

SALISBURY PLANNING AND ZONING COMMISSION

REGULAR MEETING MINUTES

MARCH 21, 2022, 6:30 PM

Remote Meeting by Live Internet Video Stream and Telephone

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Members Present:

Dr. Michael Klemens (Chairman)
Cathy Shyer (Vice Chair)
Martin Whalen (Secretary)
Bob Riva (Regular Member)
Dr. Danella Schiffer (Alternate)
Debra Allee (Alternate)

Staff Present:

Abby Conroy, Land Use Administrator (LUA)

Members Absent

Allen Cockerline (Regular Member)

Brief Items and Announcements

1. Call to Order/ Establish Quorum

Chairman Klemens called the meeting to order at 6:29 p.m. A quorum was established with four regular members Chairman Klemens, Vice Chair Shyer, Commissioner Riva, Secretary Whalen. Additionally, Alternate Schiffer and Alternate Allee were present. Alternate Schiffer was seated as a voting member.

2. Approval of Agenda

Motion: To approve the agenda as presented

Made by Riva, seconded by Shyer

Vote: 5-0-0

3. Minutes of December 13, 2021 - *Pending*

4. Minutes of December 20, 2021 - *Pending*

5. Minutes of January 18, 2022 – *Pending*

6. Minutes of January 31, 2022 – *Pending*

7. Minutes of February 7, 2022 – *Pending*

8. Minutes of February 22, 2022 – *Pending*

9. Minutes of March 7, 2022 – *Pending*

10. Minutes of March 8, 2022 - *Pending*

Minutes were tabled

11. Update on Minutes – FOI

LUA Conroy stated that, per FOI regulations, minutes are required to be submitted to the Town Clerk’s Office within seven days of a meeting. With counsel from Tom Hennick (Public Education Officer of the Connecticut Freedom of Information Commission), she indicated that the presence of the video recordings from previous meetings, in combination with hiring two individuals to complete the missing minutes, demonstrates a good faith effort towards compliance with the Freedom of Information Act.

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41 **Public Comment**

42 12. Public comment is restricted to items that are neither on the agenda nor the subject of any
43 Planning & Zoning application or action and are limited to three minutes per person.

44
45 Chairman Klemens opened the meeting for public comment at 6:32 p.m.

46
47 There was no public comment.

48
49 **Other Business**

50 13. Final Draft of “Report of Potential Violation Form” – Possible Adoption

51
52 LUA Conroy opened the discussion of the “Report of Potential Violation Form.” She stated that the
53 form was created by the joint subcommittee of the Inland Wetlands & Watercourses Commission
54 (IWWC) and Planning & Zoning Commission (PZC) to identify and document potential land use
55 violations. Per the commentary of the PZC at a previous meeting, the introductory statement was
56 modified to incorporate neutral language. PZC Attorney Charles R. Andres (Barclay Damon LLP) advised
57 the Commission to avoid complete prohibition of anonymous complaints. Therefore, statements
58 regarding prohibition of anonymous complaints were removed from the form. Per Federal Law, drone
59 footage is not a reliable form of documentation for a potential violation; the disclaimer regarding
60 drone footage was removed from the form. A section for the determination of a complaint, a signature
61 line for the Chairman of the Commission, and a case number line was also added to the form.

62
63 Vice Chair Shyer requested clarification of the use of the term “disposition” in the “Office Use Only”
64 section of the form. Chairman Klemens stated that the use of the word “disposition” is used to
65 describe the nature of the complaint as identified from the five numerical bullets at the top of the
66 form. Alternate Schiffer asked whether there would be a future discussion of consequences and
67 penalties for Zoning violations. Chairman Klemens confirmed that there would be future discussions on
68 consequences and penalties for Zoning violations.

69
70 **Motion:** To approve the proposed *Land Use Report of Potential Violation Form* with the following
71 correction:

72 Revision to a lowercase “c” in the word “complaint” on page 2
73 Made by Riva, seconded by Whalen
74 Vote: 5-0-0

75
76 14. Plan of Conservation and Development Survey Results – *Preliminary Discussion*
77 LUA Conroy presented the following results from the Plan of Conservation and Development Survey via
78 PowerPoint:

79
80 Slide 1: Introductory Slide

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81 Slide 2: Survey Participation
82 681 Total Responses; 681 Complete Responses

83
84 Slide 3: **Question 1: How did you learn about this online survey?**

85 Answered: 674 Skipped: 7
86 The data was presented as a pie chart.

87
88 Slide 4: **Question 1: How did you learn about this online survey?**

Answer Choices	Responses (Percentage)	Number of Respondents
Someone told me about it	45.55%	307
I heard about it/read about it online	20.92%	141
None of the above	13.65%	92
I read about it in a newspaper	8.46%	57
I found it on the Town website	6.53%	44
I heard about it on social media	2.67%	18
I heard about it at a Town meeting	2.23%	15

89 Chairman Klemens stated that the Commission received professional assistance in the creation and
90 distribution of the survey. LUA Conroy highlighted that word of mouth and online correspondence
91 were predominant ways in which Town residents received information about the survey. Alternate
92 Schiffer requested the percentage of respondents in relation to the total population of the Town of
93 Salisbury. LUA Conroy was unable to provide that information during the present meeting.

