say the plastic hands allow kids to grasp handle bars, to hold a baseball bat or catch a ball, and some children have been able to swim with the hands.

Rainey said the work is meant to instill empathy for others and to teach collaborative skills that students will need in the working world.

“The students are doing this for the sheer joy of helping another person,” she said. “And building hands for others makes you appreciate yours.”
Rather than just present a report to the Darien school board on the progress of using new technology in her classroom, fifth-grade teacher Amanda Thomas went one better. She had her students run a recent school board meeting using the new digital technology.

“I love it,” Thomas explained. “I’m impressed by how fluently they’re moving into a digital workplace. They’re naturals. They aren’t afraid to try something out.”

The students have been taking part in the district’s technology initiative and demonstrated their expertise using Google Classroom and Chromebook. Google Classroom is a free web-based platform that is able to integrate multiple functions, such as email, calendars, and documents. It is designed to help teachers organize assignments. It gives teachers the ability to know who has completed the work and allows them to provide direct feedback to students.

The students opened the school board meeting by demonstrating how they use Google Classroom on their devices to retrieve homework. They also can work on writing assignments and get announcements from their teachers. They can create their own math problems and have their classmates solve them. If they have a reading assignment, they are able to highlight key passages.

Before the class could begin using the devices they had to complete a week-long “digital citizenship” course, Thomas said.

“We learned what it meant to operate digitally,” she said. “We explained that information is shared with a larger audience now and learned how you respond respectfully and safely.”

The school district began a pilot program in January, assembling a group of nine teachers in grades four through seven. In the spring, the library staff began offering courses in “digital citizenship” that highlight responsible and appropriate use of the devices.

“We explained that information is shared with a larger audience now and learned how you respond respectfully and safely.”
- Amanda Thomas, Darien Teacher
As local government leaders are well aware, electricity bills take a big bite out of a municipal budget. CCM has been a proactive partner in offering ways to lighten the load of energy bills and put more savings back into communities.

CCM has launched two new programs available to help members reduce energy use and maintain energy reliability: The Owner’s Representation Service for Energy Saving Performance Contracting (ESPC), and Municipal Microgrid projects. These programs present effective ways to save money, reallocate funds, and help communities become more resilient in weathering damaging storms. Following a competitive bid process by CCM members, these projects are now being rolled out.

**Energy Saving Performance Contracting (ESPC)**

The ESPC process is a partnership that will help reduce maintenance costs by replacing expensive old and inefficient equipment. Cities and towns can reallocate that spending to new energy-efficient infrastructure, and project finance costs and payments for drastically reduced maintenance.

This program has no upfront costs. An Energy Services Company (ESCo), which implements energy conservation measures, is paid during project constructions from an escrow account funded by a municipal lease, bond, etc. Upon the project’s completion, energy savings are then used to pay the lender over time. The program comes with a guarantee – the ESCo guarantees that annual savings will be equal to or greater than annual costs for every year of the program.

**Municipal Microgrids**

A municipal microgrid is a local energy grid that can help communities recover faster from a natural disaster. A municipal microgrid can operate while connected to the main grid, or on its own in “island mode.” While in “island mode,” the microgrid provides power to essential resources in order to maintain essential services. Microgrids can generate their own energy locally, powered by renewable sources (like solar panels, wind and hydro), fuel cells, batteries, and/or fossil fuels.

The state Department of Energy & Environmental Protection (DEEP) has described having a microgrid as something akin to a community garden. You can always buy your produce from the grocery store, but in times of food shortage, the community garden is there to supply your needs until the store can be restocked.

Municipal microgrids can help municipalities reduce their dependence on fossil fuels, and shrink their carbon footprint. Microgrids are smart planning, a way to keep more energy dollars in the community and engage citizen participation in the clean energy market.

In 2013, the state launched the first-in-the-nation statewide microgrid pilot program and made more than $30 million available for funding. Municipalities and other program participants that wish to make their critical facilities more resilient through a microgrid may apply for grant funding to CT DEEP, and may be eligible for financing offered through the Connecticut Green Bank.

