

MISSION STATEMENT

The Board of Selectmen, acting as stewards of the Town and agents of the people, will provide services that promote safety; an affordable healthy living environment; and through effective land use and town resources, an economic base that creates jobs and tax assistance to the community while preserving our rural historic character.

**TOWN OF HEBRON
BOARD OF SELECTMEN
SPECIAL MEETING – WORKSHOP (HYBRID)
TOWN OFFICE BUILDING – 15 GILEAD STREET**

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Board of Selectmen - Special Meeting/Workshop - Charter Revision

May 29, 2025, 7:00 PM (America/New York)

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Thursday, May 29, 2025

7:00 p.m.

AGENDA

Time Guideline

7:00 p.m. 1. CALL TO ORDER

7:00 p.m. 2. PLEDGE OF ALLEGIANCE

7:02 p.m. 3. PUBLIC COMMENT

This section of the agenda is reserved for persons in attendance who wish to briefly address the Board of Selectmen. The Board requests that a person's comments be limited to a single period lasting three minutes or less. While the Board respects the right of the public to provide comment, this time is not intended for open discussion or a Board response. Residents who wish to request a dialogue should make arrangements to do so through the Town Manager's Office or the Board Chair. (Persons wishing to comment should type "comment" and your name in the chat box and you will be recognized.)

7:10 p.m. 4. CHARTER REVISION COMMISSION FIRST DRAFT REPORT

- a. Review and Discuss Recommendations from CRC
- b. Review Comments from May 15, 2025, Public Hearing
- c. Consider BOS Recommendations to CRC
- d. Schedule Additional Meetings If Necessary

8:55 p.m. 5. PUBLIC COMMENT

9:00 p.m. 6. ADJOURNMENT



Town of Hebron

**TOWN OFFICE BUILDING
15 GILEAD STREET
HEBRON, CONNECTICUT 06248
TELEPHONE: (860) 228-5971
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www.hebronct.com**

ANDREW J. TIERNEY
TOWN MANAGER

PETER D. KASPER
CHAIRMAN

DANIEL LARSON
VICE CHAIRMAN

TIFFANY V. THIELE
SELECTMAN

KEITH PETIT
SELECTMAN

CLAUDIA TEJADA RILEY
SELECTMAN

April 25, 2025

TO: Francesca Villani, Acting Town Clerk
Hebron Board of Selectmen
Andrew J. Tierney, Town Manager

We are pleased to submit for your consideration our draft report of the recommended Charter amendments.

Attached is a disposition document summarizing recommended action from the CRC in response to the Board of Selectmen's Charge dated February 15, 2024. Also attached is a red-lined version of the proposed changes to the entire Charter document.

Representatives of the CRC will be in attendance at the Board of Selectmen meeting scheduled for May 1, 2025, to briefly present the proposal. To comply with the strict timeline required by CGS Chapter 99 Municipal Charters and Special Acts, we suggest a Public Hearing on May 15, 2025, and invite the Board of Selectmen to attend the Charter Revision Commission meeting scheduled for June 11, 2025, to confer on any potential recommendations from the Board to the Commission.

As you are well aware, the Town Charter is the organic law of the Town in the administration of local affairs. The Charter Revision Commission (CRC) is available, at your convenience, for a joint meeting to further explain our recommendations, if necessary.

We are grateful for the opportunity to have served the Town in this important process. It is our hope that our efforts will strengthen and provide some clarification to an already well-constructed document.

Respectfully,

Heather Petit
Chair
Charter Revision Commission

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Charter Revision Commission

Disposition

Presented to the Board of Selectmen

May 1, 2025

Charter Revision Commission Members

Heather Petit, Chair
Donna Lanza, Vice Chair
Machel Gauthier
Terry McManus*
Jessica Stewart
Adam Ockman
Allegra Weir

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*Through November 2024

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Board of Selectmen Charge				
Charge No.	Charter Section	Brought Forward By	Items for Review	Disposition of Charter Review Commission
1	105 (G)	BOS	Refers to gendered language. Changing references in our Charter to gender-neutral language to reflect our current era, as other towns have done. Reference: Chapter 171 Town Management	In Favor Removed any language in reference to gender and changed Board of Selectmen to Town Council throughout
2	203 (C) & 803 (A)	BOS	Town Clerk position; elected vs. appointed	In Favor of Change Made Town Clerk appointed position with grandfather clause for current Town Clerk. For termination, a vote of four (4) of the Town Council in favor of such is required.
3	203 (E)	BOS	Town Officers general election; review term of office start date	Not in Favor
4	303 (G)	BOS	Review percentage of grant match requiring Special Town Meeting approval	In Favor Increased to .02 (2 percent)
5	403	BOS	Procedure; review language for intent and clarify as needed	In Favor BOS to have meeting immediately following swearing in ceremony to select Chair and Vice Chair
6	406 & 407	BOS	Public Emergencies and Emergency Ordinances; do we need to address limits?	CRC Majority Agreement: Leave as is

Board of Selectmen Charge				
Charge No.	Charter Section	Brought Forward By	Items for Review	Disposition of Charter Review Commission
7	706	BOS	Review of appointed Town boards	In Favor of Change <ul style="list-style-type: none"> • Removed Commemoration Commission • Changed Commission on Aging to five (5) members and two (2) alternates • For Economic Development Commission added language after five (5) members “may include no more than two (2) of which may be non-electors Hebron based business owners”
8.	See Board of Finance Recommendations			
9	903	BOS	Bifurcation of Town and Local Board of Education Budget	Not in Favor
10	105 (A)	Board of Selectmen (BOS)	Hebron Board of Education is a creature of the state per state statute, not a town agency. Needs to be changed in our Charter to align with State Statute (25 CS 305/182 C 93/ Chapter 170)	Not in Favor

Board of Selectmen Charge				
Charge No.	Charter Section	Brought Forward By	Items for Review	Disposition of Charter Review Commission
11	902 (B)	BOS	Review date Hebron Board of Education is required to send budget to the Town; heard from several people that February 15 th is far too early to determine needs	In Favor of Change Changed language to add “preliminary” budget
12	208, 703 & 1211	BOS	Consider whether the sole authority to appoint new Board members resides with the Board of Selectmen. Sovereign Boards – RHAM, BOE, and BOF, may want authority to appoint their own members. This should be discussed.	In Favor of Change Made change that vacancies to be filled on the Hebron and RHAM BOEs shall be made by the BOS in consultation with the members of the Hebron and RHAM BOEs
13	Chapter 13, Section 313 (Currently found in Hebron Code; not Charter)	BOS	Scenic Road Ordinance – consider Ordinance Chapter 13, Section 313 (3) – 313 (10) and whether approval should ultimately be Special Town Meeting	Not in Favor

Board of Finance Recommendations			
Charter Section	Brought Forward By	Items for Review	Disposition of Charter Review Commission
706 (B)	Board of Finance	Possible consideration of Water Pollution Control Authority change See Attachment A	Not in Favor

Hebron Citizen Recommendations

Charter Section	Brought Forward By	Items for Review	Disposition of Charter Review Commission
302 (B)	Terry McManus	Consider increasing quorum to 200	In Favor of Change Made change to .005 (one-half of a percent) of registered voters
302 (A)	Terry McManus	Consider eliminating and put all bond issues to referendum	Not in Favor
305 (A)	Terry McManus	Consider adding procedure to include the ability of citizens to ask questions of the principal interested parties presenting topics for consideration.	Not in Favor
602	Denise Rodosevich	Consider new language underlined: G. Shall purchase, or cause to be purchased, subject to such rules and regulations as may be adopted by the Selectmen, all supplies, materials, equipment and other commodities required by any Town agency or department, including the local Board of Education to the extent said Board shall authorize; <u>giving priority to purchasing the most energy efficient equipment, and the most environmentally-sound supplies, materials, and commodities, and reducing waste.</u>	Not in Favor
602	Denise Rodosevich	(NEW) K. <u>Shall check the rates of electricity providers at least every two years and direct the purchase of electricity for the Town buildings and infrastructure from the supplier that uses the most renewable resources, unless the cost is significantly higher.</u>	Not in Favor
702	Denise Rodosevich	Consider adding underlined: Except as otherwise provided herein, all members of Town boards shall be electors of the Town and shall have such other qualifications as the Board of Selectmen may provide. Except as otherwise provided by vote of the Board of Selectmen, <u>and except for the Sustainability and Resiliency Committee</u> , no member of any Town board shall hold any other office in Town government. Members of Town boards shall serve without compensation, except	Not in Favor

Hebron Citizen Recommendations

Charter Section	Brought Forward By	Items for Review	Disposition of Charter Review Commission
		that just and ordinary expenses incurred by said members in the performance of their duties may be reimbursed, provided that such an appropriation has been authorized for that purpose.	
706	Denise Rodosevich	(NEW) K. Sustainability and Resiliency Commission consisting of sixteen members, each of whom shall serve shall serve four-year overlapping terms. The members shall include the Directors of Planning, Public Works, Finance, and Parks & Recreation or his or her designee; the Fire Chief or his or her designee; a representative from a town church or synagogue; a representative from the Green Committee, the Conservation Commission or the Wetlands Agent, the Commission on Aging, Board of Education, Housing Authority, local business, local medical professional; and three members from the community at-large.	Not in Favor
706	Denise Rodosevich	(Re-letter if K is added) L. Such other Town boards as may be established by ordinance, whose function, composition and terms of members shall be prescribed in the establishing ordinance.	Not in Favor
802	Denise Rodosevich	Consider adding: There shall be the following Town administrative officers: ... (NEW) B. <u>Director of Planning and Development who shall, among other things, develop and promote Town planning and development that reduce/limit greenhouse gas emissions and increase carbon sequestration, with consideration to land use patterns, forest and wetland preservation, and green building practices.</u>	Not in Favor
902 (C)	Terry McManus	Consider adding: all entities shall present an actual expenditure (not budgeted) ten-year history on major line items, the details of which to be worked out later. Such history to be published before the budget referendum.	Not in Favor

Hebron Citizen Recommendations			
Charter Section	Brought Forward By	Items for Review	Disposition of Charter Review Commission
902 (C)	Denise Rodosevich	Consider adding underlined: C. (5) The Town Manager shall also include in his budget message with due regard to the Town of Hebron Plan of Conservation and Development, <u>green building practices, energy conservation, and waste reduction</u> ; a proposed capital improvement plan for the next five fiscal years following the next ensuing fiscal year, together with an estimate of the cost and the method of financing capital improvement plans.	Not in Favor
902 (F)	Denise Rodosevich	Consider adding underlined: F. Duties of the Board of Finance. The Board of Finance shall meet and prepare the revenue projections for the upcoming fiscal year revenue budget, including the Capital Improvement Plan Budget. <u>Should the Board of Finance reject an energy-efficient product or environmentally-sound purchase, it shall prepare a report and file it with the Town, setting forth the reason for such rejection, including, with regard to energy-efficient products, an analysis of electric bill savings generated over the life of such products that will be lost.</u> Budget appropriations shall be at the department or general purpose level. The Board of Finance shall prepare a budget that incorporates a recommended expenditure level for the General Government and Board of Education budgets. The Board of Selectmen and Board of Education shall make specific changes in their respective budgets as will bring them into conformity with the expenditure levels recommended by the Board of Finance. The Board of Finance shall hold a public hearing on their recommended budget not later than the third Tuesday in April. Within one week after the public hearing, the Board of Finance shall present a budget for vote by the Annual Budget Referendum.	Not in Favor

