

# AVON AMBASSADOR

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## Budget Highlights

- Sales tax revenues for 2012 are budgeted to grow 3% compared to revised 2011 estimates
- General Fund is budgeted to increase by \$833,593 in 2012
- Capital improvements spending will be over \$17 million in 2012
- \$700,000 has been budgeted within the Avon Urban Renewal Authority in preparation for the 2015 World Alpine Ski Championships

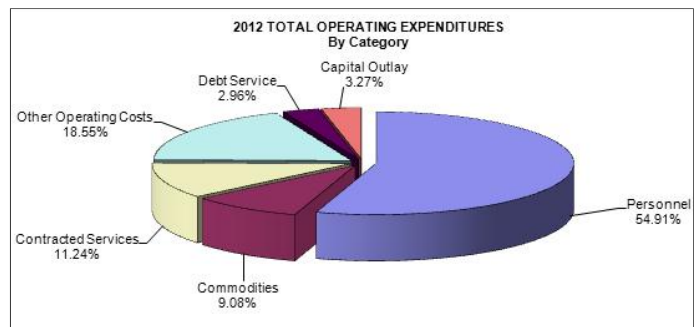
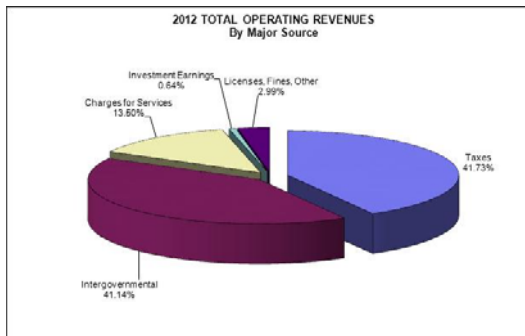
The 2012 budget reflects the Town's recognition of a slight recovery in the local economy. Although it is too early in the year to predict the direction overall revenues are headed, there has been some very encouraging news in the media lately regarding unemployment, GDP, and housing.

Sales tax revenues for 2012 are budgeted to grow 3% compared to revised 2011 estimates, while accommodations tax is budgeted to increase by 5.2%. December 2011 sales tax and accommodation tax collections were the highest ever for the Town of Avon; sales tax collections were 11.48% higher than in 2010, resulting in a 6.45% annual increase from 2010 levels; accommodations taxes were 34.82% higher than 2010 and up 18.34% compared to the previous year. Avon Sales tax revenues and accommodation tax revenues for January were up 1.71% and 5.73% year over year.

The fund balance of the General Fund is budgeted to increase by \$833,593 in 2012 to an estimated ending balance of \$5,705,906. The estimated ending fund balance represents 47.25% of 2012 general fund appropriation or the equivalent of 5.67 months of operations.

Capital improvements spending in the Capital Projects Fund will be over \$17 million in 2012. Major projects include: the final design and construction of the Swift Gulch Transit /Public Works Facilities Improvement Project for over \$10 million; \$1 million for Forest Service Land Acquisition; \$640,000 for Metcalf Road Drainage improvements; just over \$1 million for the US Highway 6 Trail Project; and \$894,000 for the Eagle River Bridge at Avon Road. Appropriations have also been made for various drainage improvement, annual paving and road improvements, and research for the Nottingham Lake Liner Replacement study.

In addition, a capital improvement project totaling \$700,000 has been budgeted within the Avon Urban Renewal Authority for the next two years. In anticipation of the 2015 World Alpine Ski Championships, the Town will construct improvements in and around the Town Center West mall.



## Council Proclamations

The Avon Town Council recently issued two proclamations: one for *Colorado Gives Day* and another for *One Book One Valley*.

The *One Book, One Valley* campaign, sponsored by The Bookworm of Edwards, Colorado Mountain College, Eagle Valley Library District, and the Town of Vail Public Library, promotes a sense of community by sharing a common topic for conversation, and encourages the value and fun of reading together. The reading program will feature book talks and discussion throughout the Valley on “Doc” by Mary Doria Russell.



*Avon Town Council with representative from the Eagle Valley Library District*

The Avon Town Council supported *Colorado Gives Day*, held December 6, 2011 because charitable giving is critical our local nonprofit organizations that make our community a desirable place to live. *Colorado Gives Day* allowed donors to direct their contributions to one or more of eleven local charities making the day a vital resource for facilitating charitable giving to our locally-based nonprofit organizations.

