Minutes
Coventry Town Council Meeting
February 19, 2019
Town Hall Annex

1. Public Hearing, 2019 Community Development Block Grant Program (minutes available separately).

2. The Regular Town Council meeting was called to order at 7:48 PM.

3. **Roll Call:**
   **Present:** Joan Lewis, Matthew O’Brien, Julie Blanchard, Lisa Conant, Jonathan Hand, Mike Sobol, Carolyn Arabolos
   **Also present:** John Elsesser, Town Manager; Amanda Backhaus, Finance Director

4. The Pledge of Allegiance was recited.

5. **Audience of Citizens:**
   Al Bradley, 265 Cooper Lane, congratulated John Elsesser for the way he handled tenants from Orchard Hills during the public hearing prior to the Council meeting tonight.

10. **New Business:**

    **Motion #18/19-209:** Jonathan Hand made a motion to move up item 10.A., 18/19-53: Consideration/Authorization: Resolution Approving Application for 2019 CDBG Small Cities Grant and Authorize John A. Elsesser, Town Manager, to Execute. The motion was seconded by Carolyn Arabolos and carried on unanimous vote.

    A. 18/19-53: Consideration/Authorization: Resolution Approving Application for 2019 CDBG Small Cities Grant and Authorize John A. Elsesser, Town Manager, to Execute:

    **Motion #18/19-210:** Lisa Conant moved the following resolution:

    WHEREAS, Federal monies are available under the Connecticut Small Cities Community Development Block Grant Program, administered by the State of Connecticut, Department of Housing pursuant to Public Law 93-383, as amended; and,

    WHEREAS, pursuant to Chapter 127c, and Part VI of Chapter 130 of the Connecticut General Statutes, the Commissioner of Housing is authorized to disburse such Federal monies to local municipalities; and,

    WHEREAS, it is desirable and in the public interest that the Town of Coventry make application to the State in an amount not to exceed $1,500,000.00 in order to undertake a Small Cities Community Development Program and to execute an Assistance Agreement therefore, should one be offered.

    **NOW, THEREFORE, BE IT RESOLVED BY THE Coventry Town Council:**

    1. That it is cognizant of the conditions and prerequisites for State Assistance imposed by Part VI of Chapter 130 of The Connecticut General Statutes; and,
2. That the filing of an application by the Town of Coventry in an amount not to exceed $1,500,000.00 is hereby approved, and that the Town Manager of the Town of Coventry is hereby authorized and directed to file such Application with the Commissioner of the Department of Housing, to provide such additional information, to execute such other documents as may be required by the Commissioner, to execute an Assistance Agreement with the State of Connecticut for State financial assistance if such an Agreement is offered, to execute any amendments, rescissions, and revisions thereto, and to act as the authorized representative of the Town of Coventry.

The motion was seconded by Matthew O’Brien.

John Elsesser read a description of what the project will entail as follows: repave the driveway and parking areas, replace VFD Pumps from the holding tank to the distribution line, replace site lighting, grading and drainage (behind buildings 1 & 2), garbage enclosure replacements (ADA), exterior entrance door replacements, storm door replacements, electric water heater replacements, kitchen upgrades (including cabinets, countertops, sinks, refrigerators and 24" stoves), replace bifold closet doors, install new bathroom cabinets, and replace interior and exterior unit lighting with new energy saving LED fixtures. He noted that the agenda packet contained some pricing information, but the well service upgrades item was deleted from the scope.

Motion #18/19-210 carried on unanimous vote.

6. Acceptance of Minutes:
Motion #18/19-211: Mike Sobol moved and Lisa Conant seconded to approve the minutes from the Town Council meeting on February 4, 2019: The following corrections were requested:
   • Page 4, seventh paragraph, sixth line: change “vote on it” to “take action on it.”
   • Page 7, item F.6, second line: add “supplemental” before motor vehicles.
   • Page 7, Item 8.B, first line: change $115,500 to $115,000.

The motion to accept the minutes as corrected carried on unanimous vote.

7. Consent Agenda:
Motion #18/19-212: Jonathan Hand moved to accept the Consent Agenda, seconded by Lisa Conant. Matthew O’Brien requested to remove item 11.B. The motion to accept the Consent Agenda as modified carried on unanimous vote.

8. Reports:
A. Council Chairwoman – Joan Lewis:
   • On March 3rd there will be a 5k race starting at CHS benefiting the Make a Wish Foundation. Information is available online and will be in the Town’s monthly e-blast.
   • One of our citizens, Laura Edmondson, will be turning 100 this month. Joan remembers hearing a story about a pilot dipping his wings when flying over the Brick School. Laura was teaching at the time and the pilot was her husband Jim.
   • The schedule of budget meetings between the Council and Town departments has been finalized.
   • A reminder that we will have a Land Use Consortium on February 28th. The agenda says the meeting will take place immediately following a public hearing at 7 PM, but it is
actually a town meeting on the purchase of the Rose property. We will be looking for approval to buy the property with money from the open space fund. John Elssesser said we will update the Consortium agenda, but the legal ad was done as required.

- There will be a special meeting with Council members and Rep. Ackert and Sen. Champagne on 3/18 at 7 PM following a Town Hall meeting they have scheduled here. We will start early that night. Budget meetings start at 7:30 PM.
- We are trying to recognize employees who have served the town for many years. March 27th is the date for recognition of police department employees. This will take place at the police department at 3:45 PM.

B. Council members:

- Lisa Conant said that she and Carolyn Arabolos attended the Winter Stroll event in the Village and had a fantastic time. It was wonderful to get out and talk to business owners. We want to support them.

- Jonathan Hand gave a hearty congratulations to Nick Wesoloskie for being awarded the Spirit of Community Silver Award for his PJ Day initiative. We are so proud of him and his family for stepping up to help out the kids. Joan Lewis noted that this initiative has spread everywhere.

- Jonathan attended the memorial service for Richard Bednarz and said that his positive affect on townspeople was definitely felt in the room. So many people said they would never have graduated without him. It was quite a testament. Mr. Bednarz gave quite a lot and the town is going to miss that.

- Jonathan gave a huge congratulations to the girls’ basketball team on winning the championship game in overtime against Porter school.

- Mike Sobol said that our town lost a tremendous educator – Mr. Bednarz was someone who gave over five decades to community service. He taught Mike’s mother, taught him, and was something special in Coventry schools. When Mike made his Eagle project to build the sign in front of CGS, Rich met him there, giving him his time on a Saturday, to help Mike with the geometry required to make the posts look like pencils.