Hebron Citizen Recommendations			
Charter Section	Brought Forward By	Items for Review	Disposition of Charter Review Commission
903	Terry McManus	Consider as part of bifurcation discussion total cost of education including upkeep and capital improvement of facilities	Not in Favor
906 (A)	Denise Rodosevich	Consider adding underlined: No purchase shall be made by any agency except through the Town Manager or his designee. All purchasing shall be conducted according to purchasing policies adopted by the Board of Selectmen; <u>which policies shall include those that advance green buildings, resilient design, transit/bike/pedestrian facilities, energy conservation, non-plastic options, and waste reduction.</u> This section shall not apply to the local Board of Education.	Not in Favor
910 (C)	Terry McManus	Insert after C: retirement of debt should be that: retired. Not transferred to other items.	Not in Favor
1104	Denise Rodosevich	<p>Review Code of Ethics with an eye towards whether it is enforceable, whether it is too subjective, and whether there are loopholes.</p> <p>Example, Section 1104 includes this provision: “No person governed by this code or a business with which he is associated or member of his immediate family shall enter into a contract with the Town unless it is awarded through a process of public notice and/or competitive bidding.” This is clear enough, but it begs the question of whether a situation has arisen or can arise where a Town official or officer is paid for work done for the Town that is not covered by a contract.</p> <p>See Attachment A</p>	Not in Favor
1106	Denise Rodosevich	Review Code of Ethics with an eye towards whether it is enforceable, whether it is too subjective, and whether there are loopholes.	Not in Favor

Hebron Citizen Recommendations			
Charter Section	Brought Forward By	Items for Review	Disposition of Charter Review Commission
		<p>Example: while Section 1106 sets forth restrictions on gifts, the standard set for prohibiting the acceptance of a gift is very subjective: "No person governed by this code or member of such individual's immediate family or business with which he is associated shall solicit or accept any gift that could reasonably be expected to influence or create an appearance of influencing the actions or judgment of such person."</p> <p>See Attachment B</p>	
Not currently in Charter	Denise Rodosevich	<p>Consider provision setting forth violation of the Code of Ethics</p> <p>See Attachment B</p>	Not in Favor
Not currently in Charter	Terry McManus	<p>Once a year, the three Boards that affect the revenues and expenditures of the town shall together, hold a town forum for general discussion purposes from citizens of the town</p>	Not in Favor

Charter Revision Commission Recommendations			
Charter Section	Brought Forward By	Items for Review	Disposition of Charter Review Commission
105 (F)	Charter Revision Commission (CRC)	Council shall mean the Town Council	In Favor
105 (G)	CRC	Councilor shall mean a member of the Town Council (in place of masculine gender definition)	In Favor
105 (H)	CRC	Remove Singular definition	In Favor
105 (K)	CRC	(NEW) K. Town and Hebron Board of Education Budget (Town & HBOE Budget) is the total Town Government Budget and the Hebron Board of Education Budget.	In Favor
203 (C)	CRC	Removed language on elected Town Clerk	In Favor
203 (D)(1)	CRC	(NEW underlined language) A Board of Assessment Appeals, consisting of three (3) members, each of whom shall serve four (4) year overlapping terms; <u>with up to three (3) appointed alternates who shall serve four (4) year overlapping terms.</u>	In Favor
208 (D)	CRC	(NEW) <u>If a vacancy on the Board of Selectmen is not filled within 90 days of the vacancy notice, the vacancy shall go to Special Election. The vacancy shall be filled with a candidate of the same political party as the person vacating the position.</u>	CRC Equally Divided
303 (A)	CRC	(NEW underlined language) The issuance of bonds and all other forms of financing <u>(Refer to Section 910 Borrowing)</u> , the terms of which are in excess of one (1) year;	In Favor
303 (B)	CRC	(NEW underlined language) Any supplemental appropriation which exceeds <u>two percent (.02)</u> of the current year's Town Budget limit set forth in Section 905 B, excluding any bonds or notes issued subject to 910 D;	In Favor

Charter Revision Commission Recommendations			
Charter Section	Brought Forward By	Items for Review	Disposition of Charter Review Commission
303 (F)	CRC	(NEW underlined language) Any appropriation from the Capital and Non-Recurring Expense Fund, not included in the annual budget, which exceeds <u>one percent (.01)</u> of the current year's Town Government Budget, as defined in Section 105;	In Favor
303 (G)	CRC	(NEW underlined language) The acceptance of any federal, state or private grant which participation shall require the Town to contribute funds in excess of one half of one percent (.005) <u>two percent (.02)</u> of the current year's Town Government Budget, as defined in Section 105.	In Favor
502 (B)	CRC	(NEW underline language) Approve supplemental appropriations, <u>pursuant to Section 905 B;</u>	In Favor
502 (F)	CRC	(NEW underline language) Authorize borrowing, <u>pursuant to Section 910;</u>	In Favor
706 (E)	CRC	(NEW underlined language) A <i>Commission on Aging</i> consisting of <u>five (5)</u> members and two (2) alternate members, each of whom shall serve four (4) year overlapping terms.	In Favor
706 (F)	CRC	(NEW underlined language) An <i>Economic Development Commission</i> consisting of five (5) members and two (2) alternate members, each of whom shall serve four (4) year overlapping terms. <u>May include no more than two (2) non-elector Hebron based business owners.</u>	In Favor
709	CRC	(NEW underlined language – first paragraph) Any member of an appointed Town Board may be removed by <u>Town Council</u> by an affirmative vote of <u>at least four (4)</u> members of the <u>Town Council</u> as provided herein:	In Favor

Charter Revision Commission Recommendations			
Charter Section	Brought Forward By	Items for Review	Disposition of Charter Review Commission
710	CRC	(NEW underlined language)A record of the “excused” absence shall be so noted in the attendance section of the meeting minutes. <u>Prior to declaring a vacancy, a documented attempt will be made to reach out to the member being considered for removal....</u>	In Favor
801	CRC	(NEW underlined language – first paragraph) The Town Manager shall appoint, and may remove, subject to the confirmation of <u>an affirmative vote of four (4) members of the Town Council</u> , the administrative officers provided for in Section 802, and other officials and employees as provided for in Section 803. Said officers shall have powers and duties as are provided for by the General Statutes, except as otherwise provided by this Charter.	In Favor
803 (A)	CRC	(NEW underlined language) There shall be an appointed Assessor, and Revenue Collector <u>and a Connecticut Certified Town Clerk.</u>	In Favor
803 (C)	CRC	(NEW underlined language) The Town Manager, subject to the <u>affirmative vote of four (4) members of the Town Council</u> , may combine any of the positions provided for in Section 802 and 803, provided that in combining positions, an appointee is qualified to perform such assigned functions.	In Favor

Charter Revision Commission Recommendations			
Charter Section	Brought Forward By	Items for Review	Disposition of Charter Review Commission
805	CRC	<p>(NEW underlined language)</p> <p>The Town Manager, subject to the approval of the Board of Selectmen <u>Town Council</u>, may appoint and remove the Town Attorney who shall be an attorney-at-law or a firm of attorneys-at-law admitted to practice in this State, who shall serve for a two (2) year term of office commencing on the second Tuesday following the Town election. <u>The Town Attorney should not have a personal or financial interest in the Town. The Town Attorney shall appear for and protect the rights of the Town in all actions, suits or proceedings brought by or against it or any officers, employees or agencies in all matters affecting the Town...</u></p>	In Favor
902 (A)	CRC	<p>(Removal of first paragraph; NEW underlined language)</p> <p>Prior to <u>December 15</u> the Board of Finance shall confer with the <u>Town Council</u> and the Hebron Board of Education to discuss the goals and objectives for the upcoming projected budget <u>and shall communicate .a target for the following fiscal year budget. This target shall be non-binding in terms of preparation of the following year's budget preparation.</u></p>	In Favor

Charter Revision Commission Recommendations			
Charter Section	Brought Forward By	Items for Review	Disposition of Charter Review Commission
905 (B)	CRC	(NEW underlined language) <u>Duties of the Board of Finance.</u> Within thirty (30) days of receipt of a request for a supplemental appropriation the Board of Finance shall either approve or deny the request. The Board of Finance may hold a public hearing on the request. The Board of Finance shall be empowered to make supplemental appropriations up to and including an amount that cumulatively is equal to <u>two (.02)</u> of the current year's budget, excluding the amount appropriated to the Regional School district. All subsequent supplemental appropriations approved by the Board of Finance which exceed the cumulative <u>two</u> percent <u>(.02)</u> of the current year's budget, excluding the amount appropriated for the Regional School District, shall be submitted to a Special Town Meeting pursuant to the provisions of Section 304 B of this Charter.	In Favor
909	CRC	(NEW underlined language) or the purpose of meeting a public emergency threatening the lives, health or property of the Town, its businesses or citizens, the Town Manager or in <u>their</u> absence the <u>Chair of the Town Council</u> , shall be empowered to receive, coordinate, and facilitate a request for emergency appropriations. Said appropriations shall not exceed <u>two percent (.02)</u> of the current year's budget, excluding the amount appropriated for the Regional School District for any one occurrence and shall be acted upon by the Board of Selectmen <u>Town Council....</u>	In Favor
910 (B)	CRC	(NEW underlined language) The <u>Town Council</u> may, by resolution, recommend to the Board of Finance that the Town issue its bonds or notes (<u>short term financing</u>) for such specific purposes as the Selectmen <u>Town Council</u> shall deem to be in the best interests of the Town.	In Favor

Charter Revision Commission Recommendations			
Charter Section	Brought Forward By	Items for Review	Disposition of Charter Review Commission
910 (C)	CRC	(NEW underlined language) The issuance of <u>general obligation</u> bonds and notes <u>issues</u> totaling up to but not exceeding ten (10) percent of the current year's tax levy for any single purpose in any one fiscal year may, after public hearing and approval of the Board of Finance, be authorized by vote of the Town Meeting pursuant to Chapter III. of this Charter.	In Favor
910 (D)	CRC	(NEW underlined language) Any resolution approved by the Board of Finance authorizing the issuance of <u>general obligation</u> bonds or notes <u>issues</u> equal to ten (10) percent or more of the current year's tax levy shall be submitted for approval or rejection to a referendum vote at a regular or special election. The resolution shall stand approved if so voted by a majority of those voting thereon, provided that at least ten (10) percent of those electors (as defined in C.G.S. § 9-1) qualified to vote thereon shall have voted on the issue.	In Favor
1211	CRC	(NEW Title) <u>Transition - Appointed Boards, Agencies, Commissions, and Committees and Town Clerk</u>	In Favor
1211	CRC	(NEW) <u>A. The Acting Town Clerk/Town Clerk, as of October 1, 2025, shall retain such position and transition into the position as a non-elected official as provided for by this Charter on the effective date of this Charter. The transitioned Town Clerk shall continue to perform the duties of such office and will be considered an employee of the Town consistent with time served on the effective date of this Charter. This provision shall make election results for the position of Town Clerk which may occur on November 4, 2025, null and void.</u>	In Favor

Charter Revision Commission Recommendations			
Charter Section	Brought Forward By	Items for Review	Disposition of Charter Review Commission
1211	CRC	(NEW) <u>B. Effective December 1, 2025, the Commission on Aging will consist of five (5) regular members and two (2) alternate members serving four (4) year overlapping terms. Of the two terms expiring in 2025, one will be appointed as a regular member and the other as an alternate member.</u>	In Favor

Attachment A

Email from Diane Del Rosso, Chair, Board of Finance

Over the last couple years the Board of Finance (BOF) has had some general discussions around oversight of Hebron's Water Pollution Control Authority (WPCA). We recognize the authority of Hebron's Board of Selectmen (BOS) and that the BOS appoint members to the WPCA Board under Chapter VII of Hebron's Town Charter. The Rules of Procedure for this Board are generally defined in Section 708 and are to be filed with the office of the Town Clerk and with the BOS.

The WPCA is responsible for major infrastructure for Hebron and its residents including major expenditures in the Town's budget. All of Hebron's constituents are currently paying for the replacement of the pumping stations due to the normal life cycle of the system. The BOF is requesting that the BOS take a more proactive approach to the review of the activities of the WPCA including the following:

1. Review and update, if necessary, the WPCA Rules of Procedure to consider -
 - a. Update timing of budget preparation to be included in the Town of Hebron's budget preparation
 - b. Review and update procedures to set system pricing that should include an escrow amount (to be restricted in Hebron's accounts) to be set aside for future replacement, maintenance and repair.
 - c. Identify specific timing for the WPCA to present to the BOS annual review and approval of user's fees.
 - d. Ensure that WPCA reports to the BOS on a regular cycle that might be through Board meeting notes, Liaison reports or direct updates to the BOS from time to time.