94
95 Slide 5: **Question 2: What is your connection to Salisbury?**

96 Answered: 678 Skipped: 3
97 The data was presented as a pie chart.

98
99 Slide 6: **Question 2: How did you learn about this online survey?**

Answer Choices	Responses (Percentage)	Number of Respondents
I am a full-time resident (owner)	59.73%	405
I own or rent a second home in Salisbury	22.42%	152
I am a full-time resident with housing provided by my employer	8.55%	58
I am a full-time resident (renter)	4.87%	33
None of the above	2.36%	16
I own or operate a business or am employed in Salisbury	1.77%	12
I am a student at a public school (Salisbury Elementary or Region 1) or at a private school in Salisbury	0.29%	2
I am a college student from Salisbury	0.00%	0

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100 Secretary Whalen expressed interest in the data highlighting the minimal employment and/or private
101 business ownership within Salisbury.

102
103 **Slide 7: Question 3: How long have you been a full-time resident or seasonal resident and/or worked**
104 **in Salisbury?**

105 Answered: 672 Skipped: 9

106 The data was presented as a pie chart.

107

108 **Slide 8: Question 3: How long have you been a full-time or seasonal resident and/or worked in**
109 **Salisbury?**

Answer Choices	Responses (Percentage)	Number of Respondents
More than 20 Years	55.65%	374
Between 11 and 20 years	16.96%	114
Between 3 and 10 years	15.33%	103
Less than 3 years	12.05%	81

110 Vice Chair Shyer was pleased to see survey responses from individuals who have lived in Town for less
111 than three years.

112

113 **Slide 9: Question 4: Do you think you will still reside or work in Salisbury in 10 years?**

114 Answered: 673 Skipped: 8

115 The data was presented a pie chart.

116

117 **Slide 10: Question 4: Do you think you will reside or work in Salisbury in 10 years?**

Answer Choices	Responses (Percentage)	Number of Respondents
Yes	75.93%	511
Not Sure	19.47%	131
No	4.61%	31

118

119 **Slide 11: Question 5: How would you best describe where you live or work in Salisbury?**

120 Answered: 679 Skipped: 2

121 The data was presented as a pie chart.

122

123 **Slide 12: Question 5: How would you best describe where you live or work in Salisbury?**

Answer Choices	Responses (Percentage)	Number of Respondents
Lakeville Village Area	44.77%	304
Salisbury Village Area	19.00%	129
Taconic Hamlet/Twin Lakes Area	16.94%	115
Amesville Hamlet Area	5.30%	36

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I do not identify with any of these villages or hamlets	5.01%	34
Mount Riga Area	5.01%	34
Lime Rock Village Area	3.98%	27

124 Vice Chair Shyer asked Alternate Schiffer about the number of individuals contacted in Amesville to
125 encourage completion of the POCD survey. Alternate Schiffer stated that she contacted approximately
126 105 individuals. Chairman Klemens and LUA Conroy believed that the results may have been influenced
127 by denser residential areas within Lakeville.

128
129 Slide 13: **Question 6: How important were the following factors in your decision to live in Salisbury?**

130 Answered: 504 Skipped: 177

131 The data was presented as a stacked horizontal bar graph.

132

133 Slide 14: **Question 6: How important were the following factors in your decision to live in Salisbury?**

Factor	Very Important	Somewhat Important	Not a Factor	Total	Weighted Average
Education System (Public)	43.53% 212	13.76% 67	42.71% 208	487	2.01
Education System (Private)	21.07% 102	17.56% 85	61.63% 297	484	1.60
Town Amenities/Services (recreational facilities, etc.)	50.62% 245	34.30% 166	15.08% 73	484	2.36
Community (ambience, reputation, natural beauty, etc.)	85.10% 417	12.86% 636	2.04% 10	490	2.83
Low Property Taxes	39.00% 188	36.31% 175	24.69% 119	482	2.14
Housing Affordability	27.86% 134	32.02% 154	40.12% 193	481	1.88
Housing Type, Value (in contrast with other towns)	37.53% 182	36.08% 175	26.39% 128	485	2.11
Employment Opportunity/Proximity to Work	28.34% 138	16.84% 82	54.83% 267	487	1.74
Location – Close to Family	26.92% 130	20.29% 98	52.80% 255	483	1.74
Proximity to Family or Friends	35.92% 176	28.57% 140	35.51% 174	490	2.00
Privacy when compared with cities and suburbs	54.85% 266	30.31% 147	14.85% 72	485	2.40
I grew up here and chose to stay	12.74%	5.52%	81.74%	471	1.31