- Carolyn Arabolos said that the Winter Stroll was a really nice event. She enjoyed walking around and meeting more people in town. She also requested that the Local Emergency Coordinating Committee review information about Stop the Bleed training and consider holding a session in town.

- Matthew O’Brien said that he forwarded some questions regarding the Board of Education financial reports that he has raised throughout the year. At Finance he was told questions should be held until budget time. He would like to request these questions be put forward to the Board of Education.

- Matthew asked if anyone has come forward for assistance to federal employees affected by the federal government shutdown. John Elssesser replied no.

- Matthew asked if the 5118 policy was approved by the Board of Education. John Elssesser replied yes. Matthew asked if 5118A was approved. John replied they are two separate policies. Amanda Backhaus said that A was the administrative regulation that went along with it. Her understanding is that it was approved. Matthew said we just approved it as part of our package and now it has been amended a week later. Joan Lewis said we approved a memorandum of agreement. John said that document is the administrative policy – perhaps the minutes are not clear. They adopted what was given to us. Matthew said if 5118 was amended he would like it to come back to the Council. Carolyn said her
understanding is that we only vote on the memorandum. John said the Board has approved what we saw and he was authorized to sign it once they approved it. Nothing has changed. Mike Sobol said it has been updated on their website. Matthew said then he no longer needs to remove item 11.B from the Consent Agenda.

- Julie Blanchard said she will not be attending the next Steering Committee meeting in protest. She took a significant amount of time to prepare for the last Steering meeting beforehand, and provided a list of recommendations for people to serve on our new Library Renovation Committee. The Steering Committee’s recommendations were to be presented to the full Town Council. We had more people volunteer than positions to fill. Matt O’Brien commented during the Steering meeting that one possibility would be to consider expanding the number of people on this committee. This suggestion was not received favorably at Steering and so our Committee put forward a slate of 5 members and an alternate as we were charged to do. At our last Council meeting our Steering minutes were not only unavailable, but the Steering Chair did not even trouble himself to present our committee’s recommendations to the Council. The Steering Committee Chairman moved up an item on the agenda and the Council voted to increase the number of people that were to serve on this committee anyway. She understands that there is representation of both political parties, but you chose based only on political affiliation and not on what people could contribute to the discussion and decisions regarding the Library renovations. We took diversity of thought and diversity of ideas into consideration when we developed our recommendations at the Steering meeting and at the last Council meeting. That’s what will make the committee successful, and that’s why it is so important to the success of the committee. After we had failed to come to an agreeable solution for so many voting cycles on the Library, she had hoped you would have finally gotten the message from voters, and were going to make sure we included the outspoken and increasingly irritated majority opinion on the new committee. Her assessment is that voice is not represented on the Library renovation committee. You promised voters an open, free and transparent government. The lack of transparency from majority party leadership is alarming. Citizens are paying attention and there will be sharp judgment of this Council’s conduct in November. She always believed that the goal of Coventry’s Town Council is to strive to make decisions that are good for our home town, and are not 100% politically driven – this is not the case with this Council. This Council is entirely agenda-driven, and voters will now have to find another way to express themselves on the Library issue – because your new committee has sadly, closed the door.

Joan Lewis said she believes the agenda for the Council meeting was properly warned and did have the names of all the people who had applied.

Jonathan Hand stated for the record that the charge to the Library Renovation and Improvement committee was very clear and required some skills. He said it was pointed out by Matt that many qualified people stepped up to serve. We took the suggestion to expand the committee and made that decision at the Council level. We made selections based on their expertise to do renovation work, because that is what the committee is supposed to do. He takes umbrage that Julie suggests the people chosen are not qualified. Let’s remember this is not a library expansion committee, which was brought to vote twice and failed. That committee has been discharged. This is a new and separate
committee with a new and separate charge that echoes what he has heard from many people - that they would support fixing what we have but not an expansion. He hopes that the Council gets behind it because the work is needed. The committee is well qualified.

Matthew O'Brien said he thinks that Jonathan missed the point Julie was making. What he understood her to say is she was disappointed with the process. We spent time at Steering on that process. Then when we got to the Council we had to vote on things we didn’t discuss at the Steering Committee. If we wanted to expand the committee we should have discussed it at Steering. He also feels having someone who had a different opinion about the expansion project and was following this closely, is why we wanted Chris Morgan to be on the renovation committee.

Joan Lewis replied that everyone but one person who was recommended by Steering was appointed. Jonathan Hand said if you reference the agenda you will see the names put forth by Steering were what was on the agenda.

Lisa Conant said she voted the way she did because she feels this committee has a specific and fairly narrow charge - to look at repairs that might be needed and make recommendations based on the members’ expertise and background in construction. It seems like this committee is not there to advance a political ideology – it is more of a task force. As someone on the Town Council who will be making decisions on those committee’s recommendations which may affect us for years to come, she wants to know they are being made based on expertise, rather than a political agenda.

C. Finance Committee – Carolyn Arabolos:
Carolyn reported that the Finance Committee met on February 11th and reviewed the monthly reports provided by the Finance Office. Everything is on track at the approximate halfway point of the fiscal year. The committee also finalized a draft of an updated purchasing policy, which is on the agenda for Council consideration later this evening. The other remaining item on the agenda were the questions from Councilman O’Brien regarding the MOA with the Board of Education on tuition-paying students. We confirmed with the Board Chair that there is no impact on MBR as a result of this agreement, but Amanda is getting final confirmation at the State level that there is no MBR impact. As far as the remaining questions put forth by Mr. O’Brien, the committee felt they were under the purview of the duly-elected school officials. Certainly detailed answers can be asked for by any citizen but the volume of questions put forth by Mr. O’Brien for Council involvement is diverting from Council goals. Matthew O’Brien asked if we know where the Board Chair got her information about the impact to MBR. Carolyn replied no – she trusts the Board of Education. Amanda Backhaus said she will follow up when she hears back from the State.

D. COVRRRA – John Elsesser:
Matthew O’Brien asked if there is any conclusion as to why collections are only at 85%. Amanda Backhaus replied that we feel we are more realistic to where we should be. We think the numbers were overstated in years past. Linda Greenbacker is still working on doing collections and we feel we should be where we need to be at year end. John Elsesser said we also began working on the tax sale earlier last year, which typically generates COVRRRA payments as part of that process. We can look to see if we can clearly identify that. Matthew noted that page 4 of the agreement talks about reevaluating properties. Amanda replied that is in process. If we have it for the next Council meeting we will provide it, otherwise it will go to Finance.
E. Town Manager – John Elsesser:

1. Projects Update:

- We received a phone call late last week from CT DOT asking us whether we would be interested in the federal bridge program for Hop River Bridge. Under this program state employees would design the bridge vs. using a consultant, saving us 20%. We said yes so we are expecting to receive an award notification for the bridge. This is very good news – it is a $3 million project because the span is so long. This will be good news especially as we look toward the bond package, to reduce that number.