## Refurbished Nottingham Power Plant Waterwheel Installed

The Town of Avon and the Avon Historical Preservation Advisory Committee returned the historic Nottingham Power Plant waterwheel to its original location on the north bank of the Eagle River in November. A large crane was used to hoist the refurbished cast iron spokes, wheel frame and drive gears over the Canyon Run Condominiums to sit atop a newly constructed foundation structure at the edge of the Eagle River. The refurbished waterwheel can be easily seen from Highway 6 just east of Avon Road.



*Refurbished Nottingham Power Plant on new platform*

The Nottingham Power Plant was a self-constructed wooden waterwheel built on the Eagle River in 1928 to generate electricity for personal use of the Nottingham family. The Nottingham Power Plant received a Designation on the State Registry of Historic Properties in November 2006.

## Pesky Weeds

The goal of Avon’s Noxious Weed Management Program is to keep our community beautiful, preserve the natural flora of the area, and minimize health risks to native wildlife, pests, and people. Property owners are reminded that it is their responsibility to identify and remove noxious weeds.

State law and local regulations require all landowners to eradicate noxious weeds and/or stop them from spreading. There are 27 regulated noxious weeds in Avon. The most commonly found weeds in 2011 were:

toadflax  
scentless chamomile

houndstongue  
oxeye daisy

whitetop  
yellow sweet clover

and several species of  
thistle

More information about the Town’s noxious weed program, listed species, and adopted management strategies can be found on the Public Works Department page of the Town’s web site [www.avon.org/noxiousweeds](http://www.avon.org/noxiousweeds).

Avon Public Works will be hosting a workshop about noxious weed management on the afternoon of Thursday, May 17, 2012. If you are interested in attending, please RSVP at 970-748-4100 or [weeds@avon.org](mailto:weeds@avon.org) before May 3<sup>rd</sup>.

For additional information or assistance in identifying a suspect plant, please contact Gary Padilla, Avon Public Works Road and Bridge Superintendent, at 970-748-4118 or by e-mail at [weeds@avon.org](mailto:weeds@avon.org).

## Common Avon Weeds



Toadflax



Scentless Chamomile



Whitetop



Houndstongue



Musk Thistle



Immature thistle



Oxeye Daisy



Yellow Sweet Clover

## Serial Burglar Captured—36 Cases Cleared

On December 1, 2011, detectives from the Avon Police Department, Vail Police Department, and the Eagle County Sheriff's Office, working as a joint task force, arrested Eric Callaghan, also known as the "Bridge Street Bandit," in central Avon after an extensive investigation into his operations.

Through diligent and detailed investigative work, the detectives, along with detectives from Dillon, Frisco, and Breckenridge Police Departments and the Summit County Sheriff's Office, successfully tied Mr. Callaghan to 25 burglaries. The burglaries were from several businesses, including many ATM's, resulting in the loss of more than \$100,000. The diligent work by the detectives also uncovered 11 burglaries in Grand Junction that were tied to Mr. Callaghan.

"Our communities, especially the business communities, can rest easy today that this subject has been identified, arrested, and removed from the streets where he operated under the cover of darkness," said Avon Police Chief Robert L. Ticer. "I am thankful for the assistance offered by community members and absolutely impressed with the intensive and excellent detective work by the law enforcement agencies involved to successfully solve these 26 burglaries."

*"Our communities, especially the business communities, can rest easy today that this subject has been identified, arrested, and removed from the streets ..."*  
~Chief Ticer



Suspected "Bridge Street Bandit" Eric Callaghan

## COPS, KIDS, and HOOPS: Basketball with the Cops



This fall the Avon Police Department began the COPS, KIDS, and HOOPS basketball program on Monday nights at the Avon Elementary School.

This free program was a terrific opportunity for our community youth to meet and interact with the town's police officers in a fun and positive environment. Youth are our future and building positive relationships with law enforcement is a great opportunity for success in crime prevention and community relations.