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	60	26	385		
I grew up here and returned later in life	10.87%	5.12%	84.01%	469	1.27
	51	24	394		

134 LUA Conroy clarified that the weighted average is a numerical value that represents the level of
 135 importance of a given factor (Range: 0.00 to 3.00). For example, the “community” category had a
 136 weighted average of 2.83 out of 3.00, indicating that “community” was of high importance for
 137 individuals who decided to live in Salisbury. Alternate Schiffer highlighted the level of perceived
 138 importance with regards to the public education system in the Town of Salisbury. Commissioner Riva
 139 noted that the percentage for the public school system may have been higher if a larger portion of
 140 respondents were young families.

141
 142 Slide 15: **Question 7: How would you rate the overall quality of life in Salisbury?**

143 Answered: 502 Skipped: 179
 144 The data was presented as a horizontal bar graph.

145
 146 Vice Chair Shyer commented on the number of individuals who skipped this question (n=179).
 147 Commissioner Riva hypothesized that the survey may have been too long, and recommended that
 148 future surveys have fewer questions. Vice Chair Shyer recommended speaking with Glenn Chalder
 149 (Planimetrics) to see if there is a specific rate of burnout at the beginning, middle, or end of a survey.

150
 151 Slide 16: **Question 7: How would you rate the overall quality of life in Salisbury?**

Answer Choices	Responses (Percentage)	Number of Respondents
Excellent	62.75%	315
Good	33.67%	169
Fair	3.19%	16
Poor	0.80%	4

152
 153 Slide 17: **Question 8: How important do you feel the following issues are to Salisbury over the next**
 154 **10 years?**

155 Answered: 502 Skipped: 179
 156 Data was presented as a horizontal stacked bar graph.

157
 158 Slides 18-19: **Question 8: How important do you feel the following issues are to Salisbury over the**
 159 **next 10 years?**

Issue	Very Important	Somewhat Important	Not a Factor	Total
1. Modestly priced houses are being bought by investors who convert them into high-priced rentals or short-term rentals. This reduces the housing stock below \$500,000 particularly in neighbors that were traditionally affordable.	72.09% 359	19.08% 95	8.84% 44	498

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2. Escalating housing costs coupled with lack of housing diversity affecting a broad segment of the community.	71.29% 355	20.88% 104	7.83% 39	498
3. Zoning regulations are inconsistent and impractical, and many definitions are conflicting or missing.	46.54% 222	41.72% 199	11.74% 56	477
4. Commissions and town staff often work in administrative silos resulting in duplication of efforts and inefficiencies.	33.62% 158	45.11% 212	21.86% 100%	470
5. Zoning impedes commercial diversity and retail viability in Lakeville and Salisbury Village centers resulting in lost economic opportunity.	34.17% 163	44.23% 211	21.59% 103	477
6. Poor stewardship and deficient standards threaten the integrity of protected lands.	45.88% 217	37.21% 176	16.91% 80	473
7. Limited access (parking) and amenities (garbage receptacles, toilets) at our preserves, parks, and trailheads are detrimental to both natural and human communities.	27.33% 132	46.79% 226	25.88% 125	483
8. Habitat loss and fragmentation due to overdevelopment, are a reflection of inadequate regulatory oversight and protection, especially of critical wetland resources.	49.79% 239	33.54% 161	16.67% 80	480
9. Salisbury has a rich diversity of wetlands, but many of these are vulnerable to impacts of development such as storm water runoff.	55.53% 266	35.49% 170	8.98% 43	479
10. Overabundant and invasive species (plants and animals) are expanding their range and populations have gone largely unchecked.	56.70% 275	30.46% 172	7.84% 38	485
11. Clear cutting and deforestation threaten the environment and scenic beauty of Salisbury.	56.76% 273	30.15% 145	13.10% 63	481
12. Pollution (e.g., herbicides, pesticides, PCBs, fertilizers, road salts) poses short and long-term threats to the environment and human health.	59.50% 288	30.99% 150	9.50% 46	484
13. Failing or poorly maintained septic systems increase both nitrogen and phosphorous inputs to Salisbury's lakes. Health Department approvals for septic systems are "to drinking water standards" and do not adequately protect waterbodies from eutrophication.	62.06% 301	30.93% 150	7.01% 34	485
14. Lighting associated with residential, institutional, and commercial development disrupts viewsheds and impacts the residents of adjacent properties.	31.83% 155	40.25% 196	27.93% 136	487