- The Governor’s budget is coming out tomorrow. It appears they are continuing to fund Town Aid for Roads and LOClP. The Governor is also proposing to have towns pay 25% of the teacher pension current expenditures. Mike Sobol asked who negotiated that. John replied the State. It may be a fiscal reality that the State just doesn’t have the money and can’t default on it. We are not sure of the fiscal impact because there are several ways to look at it. Amanda ran several calculations that are a couple hundred thousand dollars apart from each other. We will know more tomorrow.

- John and Eric Trott will be starting to hold meetings with abutters to the Hale Greenway project. We got a final set of plans. We had hoped to get a public hearing done before budget season started but that didn’t happen. It will likely will be done in April.

- The barn that was a potential donation from the Cumberland Farms demolition would have to be removed and installed at our expense, and Mark Kiefer evaluated it and determined that it would not be financially advisable. Also we don’t have a spot for it. It is too short for the rowing crew shells. We will be saying thanks but that we have to pass on the opportunity. We can’t move that fast and it doesn’t fit a current need.

- CT Water will be sending a letter to Northfields residents regarding their water system replacement project. They may start in a couple of weeks. We will also be sending a letter regarding possible reconstruction of the roads but that is dependent on budget. We would prefer to reconstruct the roads rather than patch. It will take the water company a full year to replace the water system. We may do some catch basin work while they are there, and use the same vendor while they are on site. They are using VMS.

- We will have another public information meeting on the Swamp/Bread & Milk Street alignment. The State wanted to eliminate some landscaping and sidewalks but came to an agreement with Todd Penney – there will be a modest reduction. Utility relocation will have to be paid by Eversource, not us. We are still waiting for a commitment to fund letter. The residents affected by the realignment are now ready to consider moving. We may have to talk about that over the next couple of months. Joan Lewis asked if this project is scheduled for 2020. John replied yes – there are many projects happening in 2020.

- The Plan of Conservation & Development resident survey is out.

- Copies of the proposed budget should be available on Tuesday and online. We don’t have the Board of Education budget yet but they passed it on Thursday night at 1.17%. There were some staff changes so it was further reduced from the Superintendent’s budget.

- Mike Sobol asked about Fire/EMS mileage reimbursement – it seems like they came to an agreement. John replied that they are in agreement that they want the funds. Things are getting more equitable but fine-tuning is still needed. We are hoping to make it retroactive back to January 1.

- Jonathan Hand asked about the status of the micro grid application. John replied that we will ask again, and it might be helpful if a state official would inquire for us. Every time there is a major changeover at the head of these divisions, things get lost for a while. Fortunately, the new head of CT DEEP came out of the PURA regulatory side so she is aware of what micro grids are. Now we are in the midst of the State budget process. We are sure that they are very
busy. We have verified that they have all the information they need. Carolyn Arabolos asked if the costs have changed with the passage of time. John replied that we don’t know. We have made it clear that we are not going to pay more than market rate.

- Julie noted that there was an item in the Manager’s report that talked about authorizing an asbestos survey for the high school. Has this not been done? John replied that the engineer will not accept someone else’s work. It has to go back to the State for approval for potential bonding for code issues. Due to lean bonding, school construction work will be more difficult but we think they will continue to do code work. The schools are getting ready to go out to bid for the oil tanks. They are tying up final details and the building committee is back up and running. We hope to have an update from the walls committee at the next meeting.

- Matthew O’Brien asked whether the septic test pits were done at Laidlaw. John replied no – it keeps getting bumped off the list. Public Works is doing a lot of tree work.

- Matthew O’Brien said that Rep. Ackert has put forward a bill with a funding mechanism for treatment of aquatic invasive species. John said he met with Rep. Ackert along with Bill Hyatt (formerly of CT DEEP, now working for the CT Federation of Lakes) on this issue. Rep. Ackert later discussed it with the environment committee so it looks like good momentum is happening. They are looking at options like a fee on boat licensing and a clean lakes stamp.

2. Rep. Ackert - Capitol Update: Crumbling Concrete Foundations Proposals. John Elsesser said that several crumbling concrete foundation proposals are working their way through the legislature. We will monitor their progress and support them as appropriate.

3. CRCOG proposed 2019 legislative agenda. John Elsesser said this agenda is very ambitious. It is hard to reach consensus on priorities when the group has 35 people. Matthew asked if they want to hear from us about what we support. John replied yes, drop him a note and he will forward it.

4. Regional transportation safety plan. John Elsesser said that CT DOT allowed us to propose two local studies that weren’t on their list: Daly Road, and the intersection of Ripley Hill and Main Street. The sun is in your eyes at Main/Ripley at the time of high school transportation. We are also sharing interesting information about accident hot spots. This will be worked into the master plan of conservation and development.

5. Solitude – 2018 Hydrilla report. John Elsesser said we received the draft report from Solitude. There were no huge surprises. Two notable recommendations are to increase the dosage in two coves where growth is heavier and to start treatment in June instead of July. We have to make sure we have enough money for the first treatment in June. We have $37,000 left. It will still be a total of $100,000 and we are not sure what the State will do. They also want to remove the benthic barriers. The most controversial recommendation is to have boat monitors at the launch at all times. The State will finalize the report at some point and we will compare it with Dr. Kortmann’s report, and work to line things up for June. The good news is that both Dr. Kortmann and Solitude think what we did last year was right and we should keep going. Jonathan Hand asked if Fanwort is back in Eagleville Lake. John replied yes. We took a year off from treatment there. We are trying to see whether we can do both. Mansfield is trying to put some funds in their budget because they have to pay half of the Eagleville Lake treatment. We would like to do that.

6. Annual report, FY 2017-2018. John Elsesser said that the annual report for FY 2017-2018 has been completed and is available online. For the last couple of years Laura Stone has put together a PowerPoint presentation of the highlights. We still hope to do that; we just haven’t had time. Mike noted that the report contains a lot of interesting information. John replied that the Town does a lot. Joan said perhaps we can we mention the annual report in the monthly e-blast.
10. New Business:

B. 18/19-54: Consideration/Authorization: Resolution Endorsing 2019 Fair Housing Action Plan and Authorize John A. Elsesser, Town Manager, as Designated Representative: Motion #18/19-213: Jonathan Hand moved to authorize the resolution for the 2019 Fair Housing Action Plan as outlined in the document included on tonight’s agenda (attached to minutes) and to authorize John A. Elsesser, Town Manager, as the designated representative. The motion was seconded by Lisa Conant and carried on unanimous vote.