Chief Robert Ticer and Officer Randy Gray were mainstays at the gym. When the program resumes in the fall you will find either one of the two, or both, working the gym with the kids between 5:30 and 7:00 on Monday nights.



# SnowBall 2.0



For a second year, the Town hosted the SnowBall Music Festival in Avon's Harry A. Nottingham Park, offering multiple stages and providing concertgoers a mix of music genres and a winter getaway for fans of all music. Ten-thousand people came to Avon to participate in the three-day event.

The concert kept the Avon Police Department busy again this year preparing for the event through Incident Command Systems planning and with anti-drug campaigns in partnership with the Eagle River Youth Coalition.

Partners in public safety for the event included: Colorado State Liquor Enforcement Division, Trident, South Metro and North Metro Drug Task Forces, Colorado State Patrol, Eagle County Sheriff's Office, Eagle Police Department, Minturn Police Department, Golden Police Department, Vail Police Department, and the Eagle County Ambulance District.

In addition to the law enforcement presence at the event, the Gore Range DUI Task Force was present and vigilant on the local roadways to deter and arrest people who chose to drive while impaired by alcohol and/or drugs. There were no significant auto accidents in the vicinity of the festival this year!



Incident Command Staff



Incident Command Trailer



ERYC Booth



Officers from Vail and Sherriff's Office

## Avon is Heart Smart

The Avon Recreation Center has teamed up with Starting Hearts and the Vail Valley Medical Center to offer free heart screenings throughout the year. Recently, Claudia Hilty presented Avon with a Certificate of Appreciation for the Town's partnership in bringing awareness to heart disease.

The American Heart Association estimates that 1 to 2 in every 1,000 people will suffer sudden cardiac arrest (SCA) every year, and the national rate of survival from SCA is a dismal 8%. This means that more than 50 Eagle County residents will be directly affected each year.

Despite being noted as a "healthy" county, a 2005 assessment revealed the number one cause of death among Eagle County residents was cardiovascular disease (CVD). CVD is caused by risk factors such as diabetes, smoking, overweight/obesity, high blood pressure, and high cholesterol.



*Claudia Hilty presents Avon Recreation Center staff with a Certificate of Appreciation*

## Fun in the Sun, Summertime Activities



### Open Water Swim in Nottingham Lake

Train for Dunk-n-Dash, XTerra and the BecTri in open water!

Thursday evenings, June 14 - August 9

5:30 to 7:30 p.m.

\$5 per session.



### Inaugural Reds, Whites & Brews

Saturday, August 4<sup>th</sup>

12:00 p.m. to 5:00 p.m.

Nottingham Park will be the setting for 20 different brewers and 20 different wineries offering attendees a chance to sample a variety of offerings.

### IronKids Training Clinic

Daily, July 2 - July 30

Youth ages 6 to 15



**26th Annual Salute to the USA:** Undoubtedly the largest and best fireworks display in the Colorado Rockies!

Tuesday, July 3<sup>rd</sup>



### Something Fun Summer Camp: The ARC Youth Summer Camp

Weekdays, June 11 through August 17

Registration opens April 14 for Avon residents and April 21 for non-residents.

Please visit [www.avonrec.org](http://www.avonrec.org) for details on all Avon Recreation Center activities and for further details on summer events.

## Dog Etiquette and Animal Control

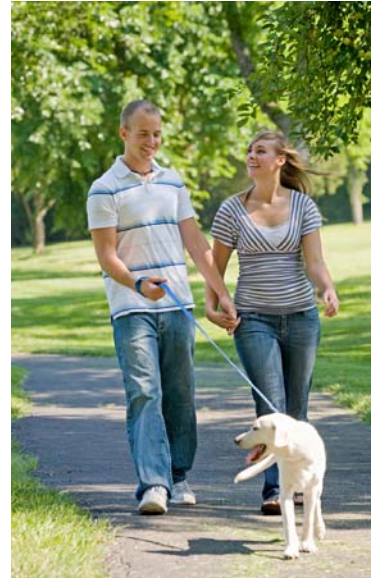
Avon has several laws regarding pets and their care in public and private places. Avon Police and Eagle County Animal Services enforce these laws.