For more information on the ESPC and/or the microgrid project, contact CCM’s Andy Merola, at (203) 498-3056 or amerola@ccm-ct.org, for assistance.
Fueling The Tax Base
World’s largest fuel cell park coming to Beacon Falls

The plan in Beacon Falls to transform a 24-acre gravel lot into the world’s largest fuel cell park marked a milestone after town officials voted to approve a tax stabilization deal with the developer of what will be the largest fuel cell park in the world when construction on the 63.3-megawatt facility is completed.

The tax stabilization arrangement provides the developer, Beacon Falls Energy Park LLC, a subsidiary of Torrington’s O&G Industries, with certainty on the amount of taxes it will pay to the town. The arrangement also means certainty for local officials crafting future town budgets and it will allow the developer to submit a more competitive bid for a multi-state renewable energy contract that includes Connecticut, Rhode Island, and Massachusetts.

The 23-year arrangement will provide nearly $50 million in taxes to the town of Beacon Falls and make the 63.3-megawatt park the town’s largest taxpayer while generating enough electricity to power 60,000 homes. A fuel cell facility in South Korea currently generates 59 megawatts of power.

“To have a project like this one involving cutting edge green technology here in Beacon Falls is a tremendous opportunity,” said First Selectman Christopher Bielik. “It means Connecticut manufacturing jobs, a modernized and more reliable electricity grid, and points to our town and the Naugatuck Valley as a whole as an up and coming location for economic development in the state.”

A key advantage of fuel cell parks is the comparatively small amount of land they require. Intermittent solar facilities, for example, require about 10 times as much land for the same number of megawatts. Solar facilities produce power on annual average about four hours per day in Connecticut. Power from fuel cell technology is delivered around-the-clock, regardless of the weather or the time of day.

Benefits of multi-megawatt fuel cell parks include:

- Environmentally friendly with near-zero pollutants
- Modest land-use needs and quiet operation
- Distributed power generation places power close to where it is used, enhancing the resiliency of the grid.

In February, the state General Assembly’s Energy & Technology Committee held a hearing on proposed legislation to allow electric utilities to procure up to 10 megawatts of electricity from fuel cells. Current law, with the exception of Eversource and UIL Holdings, does not allow electricity distributors to generate electricity.

The proposed bill would help the fuel cell industry stay in Connecticut — where it was born — and further the use of renewable energy in the state, Committee House Chair Rep. Lonnie Reed, D-Branford, said.

“I’m for it and I think the (committee) leadership is for it, but we’re still exploring and examining it,” she said.

She said the 25-member committee still needs to vote on sending the bill to the House of Representatives for consideration.

Bill Corvo, president of CT Energy & Technology, parent firm of the Beacon Falls Energy Park project, urged the committee to adopt Malloy’s bill but also asked that the allowed megawatts be increased to 150 megawatts.

In his written testimony, Corvo cited the “immediate availability” of the 63.3-megawatt fuel cell energy park planned for Beacon Falls that is owned by Torrington-based O&G Industries. The fuel cells would be made by Danbury-based FuelCell Energy, which has a factory in Torrington.

“The Beacon Falls project is a fully permitted and shovel ready project which can be fully operational by the end of 2019,” he said, adding that the project will create 500 manufacturing and construction jobs in the state. “Many of the jobs will be sustained over the 20-year life of the project because FuelCell will operate and maintain the facility.”
Call it an energy-savings triple play — New Britain is implementing three energy-saving projects in the school district that will save the city about $3.3 million over a 20-year period.

The projects include the retrofit of two middle schools with LED lighting and the decision to take New Britain High School off its regular power grid through Eversource.

At the two middle schools, 3,500 standard fluorescent lighting fixtures will be replaced with LED lighting. And by the end of this calendar year, the high school will generate its own electricity using a fuel cell and will rely on Eversource only for back-up.

The largest cost savings will be generated by the fuel cell, which will be located on the high school property. The school district signed a 20-year power purchase agreement and the project works by piping natural gas into the fuel cell. In addition, some of the extra heat will be used to heat the high school building during the winter.

The idea for all three projects came from Alderman Robert Smedley, who is also the school district’s energy and facilities compliance officer.

Smedley says the new lighting will reduce electricity use and reduce maintenance costs and labor because the bulbs will last longer.