C. 18/19-55: Consideration/Authorization: Amendments to Town of Coventry Purchasing Procedures: Motion #18/19-214: Jonathan Hand moved to authorize amendments to the Town of Coventry’s purchase procedures as presented. The motion was seconded by Carolyn Arabolos. Carolyn said that the policy was revised because the old one referenced carbon copies and forms which aren’t used anymore. It was updated to reflect the appropriate procedures to submit through the Admins system. Amanda Backhaus noted that we also doubled the dollar limit guidelines which hadn’t been updated since 1989. It is in line with industry standards. Joan Lewis said she appreciates the work that was done to update it. John Elsesser said one other big change was to attach the anti-fracking ordinance as an appendix. Motion #18/19-214 carried on unanimous vote.

11. Executive session:

Motion #18/19-215: Matthew O’Brien moved that the Town Council enter into Executive Session at 9:01 PM pursuant to Connecticut General Statutes 1-200(6)(E)-discussion of any matter which would result in the disclosure of public records or the information therein contained described in sub-section (b) of Section 1-210 with the following people in attendance: Town Council members, the Town Manager and the Finance Director. The motion was seconded by Lisa Conant and carried on unanimous vote.

Motion #18/19-216: Carolyn Arabolos moved to leave Executive Session at 9:42 PM. The motion was seconded by Mike Sobol and carried on unanimous vote.

12. Adjournment:

Motion #18/19-217: Matthew O’Brien moved to adjourn the meeting at 9:43 PM. The motion was seconded by Mike Sobol and carried on unanimous vote.

Respectfully submitted,

Laura Stone
Town Council Clerk

Note: These minutes are not official until acted upon by the Town Council at its next regular meeting. Those meeting minutes will reflect approval or changes to these minutes.
Fair Housing

Action Plan

2019

John A. Elsesser
Town Manager
FAIR HOUSING RESOLUTION
TOWN OF COVENTRY

Certified is a true copy of a resolution adopted by the Town of Coventry at a meeting of its Town Council on February 19, 2019, and which has not been modified or rescinded in any way whatsoever.

SEAL

Lori Tollmann, Town Clerk        Date

Whereas, All persons are afforded a right to full and equal housing opportunities in the neighborhood of their choice; and

Whereas, Federal fair housing laws require that all individuals, regardless of race, color, religion, sex, handicap, familial status or national origin, be given equal access to all housing-related opportunities, including rental and homeownership opportunities, and be allowed to make free choices regarding housing location; and

Whereas, Connecticut fair housing laws require that all individuals, regardless of race, creed, color, national origin, ancestry, sex, marital status, age, lawful source of income, familial status, learning disability, physical or mental disability, sexual orientation, or gender identity or expression be given equal access to all housing-related opportunities, including rental and home ownership opportunities, and be allowed to make free choices regarding housing location; and

Whereas, The Town of Coventry is committed to upholding these laws, and realizes that these laws must be supplemented by an Affirmative Statement publicly endorsing the right of all people to full and equal housing opportunities in the neighborhood of their choice.

NOW THEREFORE, BE IT RESOLVED, That the Town of Coventry hereby endorses a Fair Housing Policy to ensure equal opportunity for all persons to rent, purchase, obtain financing and enjoy all other housing-related services of their choice on a non-discriminatory basis as provided by state and federal law; and

BE IT FURTHER RESOLVED, That the Chief Executive Officer of the Town of Coventry or his/her designated representative is responsible for responding to and assisting any person who alleges to be the victim of an illegal discriminatory housing practice in the Town of Coventry and for advising such person of the right to file a complaint with the State of Connecticut Commission on Human Rights and Opportunities (CHRO) or the U.S. Department of Housing and Urban Development (HUD) or to seek assistance from the CT Fair Housing Center, legal services, or other fair housing organizations to protect his or her right to equal housing opportunities.
FAIR HOUSING PLAN

I. Policy Statement
It shall be the policy and commitment of the Town of Coventry to ensure that fair and equal housing opportunities are granted to all persons, in all housing opportunities and development activities funded by the town, regardless of race, color, religion, gender, sexual orientation, gender identity or expression, marital status, lawful source of income, familial status, national origin, ancestry, age or mental or physical disability. This shall be done through a program of education, an analysis of impediments, and designation of a Fair Housing Officer and development of a procedure for complaints of discrimination. This plan will incorporate the directives of State and Federal laws and Executive Orders, including, but not limited to:

- Title VI of the Civil Rights Act of 1964
- The Fair Housing Act – Title VIII of the Civil Rights Action of 1968, as amended
- Executive Order 11063, as amended by Executive Order 12259
- Section 104(b) of Title I of the Housing and Community Development Act of 1974, as amended
- Section 109 of Title I of the Housing and Community Development Act of 1974, as amended
- Section 3 of the Housing and Community Development Act of 1968, as amended
- Sections 503 and 504 of the Rehabilitation Act of 1973, as amended
- The Americans with Disabilities Act of 1990
- The Age Discrimination Act of 1975, as amended
- Executive Order 11246 (as amended by Executive Orders 12375 and 12086) Equal Opportunity under HUD Contracts and HUD-assisted Construction Contracts
- Executive Order 12892, Leadership and Coordination of Fair Housing
- Connecticut General Statutes 46a-64c as amended

The Town of Coventry commits to providing and promoting racial and economic integration in any housing development financially supported with DOH funding and will take affirmative steps to reach beneficiaries from all racial and ethnic groups as well as the physically or mentally handicapped and families with children and to reach a broad range of income eligible beneficiaries for appropriate and applicable housing opportunities.

II. Selection of Fair Housing Officer
In accordance with Title VIII, Civil Rights Act of 1968, as amended, the Fair Housing Officer below has been designated to handle fair housing complaints and activities.

Eric Trott
Director of Planning and Development
1712 Main Street
Coventry, CT 06238
860-742-4062

The Fair Housing Officer is responsible for the intake and processing of all housing complaints as well as implementation of the Fair Housing Plan activities and actions. While not expected to be an "expert" in Fair Housing Laws, at a minimum, the officer will be familiar with the complaint process and Federal and State Laws, which address Fair Housing. Records which show the date, time, nature of complaint and decisions made in the complaint process will be fully documented. A separate file will maintain a record of all housing discrimination complaints and follow-up actions.