Attachment B

Email from Denise Rodosevich

Code of Ethics

Chapter XI sets forth Hebron's Code of Ethics for our Town employees, officials, and officers. I encourage you to review it with an eye towards whether it is enforceable, whether it is too subjective, and whether there are loopholes.

For example, while Section 1106 sets forth restrictions on gifts, the standard set for prohibiting the acceptance of a gift is very subjective: "No person governed by this code or member of such individual's immediate family or business with which he is associated shall solicit or accept any gift that could reasonably be expected to influence or create an appearance of influencing the actions or judgment of such person."

As another example, Section 1104 includes this provision: "No person governed by this code or a business with which he is associated or member of his immediate family shall enter into a contract with the Town unless it is awarded through a process of public notice and/or competitive bidding." This is clear enough, but it begs the question of whether a situation has arisen or can arise where a Town official or officer is paid for work done for the Town that is not covered by a contract.

And, as a last example, where is there a provision setting forth the consequences for violation of the code?

The last I knew, the Office of State Ethics was able to provide a copy of a model municipal ethics code. That Office may be able to direct you to other municipal codes and make recommendations.

TOWN CHARTER

TOWN OF HEBRON, CONNECTICUT

**APPROVED NOVEMBER 8, 1988
IMPLEMENTED NOVEMBER 21, 1989**

**CHARTER AMENDMENTS
APPROVED NOVEMBER 5, 1996
EFFECTIVE NOVEMBER 19, 1996**

**CHARTER AMENDMENTS
APPROVED NOVEMBER 4, 2003
EFFECTIVE NOVEMBER 18, 2003**

**CHARTER AMENDMENTS
APPROVED NOVEMBER 3, 2009
EFFECTIVE NOVEMBER 17, 2009**

**CHARTER AMENDMENTS
APPROVED NOVEMBER 4, 2014
EFFECTIVE NOVEMBER 18, 2014**

**CHARTER AMENDMENTS
APPROVED NOVEMBER 5, 2019
EFFECTIVE NOVEMBER 19, 2019**

**CHARTER AMENDMENTS
APPROVED NOVEMBER 4, 2025
EFFECTIVE NOVEMBER 18, 2025**

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TOWN OF HEBRON, CONNECTICUT

TOWN CHARTER

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Chapter I. INCORPORATION AND GENERAL POWERS

Section 101. Incorporation

All of the inhabitants dwelling within the territorial limits of the Town of Hebron, as heretofore constituted, shall continue to be a body politic and corporate under the name of "The Town of Hebron", hereinafter called "the Town", and as such shall have perpetual succession and may hold and exercise all powers and privileges heretofore exercised by said Town and not inconsistent with the provisions of this Charter, the additional powers and privileges herein conferred and all powers and privileges conferred upon Towns under the Constitution and General Statutes of the State of Connecticut.

Section 102. Rights and Obligations

All property, both real and personal, all rights of action and rights of every description and all securities and liens in said Town as of the effective date of this Charter are continued. Nothing herein shall be construed to affect the rights of the Town to collect any assessment, charge, debt or lien. The Town shall continue to be liable for its debts and obligations. If any contract has been entered into by said Town prior to the effective date of this Charter, or any bond or undertaking has been given by or in favor of said Town, which contains provisions that the same may be enforced by any office or agency therein named which is hereby abolished or superseded by the creation herein of a new commission, board, agency or office to which are granted similar powers and jurisdiction, such contracts, bonds or undertakings shall continue in full force and effect. The powers conferred and the duties imposed with reference to the same upon any office or agency, shall, except as otherwise provided in this Charter, hereinafter be exercised and discharged by the chief executive officer of said Town.

Section 103. General Grant of Power

In addition to all of the powers granted to Towns under the Constitution and General Statutes of the State of Connecticut, or which may hereafter be conferred, the Town shall have all powers specifically granted by this Charter and all of the powers fairly implied in or incidental to the powers expressly granted, all powers conferred by the **General Statutes C.G.S.**, as amended, and by special acts of the General Assembly, not inconsistent with this Charter, and all other powers incident to the management of the property, government and affairs of the Town, including the power to enter into contracts with the United States Government or any branch thereof, or any other body politic or corporate not expressly forbidden by the Constitution or General Statutes of the State of Connecticut. The enumeration of particular powers in this and any chapter of this Charter shall not be construed as limiting this general grant of power, but shall be considered as an addition thereto.

Section 104. Effect of the Charter

This Charter shall be the organic law of the Town in the administration of local affairs. Special acts, ordinances, bylaws, rules, regulations and resolutions inconsistent with this Charter and superseded by it shall have no further force and effect after the effective date of this Charter. Other special acts affecting the Town and all ordinances, bylaws, rules, regulations and resolutions duly adopted and in force before the effective date of this Charter shall remain in full force and effect.

Section 105. Definitions

Whenever used in the context of this Charter, the following words and phrases shall have the following meanings:

- A. **Town Agency** shall mean all of the elected and appointed boards, agencies, commissions, authorities and committees of the Town, including the Town Council and the local Board of Education;
- B. **Supplemental Appropriation** shall mean an appropriation that is in addition to the total amount of the budget at any given point in time. It is not a transfer within or between departments;
- C. **Department** shall mean a unit of administration for budgetary purposes. There need not be a director of a department;
- D. **Town Officer** means a member of a Town Agency as defined in "A." above, those officers and employees enumerated in Section 802, and all elected officials;
- E. **Connecticut General Statutes** (C.G.S.) or **General Statutes** shall mean the Connecticut General Statutes, Revision of 1958 as the same may be revised amended from time to time;
- F. ~~**Selectmen Council** (plural)~~ shall mean the Board of Selectmen Town Council;
- G. **Councilor** shall mean a member of the Town Council;
- G. ~~**Masculine gender** shall include the feminine and the feminine shall include the masculine;~~
- H. ~~**Singular** shall include the plural and the plural shall include the singular unless the context otherwise requires;~~
- H.I. **Day** shall mean a calendar day unless otherwise specified in the Town Charter.

I.J. **Town Government Budget** is the total town budget less Hebron Board of Education budget and the Regional School District #8 ("RHAM") Levy.

K. **Town and Hebron Board of Education Budget (Town & HBOE Budget) is the total Town Government Budget and the Hebron Board of Education Budget.**

Chapter II. ELECTIONS

Section 201. General

Nomination and election of federal and state officials and of such Town Officers and Town Agencies as are provided for in this Charter, shall be conducted, and the Registrars of Voters shall prepare lists of electors qualified to vote therein, in the manner prescribed by law.

Section 202. Federal and State Officers

Nominations and elections of federal and state officers, Registrars of Voters and Justices of the Peace shall be conducted as prescribed in the ~~Connecticut General Statutes~~ C.G.S.

- A. At the regular state election held on November 8, 1992 and every four (4) years thereafter, there shall be elected two (2) Registrars of Voters, whose terms of office shall commence on the Wednesday after the first Monday in January following their election.
- B. Justices of the Peace shall be selected in the manner prescribed for in the ~~General Statutes~~ C.G.S. and by Town Ordinance.

Section 203. Town Officers - General Election

- A. There shall be elected a ~~Board of Selectmen~~ Town Council consisting of five (5) members each of whom shall serve four (4) year overlapping terms. .
- B. There shall be elected a Board of Finance, consisting of five (5) members, each of whom shall serve four (4) year overlapping terms.
- C. ~~There shall be elected a Town Clerk, whose term of office shall be four (4) years and shall commence on the Wednesday after the first Monday in January following the Town election.~~
- D. There shall be elected members to the following Town Agencies for the terms specified herein. Except as otherwise provided in this Charter, such Town Agencies shall have powers and duties as are provided in the ~~Connecticut General Statutes~~

C.G.S. Electors may vote for, and each political party may nominate, as many candidates as there are available seats to be filled on the following Town Agencies, specifically including the Board of Assessment Appeals and the Board of Education provided, however, that the election requirements of C.G.S. § 9-204b shall apply to the Board of Education:

1. A Board of Assessment Appeals, consisting of three (3) members, each of whom shall serve four (4) year overlapping terms; with up to three (3) appointed alternates who shall serve four (4) year overlapping terms.
 2. A Planning and Zoning Commission consisting of five (5) members and two (2) alternates, each of whom shall serve four (4) year overlapping terms;
 3. A Zoning Board of Appeals consisting of five (5) members and three (3) alternates, each of whom shall serve four (4) year overlapping terms;
 4. A Board of Education, hereinafter referred to as the "Local Board", consisting of seven (7) members, each of whom shall serve four (4) year overlapping terms;
- E. All terms of office, except as otherwise provided in this Charter, shall commence on the second Tuesday following the Town election. Elected Town officers shall hold office until their successors have been chosen and qualified.
- F. Elected officials, other than members of the Board of Selectmen Town Council, shall receive such compensation as may be approved in the annual budget. Reimbursement of expenses incurred by elected officials in performing official duties shall be authorized by the Board of Finance and subject to any appropriation in the annual budget. All fees collected by elected officials shall be remitted to the general fund.

Section 204. The Regional Board of Education

Members of the Regional Board of Education shall be elected concurrent with municipal elections. Said members shall serve four (4) year overlapping terms, commencing December 1st of the year in which elected. The Town shall elect members of the Regional District #8 Board of Education in the manner provided for by C.G.S. § 10-46 (a) and (c). as amended from time to time.

Section 205. Eligibility

No person shall be eligible for election to any Town office who is not, at the time of his election, an elector of said Town. Any person ceasing to be an elector of said Town shall

thereupon cease to hold elective office in the Town. The resulting vacancy shall be filled pursuant to Section 208.

Section 206. Minority Representation

- A. Except as otherwise provided, minority representation on all Town Agencies, as defined in Section 105 of this Charter, shall be determined in accordance with the provisions of C.G.S. § 9-167a.
- B. Minority representation on the local Board of Education shall be determined by C.G.S. § 9-204b.
- C. Minority representation on the Regional Board of Education shall be determined pursuant to C.G.S. § 10-46 (c).

Section 207. Tie Resolution

When any municipal election conducted pursuant to the provisions of this Charter results in a tie, with the consent of the tied candidates, the tie may be broken by the single toss of a coin by a third party agreeable to tied candidates. Otherwise, when any regular or special municipal election, primary election or referendum conducted pursuant to the provisions of this Charter results in a tie, an adjourned election shall be conducted in accordance with the provisions of C.G.S. § 9-332 to determine who shall be elected, or in the case of a question at referendum whether it shall be accepted or rejected. The provisions of this section shall not apply to questions at referendum under which the provisions of this Charter or the ~~General Statutes~~ C.G.S. require a minimum number of electors voting in favor of such questions for approval.

Section 208. Vacancies - Elective Office

- A. Any vacancy arising in any elective office or Town Agency shall be filled in accordance with this Section 208 following the date of notice to the Town Clerk and acceptance of any resignation or the determination by the ~~Board of Selectmen~~ Town Council of such vacancy. Any such appointment shall be made by vote of the ~~Board of Selectmen~~ Town Council and shall be for the unexpired portion of the term.
- B. In filling vacancies the ~~Board of Selectmen~~ Town Council shall solicit nominations for such vacancies from the political parties as well as from the general public. No appointment shall be made before thirty five (35) days after notification from the ~~Board of Selectmen~~ Town Council. The ~~Board of Selectmen~~ Town Council in filling vacancies shall have the final authority in deciding whom to appoint to fill any vacancy.

C. Vacancies to be filled on the Hebron and RHAM Boards of Education shall be made by the Town Council in consultation with the Hebron Board of Education and Hebron members of the RHAM Board of Education.

D. If a vacancy on the Town Council is not filled within 90 days of the vacancy notice, the vacancy shall go to Special Election. The vacancy shall be filled with a candidate of the same political party as the person vacating the position.

Section 209. Voting Districts

There shall continue to be one (1) voting district as existed on the effective date of this Charter. The ~~Board of Selectmen~~ Town Council shall have the authority to create additional voting districts as the needs of the Town may require, subject to the approval of the Town Meeting.