Eversource is financing the cost of the equipment based on the savings generated and the school district expects annual savings of about $80,000 over the four-year agreement.

Last year, the school district spent about $400,000 on electricity payments to Eversource for the high school which will realize a savings of about $30,000 in the first year. The savings will grow each year, based on the escalation rate of electricity costs.

“In the long run, we are becoming more environmentally friendly by using clean energy,” - Board of Education Chairwoman Sharon Beloin-Saavedra.
Shining A Light
Yale researches solar energy progress in Connecticut

Some of the smaller towns in Connecticut are making big strides in solar power. Just how much solar capacity towns currently have or plan to have and how easy it is to get local permits for solar power were among the metrics identified in a recent statewide study conducted by Yale.

The researchers ranked Coventry number one among Connecticut towns and rounding out the top five were Ashford, Mansfield, Simsbury, and Windsor.

Coventry officials say it’s been a community-wide effort. “We’ve really been promoting it to our citizens and trying to make it less awkward to put in solar power,” Coventry Town Manager John Elsesser says. The town used community input in streamlining the permitting process.

According to the study, permitting policies and fees for residential solar power varied widely from town to town. Some towns offer solar power permits in one day, while others can take up to a month. Permit fees vary from no-charge to just over $1,000, with the state average being about $370.

Windsor residential permit fees are $30 for the first $1,000 of installation costs and then $13 for each additional $1,000 cost of the project. Windsor Building Officer John Ruzzo says the town has approved 380 solar applications. A recent solar energy promotion co-promoted with neighboring towns brought in nearly 40 solar applications to Windsor.

Statewide, about 8,600 homeowners had solar power installed on their properties. The state offers incentives for homeowners to install solar panels as part of the goal to produce 300 megawatts in residential solar power by 2022.

The Yale research team included data scientists and policy experts from the University’s School of Forestry & Environmental Studies as well as researchers from Yale-NUS College in Singapore.

Real Crime, Real Time
Hartford police use enhanced surveillance

Hartford is joining a growing number of cities across the country by monitoring real-time data through surveillance cameras and other high-tech data gathering systems.

The city launched its new Real-Time Crime and Data Intelligence Center in 2016. That has police department staff members watching banks of flat-screen monitors that broadcast feeds from surveillance cameras. The Center also houses computers that contain data from license plate readers and gunshot detection systems.

Staff uses the real-time data, such as video at businesses or even schools, to inform officers at crime scenes about locations of suspects. The video feeds and other information, gleaned from criminal databases, can be sent directly to an officer's cellphone.

“It’s such a great asset having everybody under one roof,” says Sgt. Johnmichael O’Hare. “It’s all about transfer of information.”

O’Hare, who oversees the monitoring center, says since opening in February, the technology has already provided crucial information in hundreds of crimes and has led to several arrests.

The first Real Time Crime Center opened in New York in 2005. In addition to Hartford, cities that have opened centers recently include Springfield, Massachusetts and Wilmington, Delaware.

These high-tech crime-fighting centers also come with high price tags, some in the hundreds of thousands of dollars. Many cities are relying on federal grants and drug forfeiture funds to help finance them.

While a tremendous help to officers in the field, the real-time approach has raised privacy concerns from civil liberties advocates.

Hartford officials say they understand the privacy concerns and take them seriously.

“We have to respect people’s civil rights at all times,” Hartford Police Chief James Rovella says.

Green Means Go, Blue Means Snow
Hartford’s “Blue Light” special warns drivers of snow parking bans

The next time you see blue lights flashing in Hartford, it won’t mean the price on some household item just got slashed or that someone is doing their thing on the dance floor.

Instead, the blue lights are part of the city’s new initiative this winter to save the drivers of cars and plows needless aggravation and expense by warning vehicle operators that a snow emergency parking ban is in effect — hopefully saving drivers a parking ticket and keeping the roads clear of cars so the plows can keep them clear of snow.

When the blue lights are on, it means all on-street parking is prohibited in the City of Hartford and cars left parked on city streets will be ticketed and towed.

The blue lights are located at 16 intersections in the city. And to make sure motorists have parking options during storms, blue signs indicate free snow storm parking at city parks, recreation and senior centers, and all Hartford District School parking lots as well as other locations.