**Control Your Pup**—All pets must be under the control of the owner by physical restraint by means of leash, cord or chain no longer than ten (10) feet in length *at all times* while in Avon. It is the duty of any owner or handler to keep the animal under control to prevent the animal from:

- ◆ Running at large
- ◆ Becoming a danger to persons or property
- ◆ Trespassing on the property of another
- ◆ Being a public nuisance
- ◆ Being a danger to themselves and traffic

Free-ranging dogs are not allowed anywhere in Avon. Dogs must be on a leash except when in the designated dog park in O'Neil Spur Park. If you see a dog running at large, call Eagle County Animal Services immediately at 970-328-DOGS (3647) so animal control officers can respond.

**Pets in the Park**—Animals are not allowed in most Avon parks; however, dogs are welcome in the Dog Park at O'Neil Spur Park in Wildridge. Owners are required to pick up after their dogs. Dogs are not permitted in Nottingham Park during special events; this is true even if the dog is on a leash. Please leave your pets at home when attending an Avon special event.



**Pet Waste Transmits Disease**—Protect our waterways and our environment by picking up after your dog. Dog feces can be a major contributor to storm-water pollution. Rain and melting snow transmit pathogens and nutrients from feces to our waterways via streets and storm drains. A dog's feces contain bacteria and are high in nitrogen and phosphorus, both nutrients that negatively affect our waters.

Pet owners must promptly remove fecal waste from public parks or other landscaped public areas within the Town and deposit it in a proper trash container. All parks in Avon conveniently provide "mutt mitt" stations, which provide plastic bags to dispose of waste material.

**Parked Pets** – In Avon, it is unlawful to leave any animal confined within a vehicle so as to place the animal in undue stress or danger of extremes in temperatures. According to the ASPCA, on a hot day, even with the windows open, a parked automobile can become a furnace within minutes, causing heat stroke and even death. In cold weather, a car can act as a refrigerator, holding in the cold and causing the animal to freeze to death. Take care of your pup and never leave your animal alone in a parked car.

Think twice about leaving your dog in the open truck-bed. It is unlawful for a dog to be left in the open portion of a vehicle parked on public property if it is creating a danger to a person, property, or both in the immediate vicinity.

**Pups At Construction Sites**—It is unlawful for a dog owner or handler to allow his or her dog to enter or remain on a construction site unless it is restrained by a leash, chain or cable of no more than ten (10) feet in length, or it is contained in a secure animal enclosure.

## Leaking Lake

Last fall a leak in Nottingham Lake caused quite a stir. A hole in the lake-liner triggered Nottingham Lake to lose water at a faster rate than what is typical, draining the lake to more than five feet below normal. With the help of a citizen, Town engineers found the hole in the liner and were able to apply expanding foam to plug the leak. So far, the plug appears to be holding. However, due to the lack of snow Avon received this year, Nottingham Lake levels may be down this summer.



*Sunset on Nottingham Lake*

Town Council directed funds to replace the lake-liner in the 2012 and 2013 annual budgets; the replacement is estimated to cost \$1.2 million. Design work will be completed this summer and construction of the new liner is slated for 2013.

The Colorado Parks and Wildlife will restock the lake as it does every year in time for the Burger King's Father's Day Fishing Derby, Sunday, June 17.

## Drought Conditions Exist: is your landscape water wise?



Record low snowpack this winter has left the entire state of Colorado experiencing some level of drought conditions; local drought intensity is currently categorized as "D2" (severe) on the [U.S. Drought Monitor](#) scale of D0 to D4. Snow is Colorado's primary water reservoir sustaining flows in mountain waterways throughout the year. Local [SNOTEL](#) (snow telemetry) data indicate that snowpack in the Eagle River basin is melting 4-8 weeks earlier than normal due to below average snowfall, higher than normal springtime temperatures, and windy conditions.

With our community water supply largely dependent upon adequate flows in local streams and rivers, Eagle River Water & Sanitation District closely monitors changing conditions to ensure a safe and reliable supply of water to the public water system. Residents and businesses should be aware that drought conditions are predicted to persist this summer and should plan their landscaping accordingly. The District's [Water Use Regulations](#) apply year-round and include the three-day per week outdoor watering schedule – per the odd/even schedule – and other water efficient actions.