Section 210. Board of Admission for Electors

The Town Clerk, or any assistants, and the Registrars of Voter, or any deputies, shall constitute the Board of Admission for Electors in accordance with applicable ~~General Statutes~~ C.G.S.

Chapter III. THE TOWN MEETING

Section 301. General

The Town Meeting shall have authority for final approval of those actions of the Town as hereinafter enumerated, and when considering such actions said meeting shall be deemed to be the legislative body of the Town. The Town Meeting shall also have legislative authority for all other matters not specifically enumerated hereinafter or enumerated in Section 402. All persons deemed to be eligible to vote in Town Meetings as prescribed in the ~~General Statutes~~ C.G.S. shall be eligible to vote in Town Meetings called pursuant to this Charter. Said voters shall be eligible to vote in special referenda called pursuant to this Charter. No Town Meeting shall be called except pursuant to Section 303 and 304 of this Charter.

Section 302. Town Meeting Procedure

A. All Town Meetings shall be called pursuant to C.G.S. § 7-3 by resolution of the ~~Board of Selectmen~~ Town Council, fixing the time and place of said meeting, notice of which shall be given at least five (5) days in advance by publication in a newspaper having a general circulation in the Town, and by posting a notice in a public place. All Town Meetings shall be called to order by the moderator selected to moderate said Town Meeting and all business shall be conducted pursuant to Section 305 of this Charter. The Town Clerk shall serve as clerk of all Town Meetings, but in the absence of the Town Clerk, the moderator shall appoint a clerk

of the meeting. Any Town Meeting may be recessed from time to time as the interests of the Town may require, and the moderator may entertain a motion to recess such meeting.

- B. All actions taken at Town Meetings shall be by a majority vote of those present and qualified to vote providing that a quorum is present equal to ~~at least twenty-five (25)~~ at least one half of one percent (.005) of the electors of the Town as determined from the latest official list of the Registrars of Voters. Immediately upon calling the meeting to order, the moderator shall ascertain if a quorum is in attendance. If a quorum is present the meeting shall proceed. If a quorum is not present, the moderator shall recess the meeting to the same day of the next following week.

If a quorum is present at the recessed meeting, the meeting shall proceed. If a quorum is not present at the subsequent Town Meeting, all matters on the call of the Town Meeting shall revert to the ~~Board of Selectmen~~ Town Council who shall have final authority over such matters.

A Town Meeting vote on any matter on the call of the Town Meeting shall be by paper ballot if more than twenty percent (20%) of present and qualified voters vote to require that the matter on the call be decided by a paper ballot vote.

Section 303. Special Town Meetings

Special Town Meetings shall be called by the ~~Board of Selectmen~~ Town Council and shall follow Section 302 of this Charter for consideration of the following:

- A. The issuance of bonds and all other forms of financing (Refer to Section 910 Borrowing), the terms of which are in excess of one (1) year;
- B. Any supplemental appropriation which exceeds two percent (.02) ~~one percent (.01)~~ of the current year's Town and Hebron Board of Education Budget limit set forth in Section 905 B, ~~excluding any bonds or notes issued subject to 910 D~~;
- C. With the exception of the acquisition of open space contained within a plan of subdivision approved by the Planning and Zoning Commission in accordance with Chapter 126 of the General Statutes C.G.S., the acquisition or disposition of the fee title to real estate by the Town;
- D. The creation, consolidation, modification or abolition of any permanent Town Agency or department not otherwise provided for in this Charter, provided however, any newly created Town Agency or department shall come under the provisions contained in this Charter;

- E. Leases and lease options to which the Town, including the local Board of Education, is a party which involve a term or obligation in excess of one (1) year, excluding leases of personal property;
- F. Any appropriation from the ~~C~~capital and ~~N~~non-~~R~~ecurring ~~E~~expense ~~F~~und, not included in the annual budget, which exceeds one percent (.01) ~~one half of one percent (.005)~~ of the current year's Town Government Budget, as defined in Section 105;
- G. The acceptance of any federal, state or private grant which participation shall require the Town to contribute funds in excess of ~~one half of one percent (.005)~~ two percent (.02) of the current year's Town Government Budget, as defined in Section 105.
- H. The discontinuance of Town roads;
- I. The establishment of or changes to the geographical boundaries of Voting Districts;
- J. Such other matters or proposals as the Selectmen Town Council, in their discretion, shall deem of sufficient importance to be submitted to a Special Town Meeting, including recommendations by the Selectmen Town Council for the adoption, modification or repeal of any ordinance.

Section 304. Petitioned Town Meetings

- A. Two (2) percent of the electors of the Town, as determined by the latest official registry lists of the Registrars of Voters may, at any time, petition over their signature for a Special Town Meeting concerning such matters provided for in Section 303 C (except for a petition to purchase property), Section 303 D and Section 303 H of this Charter. Any such proposal may be examined by the Town Attorney before being submitted to a Special Town Meeting. The Town Attorney shall be authorized to correct the proposal for repetitions, illegalities and unconstitutional provisions, but may not materially change its meaning or intent.
- B. The Town Clerk shall, within seven (7) days of the receipt of the petition, report to the Selectmen Town Council whether the petition yields sufficient valid signatures. If sufficient valid signatures are not found, the Clerk shall so notify the Selectmen Town Council who shall declare the petition invalid. If sufficient signatures are found, the Selectmen Town Council shall call a Special Town Meeting within thirty (30) days of such certification. The same procedures and requirements shall govern Petitioned Town Meetings as govern Special Town Meetings.

Section 305. Panel of Moderators

- A. There shall be a panel of Town Moderators, consisting of not more than four (4) members, no more than two (2) of whom shall be members of the same political party. The Panel of Moderators shall be appointed by the ~~Board of Selectmen~~ Town Council for a two (2) year term beginning on the first day of December of each Town election year. Each moderator shall be an elector of the Town and shall have a working knowledge of Robert's Rules of Order as well as Chapter III of the Hebron Town Charter. Following their appointment, the Moderators shall meet to draft a common set of procedures to be used at all Town Meetings, using Robert's Rules of Order as a guideline. Periodically, the Panel of Moderators may meet to discuss, and as necessary, revise, add or delete provisions to the common set of procedures.
- B. Not less than five (5) days prior to any Town Meeting, the ~~Board of Selectmen~~ Town Council shall appoint one of the members of the Panel of Moderators to preside as moderator of the forthcoming Town Meeting and one to serve as an alternate moderator. The ~~Selectmen~~ Town Council shall exercise reasonable care in the selection of the moderators to avoid any conflict of interest. Prior to the Town Meeting the moderators may meet with the person or persons designated by the Town Manager to discuss procedures and conduct of the upcoming meeting. The ~~Board of Selectmen~~ Town Council shall appoint members of the Panel of Moderators on a rotational basis so that each shall act as moderator as nearly equal a number of times as possible. In the event that no Town Moderator is available the ~~Board of Selectmen~~ Town Council may appoint a qualified elector to serve as Special Moderator at a particular meeting.

Chapter IV. ~~BOARD OF SELECTMEN~~ TOWN COUNCIL

Section 401. Number of ~~Selectmen~~ Town Council Members

There shall be a ~~Board of Selectmen~~ Town Council consisting of five (5) members. The members shall serve without compensation except for the reimbursement of authorized expenses incurred in the performance of official duties. No more than three (3) members of ~~such Board~~ the Council shall be members of the same political party.

Section 402. General Powers and Duties

The ~~Board of Selectmen~~ Town Council shall have the powers and duties which, at the effective date of this Charter, were conferred by the Constitution and General Statutes of the State on Boards of Selectmen and shall have such additional powers as shall enable them:

- A. To enact and amend ordinances not inconsistent with this Charter or the ~~General Statutes~~ C.G.S. and to repeal ordinances or amendments adopted under this section;

- B. To recommend to the Town Meeting the creation, consolidation, modification or abolition of Town Agencies and departments of the Town, provided that any such Town Agency or department created, consolidated, modified or abolished shall be bound by the provisions of this Charter;
- C. In adopting ordinances, to incorporate any nationally recognized code, rules or regulations or any portion thereof, by reference thereto in such ordinance; provided upon adoption of any such ordinance wherein such code, rules or regulations or portions thereof have been incorporated by reference, such code, rules or regulations shall be duly filed in the office of the Town Clerk for inspection and copying by the public at reasonable hours in lieu of publication in any newspaper;
- D. By resolution to regulate the internal procedure of agencies;
- E. To fix the charges, if any, to be made for services rendered by the Town;
- F. To prepare and have published the Annual Town Report;
- G. To accept roads on behalf of the Town, provided that any road so accepted (1) complies with planning and zoning regulations, (2) is certified by the Town Engineer as having been constructed in accordance with Town standards and (3) that proper deeds, which have been approved by the Town Attorney, are in the hands of the Board of Selectmen Town Council. Once acceptance is given, the Town Clerk shall be provided with a copy of the resolution accepting any road(s) and the deed(s) for inclusion with the land records of the Town;
- H. To make such appointments to local and regional agencies as are provided by law subject to the limitations of this Charter and any ordinances of the Town;
- I. To acquire or dispose of any interest in real estate by the Town less than a fee title;
- J. To lease personal property; and
- K. To authorize, apply for, accept and appropriate the proceeds from federal, state and other grants in aid or bequests for any Town purpose. All grant applications must be approved by the Town Council. ~~Board of Selectmen prior to submission.~~

Section 403. Procedure

At its first meeting, following each biennial Town Election, At a Special Meeting to be held immediately following the swearing in of newly elected officials (second Tuesday after the election) the Board of Selectmen Town Council shall fix a time and place of its

regular meetings and provide a method for the calling of special meetings. At this meeting, the ~~Board of Selectmen-Town Council~~ shall choose one of its members to be the Chair~~man~~. Also at this meeting, a Vice-Chair~~man~~ shall be chosen who shall act in the absence or temporary disability of the Chair~~man~~. Nothing shall prohibit the Chair~~man~~ or Vice-Chair~~man~~ from being a full voting and participating member of the ~~Board of Selectmen-Town Council~~. The ~~Board of Selectmen-Town Council~~ shall, by resolution, determine its own rules of procedure, except that each ~~Selectman-Councilor~~ shall be able to make a motion or offer a proposal which shall be considered by the ~~Board of Selectmen Council~~ without the necessity of a seconding motion. All meetings of the ~~Board of Selectmen-Town Council~~ for the transaction of business shall be open to the public, except that the ~~Board of Selectmen-Town Council~~ may stand in executive session whenever otherwise permitted or required by law. The votes of each member shall be recorded at the session at which they occur and reported in the minutes of such meeting. The majority of the entire ~~Board of Selectmen-Town Council~~ shall constitute a quorum, and no ordinance, resolution, or action except a vote to adjourn or fix the time and place of the next meeting shall be adopted by less than a majority of the entire ~~Board of Selectmen Town Council~~.

Section 404. Public Hearing on and Publication of Ordinances

At least one public hearing, notice of which shall be given at least five (5) days in advance by publication in a newspaper having a general circulation in the Town, and by posting a notice in a public place, shall be held by the ~~Board of Selectmen-Town Council~~ before any ordinance shall be voted upon.

Every ordinance, after passage, shall be duly recorded by the Town Clerk and available for inspection and copying by the public during reasonable hours. Within ten (10) days after final passage, the text of each ordinance shall be published in summary form in a newspaper having circulation within the Town. Nothing herein shall prohibit the periodic codification or recodification of existing Town ordinances.

Every ordinance, unless it shall specify a later date, shall become effective on the twenty first (21st) day after such publication following its final passage except if overruled as provided in Section 405 of this Charter.

Section 405. Power of Overrule - Ordinances Adopted by the Board of Selectmen Town Council

All actions of the ~~Board of Selectmen-Town Council~~ on ordinances, except emergency ordinances, shall be subject to overrule at a special referendum in the following manner:

- A. A petition must be filed with the Town Clerk within twenty (20) days after final action by the ~~Board of Selectmen Town Council~~. Two (2) percent of the electors of the Town, as determined by the latest official registry lists of the Registrars of Voters, may file with the Town Clerk a petition, signed in ink or indelible pencil,

requesting that such ordinance be submitted to the voters of the Town for special referendum.