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15. Local government could do more to increase agricultural viability in Salisbury by adopting a “Right to Farm” ordinance, encouraging regenerative agricultural practices, relaxing land use restrictions on working farms, and providing tools to diversity agriculture ensuring the next generation of farmers.	41.74% 202	42.77% 207	15.50 % 75	484
16. Pathways to nominations and appointments to Town boards, commissions/committees are overly-politicized and/or non-inclusive. This often results in the same people serving on multiple Town boards/commissions/committees for extended periods of time.	39.25% 188	40.71% 195	20.04 % 96	479
17. Due process and decisions impacting the greater community are under threat by special interest groups lobbying elected and appointed officials.	40.89% 193	39.83% 188	19.28 % 91	472
18. The function of local government relies on many volunteers without specialized training.	35.27% 170	43.15% 208	21.28 % 104	482
19. Increasing demands for Town services results in unreasonable expectations of municipal staff and resources.	32.42% 154	49.89% 237	17.68 % 84	475
20. Intentional lack of adherence to (willful violation of) Town regulations is an increasing problem.	38.70% 185	38.28% 183	23.01 % 110	478
21. Speeding in village centers and inadequate infrastructure for pedestrian circulation pose significant public safety concerns.	47.31% 229	30.99% 150	21.69 % 105	484
22. Aging infrastructure is not designed to accommodate the greatly altered weather patterns caused by climate change.	30.46% 145	47.06% 224	22.48 % 107	476
23. Essential medical services (hospitals, doctors, EMTs) are under threat, affecting all segments of the populations from babies to seniors.	77.91% 381	17.38% 85	4.70% 23	489
24. Lack of access to reliable high-speed internet and cellular phone service impede the safety and economic viability of Salisbury.	58.94% 290	27.24% 134	13.82 % 68	492
25. Designated parking in village centers is unsuitable, hindering the success of local business and creating unsafe pedestrian and vehicular circulation.	25.83% 124	41.46% 199	32.71 % 157	480

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26. Development of ridgelines and steep slopes are impacting the viewsheds, scenic beauty, and rural ambience of Salisbury.	37.18% 177	39.92% 190	22.90 % 109	476
27. Inadequate demographic data on the changing population of our Town hampers our ability to plan for the future.	31.08% 147	46.93% 222	21.99 % 104	473
28. Overemphasis on maintaining a low mill rate rather than reinvesting in the community services.	26.81% 126	46.17% 217	27.02 % 127	470

160 LUA Conroy stated that review of Question 9 would occur at the end of the presentation.

161

162 Slide 20: **Question 10. Would you be willing to pay more in property taxes (less than 0.5 mill*) to help address the problem you identified #9 above?**

163 Answered: 473 Skipped: 208

164 The data was presented as a pie chart.

165

166 Slide 21:

167 **Question 10. Would you be willing to pay more in property taxes (less than 0.5 mill*) to help address the problem you identified #9 above?**

168

Answer Choices	Responses (Percentage)	Number of Respondents
Yes	72.73%	344
No	27.27%	129

170

171 Slide 22: **Question 11: Would you be willing to pay more in property taxes (up to 1 mill*) to help address the problem you identified in #9 above?**

172 Answered: 468 Skipped: 213

173 The data was presented as a horizontal bar graph.

174

175 Slide 23: **Question 11: Would you be willing to pay more in property taxes (up to 1 mill*) to help address the problem you identified in #9 above?**

176

Answer Choices	Responses (Percentage)	Number of Respondents
Yes	54.06%	253
No	46.16%	216%

178

179 LUA Conroy noted that approximately 10% of individuals who reside in Salisbury responded to this question on the survey. Commissioner Riva commented on the high number of individuals who skipped Question 11 (n=213). He conjectured that the extensive use of the internet in society today has caused impatience in the general population. Alternate Schiffer believed that those who completed the entire survey were thoughtful and disciplined.

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184 Slide 24: **Question 12: Would you be willing to serve on a commission, committee, or board to**
185 **address any of the problems (1-28) enumerated above?**

186 Answered: 487 Skipped: 194

187 The data was presented as a horizontal bar graph.

188

189 Slide 25: **Question 12: Would you be willing to serve on a commission, committee, or board to**
190 **address any of the problems (1-28) enumerated above?**

Answer Choices	Responses (Percentage)	Number of Respondents
Yes	42.09%	205
Not Sure/Need More Information	38.40%	187
No	19.92%	97

191 LUA Conroy noted that 205 respondents would be willing to serve on a commission, committee, or
192 board. She recalled that only 12 respondents replied to a previous survey regarding volunteer interest
193 within the Town of Salisbury.

194

195 Slide 26: **Question 13: Would you support a citation ordinance with financial penalties for those who**
196 **willfully violate our local land use regulations?**

197 Answered: 484 Skipped: 187

198 The data was presented as a horizontal bar graph.

199

200 Slide 27: **Question 13: Would you support a citation ordinance with financial penalties for those who**
201 **willfully violate our local land use regulations?**

Answer Choices	Responses (Percentage)	Number of Respondents
Yes	87.40%	423
No	12.81%	62

202 LUA Conroy and Chairman Klemens stated that these results give the Commission direction for
203 regulation revision, regulation enforcement, and potential use of Town tax dollars to resolve violations.

204

205 Slide 28: **Question 14: Are you pleased with overall performance of local government?**

206 Answered: 491 Skipped: 190

207 The data was presented a horizontal bar graph.

208

209 Slide 29: **Question 14: Are you pleased with overall performance of local government?**

Answer Choices	Responses (Percentage)	Number of Respondents
Yes	50.92%	250
Neutral	41.14%	202
No	8.55%	42

210 Alternate Schiffer stated that the creation of focus groups to identify reasons behind certain responses
211 may provide greater clarity of survey data. LUA Conroy stated that the creation of focus groups may be
212 a potential option for utilization of the survey data.

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213 Slide 30: **Question 15: Do you currently serve on an elected or appointed commission, committee, or**
214 **board for the Town of Salisbury?**

215 Answered: 490 Skipped: 191

216 The data was presented a horizontal bar graph.

217

218 Slide 31: **Question 15: Do you currently serve on an elected or appointed commission, committee, or**
219 **board for the Town of Salisbury?**

Answer Choices	Responses (Percentage)	Number of Respondents
No	85.51%	419
Yes	14.49%	71

220

221 Slide 32: **Question 16: Do you think the Town relies too heavily on volunteers rather than hired**
222 **professionals?**

223 Answered: 491 Skipped: 190

224 The data was presented as a horizontal bar graph.

225

226 Slide 33: **Question 16: Do you think the Town relies too heavily on volunteers rather than hired**
227 **professionals?**

Answer Choices	Responses (Percentage)	Number of Respondents
Yes	17.92%	88
No	37.47%	184
Not Sure/Need More Information	45.62%	224

228

229 Slide 34: **Question 17: Do you think the Town would benefit from a full-time Town manager?**

230 Answered: 490 Skipped: 191

231 The data was presented as a horizontal bar graph.

232

233 Vice Chair Shyer inquired about the duties of a Town Manager. Alternate Allee stated that a Town
234 Manager serves a role similar to a Town Mayor. Chairman Klemens indicated that a Town Manager
235 would be an unelected position. Alternate Schiffer inquired whether a Town Manager would eliminate
236 the need for a First Selectman. LUA Conroy stated that the Board of Selectmen would be the reporting
237 supervisors of a Town Manager.

238

239 Slide 35: **Question 17: Do you think the Town would benefit from a full-time Town manager?**

Answer Choices	Responses (Percentage)	Number of Respondents
Yes	26.94%	132
No	19.80%	97
Not Sure/Need More Information	53.67%	263

240

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241 Slide 36: **Question 18: Below is a list of possible goals for the Town. How important are these goals to**
242 **you?**

243 Answered: 493 Skipped: 188

244 The data was presented as a stacked horizontal bar chart.

245 LUA Conroy recommended the completion of a weighted average calculation for the data set.

246

247 Slide 37: **Question 18: Below is a list of possible goals for the Town. How important are these goals to**
248 **you?**

Goal	Very Important	Somewhat Important	Not Very Important	Total
1. Protecting natural resources/open space	70.37% 342	27.37% 133	2.26% 11	486
2. Reduce/control forest clear cutting	52.07% 251	35.89% 173	12.03% 58	482
3. Expanding access to trails and other natural features	33.61% 161	46.14% 221	20.25% 97	479
4. Sustaining agriculture	52.17% 253	36.67% 176	10.63% 51	480
5. Improving our local response to climate change	48.25% 235	35.52% 173	16.22% 79	487
6. Improving sustainability/reducing carbon footprint/recycling/composting	54.94% 267	36.01% 175	9.05% 44	486
7. Expanding services and housing options for seniors	47.75% 233	38.32% 187	13.93% 38	488
8. Improving broadband internet access	61.11% 297	26.13% 127	12.76% 62	486
9. Improving wireless phone service	56.03% 274	29.45% 144	14.52% 71	489
10. Revitalizing village centers	47.52% 230	38.84% 188	13.64% 66	484
11. Protecting/enhancing cultural assets (historical resources, events, etc.)	42.77% 207	46.07% 223	11.16% 54	484
12. Managing/improving access to the Housatonic River	17.61% 84	50.52% 241	31.87% 152	477
13. Promoting business/economic development	39.92% 192	49.48% 238	10.60% 51	481
14. Providing more regulatory oversight for docks on the six lakes and Housatonic River	17.93% 85	44.51% 211	37.55% 178	474

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15. Improving local protection of wetlands and watercourses through regulation and education	49.59% 241	40.53% 197	9.88% 48	486
16. Improving housing options and opportunities for Town employees	56.65% 277	32.11% 157	11.25% 55	489
17. Maintaining local hospitals and healthcare	84.90% 416	13.27% 65	1.84% 9	490
18. Expanding housing diversity (apartments/duplexes)	51.95% 253	31.83% 155	16.22% 79	487
19. Improving community facilities (e.g., recreation, transfer station)	29.79% 143	52.08% 250	18.13% 87	480
20. Expanding town water and sewer to areas near the villages of Lakeville and Salisbury	29.05% 140	43.15% 208	27.80% 134	482
21. Enhancing walkability	41.36% 201	41.77% 203	16.87% 82	486
22. Traffic calming in villages	42.18% 205	37.86% 184	19.96% 97	486
23. Expanding parking in villages	16.70% 81	45.98% 223	37.32% 181	485
24. Promoting mass transit	13.74% 65	35.73% 169	50.53% 239	473
25. Adequate and reliable utilities (electric, oil, propane)	55.39% 267	33.40% 161	11.20% 54	482
26. Maintaining quality public schools	76.48% 374	18.81% 92	4.70% 23	489
27. Protecting scenic viewsheds	53.13% 255	38.54% 185	8.33% 40	480

249

250 Slide 40: **Question 19: How well do you think the Town of Salisbury is doing to addressing these**
251 **goals?**

252 Answered: 483 Skipped: 198

253 The data was presented as a stacked horizontal bar chart.

254

255 Alternate Schiffer stated that the Town may rely too heavily on the Lakeville Journal to disseminate
256 information despite limited readership. Chairman Klemens stated the early weekly deadline of the
257 Lakeville Journal prevents decisions and events that occur on Mondays and Tuesdays from being
258 relayed to the public within the same week. LUA Conroy highlighted that the primary way in which
259 individuals heard about the POCD survey was through word of mouth.

260

261 Slide 41: **Question 19: How well do you think the Town of Salisbury is doing to addressing these**
262 **goals?**

**SALISBURY PLANNING AND ZONING COMMISSION
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Goal	Excellent	Good	Not Sure	Fair	Poor	Total	Weighted Average
1. Protecting natural resources/open space	6.79% 32	44.37% 209	33.97% 160	12.10% 57	2.76% 13	471	0.40
2. Reduce/control forest clear cutting	3.20% 15	14.07% 66	58.00% 272	13.22% 62	11.51% 54	469	-0.16
3. Expanding access to trails and other natural features	4.66% 22	33.47% 158	48.31% 228	10.38% 49	3.18% 15	472	0.26
4. Sustaining agriculture	2.16% 10	14.87% 69	65.30% 303	12.07% 56	5.60% 26	464	-0.04
5. Improving our local response to climate change	1.06% 5	12.71% 60	68.64% 324	13.35% 63	4.24% 20	472	-0.07
6. Improving sustainability/reducing carbon footprint/recycling/composting	5.51% 26	30.08% 142	47.88% 226	12.71% 60	3.81% 18	472	0.21
7. Expanding services and housing options for seniors	1.70% 8	15.29% 72	51.80% 244	17.20% 81	14.01% 66	471	-0.27
8. Improving broadband internet access	2.11% 10	12.66% 60	44.94% 213	20.46% 97	19.83% 94	474	-0.43
9. Improving wireless phone service	1.26% 6	17.02% 81	39.71% 189	21.01% 100	21.01% 100	476	-0.43
10. Revitalizing village centers	2.97% 14	20.81% 98	40.13% 189	25.27% 119	10.83% 51	471	-0.20
11. Protecting/enhancing cultural assets (historical resources, events, etc.)	9.59% 45	40.72% 191	38.59% 181	8.96% 42	2.13% 10	469	0.47
12. Managing/improving access to the Housatonic River	1.89% 9	10.48% 50	72.12% 344	11.32% 54	4.19% 20	477	-0.05
13. Promoting business/economic development	1.26% 6	16.42% 78	50.74% 241	19.79% 94	11.79% 56	475	-0.24
14. Providing more regulatory oversight for docks on the six lakes and Housatonic River	2.55% 12	11.68% 55	70.70% 333	9.98% 47	5.10% 24	471	-0.03
15. Improving local protection of wetlands and watercourses	5.73% 27	29.51% 139	47.77% 225	12.31% 58	4.67% 22	471	0.19