“We worked closely with the Department of Public Works out of the real time crime center developing data and mapping as to where the neighborhoods needed it most to have these types of lots and these types of notifications,” said Deputy Chief Brian Foley.

“When we have a storm of four inches or more and need to declare a snow parking ban, those blue lights are going to be turned on and that’s going to send a signal to the city that when those blue lights are on a snow parking ban will be in effect,” said Hartford Mayor Luke Bronin.

Officials said the blue light system will better inform residents and visitors of when the ban is in effect and help keep public works crews safe.
Safe At Home
Trumbull police join Project Lifesaver to locate loved ones

It’s an initiative that combines technology and tenderness and for nearly 20 years it has helped search-and-rescue teams reunite worried families with loved ones suffering from dementia and other disorienting conditions who have wandered off.

The Trumbull Police Department has now joined the ranks of the growing number of law enforcement groups participating in Project Lifesaver. An international organization founded in 1999, Project Lifesaver helps police rescue missing persons as quickly as possible by deploying specially trained teams equipped with reliable tracking technology.

Families sign up for the program and their loved ones wear a personalized wristband that sends out a tracking signal. When law enforcement is notified of a missing person, a tracking team using a mobile locator device is quickly deployed. On average, the teams are able to locate that person within 30 minutes.

Searchers are trained in the best way to interact with the disoriented individual who is often scared and distrustful. Gaining their trust is essential to ensuring a safe return, officials say.

“This is a little bit about community interaction, and making the uniform itself something people aren’t afraid of,” said Trumbull Police Sgt. Brian Falkenstein, the department’s local coordinator of the program.

While the cost for families to participate is relatively low, the department has conducted fundraising to make certain the program can be accessed throughout the community.

Founded in Chesapeake, Virginia, Project Lifesaver has more than 1,400 participating departments across the country with at least 10 in Connecticut. Former Chesapeake Police Capt. Gene Saunders, who was a member of his department’s search and rescue team, began the program, enlisting the technology that was already being used to track wildlife at that time.

“Whenever you have somebody with a cognitive disorder who has wandered off and gotten lost, time is against you,” Saunders said.

CASS
Autism Safety System Developed by Stonington Officials

Officials of the Town of Stonington working in conjunction with New England Geosystems has developed a map based application that is accessible via the internet to aid first responders in searching for people with autism who may have gone missing.

Demonstrated during a meeting of the Board of Selectmen, the proof of concept application dubbed the “Citizens with Autism Safety System” or CASS was designed to address significant public safety issues facing autistic citizens in our community.

First Selectman Rob Simmons praised Selectman Mike Spellman for his work on the system saying “Mike worked closely with IT Manager Roger Kizer and Human Services Director Leanne Theodore to come up with a system that could save the life of a child with autism. Their unprecedented work could be a model for public safety officials across the state and around the country.”

The password protected application is an opt-in system where family members submit a form detailing their loved ones vital info with a photo and specific conditions related to their autism. This will assist first responders when the person is located by informing how the missing person communicates, any specific triggers to avoid and basic topics of discussion to bring that person to safety without adding any further distress to the situation.

The mapping software is crucial as many people with autism are drawn to water. The application addresses that issue when searching on the map and a half mile radius pops up around the missing persons last known location identifying all water features in the area.

Ocean, rivers, streams, lakes, ponds, wetlands, storm drains and swimming pools all fill in on the map so first responders can focus on these areas first.

Other points can be added to the map such as people or places the person likes so they can be a priority for search efforts.
When West Haven firefighters are dispatched to a call, there will be no guess as to where the trucks are at any moment thanks to a state-of-the-art emergency communications upgrade. The city recently installed a computer-aided dispatch system that will eliminate dead spots and bring West Haven’s 911 communications in compliance with the Federal Communication Commission’s “narrowbanding” requirements. As communication frequencies have become increasingly congested, the FCC is now requiring public safety licensees to upgrade technology from broadband to narrowband, or to have a system that will provide either an increased number of voice paths or a higher data rate per channel.