- B. The Town Clerk shall, within seven (7) days of receipt of said petition, certify to the Selectmen Town Council as to whether the petition yielded sufficient valid signatures. If sufficient valid signatures are not found, the Clerk shall so inform the Selectmen Town Council who shall declare the petition invalid and the ordinance shall take effect on the following Monday. If sufficient valid signatures are found, the effective date of the ordinance shall be set aside and the Selectmen Town Council shall call a special referendum to be held within thirty (30) days of the certification of the petition.
- C. The ordinance shall stand approved unless a majority of those voting shall have voted in favor of overruling such ordinance, providing however that at least ten (10) percent of the voters of the Town shall have voted on the matter. Any ordinance not so overruled shall take effect on the day following the referendum.

Section 406. Public Emergencies

Whenever a public emergency exists or threatens to arise involving or threatening the lives, health, or property of the inhabitants of the Town or property of the Town, the Town Manager or their his-designee with the consent of the Chairman of the Board of Selectmen Town Council may declare a public emergency and shall have the power to mobilize, organize, and direct the forces of the Town and to call upon the forces of the Federal Government, the State of Connecticut and other political subdivisions. The Town Manager, or in his their-absence, the Chairman of the Board of Selectmen Town Council may summon, marshal, deputize or otherwise employ other persons to do whatever may be deemed necessary for the purpose of meeting the emergency. Spending to meet said public emergency shall be pursuant to Section 909 of this Charter. Emergency ordinances shall be enacted pursuant to Section 407 of this Charter.

Section 407. Emergency Ordinances

An ordinance adopted by the Board of Selectmen Town Council as a public emergency measure and stating the facts constituting such public emergency shall become effective immediately and shall be published in a newspaper having a general circulation in the Town and by posting a notice in a public place as soon as possible thereafter. No public hearing or notice of public hearing shall be required for any public emergency ordinance.

Every such emergency ordinance, unless repealed at an earlier time, including any amendment thereto, shall automatically stand repealed at the termination of the sixty first (61) day following passage of said ordinance, except that if the emergency continues the

~~Board of Selectmen Town Council~~ may continue said ordinance for an additional period not to exceed sixty (60) days.

Section 408. Coordination

The ~~Board of Selectmen Town Council~~ shall coordinate through the Town Manager the activities and operations of the Town government and from time to time may convene joint meetings of Town agencies for such purposes, and from time to time may require such reports or information to be submitted by the agencies as the ~~Board of Selectmen Town Council~~ may deem necessary for such purposes.

Section 409. Oath of Officers

The ~~Selectmen Town Council~~ shall forthwith, after the election or appointment of any Town officers of whom an oath is required by law, cause them to be sworn to a faithful discharge of their respective duties by the Town Clerk. Notice of election or appointment shall be in written form indicating if the oath is needed, as well as the time and the location of the next regularly scheduled meeting of the appropriate group.

Chapter V. BOARD OF FINANCE

Section 501. Number of Board of Finance Members

There shall be a Board of Finance consisting of five (5) members. The members shall serve without compensation except for the reimbursement of authorized expenses incurred in the performance of official duties. No more than three (3) members of such Board shall be members of the same political party.

Section 502. General Powers and Duties

The Board of Finance shall under the authority conferred by the Constitution and General Statutes of the State on Connecticut, Hebron Town Ordinances ~~and shall~~ have the following powers and duties as more specifically set forth in this Charter:

- A. Oversee the financial activity of the Town;
- B. Approve supplemental appropriations, pursuant to Section 905 B;
- C. Approve interdepartmental and intradepartmental transfers;
- D. Annually set revenue projections and ~~prepare~~ budgets for the General Government and the Board of Education;
- E. Set the mill rate;
- F. Authorize borrowing, pursuant to Section 910;
- G. Call for public hearings as necessary.

Section 503. Procedure

~~At its first meeting, following each biennial Town Election, Annually~~ the Board of Finance shall fix a time and place of its regular meetings and provide a method for the calling of special meetings. At ~~this its first~~ meeting following each biennial Town Election, the Board of Finance shall choose one of its members to be the Chair~~man~~. Also at this meeting, a Vice-~~Chairman~~ shall be chosen who shall act in the absence or temporary disability of the Chair~~man~~. Nothing shall prohibit the Chair~~man~~ or Vice Chair~~man~~ from being a full voting and participating member of the Board of Finance. All meetings of the Board of Finance for the transaction of business shall be open to the public. The majority of the entire Board of Finance shall constitute a quorum, and no action except a vote to adjourn or fix the time and place of the next meeting shall be adopted by less than a majority of the entire Board of Finance.

Chapter VI. THE TOWN MANAGER

Section 601. General

- A. The Town Manager shall be appointed by the ~~Board of Selectmen~~ Town Council after having been chosen exclusively on the basis of technical and administrative qualifications, character, education, training and experience. The Town Manager ~~He~~ shall be the Chief Executive and Chief Administrative Officer of the Town.

The appointment of the Town Manager shall require at least four (4) affirmative votes and it shall require at least four (4) affirmative votes to remove the Town Manager from office. The Town Manager shall not be required to reside in Town during ~~his~~ the term of employment.

The Town Manager shall be responsible to the ~~Board of Selectmen~~ Town Council for the administration of all departments and agencies of the Town government except the local Board of Education and Town agencies whose head or whose members are elected by popular vote. ~~He~~ The Town Manager shall have the power to supervise, direct and control the operation of all departments and agencies under ~~his~~ their jurisdiction. The Town Manager may designate one of the Administrative Officers to act on ~~his~~ their behalf during any period of temporary absence or unavailability. The Town Manager shall have the right to attend all public meetings of the ~~Board of Selectmen~~ Town Council with full right to participate in all discussions but without the right to vote.

- B. The Town Manager may be removed by an affirmative vote of at least four (4) members of the ~~Board of Selectmen~~ Town Council, as herein provided. At least thirty (30) days before the proposed removal of the Town Manager, the ~~Board of Selectmen~~ Town Council shall adopt a resolution which shall state its intention to remove the Town Manager from office and the reasons for the removal. A copy of the resolution shall be served on the Town Manager within twenty four (24) hours of the passage of the resolution. Upon the passage of the resolution to remove the Town Manager from office, the ~~Board of Selectmen~~ Town Council may suspend the Town Manager from duty, provided the salary of the Town Manager shall continue until ~~his~~ removal from office. The Town Manager may, within ten (10) days, request a public hearing in which event the Town Manager shall not be removed until the public hearing has been held. At the public hearing, the Town Manager may be represented by legal counsel. At the conclusion of the public hearing, the ~~Board of Selectmen~~ Town Council shall take final action on the removal of the Town Manager. Any action by the ~~Board of Selectmen~~ Town Council in removing the Town Manager shall be final. Upon suspension, removal or resignation of the Town Manager, the ~~Board of Selectmen~~ Town Council may appoint an Interim Town Manager, who shall serve at the pleasure of the ~~Board of Selectmen~~ Town Council for a period not to exceed ninety (90) days. In the event a

permanent Town Manager has not been appointed within the ninety (90) day period, the ~~Board of Selectmen~~ Town Council is empowered to extend appointment of the Interim Town Manager for increments of thirty (30) days or until a permanent Town Manager has been appointed. The Interim Town Manager shall have only those powers granted by the ~~Board of Selectmen~~ Town Council.

Section 602. Duties

Except as otherwise provided by this Charter, the Town Manager shall have all the powers, duties and responsibilities conferred by law. In addition, ~~he the Town Manager~~ shall have all of the powers necessary or incidental to the discharge of ~~his~~ their duties as set forth in this Charter.

The Town Manager:

- A. Shall be responsible to the ~~Board of Selectmen~~ Town Council for the administration of all Town matters;
- B. Shall be responsible for coordinating the administration of the departments, offices and agencies of the Town including all town employees as provided in Chapter VIII ADMINISTRATIVE OFFICERS, DEPARTMENT HEADS AND EMPLOYEES of this Charter;
- C. Shall be responsible for carrying out the ordinances, resolutions, policies, and other actions of the ~~Board of Selectmen~~ Town Council and of the Town Meeting;
- D. Shall be responsible for making a continuous review of the current and future needs of the Town, and in connection therewith, may require reports and information to be submitted by any agency of the Town;
- E. Shall periodically review all insurance coverage carried by the Town, including the local Board of Education, and shall recommend to the ~~Board of Selectmen~~ Town Council adjustments and improvements in such coverage;
- F. Shall keep the ~~Board of Selectmen~~ Town Council informed of state and federal grant programs for which the Town may be eligible and shall assist the ~~Board~~ Town Council in applying for and implementing same;
- G. Shall purchase, or cause to be purchased, subject to such rules and regulations as may be adopted by the ~~Selectmen~~ Town Council, all supplies, materials, equipment and other commodities required by any Town Agency or Department; including the local Board of Education to the extent said board shall authorize;

- H. May recommend to the Board of Selectmen Town Council such measures as deemed necessary or expedient, and shall keep the Board of Selectmen Town Council fully advised as to the financial condition of the Town;
- I. Shall exercise such other powers and duties as may be authorized by ordinance and resolution of the Board of Selectmen Town Council, not inconsistent with this Charter;
- J. May, in lieu of any appointment to any office under their jurisdiction and subject to the approval of the Board of Selectmen Town Council, enter into contracts for the performance of services, or perform duties of any office under their jurisdiction.

Chapter VII. APPOINTED OFFICERS, BOARDS, COMMISSIONS, COMMITTEES, AUTHORITIES AND AGENCIES

Section 701. General

The members of boards, commissions, committees, authorities and agencies specified in this chapter, hereinafter referred to as "Town Boards", shall be appointed by the ~~Board of Selectmen Town Council~~. Said Town Boards shall have such powers and duties as are prescribed for such by the ~~General Statutes, C.G.S.~~, except as otherwise specifically provided by this Charter.

Section 702. Eligibility

Except as otherwise provided herein, all members of Town Boards shall be electors of the Town and shall have such other qualifications as the ~~Board of Selectmen Town Council~~ may provide. Except as otherwise provided by vote of the ~~Board of Selectmen Town Council~~, no member of any Town Board shall hold any other office in Town government. Members of Town Boards shall serve without compensation, except that just and ordinary expenses incurred by said members in the performance of their duties may be reimbursed, provided that such an appropriation has been authorized for that purpose.

Section 703. Vacancies

Any vacancy on any Town Board, irrespective of cause, shall be filled as soon as practical after the acceptance of any resignation or the determination of said vacancy by vote of the Board of Selectmen Town Council, ~~by vote of the Selectmen~~ for the unexpired portion of said term. In filling vacancies, the ~~Selectmen Town Council~~ shall notify the political parties of any vacancy in writing. The ~~Board of Selectmen Town Council~~ shall have the final authority for filling vacancies.

Section 704. Minority Representation

Membership on Town Boards shall be in conformance with the minority representation requirements of C.G.S. § 9-167a.

Section 705. Terms of Office

The terms of all Town Board members shall commence on the first Monday in December, except as otherwise provided in this Charter.