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through regulation and education							
16. Improving housing options and opportunities for Town employees	0.84% 4	8.37% 40	48.95% 234	20.08% 96	21.76% 104	478	-0.54
17. Maintaining local hospitals and healthcare	1.26% 6	10.48% 50	37.11% 177	25.37% 121	25.79% 123	477	-0.64
18. Expanding housing diversity (apartments/duplexes)	1.69% 8	13.77% 65	33.26% 157	24.36% 115	26.91% 127	472	-0.61
19. Improving community facilities (e.g., recreation, transfer station)	18.74% 89	52.21% 248	20.42% 97	7.37% 35	1.26% 6	475	0.80
20. Expanding town water and sewer to areas near the villages of Lakeville and Salisbury	1.71% 8	8.76% 41	71.51% 330	7.05% 33	11.97% 56	468	-0.19
21. Enhancing walkability	2.35% 11	28.85% 135	44.44% 208	16.67% 78	7.69% 36	468	0.01
22. Traffic calming in villages	3.38% 16	24.95% 118	35.31% 167	24.10% 114	12.26% 58	473	-0.17
23. Expanding parking in villages	2.35% 11	15.81% 74	50.00% 234	21.37% 100	10.47% 49	468	-0.22
24. Promoting mass transit	1.94% 9	2.58% 12	63.87% 297	11.40% 53	20.22% 94	465	-0.45
25. Adequate and reliable utilities (electric, oil, propane)	5.08% 24	33.69% 159	44.70% 211	12.92% 61	3.60% 17	472	0.24
26. Maintaining quality public schools	29.39% 139	41.86% 198	23.26% 110	4.44% 21	1.06% 5	473	0.94
27. Protecting scenic viewsheds	5.10% 24	25.05% 118	51.59% 243	12.53% 59	5.73% 27	471	0.11

263 LUA Conroy stated that the weighted average ranges from -3.00 to 3.00 within the data set. The
 264 negative values indicate that the Town of Salisbury is perceived to not be doing well at addressing the
 265 proposed goals. The positive values indicate that the Town of Salisbury is perceived to be doing well at
 266 addressing the proposed goals. A weighted average value closer to zero indicates perceived neutrality
 267 towards the Town's efforts to address proposed goals.

268
 269 Slide 44: **Question 20: Are you a member of any of these neighborhood associations? Select one.**
 270 Answered: 489 Skipped: 192
 271 The data was presented as a pie chart.

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272 Slide 45: **Question 20: Are you a member of any of these neighborhood associations? Select one.**

Answer Choices	Responses (Percentage)	Number of Respondents
Amesville Association	5.52%	27
Lake Wonoscopomuc Association	11.45%	56
Lime Rock Citizen's Council	1.84%	9
Twin Lakes Association	15.34%	75
Mount Riga Incorporated	2.86%	14
None of the Above	62.99%	308

273
274 Slide 46: **Question 21: What age group are you part of?**

275 Answered: 493 Skipped: 188
276 The data was presented as a pie chart.

277
278 Slide 47: **Question 21: What age group are you part of?**

Answer Choices	Responses (Percentage)	Number of Respondents
Under 20 years old	0.00%	0
Age 20-39	8.11%	40
Age 40-64	40.77%	201
Age 65-79	38.34%	189
Age 80 and over	10.55%	52
Prefer not to answer	2.23%	11

279 Alternate Schiffer asked if there was information available on the ages of the individuals serving on
280 Town boards and commissions. LUA Conroy stated that she could ask Mr. Chalder to collect the age
281 demographics of respondents who identified as volunteers.

282
283 Slide 48: **Question 22: What gender do you identify as?**

284 Answered: 490 Skipped: 191
285 The data was presented as a pie chart.

286
287 Slide 49: **Question 22: What gender do you identify as?**

Answer Choices	Responses (Percentage)	Number of Respondents
Female	53.88%	264
Male	41.02%	201
Prefer Not to Answer	4.69%	23
A Gender Not Listed Above	0.41%	2

288
289 Slide 50: **Question 23: Do you have any children in your household currently enrolled in public school
290 in Salisbury?**

291 Answered: 489 Skipped: 192

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292 The data was presented as a pie chart.

293

294 Slide 51: **Question 23: Do you have any children in your household currently enrolled in public school**
295 **in Salisbury?**

Answer Choices	Responses (Percentage)	Number of Respondents
None	82.00%	401
One	7.36%	36
Two	7.57%	37
Three	2.25%	11
Four or more	0.82%	4

296 Chairman Klemens and Commissioner Riva conjectured that the respondents likely had children who
297 attended the public school system in previous years and connected these results to the strong support
298 for public school education in a previous survey question (Question 6).