III. Complaint Process
Housing discrimination complaint forms such as Forms HUD-903 and HUD-903A (Spanish version) from HUD, as well as a summary of actions which may constitute housing discrimination, and instructions for completing and filing housing discrimination complaints will
be made available to citizens at Coventry Town Hall, 1712 Main Street, Coventry, CT 06238. Complaints need not be made on official forms to be valid.

Forms will also be distributed to lenders, realtors, and at other public places such as the Library periodically.

The Fair Housing Officer will reasonably assist the complainant in submitting the complaint to the appropriate body by providing assistance in explaining the form and/or contacting the appropriate office and allowing the use of Town phones for communication.

The individual(s) filing the complaint will then be advised of the option of filing directly with the U.S. Department of Housing and Urban Development (HUD) within one year after an alleged violation, the Connecticut Commission on Human Rights and Opportunities (CHRO) by filing a notarized complaint within 180 days of the alleged violation, or the Equal Employment Opportunity Commission or with all agencies simultaneously. The individual should also be advised of the option of filing suit, at his/her expense in Federal District Court or State Court within two years of an alleged violation. The individual should be further advised that if he/she cannot afford an attorney, the Court may appoint one that a suit may be commenced even after filing a complaint, if the individual has not signed a conciliation agreement and an Administrative Law Judge has not started a hearing. A court may award actual and punitive damages and attorney’s fees and costs.

The Fair Housing Officer will keep a record of the progress on the number of complaints filed, actions taken, and the status of each complaint.

IV. **Opportunity Mapping**
Using the Connecticut Opportunity Map, which is available at the DOH website, the Town has determined that the target area for the proposed project or activity is a High area.

V. **Implementation and Action Steps**
The town will take specific action steps and implementation activities over the next three-year period following the guidelines provided by DOH.

**Action Steps 1, 2, 9, 10, 11 or 12 (SET I)**

11. Appoint a fair housing officer, have him or her trained on their duties and responsibilities as a fair housing officer, and publicize the person’s name, contact information, and job responsibilities. The Town of Coventry has appointed Eric Trott, Director of Planning and Development, as the Town’s Fair Housing Officer. Mr. Trott has received extensive training of his duties and responsibilities as FHO and continues to seek out appropriate opportunities to further his knowledge of fair housing. Mr. Trott’s name, contact information and job responsibilities are clearly publicized both through postings at Town Hall as well as on the Town’s website.

**Action Steps 3, 4, 5, 6, 7, 8, 13, 14 or 15 (Set II)**

4. Publish the municipality’s POCD on its website. The Town of Coventry has posted its most current POCD on its website.

13. Refer complaints of housing discrimination to HUD, CHRO, or a private fair housing agency. The Town has policies in place for the referral of housing discrimination complaints to HUD, CHRO or a private fair housing agency. During his tenure with the Town of Coventry, Mr.
Trott received one complaint approximately twenty years ago and communicated with CHRO. CHRO took appropriate action and closed the case. Should Mr. Trott receive any future complaints, he will follow the policies in place in order to take appropriate action.

Additional Steps
The Town of Coventry will adopt annually the Fair Housing Policy Statement and a Fair Housing Resolution as an indication of its commitment to Fair Housing Month during the month of April.

The Town of Coventry will display its fair housing policies/procedures and ADA policies and grievance procedure on its website.

The Town of Coventry will display Fair Housing posters identifying the town’s Fair Housing Officer, title, address and phone number in prominent locations. In addition, fair housing information will be distributed outside of traditional municipal locations including local realtors and banks.

All advertising of residential real estate owned by the Town of Coventry for sale, rent or financing will contain the Fair Housing logo, equal opportunity slogan as a means of educating the home seeking public that the property is available to all persons regardless of race, color, religion, sex, mental or physical disability, sexual orientation, gender identity or expression, familial status, marital status, national origin, age, ancestry, or lawful source of income. All bid advertisements by town-sponsored programs must include the phrase “Equal Opportunity/Affirmative Action Employer.” The type of logo, statement or slogan will depend on the type of media being used (visual or auditory). All logos/statements must appear at the end of the advertisement.

VI. Analysis of Impediments
The Town will cooperate and assist the State with its periodic Analysis of Impediments and conduct a review of policies, practices and procedures that affect the availability and accessibility of housing.

VII. Timetable
The Town will carry out the abovementioned action steps within three years of the adoption of this Plan.

VIII. Amendments
The Town of Coventry Town Manager shall amend and revise this Plan as required to keep current with State/Federal affirmative action and equal opportunity policies and procedures and local actions and activities to further the purposes of this Plan.

John A. Elsesser, Town Manager

Date
DATA SOURCES

1. Percentage of Ownership Stock
According to the most recent (Aug. 2018) CERC Town Profiles the Town of Coventry has a 92% single unit ownership stock.

2. Median Price Home
According to the most recent (Aug. 2018) CERC Town Profiles the median price of a home in the Town of Coventry is $252,600.

3. Percentage of Rental Stock
According to the most recent (Aug. 2018) CERC Town Profiles the Town of Coventry has an 8% rental stock.

4. Median Rent
According to HUD’s FY2019 Fair Market Rent Documentation System, the median rent for a three (3) bedroom home is $1,600.

5. Actual Mill Rate
According to the Town of Coventry’s Assessors Office the Actual Mill Rate for the Town of Coventry is 32.2.

6. Monthly Home Insurance Cost
Three square footage amounts were taken from three random listings on www.realtor.com for a “typical two-story, three-bedroom home”. The three square footage amounts were added together and divided by the sum of 3 to get the average square footage of 2,726 square feet.

The Town of Coventry conducted a telephone survey of three local insurance agencies to determine the monthly home insurance cost for a typical two-story, three-bedroom house with an average square footage of 2,726. An average of the information gathered indicated that the yearly insurance premium would be $1,180 making the monthly premium $98.33.
7. **Monthly Principal and Interest Payment**

The principle was calculated by taking the median price of a house in the Town of Coventry and subtracting the minimum down payment (5%) to get a principle amount of $239,970. According to Bankrate.com’s weekly national survey of large banks, the average interest rate for a 30-year fixed mortgage is 4.43%.

The monthly principal and interest payment was calculated at [www.mortgage-calc.com](http://www.mortgage-calc.com).

For a 30-year fixed mortgage with principal amount of at $239,970 at an average percentage rate of 4.43%, the monthly principal and interest payment would be $1,205.

8. **Monthly Private Mortgage Insurance Cost**

The average yearly private mortgage insurance (PMI) cost is $2,399.70, making the average monthly cost $199.98. The PMI cost was determined by multiplying the principal amount of the mortgage by .01 to determine the total cost of PMI. The yearly amount was then divided by 12 to get the monthly cost of PMI.

9. **Monthly Utility Costs**

According to the most recently published state-wide Section 8 program utility allowance for a 3-bedroom single family home using oil heat and hot water, electrical cooking and lighting and includes allowances for a range, refrigerator and trash collection, the monthly utility costs are $326.

10. **Town Median Household Income**

According to the most recent (Aug. 2018) CERC Town Profiles the median household income in the Town of Coventry is $88,967.

11. **State Median Household Income**

According to the most recent (Aug. 2018) CERC Town Profiles the Median Household Income for the State of Connecticut is $71,755.
CALCULATIONS
Income Needed for Housing

I. Income Needed to Rent at Median Rent
Multiply the Fair Market Rent for a 3 BR unit by 12 and divide the product by 30%
($1,600.00 \times 12) / 30\% = \$64,000.00

II. Income Needed to Purchase a Median Price HOME
A. Add the following five (5) amounts

1. Monthly Property Taxes $474.47
Multiply the "median price" (item 2 of the "Data Sources") of a home in your
community by seventy percent (70\%) and multiply the resulting amount by the
"actual mille rate." This is the annual amount of the property for the home. Divide
the annual amount by twelve (12) to get the monthly property taxes for the home.

2. Monthly Home Insurance Cost $98.33
Determined in accordance with item 6 of the "Data Sources"

3. Monthly Principle and Interest Payment $1,205.00
Determined in accordance with item 7 of the "Data Sources"

4. Monthly Private Mortgage Insurance (PMI) cost $199.98
Determined in accordance with item 8 of the "Data Sources"

5. Monthly Utility Costs $326.00
Enter the current State-wide Section 8 Program's utility allowance for a three-
bedroom single family home that uses oil heat & hot water, electric cooking and
lighting, and includes allowances for a range, refrigerator and trash collection.

Total Monthly Property Taxes, Home Insurance Cost,
Principle & Interest Payment, Private Mortgage
Insurance Cost and Utility Costs $2,303.78

B. Multiply the "Total Monthly Property Taxes, Home Insurance Cost, Principal &
Interest Payment, Private Mortgage Insurance Cost, and Utility Costs" by 12 and
divide the product by twenty-eight percent (28%).

($2,303.78 \times 12) / 28\% = \$98,733.43
AFFORDABILITY CLASSIFICATION

1. Calculate "Income Needed For Housing" (INH)

\[
(\text{92\%} \times \$98,733.43) + (\text{8\%} \times \$64,000.00) = \$95,954.76
\]

\begin{align*}
\text{\% of income needed to purchase median price home} & = \text{\% of income needed to rent at the median rent} \\
\text{92\%} & \times \$98,733.43 + \text{8\%} & \times \$64,000.00 & = \$95,954.76
\end{align*}

2. Enter the lower of the State or Regional Median Income

\begin{align*}
\text{State Median Income} & = \$71,755.00 \\
\text{Regional Median Income} & = \$88,967.00
\end{align*}

3. Determine the following amounts:

(a) 120\% of the lower of the State or Regional Median Income: \$86,106.00

(120\% \times \text{the amount shown in \#2 above})

(b) 80\% of the lower of the State or Regional Median Income: \$57,404.00

(80\% \times \text{the amount shown in \#2 above})

4. Check the appropriate "Affordability Classification"

\begin{align*}
\text{Limited Affordability Community} & \quad \text{INH from \#1} \\
\text{INH} & = \$95,954.76 \quad \text{is greater than} \quad \$86,106.00 \quad \text{(a) of \#3}
\end{align*}

\begin{align*}
\text{Moderate Affordability Community} & \quad \text{INH from \#1} \\
\text{INH} & = \ \$ \quad \text{is between} \quad \$ \quad \text{and} \quad \$ \quad \text{(b) of \#3} \\
\text{Substantial Affordability Community} & \quad \text{INH from \#1} \\
\text{INH} & = \ \$ \quad \text{is less than} \quad \$ \quad \text{(b) of \#3}
\end{align*}
COMMUNITY CLASSIFICATION AND CATEGORIZATION

I. Community Classification

Based on the definitions provided for the “Matrix for Local Fair Housing Action,” (page 12 of the “Fair Housing Action Plan Guidelines”), select one (1) of the following four (4) “Community Classifications” for your community:

_____ Urban

_____ First Tier Suburb

_____ Second Tier Suburb

_____ Rural

II. Community Categorization

Based on the “Affordability Classification” selected in accordance with Number 6 of the “Fair Housing Action Plan Guidelines” and the “Community Classification” selected above, select the “Community Categorization” from the “Matrix for Local Fair Housing Action” that applies to your community. This “Community Categorization” must be selected from one of the fourteen categories listed in Number 7 of the “Fair Housing Action Plan Guidelines.”

Community Categorization:  Second Tier Suburb

Limited Affordability Community
**DETERMINATION**

**Monthly Home Insurance Cost**  
**Two-Story, Three-Bedroom Home**

Contact three (3) insurance agencies to determine the annual home insurance premium for a typical two-story, three-bedroom home with no garage or decks (use the average square footage from the "Determination of the Average Square Footage of a Typical Two-Story, Three Bedroom Home"):

<table>
<thead>
<tr>
<th>Name of Insurance Agency</th>
<th>Annual Premium</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. State Farm Insurance</td>
<td>$ 1,178.00</td>
</tr>
<tr>
<td>2. Liberty Mutual</td>
<td>$ 1,152.00</td>
</tr>
<tr>
<td>3. Allstate</td>
<td>$ 1,210.00</td>
</tr>
</tbody>
</table>

Add the above three amounts and divide the sum by three (3) to obtain annual insurance premium:

$ 1,180.00

Divide the average annual premium by twelve (12) to obtain the monthly home insurance Cost:

$ 98.33
### Demographics

<table>
<thead>
<tr>
<th>Population</th>
<th>Town</th>
<th>County</th>
<th>State</th>
</tr>
</thead>
<tbody>
<tr>
<td>2000</td>
<td>11,504</td>
<td>136,364</td>
<td>3,405,565</td>
</tr>
<tr>
<td>2010</td>
<td>12,435</td>
<td>132,081</td>
<td>3,574,997</td>
</tr>
<tr>
<td>2012-2016</td>
<td>12,446</td>
<td>131,689</td>
<td>3,588,570</td>
</tr>
<tr>
<td>2020</td>
<td>12,249</td>
<td>132,906</td>
<td>3,604,591</td>
</tr>
<tr>
<td>'16-20 Growth/Yr</td>
<td>-0.4%</td>
<td>1.1%</td>
<td>0.1%</td>
</tr>
<tr>
<td>Land Area (sq. miles)</td>
<td>38</td>
<td>410</td>
<td>4,842</td>
</tr>
<tr>
<td>Pop/Sq Mile (2012-2016)</td>
<td>331</td>
<td>570</td>
<td>741</td>
</tr>
<tr>
<td>Median Age (2012-2016)</td>
<td>44</td>
<td>38</td>
<td>41</td>
</tr>
<tr>
<td>Households (2012-2016)</td>
<td>4,707</td>
<td>54,573</td>
<td>1,354,713</td>
</tr>
<tr>
<td>Med. HH Inc. (2012-2016)</td>
<td>$30,967</td>
<td>$80,129</td>
<td>$71,755</td>
</tr>
<tr>
<td>Veterans (2012-2016)</td>
<td>764</td>
<td>188,759</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Age Distribution (2012-2016)</th>
<th>0-4</th>
<th>5-14</th>
<th>15-24</th>
<th>25-44</th>
<th>45-64</th>
<th>65+</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Town</td>
<td>581</td>
<td>1,645</td>
<td>1,650</td>
<td>1,955</td>
<td>1,372</td>
<td>1,144</td>
<td>12,446</td>
</tr>
<tr>
<td>County</td>
<td>6,189</td>
<td>16,198</td>
<td>33,092</td>
<td>31,687</td>
<td>42,596</td>
<td>21,037</td>
<td>151,089</td>
</tr>
<tr>
<td>State</td>
<td>180,012</td>
<td>430,100</td>
<td>494,529</td>
<td>487,077</td>
<td>1,033,029</td>
<td>555,023</td>
<td>3,588,570</td>
</tr>
</tbody>
</table>

### Race/Ethnicity (2012-2016)

<table>
<thead>
<tr>
<th></th>
<th>Town</th>
<th>County</th>
<th>State</th>
</tr>
</thead>
<tbody>
<tr>
<td>White, Non-Hispanic</td>
<td>11,768</td>
<td>150,249</td>
<td>2,484,500</td>
</tr>
<tr>
<td>Black</td>
<td>59</td>
<td>4,560</td>
<td>372,695</td>
</tr>
<tr>
<td>Asian</td>
<td>58</td>
<td>6,321</td>
<td>152,792</td>
</tr>
<tr>
<td>Native American</td>
<td>0</td>
<td>74</td>
<td>3,697</td>
</tr>
<tr>
<td>Other/Multi-Race</td>
<td>273</td>
<td>5,111</td>
<td>284,582</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
<td>477</td>
<td>7,629</td>
<td>537,726</td>
</tr>
</tbody>
</table>

### Education

#### 2017-2018 School Year

<table>
<thead>
<tr>
<th>Grades</th>
<th>Enrollment</th>
</tr>
</thead>
<tbody>
<tr>
<td>PK-12</td>
<td>1,890</td>
</tr>
</tbody>
</table>

#### Smarter Balanced Test Percent Above Goal (2016-2017)

<table>
<thead>
<tr>
<th>Grade 3</th>
<th>Grade 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Town</td>
<td>State</td>
</tr>
<tr>
<td>Math</td>
<td>67.4%</td>
</tr>
<tr>
<td>ELA</td>
<td>69.7%</td>
</tr>
</tbody>
</table>

#### Pre-K Enrollment (PSSS)

<table>
<thead>
<tr>
<th>Year</th>
<th>Pre-K Enrollment</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016-2017</td>
<td>47</td>
</tr>
</tbody>
</table>

#### 4-Year Cohort Graduation Rate (2016-2017)

<table>
<thead>
<tr>
<th>Connecticut</th>
<th>All</th>
<th>Female</th>
<th>Male</th>
</tr>
</thead>
<tbody>
<tr>
<td>87.1%</td>
<td>90.9%</td>
<td>85.1%</td>
<td></td>
</tr>
</tbody>
</table>

### Economics

#### Top Five Grand List (2018)

<table>
<thead>
<tr>
<th>Sector</th>
<th>Units</th>
<th>Employment</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>CT Light &amp; Power</td>
<td>193</td>
<td>1,453</td>
<td>$17,955,950</td>
</tr>
<tr>
<td>Charter Investment Trust LLC</td>
<td>33</td>
<td>94</td>
<td>$2,086,100</td>
</tr>
<tr>
<td>CT Water Co</td>
<td>5</td>
<td>91</td>
<td>$2,835,940</td>
</tr>
<tr>
<td>White Mountains-Coventry LLC</td>
<td>20</td>
<td>251</td>
<td>$2,795,000</td>
</tr>
<tr>
<td>Algonquin Gas Transmission LLC</td>
<td>17</td>
<td>148</td>
<td>$1,969,210</td>
</tr>
</tbody>
</table>

#### Major Employers (2014)

<table>
<thead>
<tr>
<th>Sector</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>East Coast Veterinary Emerg</td>
<td>Captain Nathan Hale Middle</td>
</tr>
<tr>
<td>Coventry High School</td>
<td>George Hersey Robertson School</td>
</tr>
<tr>
<td>Highland Park Market</td>
<td></td>
</tr>
</tbody>
</table>

#### Rate of Chronic Absenteeism (2016-2017)

<table>
<thead>
<tr>
<th>Year</th>
<th>Rate of Chronic Absenteeism</th>
</tr>
</thead>
<tbody>
<tr>
<td>2016-2017</td>
<td>9.9%</td>
</tr>
</tbody>
</table>

#### Public vs Private Enrollment (2012-2016)

<table>
<thead>
<tr>
<th>Town</th>
<th>County</th>
<th>State</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public</td>
<td>90.3%</td>
<td>90.0%</td>
</tr>
<tr>
<td>Private</td>
<td>9.7%</td>
<td>10.0%</td>
</tr>
</tbody>
</table>

No representation or warranties, expressed or implied, are given regarding the accuracy of this information.
The FY 2019 Hartford-West Hartford-East Hartford, CT HUD Metro FMR Area Small Area FMRs

The following are the steps used to calculate the 2-bedroom rent of $1,280 for ZIP Code 06238.

1. Evaluate the current 5-year ACS Adjusted Standard Quality (ASQ) 40th percentile 2-bedroom gross rent. If the estimate has a margin of error ratio of less than 50% and at least one hundred survey cases, use this as the ZCTA base rent for the SAFMR for the current year.
2. If the 2-Bedroom rent is not reliable, evaluate the 1-Bedroom gross rent. If this estimate is reliable, convert it to a 2-bedroom rent using the appropriate bedroom ratio of the parent HUD metropolitan area.
3. If the 2 and 1-Bedroom rents are not reliable, evaluate the 3-Bedroom gross rent. If this estimate is reliable, convert it to a 2-bedroom rent using the appropriate bedroom ratio of the parent HUD metropolitan area.
4. Repeat the above three steps for the previous two ACS years. If a ZIP code has reliable 2-Bedroom equivalent rents in at least two or the three ACS years, update the non-current year ACS estimates for inflation, and take the average of the reliable estimates as the base rent for FY2019.
5. Calculate a FY2019 Small Area Fair Market Rent by multiplying this base rent by the recent mover factor, the CPI gross rent update factor, and the national trend factor.
6. If the ZIP code does not have a reliable base rent, evaluate the quality if its 5-year ACS Adjusted Standard Quality (ASQ) median all bedroom gross rent for the previous three ACS years. If at least two of these three estimates are reliable, calculate ratios of the ZIP code median gross rent estimate to that of the ZIP code's parent HUD metropolitan area. Take the average of these ratios. If the ZIP code does not have reliable ZIP code median gross rents, examine the reliability of the ZIP code's parent county. If at least two of these three estimates are reliable, calculate ratios of the county median gross rent estimate to that of the county's parent HUD metropolitan area. If county level estimates are not reliable, set the ratio to 1.
7. If necessary apply the ZIP code rent ratio the the FY2019 2-Bedroom Fair Market Rent for the ZIP code's parent HUD metropolitan area.
8. Ensure that the 2-Bedroom SAFMR does not exceed 150% of the parent HUD metropolitan FMR.
9. Ensure the the 2-Bedroom SAFMR is not lower than the ZIP code's parent state minimum FMR.
10. Calculate SAFMRs for other bedroom sizes using the bedroom ratios for the ZIP code's parent metropolitan area.
11. Ensure that the SAFMRs do not fall below the appropriate 90% floor.

The FY 2019 Hartford-West Hartford-East Hartford, CT HUD Metro FMR Area Small Area FMRs for All Bedroom Sizes in ZIP Code 06238

<table>
<thead>
<tr>
<th>Efficiency</th>
<th>One-Bedroom</th>
<th>Two-Bedroom</th>
<th>Three-Bedroom</th>
<th>Four-Bedroom</th>
</tr>
</thead>
<tbody>
<tr>
<td>$820</td>
<td>$1,030</td>
<td>$1,280</td>
<td>$1,660</td>
<td>$1,790</td>
</tr>
<tr>
<td>Services</td>
<td>Bedroom Size</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>----------</td>
<td>-------------</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td><strong>Utility Type</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Heating:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Single</td>
<td>Natural Gas</td>
<td>41</td>
<td>61</td>
<td>71</td>
</tr>
<tr>
<td></td>
<td>Oil</td>
<td>89</td>
<td>103</td>
<td>118</td>
</tr>
<tr>
<td></td>
<td>Electric</td>
<td>77</td>
<td>96</td>
<td>128</td>
</tr>
<tr>
<td></td>
<td>Propane</td>
<td>91</td>
<td>122</td>
<td>152</td>
</tr>
<tr>
<td>Family</td>
<td>Natural Gas</td>
<td>28</td>
<td>51</td>
<td>64</td>
</tr>
<tr>
<td></td>
<td>Oil</td>
<td>65</td>
<td>86</td>
<td>106</td>
</tr>
<tr>
<td></td>
<td>Electric</td>
<td>64</td>
<td>80</td>
<td>108</td>
</tr>
<tr>
<td></td>
<td>Propane</td>
<td>82</td>
<td>94</td>
<td>128</td>
</tr>
<tr>
<td>(S18)</td>
<td>Natural Gas</td>
<td>22</td>
<td>45</td>
<td>57</td>
</tr>
<tr>
<td></td>
<td>Oil</td>
<td>59</td>
<td>74</td>
<td>97</td>
</tr>
<tr>
<td></td>
<td>Electric</td>
<td>48</td>
<td>64</td>
<td>88</td>
</tr>
<tr>
<td></td>
<td>Propane</td>
<td>55</td>
<td>79</td>
<td>122</td>
</tr>
<tr>
<td>(H18)</td>
<td>Coal</td>
<td>36</td>
<td>43</td>
<td>63</td>
</tr>
<tr>
<td>Mobile</td>
<td>Oil</td>
<td>77</td>
<td>94</td>
<td>112</td>
</tr>
<tr>
<td>(M18)</td>
<td>Propane</td>
<td>88</td>
<td>106</td>
<td>143</td>
</tr>
<tr>
<td><strong>Cooking:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Natural Gas</td>
<td>7</td>
<td>8</td>
<td>11</td>
<td>14</td>
</tr>
<tr>
<td>Electric</td>
<td>11</td>
<td>13</td>
<td>17</td>
<td>22</td>
</tr>
<tr>
<td>Propane</td>
<td>12</td>
<td>15</td>
<td>21</td>
<td>27</td>
</tr>
<tr>
<td><strong>Water:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Natural Gas</td>
<td>16</td>
<td>20</td>
<td>27</td>
<td>41</td>
</tr>
<tr>
<td>Heating:</td>
<td>Oil</td>
<td>21</td>
<td>32</td>
<td>44</td>
</tr>
<tr>
<td>(Hot H20)</td>
<td>Electric</td>
<td>49</td>
<td>59</td>
<td>67</td>
</tr>
<tr>
<td></td>
<td>Propane</td>
<td>27</td>
<td>40</td>
<td>55</td>
</tr>
<tr>
<td><strong>Other:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Electricity:</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cold Water:</td>
<td>22</td>
<td>34</td>
<td>58</td>
<td>81</td>
</tr>
<tr>
<td>Sewer:</td>
<td>9</td>
<td>19</td>
<td>37</td>
<td>56</td>
</tr>
<tr>
<td>Trash:</td>
<td>30</td>
<td>30</td>
<td>30</td>
<td>30</td>
</tr>
<tr>
<td>Refrigerator:</td>
<td>3</td>
<td>3</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Range/Stove:</td>
<td>2</td>
<td>2</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Gas Service Fee:</td>
<td>17</td>
<td>17</td>
<td>17</td>
<td>17</td>
</tr>
</tbody>
</table>