Section 706. Appointed Town Boards

There shall be the following appointed Town Boards:

- A. A **Conservation Commission and Inland Wetlands Agency** consisting of five (5) members and two (2) alternate members, each of whom shall serve four (4) year overlapping terms.
- B. A **Water Pollution Control Authority** consisting of five (5) members, each of whom shall serve four (4) year overlapping terms.
- C. A **Housing Authority** consisting of five (5) members, each of whom shall serve four (4) year overlapping terms.
- D. A **Parks and Recreation Commission** consisting of seven (7) members and two (2) alternate members, each of whom shall serve four (4) year overlapping terms.
- E. A **Commission on Aging** consisting of ~~seven (7)~~ five (5) members and two (2) alternate members, each of whom shall serve four (4) year overlapping terms.
- F. An **Economic Development Commission** consisting of five (5) members and two (2) alternate members, each of whom shall serve four (4) year overlapping terms.
May include no more than two (2) non-electors Hebron based business owners.
- ~~G. A **Commemoration Commission** consisting of not less than three (3) with a maximum of thirteen (13) members, each of whom shall serve four (4) year overlapping terms.~~
- ~~H. G~~ An **Historic Properties Commission** consisting of five (5) regular members and three (3) alternate members, each of whom shall serve four (4) year overlapping terms.
- I. ~~H~~ A **Douglas Library Board of Trustees** consisting of nine (9) regular members each of whom shall serve four (4) year overlapping terms.
- ~~J. I.~~ **Veteran's Advisory Board** constituted as set forth in the Code of Ordinances of the Town of Hebron.
- ~~K. J.~~ Such other Town Boards as may be established by ordinance, whose function, composition and terms of members shall be prescribed in the establishing ordinance.

Section 707. Alternates

The ~~Board of Selectmen- Town Council~~ may provide for the appointment of alternates to the appointed boards delineated in Section 706 when deemed necessary, in accordance with Hebron Code Chapter 14, Article VIII, referring to the Section on 14-15 Alternate Members.

Section 708. Rules of Procedure

Each appointed Town Board shall, by resolution, determine its own rules of procedure, provided that all regular and special meetings shall be held in accordance with the applicable provisions of the ~~General Statutes C.G.S.~~ Such rules of procedure shall be filed with the Office of the Town Clerk and with the ~~Board of Selectmen Town Council~~. Amendments to rules of procedures may be made at any meeting, providing that such amendments are properly on the call of the meeting.

Section 709. Removal for Cause

Any member of an appointed Town Board may be removed by the ~~Board of Selectmen Town Council~~ by an affirmative vote of ~~four (4) three (3)~~ members of the ~~Board of Selectmen Town Council~~ as provided herein:

- A. The ~~Board of Selectmen Town Council~~ shall adopt a resolution to remove such member. The ~~Board of Selectmen Town Council~~ shall forthwith serve said member with a written statement, by certified mail, to the last address of record, stating why the person should be removed from office.
- B. The member to be removed shall be given, within fifteen (15) days of such written notice, an opportunity for a hearing before the ~~Board of Selectmen Town Council~~, at which hearing said member may appear with counsel. Any member requesting a hearing shall not be removed until such hearing has been held.
- C. The final decision with respect to such removal shall be made not later than fifteen (15) days following the close of said hearing. The decision of the ~~Board of Selectmen Town Council~~ in removing a member shall be final.

Section 710. Resignation and Removal for Failure to Serve

Any member of an appointed Town Board who, without good cause and timely notification to the Chair~~man~~, Vice Chair~~man~~ or Town Staff of the agency of the reasons for nonattendance, either fails to attend at least two-thirds of the regularly scheduled meetings of such agency during any twelve (12) consecutive months or fails to attend three (3) consecutive regularly scheduled meetings of the agency shall be deemed to have resigned ~~his- their~~ office. A record of the "excused" absence shall be so noted in the attendance section of the meeting minutes. Prior to declaring a vacancy, a documented attempt will be made to contact the member being considered for removal. It shall be the duty of the Chair~~man~~ of the agency (or, in ~~his-their~~ absence or disability or where the Chair~~man~~'s attendance is the concern, the Vice Chair~~man~~) to inform the ~~Board of Selectmen Town Council~~ of the vacancy; provided, however, that the failure to inform the ~~Board of Selectmen Town Council~~ of the vacancy as required by this Section 710 shall not affect such Town Board member's deemed resignation. Any such vacancy shall be filled pursuant to Section 703 of this Charter.

Chapter VIII. ADMINISTRATIVE OFFICERS, DEPARTMENT HEADS AND EMPLOYEES

Section 801. General

The Town Manager shall appoint, and may remove, subject to the confirmation vote of four (4) of the ~~Board of Selectmen Town Council~~, the administrative officers provided for in Section 802, and other officials and employees as provided for in Section 803. Said officers shall have powers and duties as are provided for such by the ~~General Statutes, C.G.S.~~, except as otherwise provided by this Charter.

All officers shall receive such compensation as determined by the ~~Board of Selectmen Town Council~~, subject to inclusion in the annual budget. Unless otherwise provided by the ~~Selectmen Town Council~~, officers, department heads and employees need not be residents of the Town.

Section 802. Administrative Officers

There shall be the following Town Administrative Officers:

- A. Director of Administrative Services
- B. Director of Planning and Development
- C. Director of Public Works
- D. Finance Director who shall have the following powers and duties together with such powers and duties as the Town Manager and the ~~Board of Selectmen Town Council~~ shall confer. The Finance Director shall be the Town Treasurer and the agent of all Town funds and, except as otherwise provided by this Charter, shall have all the powers and duties prescribed for Town Treasurers by the ~~General Statutes, C.G.S.~~

Section 803. Other Appointed Officials and Employees

- A. There shall be an appointed Assessor, ~~and~~ Revenue Collector and a Connecticut Certified Town Clerk.
- B. The Town Manager, subject to the approval of the ~~Board of Selectmen Town Council~~, may appoint and remove such officials and employees as the needs of the Town require and as mandated by ~~State Statutes C.G.S.~~ to include regional partnerships and services, subject to budgetary appropriations.

C. The Town Manager, subject to the confirmation of a vote of four (4) of the ~~Board of Selectmen Town Council~~, may combine any of the positions provided for in Section 802 and 803, provided that in combining positions, an appointee is qualified to perform such assigned functions.

Section 804. Police Service

The Town Manager may utilize the services of the resident state trooper program supplemented with local police officers or constables or organize a local police department by ordinance.

Section 805. Appointment of Town Attorney

The Town Manager, subject to the approval of the ~~Board of Selectmen Town Council~~, may appoint and remove the Town Attorney who shall be an attorney-at-law or a firm of attorneys-at-law admitted to practice in this State, who shall serve for a two (2) year term of office commencing on the second Tuesday following the Town election. The Town Attorney should not have a personal or financial interest in the Town. ~~He~~The Town Attorney shall appear for and protect the rights of the Town in all actions, suits or proceedings brought by or against it or any officers, employees or agencies in all matters affecting the Town. ~~He~~The Town Attorney shall, upon written request of the Town Manager or ~~Board of Selectmen Town Council~~, provide a written opinion to any official of the Town on any question of law involving their respective powers and duties. ~~He~~The Town Attorney shall, upon request of the Town Manager or the ~~Board of Selectmen Town Council~~, prepare or approve forms or contracts or other instruments to which the Town is a party. ~~He~~The Town Attorney shall have the power, with the approval of the ~~Board of Selectmen Town Council~~, to compromise and settle all claims by or against the Town. Upon request of the ~~Selectmen Town Council~~ he the Town Attorney shall attend Town Meetings. Nothing in this section shall prevent the ~~Selectmen Town Council~~ from retaining Special Counsel when the needs of the Town so require. In actions brought against the Town which fall within the coverage of a liability insurance policy, the insurer will appoint counsel.

Chapter IX. FINANCE, BUDGET AND TAXATION

Section 901. Fiscal Year

The fiscal year of the Town shall begin on July 1 and end on June 30 of the following calendar year.

Section 902. Duties on the Budget

- A. ~~Prior to October 1 the Board of Finance will communicate to the Town Manager and the Superintendent of Hebron Public Schools in writing, a target for the following fiscal year budget. This target shall be non-binding in terms of preparation of the following year's budget preparation.~~

Prior to ~~December 15~~ November 1 the Board of Finance shall confer with the ~~Board of Selectmen~~ Town Council and the Hebron Board of Education to discuss the goals and objectives for the upcoming projected budget and shall communicate a target for the following fiscal year budget. This target shall be non-binding in terms of preparation of the following year's budget preparation.

- B. Agency and Department Heads. At least one-hundred fifty (150) days before the end of the fiscal year, the head of each department, office or agency of the Town, supported wholly or in part by Town funds, except the Regional Board of Education and the Local Board of Education, shall file with the Town Manager a detailed estimate of expenditures to be made by that department, office or agency and the revenues, other than property taxes, to be collected thereby in the ensuing fiscal year. Such estimates shall be accompanied by a statement setting forth the services, activities and work accomplished during the current year and planned for accomplishment for the ensuing fiscal year. The preliminary Local Board of Education budget must be submitted to the Town Manager by February 15.
- C. Duties of the Town Manager. The Town Manager, with the assistance of the Finance Director, shall review the budget estimates with the heads of all Town supported departments, offices and agencies. Upon completion of the review and not later than one-hundred twenty days (120) days prior to the end of the fiscal year, the Town Manager shall present to the ~~Board of Selectmen~~ Town Council and the Board of Finance a proposed budget. In preparing the proposed budget, the Town Manager may add to, delete from or eliminate requests made by the various departments, offices and agencies, except that the Town Manager ~~he~~ may only comment and make recommendations on the budget requests of elected officials and the local Board of Education. The Town Manager shall include in the budget the estimated budget request of the Regional School District No. 8.

The proposed budget shall include:

1. A budget message describing the important features of the proposed Town budget indicating major changes from the current fiscal year, expenditures and revenues, together with the reasons for such changes and containing a summary of the budget contents.
 2. Revenues, presenting in parallel columns, the itemized revenues collected in the last completed fiscal year, the current year adopted budget, estimated revenues to be collected during the current fiscal year and estimated revenues to be collected in the ensuing fiscal year.
 3. Expenditures, presenting in parallel columns, the actual expenditures for each department, office or Town Agency supported wholly or in part by Town funds, including the local Board of Education and Regional School District No. 8., for the last completed fiscal year, the original current budget allocations, the estimated expenditures to be incurred during the current fiscal year, the request of each agency, office and department and recommendations of the amounts to be appropriated for the ensuing fiscal year by department. Additional budget detail shall be in a form approved by the ~~Board of Selectmen~~ Town Council. Nothing shall prohibit the inclusion of additional information in the budget document as may be deemed necessary.
 4. A budget recommendation for those capital projects to be undertaken during the ensuing fiscal year and the method of financing those projects.
 5. The Town Manager shall also include in ~~his~~ the budget message with due regard to the Town of Hebron Plan of Conservation and Development, a proposed capital improvement plan for the next five (5) fiscal years following the next ensuing fiscal year, together with an estimate of the cost and the method of financing capital improvement plans.
 6. At the time the Town Manager presents ~~his~~ the budget to the ~~Board of Selectmen~~ Town Council and Board of Finance, a budget summary with absolute dollar amount, percent change, and budget details shall be made available to the taxpayers along with the budget review meeting schedule for the ~~Board of Selectmen~~ Town Council/Board of Finance budget meetings. The summary budget information shall also be provided in a legal notice in a newspaper with general circulation.
- D. There shall be one or more Budget Review Meetings in March which shall be joint meetings of the ~~Board of Selectmen~~ Town Council and the Board of Finance. A quorum of at least one of the two Boards is required to conduct business.

- E. Duties of the ~~Board of Selectmen Town Council~~. The ~~Board of Selectmen Town Council~~ shall consider the budget estimates as submitted by the Town Manager and shall make such further revisions as the ~~Board Town Council~~ deems desirable, except that the ~~Board Town Council~~ may only make recommendations in the budgets prepared by other elected officers, elected Town agencies and the local Board of Education. Budget appropriations shall be at the department or general purpose level. The ~~Board of Selectmen Town Council~~ shall include in the budget the latest estimated budget of Regional School District No. 8. The ~~Board of Selectmen Town Council~~ shall submit its budget recommendations to the Board of Finance no later than ninety (90) days before the end of the fiscal year.
- F. Duties of the Board of Finance. The Board of Finance shall meet and prepare the revenue projections for the upcoming fiscal year revenue budget including the Capital Improvement Plan Budget. Budget appropriations shall be at the department or general purpose level. The Board of Finance shall prepare a budget that incorporates a recommended expenditure level for the General Government and Board of Education budgets. The ~~Board of Selectmen Town Council~~ and Board of Education shall make specific changes in their respective budgets as will bring them into conformity with the expenditure levels recommended by the Board of Finance. The Board of Finance shall hold a public hearing on their recommended budget not later than the third Tuesday in April. Within one week after the public hearing, the Board of Finance shall present a budget for vote by the Annual Budget Referendum.