Outdoor water use was temporarily banned in 2002 during the last severe drought in our area, which could be necessary this year. If water supply becomes limited, the top District priority will be to ensure adequate water storage for fire protection and sufficient supply for customers to satisfy essential indoor needs. In the event of a water supply emergency, the District will notify the public through the media and direct communications. Be sure to update your ERWSD Customer Record to receive public notifications. All customer records are confidential. For more information, contact ERWSD Customer Service at 970-477-5451.

## Milestones of Service

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### 5 years

Recognition of service are provide by supervisors honoring the hard work and dedication of the following employees.

#### **Danita Chirichillo—Special Events Supervisor**

Danita began working for the Avon Recreation Department in 2004 as an aerobics instructor. She was hired fulltime in 2006 as the Special Events Coordinator and quickly moved up to the Special Events and Fitness Supervisor position. She is a consummate professional and brings out the best in her teammates with her bright and optimistic approach to work. Her ability to juggle an enormous work load is inspirational. She is cool, calm and diplomatic under the most stressful of situations. Her contributions to the development and implementation of the town's fitness and special event programs are unsurpassed. Her marketing expertise has helped gain national exposure for the Avon Recreation Center and Town events. She is a natural leader and is instrumental to the overall success of the Town's recreation program.



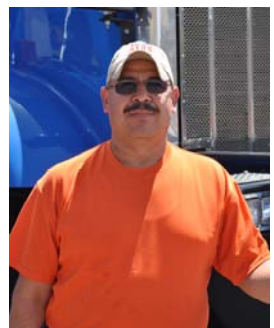
#### **Lance Cooke—Mechanic I**

Lance has been a Mechanic for Fleet Maintenance since 2006. He brought with him a strong back ground in heavy equipment repair and has expanded his knowledge in buses and emergency vehicle systems. All of our customers, both internal and external, comment on his positive can-do attitude. He is an organized and efficient employee who is the first to volunteer to cover shifts, moving from early morning to late nights, and helping whenever needed. Last summer Lance attained his CPR and Advanced First Aid certification. He is friendly and helpful to our customers who always have good things to say about Lance and the work he does on their vehicles. I hope this 5-year recognition is the first of many for Lance with the Town of Avon.



#### **Arnulfo Galvez—Road and Bridge Operator**

The Town of Avon has employed Arnulfo for five plus year now as a road and bridge operator. Arnulfo helps keep our streets plowed and safe. During the winter, his schedule starts at 3:00 a.m. when he checks the roadways for snow and he functions as the "call-out" person when snowplow drivers are needed. During the summer, he is a dependable crew leader for the Road and Bridge team. He is a skilled operator on heavy equipment and a dedicated employee! Arnulfo is cross-trained with most departments allowing him to fill in when needed. Thank you for your service, Arnulfo.



#### **Walt Halstead—Help Desk Technician**

Walt does a terrific job in the role of Help Desk Technician. He keeps our technological resource, from software, to cell phones, to laptops and mice, functioning properly so our employees can be efficient and get their work done. He provides excellent customer service and is a teacher to those who want to improve their computer skills, all the while saying current on his own knowledge and skills with the latest versions of Windows and Office. We appreciate Walt for his dedication and for being professional and courteous in all the assistance he provides.



## Milestones of Service

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### 5 years

#### **Randy Gray—Police Officer**

Officer Gray was hired as a Police Officer by the Avon Police Department in 2006. He was recently selected as the Avon Police Department Range Master. As Range master, he is in charge of firearms training, firearms maintenance and firearms/ammunition procurement. Officer Gray is also assigned to Avon Elementary School as the School Resource Officer where he teaches children about many topics including traffic safety, safety in general, and the Police role in the community. Officer Gray is a certified Child Safety Seat Inspector, assisting in installation and inspections of child safety seats. He is a valuable member of the Avon Police Department team and exemplifies our core values.



#### **Aurion Hassinger—Police Officer**

Officer Hassinger joined the Avon Police Department in 2006. Since then, he has completed Drug Recognition Expert School in 2008, and successfully concluded his detective training in 2010 after which he was assigned to the position Detective. Officer Hassinger is a tenacious investigator and utilized sophisticated investigative tools to apprehend offenders. He serves as a hostage negotiator for the Eagle County Special Operations Unit, and in 2011 he became a Field Training Officer for the Avon Police Department. Being bilingual, he has developed meaningful relationships in the Hispanic community.