299

300 Slide 52: **Question 24: Do you have any children in your household currently enrolled at private**
301 **school in Salisbury?**

302 Answered: 488 Skipped: 193

303 The data was presented as a pie chart

304

305 Slide 53: **Question 24: Do you have any children in your household currently enrolled at private**
306 **school in Salisbury?**

Answer Choices	Responses (Percentage)	Number of Respondents
None	94.67%	462
One	3.69%	18
Two	1.43%	7
Three	0.20%	1
Four or more	0.00%	0

307

308 Slide 54: **Question 25: Are there any strengths, weaknesses/concerns, or other topics pertinent to**
309 **the Plan of Conservation and Development that we missed?**

310 Answered: 458 Skipped: 223

311 The data was presented as a pie chart

312

313 Slide 55: **Question 25: Are there any strengths, weaknesses/concerns, or other topics pertinent to**
314 **the Plan of Conservation and Development that we missed?**

Answer Choices	Responses (Percentage)	Number of Respondents
No	71.83%	329
Yes	2.84%	13
Please Specify	25.33%	116

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315 LUA Conroy transitioned the conversation to question nine of the survey. The question asked
316 individuals to identify one issue of highest perceived importance within the Town of Salisbury. The
317 results showed that respondents often selected more than one issue of perceived highest importance
318 and provided text commentary for their selections. LUA Conroy and Chairman Klemens completed an
319 independent data analysis to better understand the commentary from question nine. The Commission
320 proceeded to read through responses from individuals who provided a single response to question
321 nine.

322
323 The Commission reviewed write-in comments from the survey. Comments included lack of diversity in
324 Town government, high taxes, housing adorability, suffering community services, volunteer
325 ambulance, Sharon Hospital etc., criticism of the survey structure, overregulation of private property,
326 insufficient environmental protection

327
328 Chairman Klemens inquired whether the sources of negative commentary could be correlated to
329 potential affiliation with specific associations and/or locations within the Town. LUA Conroy did not
330 believe the exercise would be a proper use of Commission time and resource.

331
332 LUA Conroy stated that a potential plan for use of the survey information would be to identify the top
333 ten problems/concerns and determine solutions to the identified problems. Alternate Schiffer noted
334 that, according to the survey results, the majority of respondents were not well-informed on how the
335 Town was handling issues. She stated that the dissemination of potential solutions to perceived
336 problems to the general public should be ensured by as many modes of communication as possible.

337
338 She continued that the POCD survey is different from other surveys individuals may encounter online
339 (e.g., Amazon product ratings), requiring greater thoughtfulness and time to complete. She
340 commended the individuals who completed the survey in its entirety provided important information
341 about needs and concerns within the Town of Salisbury.

342
343 Alternate Schiffer also restated the proposed concern of rising property values and their effect on
344 property taxes. She inquired whether the Town of Salisbury had any control over this issue for
345 individuals living on a fixed income. LUA Conroy stated that the PZC has made efforts to address this
346 issue through regulations. Attached apartments are as of right enabling people to age in place and
347 supplement living costs.

348
349 Vice Chair Shyer stated that individuals faced with a financial burden of property taxes are not likely to
350 come to the PZC, but are more likely to see Salisbury Family Services, the Assessor, or the Board of
351 Selectmen for assistance. Commissioner Riva added that older individuals without computer access
352 may be some of the individuals who are struggling to pay their property taxes and were not
353 represented on the survey.

354

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355 LUA Conroy stated that all of the survey results discussed at the meeting tonight can be found on the
356 Town of Salisbury website under the Planning and Zoning tab. She suggested that further discussion of
357 the POCD survey results could be added to the agenda for the April 12th Special Planning and Zoning
358 meeting if time permits.

359
360 Commissioner Riva left the meeting at 8:06 p.m.

361
362 LUA Conroy presented respondent comments from Question 25 of the survey for Commission review.
363 Comments included that the PZC should be run by experts in the field, land use regulations are
364 excessive, too much money was spent on the transfer station, the Town's cybersecurity is insufficient,
365 there is a need for a tree warden, consideration of term limits and lack of diversity in Town Selectmen,
366 land use boards and Selectmen demonstrating preferential treatment, need for work live community,
367 affordable housing, immigration causing price increases in real estate and shopping, importance of
368 strong public schools and local hospital.

369
370 Alternate Schiffer highlighted the following comment:

371 *Communication. It doesn't matter what plans you come up with the same four people talk about it*
372 *amongst themselves and word doesn't get out. Also, transparency – the local government bodies*
373 *should not be doing anything behind closed doors and should be responsive to tax paying residents and*
374 *home owners. There does not appear to be any attention paid to good government practices related to*
375 *communications, transparency, and public engagement.*

376
377 Chairman Klemens recommended that each Commission member review the survey results and
378 identify the top ten issues of highest perceived importance within the survey for the April 12th, 2022
379 Special Meeting.

380
381 **Adjournment**

382
383 **Motion:** To adjourn the meeting at 8:33 p.m.

384 Made by Whalen, seconded by Shyer

385 Vote: 5-0-0

386
387 Respectfully Submitted,

388
389 Abby Conroy, Land Use Administrator