Deputy Fire Chief Scott Schwartz explained that the new system will not only be able to track which fire trucks respond to a fire, but it also can track each firefighter while they’re inside a burning building. The technology will be shared by the city’s police and fire department, the University of New Haven Police Department, and local emergency medical staff to optimize response throughout the coverage area.

“This is going to save time and it makes people a lot safer,” Schwartz said.

The city is using grants to finance the $3.4 million Nex-Gen Public Safety Solutions system, which officials say is expected to last for 20 years and ultimately will be a cost-saver.

“It seemed like we were out of Band-Aid options, and we had to move ahead and get it done,” Mayor Edward O’Brien said. “I am very proud that with the help of the City Council, we found a way to fund this upgrade.”

The city has also provided physical upgrades for its dispatchers, who now have ergonomic workstations. Officials say future communications upgrades will include a point-to-point microwave radio system for public safety and public works personnel.
Smart Policing
WhatsApp is what’s up as new community policing tool

Community policing is a proven method of building relationships, increasing communication, and keeping neighborhoods safe.

New Haven, one of the first cities to institute the community policing approach, is now taking it to a new level to keep up with the rapidly changing times. WhatsApp users can join groups, such as neighborhood associations or a crime watch, and send each other unlimited mobile messages, pictures, and videos about events or developing situations on their phones.

Between three and four hundred New Haven residents are now part of the Beaver Hills WhatsApp chat group, established by Sgt. John Wolcheski when he became the New Haven Police district manager for the Beaver Hills neighborhood.

Wolcheski credits the idea to his predecessor who told him WhatsApp, “gives you an opportunity to see what’s going on in the neighborhood.”

Last year a neighborhood in the area was hit by a series of break-ins. Wolcheski said communications between members of the WhatsApp group helped identify and apprehend the thief.

“This gives residents the ability to have direct access to their neighborhood officer,” he said. “In this case, a resident saw a break-in in progress, called the police department, and then went on the chat and started giving updates on the thief’s location.”

Resident Nan Bartow said members of the WhatsApp group assisted police in a crackdown against drug dealing and prostitution in her neighborhood.

“We were able to say real time, ‘this is happening, come out,’” Bartow said. “I never had the kind of relationship with the police that I do through the WhatsApp because the district manager watches all the time and he will send somebody out immediately, if needed.”

The full range of services on WhatsApp includes voice calls, one to one video calls, plus the ability to send text messages, images, GIFs, videos, documents, user location, audio files, phone contacts, and voice notes to other users.
The town square of old where folks gathered to exchange news and ideas and generally just enjoy a good visit with neighbors isn’t dead — it’s just digital now.

Enhancing community conversations, promoting local businesses, and staying updated on everything in town is the main thrust behind CivicLift, CCM’s newest service for members. The Torrington-based company will help municipalities build an online community with resources that engage, entertain, and inform.

More than ever, local governments need to have strong and open lines of communication with the public. Once the local newspaper hits the front steps or the mailbox, the “news” is already a day old. Most people now rely on the Internet for information and CivicLift will help towns and cities deliver essential information in real time.

CCM members will get help setting up an online hub, unique to the town’s needs. CivicLift will provide functionality training and offer strategy workshops with community stakeholders to ensure that local voices, issues, and ideas are an important part of the online hub.

The end result will be a hyper-relevant, personalized experience for the community that begins with a dynamic, attractive home page that will not only provide essential information, it also will actively encourage community participation across all demographics: citizens, businesses, schools, the arts, recreation, and municipal leadership. Some of the features include:

- Community events calendar
- Interactive map and directory for places of interest
- Local blogs, articles, and an announcement platform
- A user dashboard, preference settings, and personal configurations

CivicLift also provides a special set of promotion tools given to a selected “curator” to moderate, organize, market, and track site content that’s most relevant to the community. Before the home page goes public, CivicLift will help the municipality reach out to local businesses and others to compile events, announcements, and other listings that will be there waiting in an attractive and compelling format when the town’s or city’s site goes live.

Ongoing support from CivicLift will ensure that CCM members have the latest upgrades and access to metrics and reports. There are pre-built marketing tools already integrated into CivicLift’s online platform and submitted content is vetted through a moderation process to make sure that what’s on the site is in the town’s best interest. CivicLift also offers a return-on-investment program that allows its clients to earn revenue from the platform.

CCM is pleased to present this newest member service. CivicLift has already done the “heavy lifting” in terms of building the platform and a community engagement infrastructure. Members now can have an opportunity to build on that and make the home page a “hometown” page. It allows you to attract many voices, ideas, and interests to one place — a high-tech yet easy to use and maintain town square whose time has come.
Save Time, Money, And Some Trees
Naugatuck uses technology to better serve taxpayers

The Naugatuck Board of Education is leveraging the power of the Internet to radically improve the governance process while saving time, taxpayer dollars, and the environment, officials said in a news release.

This new initiative will replace the old and costly method of compiling, printing, binding, and distributing paper agenda packets by hand with the online program BoardDocs.

The program, used by school districts throughout the country, makes meeting agendas and supporting documents available on the Internet. The Board of Education is now able to distribute documents associated with board meetings quickly and in real time to people who are unable to physically attend the monthly meetings but can follow along online, officials said.

This process will also allow interested parties to review information prior to board meetings. After the meeting, individuals can review the agenda items and see action details, complete with voting results. All documents associated with the meeting are automatically archived and can be accessed by meeting date or the system’s comprehensive search feature.

The Board of Education will also use the BoardDocs technology to publish its policies and procedures online for the public to easily view, which will provide access to the most current and historical meeting information immediately and drastically reduce the expense of distributing policies and procedures.

The Board introduced the new program at the September meeting. The agenda and all item details are available at www.naugatuck.k12.ct.us.

Putting Data Technology To Work
CCM and CRCOG collaborate on revamped Municipal Salary Survey

CM has partnered with the Capitol Region Council of Governments (CRCOG) for the development of an expanded Municipal Salary Survey, a new initiative that builds on CCM’s longstanding Annual Salary Survey.

The two organizations have collaborated over the past several months to develop an online survey that is more in-depth and comprehensive than in prior years. The 2016-2017 Municipal Salary Survey features an online data-entry system, expanded reporting capabilities, and allows towns to benchmark themselves against neighboring and peer communities.

The new survey tool has been rolled out to all municipalities across the state. CCM conducted several webinar training sessions to walk attendees through inputting and extracting salary information. During the initial data entry phase, municipal officials only had the ability to input, review, and submit their salary information.

Access to statewide data and the system’s reporting functionality was rolled out in late fall. Report-generating training sessions were held in January.

The CRCOG-CCM Salary Survey partnership was funded with a state Regional Performance Incentive Program Grant as a human resources best practices project. CRCOG officials said rather than start from scratch, it made sense to build on CCM’s existing survey. The partnership is outlined in a memorandum of understanding and includes nine pilot towns:

- Columbia
- Danbury
- Hebron
- Manchester
- Milford
- Pomfret
- Southington
- South Windsor
- Windsor Locks

The pilot towns were designed to be diverse in both geographic location and size and the data collected by the new survey “will be an extensive system with an expanded data set from what has been collected in the past,” officials said.

New, expanded, online offerings for 2016-2017 and beyond will eventually establish a clearinghouse that will include model documents, job descriptions, personnel manuals, and human resources checklists.

2016-17 Salary Survey Data will include:

- Municipal Organizational Chart (to be uploaded as a pdf)
- Job Descriptions (to be uploaded as a pdf)
- Staffing Information (FTE, FT, PT)
- Pension Information (vesting schedules, employee and employer contributions, benefit formulas)
- Position-Specific Data (hours worked per week, union status, OT exemption status, date of hire or years of service, years of relevant experience, salary ranges and actual salaries, and additional compensation/stipends)
WHY SONITROL?

More than fifty years ago, with the help of a police officer, Sonitrol was founded with the goal of reducing false alarms and increasing criminal apprehensions. We’ve lead the industry ever since. Our dedication to better and more effective security means we are always improving our products and expanding our coverage. With service in 180+ cities across North America, Sonitrol offers cutting-edge security where and when you need it most.

Video Verified Security
- More Arrests
- Greater Dispatch Efficiency
- Increased Officer Safety
- Better Use of Public Safety Resources
- Reduced Insurance Losses, Lower Premiums