#### **Jeremy Holstrom—Detective**

Detective Holmstrom has been with the Avon Police Department since 2006. Detective Holmstrom has displayed great commitment to this agency by his adaptability, reliability and aspirations to take advantage of career developing opportunities. Detective Holmstrom is a Verbal Judo Instructor, a Crime Scene Technician, and in 2011 he tested for and successfully transitioned into the role of the Avon Police Department's Detective. Detective Holmstrom works to make a difference every day and constantly promotes the Avon Police Department's core values.



#### **Jennie Koenig—GIS Programmer/Analyst**

During Jennie's five years of service, she took a defunct GIS program and revived it by remedying incorrect and outdated information and creating new layers of data. She won an award for her mapping of bear sightings which assisted the Police Department with monitoring high impact areas. Within the Community Development department, she provides vicinity maps that are included in almost every Staff Report presented to the Planning and Zoning Commission. Due to her efforts, all Town employees can view data and create maps for properties throughout Town as well as link with our website to allow the public to gain information on their properties. She currently is the Town's representative on the Eco Transit Board and Eagle County GIS committee.



## Milestones of Service

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### 5 years

#### **Nathan Mohrmann—Parks Supervisor**

Nate started in the parks divisions five years ago, bringing with him many years of recreation and events experience to the Parks Department. Now that he is one of the parks supervisors, he has added irrigation and turf management to the many “hats” he wears. Nate is a self-starter and all around team player, who is as happy to help with facilities maintenance and construction projects as he is working special events such as Avon’s Salute to the USA or painting the fields for the Lacrosse Shootout. Thanks for being an integral part of the team.



#### **Yvonne Ramirez—Police Officer**

The Avon Police Department hired Officer Yvonne Ramirez in 2006. In her time with the Police Department, she has functioned as a Field Training Officer, became a Drug Recognition Expert, a Crime Scene Technician, a Standard Field Sobriety Test instructor, and a Child Passenger Safety Seat technician. In addition, Officer Ramirez heads the Gore Range DUI Task Force for the department coordinating the grants and public outreach. In 2009, Officer Ramirez was the CDOT Traffic Safety Hero receiving a Teamwork Citation. Officer Ramirez is dedicated to traffic safety and is an asset the Avon Police Department and the community.



#### **Karyne Spadi—Human Resource Generalist**

Karyne’s five years of service demonstrate commitment to the Town of Avon. She provides exceptional customer service and goes “above & beyond” in her service to Avon employees. As a Human Resources Generalist, Karyne is adept and skilled at policy that serves public sector needs; she advises managers about human resources matters and coaches them on the intricacies of compliance with employment law, and participates in the recruitment and hiring of new employees. Daily she helps employees with benefits, compensation, performance management, and employee relations issues. She has shown her commitment to the Human Resource profession by taking hours of continuing education and training in the field. Her pleasant friendly southern disposition compliments the fact she often handles very difficult and complicated matters for the town. We thank her for the tireless hours she spends keeping Avon on track!



#### **Vern Velasquez—Operations Maintenance Worker, Parks**

Vern has been employed in several positions in Public Works department in the last five years. He started in facilities, moved to Fleet, and is now a dedicated member of the parks division. His experience in all these different areas makes him the Public Works, “Jack” of all trades. Vern has a “can do attitude” and is happy to work in all areas of the parks, whether it be shoveling sidewalks around the recreation center, or resurfacing the ice in the winter, or performing his playground safety inspections, or running a string trimmer in the summer. Thanks for all your hard work Vern.



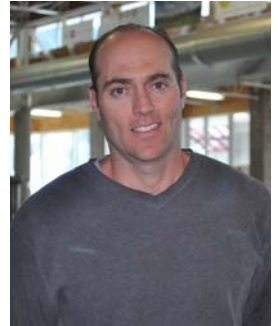
## Milestones of Service

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### 10 years

#### **John Curutchet—Recreation Superintendent**

John has served the Avon Recreation Department for 10 years; he currently serves in the role of Recreation Superintendent. John oversees the operational components of the pools as well as the majority of the programming that takes place within the department to include Aquatics, Fitness, Youth, Adult and Special Events. He has a passion for leadership and enjoys taking time to mentor new employees as they begin their career paths. John recently published his first book on leadership entitled “When habits aren’t enough” and was featured in the local authors section at the Bookworm in April. He is an organized and dedicated recreation professional who loves serving the public. His philosophies have helped establish the customer service based culture that we honor at the ARC.



#### **Joe Histed—Parks Superintendent**

Joe has been with the Town 10 years, rising through the ranks of the Parks Division to be the Superintendent of Parks and Facilities for Public Works. He is a turf expert and is quickly learning to be a building mechanical systems wiz. A former Eagle Scout and camp counselor, Joe’s core strength is training and mentoring. A common refrain about Joe is that he has a “terminal case of cautious optimism” because he always under-promises and over delivers! Joe always has a smile on his face and willing to help his colleagues and the citizen’s of Avon.



#### **Pat Romero—Maintenance Technician**

Pat began working for the Avon Recreation Department in November of 2001. Pat is a versatile employee who has worked in various capacities as a full-time employee at the ARC. His depth of knowledge on the building systems within the Recreation Center is a huge asset to the department. He contributes to the maintenance as well the custodial side of our operations. Pat helps us provide a safe, clean and well-maintained facility. His contributions to the overall success of the maintenance division are appreciated by all, but especially our patrons. Pat is a loyal and dedicated employee who sets high standards and enjoys making a positive difference in the work place.



#### **Judy Popeck—Accounting Assistant**

Judy has been with the Finance Department for 10 years, accounting for the Town’s assets, paying bills, reconciling accounts and providing information to the public and the employees of the Town. Judy is always willing to assist others and take on more responsibilities. Her enthusiasm is refreshing. Her pleasant and professional demeanor is appreciated. Thank you Judy for all that you do on a day to day basis to keep our vendors happy and to support employees of the Town of Avon.



## Milestones of Service

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### 15 Years

#### Scott Wright—Director of Finance

As Finance Director for 15 years, Scott's commitment to creating a fiscally sound municipality is commendable. He has been instrumental in carrying on a tradition in receiving over 10 years of recognition for Avon's Comprehensive Annual Financial Report; his efforts in obtaining this certificate is a significant accomplishment that reflects well on the government's financial management. He serves on several boards and committees outside of his role for the Town currently serving on the GFOA Committee on Treasury & Investment Management, the Colotrust Board of Trustees, and in prior years on CGFOA Board of Directors. His credentials include a Certified Public Accountant, Certified Public Finance Officer, and Certified Public Funds Investment Manager. With these many credentials, he has been able to impact Avon's financial pictures by successfully maintaining adequate fund balance in accordance with our fund balance policy, he creates innovative solutions and financing tools (when we have no additional monies available to purchase), he manages the Town's growth in technology, and is instrumental in implementing the Town's partial self-funding of health insurance program. His professional commitment and accomplishments are greatly appreciated by the Town.



### 20 Years

#### Joye Gelo—Payroll Specialist

Joye has spent 20 years assisting the Finance Department in many areas, but her expertise is in payroll. She has been certified by the American Payroll Institute as a Certified Payroll Professional since 2004. Joye has spent many hours attending classes and meetings to become certified and to meet her required credit hours for this certification. She has completed study in the areas of payroll concepts, payroll compliance, principles of paycheck calculations, payroll processes and systems, accounting principles, and management and administration. Her commitment to the Town of Avon is evidenced by continued leadership and efforts to stay versed on ever changing regulations that govern payment of wages and benefits. Thank you, Joye, for the energy that you have expelled guiding us and paying us over the last 20 years.



#### Gary Padilla—Road & Bridge Superintendent

Gary has been with the town for 22 years. Gary is the "Road and Bridge Superintendent" in the Public Works Department. His memory alone is a great resource about the construction of this town. He manages the Right of Way and acts as "Czar of heavy equipment". He is a diplomatic and articulate leader, highly respected by his staff, co-workers, and other town employees. Gary is also a kind, empathetic guy who works well with the public and construction contractors. Gary cannot go into any business or establishment in this valley without running into someone who shakes his hand.