Section 903. The Annual Town Budget Referendum

- A. The Town Budget and Capital Improvement Plan Budget shall be acted upon by a machine vote of all those persons qualified to vote, such machine vote to be conducted on the first Tuesday after the first Monday in May.
- B. If the budget is rejected by machine vote, the Board of Finance shall review the rejected budget, as the same may be revised, and present the same or revised budget to a subsequent machine vote to be held three (3) weeks later. It is the intent that rejected budgets, as they may be revised, will be brought back every three (3) weeks for machine vote until the budget is passed.
- C. The Board of Finance shall set the mill rate by June 15th. In the event that the budget is not adopted by June 15th, the Board of Finance shall set an interim mill rate as required to make necessary expenditures within the limits of appropriations specified in budgetary line items for the previous fiscal year and as necessary to fund any levy imposed upon the Town by the Regional School District. Once the budget is adopted and a mill rate set, any adjustments from the interim mill rate will be made in accordance with the direction of the Board of Finance.

Section 904. Expenditures Before the Adoption of the Budget

In the event that a budget has not been adopted by July 1 in any year, the Board of Finance may authorize expenditures and provide for the raising of necessary revenues pursuant to the provisions of C.G.S. § 7-405.

Section 905. Supplemental Appropriations

- A. Duties of the ~~Town Council Board of Selectmen~~. In the event that a department or Town Agency shall require a supplemental appropriation, such requests shall be made in writing to the Town Manager. The Town Manager shall forward, with any comments or recommendations ~~that he might have~~, said request to the ~~Board of Selectmen Town Council~~. The ~~Selectmen Town Council~~ shall examine the request and shall, except for requests from the local Board of Education, have the power to approve or deny the request. If the ~~Board of Selectmen Town Council shall approve~~ the request, it shall submit said request to the Board of Finance with its recommendations. Any request from the local Board of Education shall be forwarded forthwith to the Board of Finance, except that the ~~Board of Selectmen Town Council~~ may comment on the request.
- B. Duties of the Board of Finance. Within thirty (30) days of receipt of a request for a supplemental appropriation, the Board of Finance shall either approve or deny the request. The Board of Finance may hold a public hearing on the request. The Board of Finance shall be empowered to make supplemental appropriations up to and including an amount that cumulatively is equal to ~~one two~~ percent ~~(.01) (.02)~~ of the current year's budget, excluding the amount appropriated to the Regional School district. All subsequent supplemental appropriations approved by the Board of Finance which exceed the cumulative ~~one two~~ percent ~~(.01) (.02)~~ of the current year's budget, excluding the amount appropriated for the Regional School District, shall be submitted to a Special Town Meeting pursuant to the provisions of Section 304 B of this Charter.
- C. Source of Funding. Funding for supplemental appropriations may be provided from the following sources:
1. Any applicable uncommitted fund balance, not otherwise protected by Ordinance.
 2. Borrowing, provided that an amount so borrowed shall be repaid from the budget of the next ensuing fiscal year.
 3. Proceeds of federal or state grants, gifts, bequests and the like.

Section 906. Expenditures and Accounting

- A. No purchase shall be made by any agency except through the Town Manager or ~~their~~ his designee. All purchasing shall be conducted according to purchasing policies adopted by the ~~Board of Selectmen~~ Town Council. This section shall not apply to the local Board of Education.
- B. No voucher, claim or charge against the Town shall be paid until the same has been approved for correctness and validity by the department head or the person involved in said purchase and approved by the Finance Director or ~~their~~ his designee. Checks for payment of approved claims shall be signed by the Finance Director and countersigned by the Town Manager. In the absence or inability to act of either the Finance Director or the Town Manager, the Chairman of the ~~Board of Selectmen~~ Town Council shall act for the Finance Director or the Town Manager, but not both.

C. Intradepartmental Transfer of Funds

1. When an agency, excluding the local Board of Education, shall desire to transfer funds within its appropriation from the funds set apart for one purpose to another, such agency shall file a request with the Town Manager. The Town Manager shall examine the matter and shall have the power to approve requests up to and including a cumulative amount of \$2,000 for any one department, office or agency in any fiscal year.

2. Any amounts over the \$2,000 limit shall be reviewed by the Town Manager and forwarded to the ~~Board of Selectmen~~ Town Council, who shall have the power to approve or deny such requests.

AND

All requests which exceed the cumulative limit of \$10,000 shall be reviewed by the Town Manager who shall forward such requests to the Board of Finance who shall have the power to approve or deny such requests.

3. All transfers shall be reported in writing to the Board of Finance and the ~~Board of Selectmen~~ Town Council on a monthly basis.

D. Interdepartmental Transfer of Funds

The Town Manager through the ~~Board of Selectmen~~ Town Council may request, after April 1, that the Board of Finance transfer any unencumbered appropriation, balance or portion thereof, from one department, office or agency to another. The ~~Board of Selectmen~~ Town Council shall provide to the Board of Finance a statement certifying that the balance to be transferred is available for transfer from

the department, office or agency from which such transfer is being made. Interdepartmental transfers shall be guided by Generally Accepted Accounting Principles (GAAP). This section shall not affect the local Board of Education which shall have the power to make its own transfers provided that such transfers are reported to the Board of Finance when so made.

E. Illegal Payments

Every payment made in violation of this Charter shall be deemed illegal and every official authorizing or making any such payment or taking part therein and every person knowingly receiving such payment or any part thereof, shall be jointly and severally liable to the Town for the full amount so paid or received. Any officer or employee who knowingly violates the provisions of this Charter shall be subject to disciplinary action up to and including termination.

Section 907. Purchasing

The ~~Board of Selectmen Town Council~~, in consultation with the Board of Finance, shall be empowered to establish purchasing procedures to be followed by all Town departments, boards, agencies, except the local Board of Education.

Section 908. Reserve Fund for Capital and Non-Recurring Expenditures

There shall continue to be a reserve Fund for Capital and Non-Recurring Expenditures as the same existed on the effective date of this Charter.

Section 909. Emergency Appropriations

For the purpose of meeting a public emergency threatening the lives, health or property of the Town, its businesses or citizens, the Town Manager or in ~~his~~~~their~~ absence the ~~Chairman~~ of the ~~Board of Selectmen Town Council~~, shall be empowered to receive, coordinate, and facilitate a request for emergency appropriations. Said appropriations shall not exceed ~~one percent (.01%)~~ two percent (.02) of the current year's budget, excluding the amount appropriated for the Regional School District for any one occurrence and shall be acted upon by the ~~Board of Selectmen Town Council~~. In the absence of sufficient general fund resources to meet such appropriations, additional means of financing may be provided in such manner as is consistent with the provisions of the ~~General Statutes C.G.S.~~, as may be determined by the ~~Board of Selectmen Town Council~~ in consultation with the Board of Finance.

Section 910. Borrowing

- A. The Town shall have the power to incur indebtedness by issuing its notes or bonds as provided by the ~~General Statutes C.G.S.~~ and subject to the provisions of this Charter.
- B. The ~~Board of Selectmen Town Council~~ may, by resolution, recommend to the Board of Finance that the Town issue its bonds or notes (short term financing) for such specific purposes as the ~~Selectmen Town Council~~ shall deem to be in the best interests of the Town.
- C. The issuance of general obligation bonds and notes ~~issues~~ totaling up to but not exceeding ten (10) percent of the current year's tax levy for any single purpose in any one fiscal year may, after public hearing and approval of the Board of Finance, be authorized by vote of the Town Meeting pursuant to Chapter III. of this Charter.
- D. Any resolution approved by the Board of Finance authorizing the issuance of general obligation bonds or notes ~~issues~~ equal to ten (10) percent or more of the current year's tax levy shall be submitted for approval or rejection to a referendum vote at a regular or special election. The resolution shall stand approved if so voted by a majority of those voting thereon, provided that at least ten (10) percent of those electors (as defined in C.G.S. § 9-1) qualified to vote thereon shall have voted on the issue.

Section 911. Annual Audit

The Board of Finance shall annually designate an independent certified public accountant or firm of independent certified accountants to audit the books and accounts of the Town including the Hebron Board of Education in accordance with C.G.S. § 7-391 through Section 7-397 inclusive.

Section 912. Tax Bills

The Revenue Collector shall cause to be mailed to each taxpayer a tax bill and shall collect such taxes in accordance with the provisions of the ~~General Statutes C.G.S.~~, except that such taxes, together with interest, penalties and lien fees thereon, shall be deposited within four (4) business days of collection. Taxes shall be due and payable in such installments as shall be fixed by ordinance. The Revenue Collector shall prepare and submit such reports to the Town Manager, Finance Director or ~~Board of Selectmen Town Council~~ as may be prescribed.

Chapter X. TOWN EMPLOYEE POLICIES

Section 1001. General

The Town Manager shall prepare Personnel Policies and Procedures for personnel administration which ~~he the Town Manager~~ shall review annually. Such Personnel Policies and Procedures shall be subject to review and approval by the ~~Board of Selectmen Town Council~~ at least once every four (4) years or more frequently as necessary. Said Personnel Policies and Procedures shall cover all employees of the Town, but shall not affect the following: elected officials and persons appointed to fill vacancies in elective offices; members of boards and commissions; employees of the Board of Education; persons employed in a professional capacity to make or conduct a temporary and special inquiry, study or investigation; and those under contract.

Section 1002. Job Description

The Town Manager, subject to the approval of the ~~Board of Selectmen Town Council~~, shall prepare a statement of the duties and responsibilities of each position covered by the Personnel Policies and Procedures and of the minimum qualifications for appointment to such position.

Section 1003. Personnel Policies and Procedures

The Personnel Policies and Procedures shall provide, for the method of holding competitive examinations, probationary periods of employment, hours of work, vacations, sick leaves and other leaves of absences, removals and such other rules as may be necessary to provide adequate and systematic procedures for the administration of the personnel affairs of the Town. Such rules and any amendments thereto shall become effective upon being approved by resolution of the ~~Board of Selectmen Town Council~~ and filed with the Town Clerk. Copies of such rules and any amendments thereto shall be distributed to all Town employees.

Section 1004. Salaries

The Town Manager shall submit annually a proposed pay schedule for those employees covered under Section 1001 of this Charter for approval by the ~~Board of Selectmen Town Council~~. Said pay schedule shall be reviewed annually and amendments may be adopted by the ~~Board of Selectmen Town Council~~ from time to time upon recommendation of the Town Manager. For purpose of C.G.S. § 7-467 *et seq.*, ~~as amended~~, the Town Manager shall have sole authority to recognize the exclusive bargaining agent for any unit of Town employees and shall act as the bargaining agent for the Town. Such contracts shall become effective upon approval by the ~~Board of Selectmen Town Council~~.

Section 1005. Retirement

The Town shall provide a system of retirement benefits for regular full-time employees. The Town may operate its own retirement plan, may enter into a contract with any financial institution authorized to do business in this state, may elect to participate in the Connecticut Municipal Employees Retirement Plan, may elect to participate in the old age and survivor insurance system under the Federal Social Security Act or may choose any combination thereof.

Section 1006. Surety Bonds for Certain Officials

All officers and employees as may be required to do so by the ~~Board of Selectmen~~ Town Council shall, before assuming their respective official duties, execute to the Town, in the form prescribed by the ~~Board of Selectmen~~ Town Council and approved by the Town Attorney, and filed with the Town Clerk, a surety company bond in a penal sum to be fixed by the ~~Board of Selectmen~~ Town Council, conditioned upon the honest and faithful performance of such duties. Nothing herein shall be construed to prevent the ~~Board of Selectmen~~ Town Council, if it deems it to be in the best interests of the Town, from prescribing a name schedule bond, a schedule position bond or blanket bond, or from prescribing which departments, officers, town agencies, ~~boards or commissions~~ shall be covered by a specific type of the aforementioned bonds. Premiums for such bonds shall be paid by the Town.

Chapter XI. CODE OF ETHICS

Section 1101. Persons Governed by this Code

This code shall apply to all Town officials, officers and employees, whether elected and/or appointed, including members of ~~boards, commissions, and committees~~ Town Agencies, full time or part time, paid or unpaid and shall hereinafter be referred to collectively as "persons governed by this code."

Section 1102. Purpose

Public office is a public trust. The trust of the public is essential for government to function effectively. Policy developed by government officials and employees affects every citizen of the town, and it must be based upon honest and fair deliberations and decisions. This process must be free from threats, favoritism, undue influence and all forms of impropriety so that the confidence of the public is not eroded. By enacting this Code, the Town seeks to avoid any loss of trust and to maintain and increase the confidence of our citizens in the integrity, fairness and transparency of their government.

Persons governed by this code shall strive to conduct themselves in a professional, courteous, honest manner and otherwise according to the highest moral and personal standards of integrity, such that their behavior reflects favorably upon themselves and the Town of Hebron, including but not limited to conduct or communication in any public forum or media.

Section 1103. Definitions

As used in this Chapter, the following listed words and phrases shall have these specific meanings:

- A. ***Conflict of Interest:*** A conflict between one's obligation to the public good and one's self-interest.
- B. ***Financial Interest:*** Any monetary benefit accruing to persons governed by this code that is not equally available to the general public.
- C. ***Gift:*** Anything having value whether in the form of service, loan, tangible property, promise or any other form. However a gift shall not include political contributions made in accordance with campaign financing regulations; nor tokens of appreciation, recognition or other incidental gratuities not exceeding \$100 per year.

- D. **Immediate Family:** Includes spouse/domestic partner, siblings, child(ren), parents, of persons governed by this code or the spouse/domestic partner and any individual residing in the same household.
- E. **Independent Contractor:** Any general contractor, subcontractor, consultant, person, firm, corporation, vendor or organization currently providing or formerly providing, goods or services to the Town of Hebron in exchange for compensation.
- F. **Personal Interest:** Any non-monetary benefit, special consideration, treatment or advantage accruing to persons governed by this code which is not equally available to the general public.

Section 1104. Conflicts of Interest

No person governed by this code shall use ~~his~~ their position or office for the financial or personal interest of ~~him~~ themselves, a business with which ~~they are~~ he is associated, an individual with which ~~he is~~ they are associated or a member of ~~their~~ his immediate family.

No person governed by this code shall engage in or participate in any business or transaction, including outside employment with a private business, or have an interest, direct or indirect, that is incompatible with the proper discharge of ~~his~~ their official responsibilities in the public interest or that would tend to impair ~~his~~ their independent judgment or action in the performance of ~~their~~ his official responsibilities.

No person governed by this code or a business with which ~~he is~~ they are associated or member of ~~his~~ their immediate family shall enter into a contract with the Town unless it is awarded through a process of public notice and/or competitive bidding.

No person governed by this code or independent contractor shall knowingly counsel, authorize or otherwise sanction action that violates any provision of this code.

Section 1105. Disclosure and Recusal

A person governed by this code shall refrain from participating on behalf of the Town of Hebron in any matter pending before any agency of the town if ~~he~~ they, a business with which ~~he is~~ they are associated, an individual with whom ~~he is~~ they are associated or a member of ~~his~~ their immediate family has a financial or personal interest in that matter and such interest is not shared by a substantial segment of the town's population.

If such participation is within the scope of said person's official responsibility, ~~he~~ they shall be required to provide written disclosure, that sets forth the nature and extent of such interest to the Town Clerk, and this disclosure shall be included in the official record of all proceedings on this matter.

Notwithstanding the prohibition outlined above, a person governed by this code may vote or otherwise participate in a matter that involves a determination of general policy if said person's interest in the matter is shared with a substantial segment of the population of the Town.

No person governed by this code shall appear on behalf of private interests before any agency of the Town, nor shall ~~he~~ they represent private interests in any action, proceeding or litigation against the town.

Nothing contained in this code shall prohibit or restrict a person governed by this code from appearing before any agency of the Town on ~~his~~ their own behalf, or from being a party in any action, proceeding or litigation brought by or against such person to which the Town is also a party.

For a period of one (1) year after termination of service to the Town, no former employee or Town official who participated in the negotiation or award of a town contract valued in excess of \$25,000 shall accept employment with, appear on behalf of, or represent any private interest concerning matters related to this same contract.

Section 1106. Gifts

No person governed by this code or member of such individual's immediate family or business with which ~~he-is~~ they are associated shall solicit or accept any gift that could reasonably be expected to influence or create an appearance of influencing the actions or judgment of such person.

If a prohibited gift is offered to a person governed by this code, ~~he~~ they shall refuse it, return it, pay the donor the market value of the gift or donate it to a nonprofit organization provided ~~he-does~~ they do not take the corresponding tax write-off. Alternatively, such prohibited gift may be considered a gift to the Town provided it remains in the Town's possession.

Section 1107. Use of Town Assets

No person governed by this code or independent contractor shall request or permit the use of town funds or services, Town owned or leased vehicles, equipment, facilities, materials or property for personal convenience or profit, except when such assets and services are available to the public generally or are provided as Town policy for the use of persons governed by this code in the conduct of official business.

Section 1108. Use of Confidential Information

No person governed by this code, former employee or independent contractor shall disclose confidential information concerning Town affairs, nor shall such persons

governed by this code use this information for the personal or financial interests of themselves or others.

Chapter XII. MISCELLANEOUS PROVISIONS

Section 1201. Transfer of Powers

The powers which are conferred and the duties which are imposed upon any ~~commission, board, town~~ agency, department or office under the ~~General Statutes C.G.S.~~ or any ordinance or regulation in force at the time this Charter shall take effect, if such ~~commission, board, town~~ agency, department or office is abolished by this Charter or superseded by the creation herein of a new ~~commission, board, town~~ agency, or office to which are granted similar powers and jurisdiction, shall be thereafter exercised and discharged by the ~~commission, board, town~~ agency, department or office upon which are imposed corresponding or like functions, powers and duties under the provisions of this Charter. All ~~commissions, boards, town~~ agencies, departments or offices abolished by this Charter, whether elective or appointive, shall continue in the performance of their duties until provisions have been made for the discontinuance of such ~~commissions, boards, town~~ agencies, departments or offices and the performance of their duties by other ~~commissions, boards, town~~ agencies, departments or offices created under this Charter.

Section 1202. Present Employees to Retain Positions

All employees of the Town on the effective date of this Charter whose positions are not abolished by the provisions of this Charter, shall retain such positions pending action by the ~~Board of Selectmen- Town Council~~ or the appropriate officer charged by this Charter with powers of appointment and removal. Any provisions of law in force at the time that this Charter shall take effect, and not inconsistent with the provisions of this Charter, in relation to personnel, appointments, ranks, grades, tenure of office, promotions, removals, pension and retirement rights, civil rights or any other rights or privileges of employees of the Town or any office, department or agency thereof, shall continue to be in effect, until or unless amended or repealed in accordance with the provisions of this Charter.

Section 1203. Transfer of Records and Property

All records, property and equipment whatsoever of any ~~commission, board, authority town agency~~, department or office part thereof, all powers and duties which are assigned to any other ~~commission, board, town agency~~, department or office by this Charter, shall be transferred and delivered intact forthwith to the ~~commission, board, town~~ agency, department or office to which such powers and duties are so assigned. If part of the powers and duties of any ~~commission, board, authority, town agency~~, department or office are by this Charter assigned to another ~~commission, board, authority, town agency~~, department or office, all records, property and equipment relating exclusively thereto shall

be transferred and delivered intact forthwith to the ~~commission, board, authority, town agency~~, department or office to which such powers and duties are assigned.

Section 1204. Continuation of Appropriations and Town Funds

All appropriations approved and in force, and all funds, including special or reserve funds in the name of the Town, at the time of the adoption of this Charter, shall remain in full force and effect unless and until the same shall be amended, transferred or abolished by the ~~Board of Selectmen~~ Town Council under the provision of this Charter.

Section 1205. Legal Proceedings

No action or proceedings, civil or criminal, pending on the effective date of this Charter brought by or against the Town or any ~~commission, board, authority, town agency~~, department or office thereof, shall be affected or abated by the adoption of this Charter or by anything herein contained; but all such actions or proceedings may be continued notwithstanding that functions, powers and duties of any ~~commission, board, authority, town agency~~, department or office which shall have been a party thereto may, by or under this Charter, be assigned or transferred to another ~~commission, board, authority, town agency~~, department or the officer to which such functions, powers and duties have been assigned or transferred by or under this Charter.

Section 1206. Existing Laws and Ordinances

As of the effective date of this Charter, all general laws and special acts applying to the Town, all ordinances and bylaws of the Town, and all rules and regulations of commissions, boards, authorities, departments and agencies of the Town shall continue in force, except insofar as they are inconsistent with the provisions of this Charter or are repealed.

Section 1207. Review and Amendment of Charter

The ~~Board of Selectmen~~ Town Council shall review the several provisions of this Charter from time to time as it deems such review to be in the best interest of the Town, but at least once every five (5) years, said review to be filed with the Town Clerk, who shall publish notice of receipt of said report. Amendments to this Charter shall be in accordance with C.G.S. Chapter 99, ~~as the same may be from time to time amended.~~

Section 1208. Saving Clause

If any section or part of any section of this Charter shall be held invalid by a court of competent jurisdiction such holding shall not affect the remainder of this Charter nor the context in which said section or part thereof held invalid may appear, except to the extent that an entire section or part of a section may be inseparably connected in meaning and effect with the section or part of the section to which such ruling shall directly apply.

Section 1209. Resignations

Any elected or appointed member of any ~~board, town~~ agency, ~~commission~~ or similar body, who wishes to resign from office, shall do so in writing to the Town Clerk with a copy forwarded to the ~~Chairman~~ of the ~~Board of Selectmen Town Council~~ and the ~~Chairman~~ of said agency or similar body. Said resignation shall become effective upon acceptance by a vote of the ~~Board of Selectmen Town Council~~. ~~Resignation by the Town Clerk shall be filed with the Chairman of the Board of Selectmen.~~ Vacancies shall be filled in accordance with Sections 208 and 703.

Section 1210. Effective Date

This Charter shall become effective upon the approval of a majority of the electors voting at a regular election on November ~~5, 2019~~ 4, 2025 in accordance with the provisions of C.G.S. § 7-191, ~~as amended~~, provided, however, no provision of this Charter shall be implemented until November ~~19, 2019~~ 18, 2025.

Section 1211. Transition - Appointed Boards, Agencies, Commissions, ~~and~~ Committees and Town Clerk

Except as otherwise provided in this Charter, appointed officials serving a specific term on the effective date of this Charter shall continue to serve until the expiration of the term, unless the office or position is abolished. As terms expire or are vacated, the ~~Selectmen Town Council~~ may, as necessary make appointments for a short term in order to achieve the regular rotation of appointments so as to provide that members of appointed boards serve four (4) year overlapping terms.

A. The Acting Town Clerk/Town Clerk, as of October 1, 2025, shall retain such position and transition into the position as a non-elected official as provided for by this Charter on the effective date of this Charter. The transitioned Town Clerk shall continue to perform the duties of such office and will be considered an employee of the Town consistent with time served on the effective date of this Charter. This provision shall make election results for the position of Town Clerk which may occur on November 4, 2025 null and void.

B. Effective December 1, 2025, the Commission on Aging will consist of five (5) regular members and two (2) alternate members serving four (4) year overlapping terms. Of the two terms expiring in 2025, one will be appointed as a regular member and the other as an alternate member.

Section 1212. Notification Procedure for Public Hearing, Town Meeting and Annual Budget Referendum

Notice for Public Hearing, Town Meeting, and Annual Town Budget Referendum shall be given at least five (5) days in advance by publication in a newspaper having a general circulation in the Town and by posting a notice in a public place, unless otherwise governed by ~~State Statute~~ C.G.S.: