

The Meeting of the Board of Selectmen held on Tuesday, March 4, 2025, began at 5:30 p.m. in the Board of Selectmen's Conference Room at the Town Hall.

Members Present: Derek DeBarge, Manuel Silva, James Gennette, Antonio Goncalves and William Rosenblum

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First Order of Business: The Pledge of Allegiance

TOWN OF LUDLOW

VISITATIONS

5:30 p.m. – Brian Jamros, VP, Govt & Institution Div., Financial Advisor, Bartholomew & Co.

Mr. Jamros: My name is Brian Jamros. I've been with Bartholomew & Co for 9 years. I'm an outside advisor. Kathleen Cyganiewicz has been here for about 9 years as well. Until recently she was on the interna investment management team. We have about 5 billion assets under management as a firm. In the municipal space we have about 3 billion. We work with about 330+ municipal entities in Massachusetts. We specialize in municipal finance primarily because we had a Treasurer that worked for the City of Worcester, Town of Shrewsbury. Chuck Patterson along with Dori Huert who worked for the City of Fitchburg and Town of Paxton. They married the investment and municipal world about 22-23 years ago. We became one of the leading players because of that because we understand what you deal with. We've been working with the Town of Ludlow since 2006. You've never met us because we usually work with the Treasurer's office. Under Chapter 4135, the Treasurer's office takes custody of all funds under Mass General Law. That's for your stabilization, general funds, cemetery perpetual care type funds. The 3rd bucket of money is OPEB. The way you took the vote of adopting 32B20, which was OPEB, was the Treasurer is the trustee & custodian.

Mr. Strange: We have a new interim Treasurer.

Mr. Jamros: We talked to Marc a couple of times as he was the interim Treasurer, and that brought us here tonight. Because of the transition of Treasurer's in Massachusetts retiring, moving, and shifting across the Commonwealth quite a bit, we started meeting with the Board of Selectmen. I'm on my own Finance Committee in the Town of Sutton; Kathleen lives in Worcester. The 3 buckets of money we're going to go over kind of quick. The first bucket falls under Mass General Chapter 44 Section 55. That incorporates your general funds, ARPA funds, bond proceeds, payables, payroll and operating funds. Those are restricted to invest but you can invest in CD's up to 3 years, money markets in banks, you cannot invest in credit unions and treasuries and agencies up to 1 year. You can get a 30-year treasury with one year left to maturity. If you go off those guidelines, you'll get a letter from the auditor saying you're off the legal list, please correct that. They hold you accountable for that. The 2nd bucket of money is for your trust funds, Chapter 44 Section 54. Trust funds, cemetery perpetual care, stabilization, community preservation, CPA, scholarship funds, depreciation funds; those are primarily at light departments, and library funds. Those are under the legal list of investments. There's 22 companies you can invest in. If you go off that list and the Treasurer tells you to invest in Toys-R-Us or Bed Bath & Beyond and they go out of business, the Treasurer is held liable personally and has to write a check to the Town, so they don't go off the list. Mass General Law Chapter 203C is your OPEB funds, Other Post Employment Benefits. That's for your retiree's healthcare. Special legislation prudent investor local option changed August 2023. If you go back to bucket #3, as of August 2023 the State has passed a rule or legislation that you can now adopt prudent investor at a local level. Before that you had to go to the local option and bring that to the State for special legislation. They finally made that so it's a local option so a Town Meeting vote and it can become a local option. It gives your Treasurer the capability of investing under prudent. We'll talk about why you'd want to do that in a minute. That's the big picture. James, I think you had some interest with providing the Board with a clear understanding of the entire portfolio. Additionally, any recommendations that will help to improve your financial position. I believe you'll be going out for bonding soon.

Mr. Gennette: We're always going out for bonding.

Mr. Jamros: Role & responsibilities of the Treasurer; I talked to you about that. Adoption of 32B20 is the OPEB. Your Town has an excellent financial policy. You have phenomenal financial policies and an excellent OPEB policy. I work with 330 cities and towns and many times I google your town and look at your policy. Well written. The OPEB funding policy has helped you lower your

unfunded liability because you said once our pension liabilities are fully funded you'll take a portion of all of that and apply it to your OPEB. That helps your unfunded liability and your bond rating today without paying an extra dime. I was just at the MMA, the Town of Grafton Finance Director came up to me and said thank you so much, you saved us 20 million dollars by just putting that in the funding policy. Not only the funding policy for OPEB but your financial policies are up to date. Those helped you with your bond rating.

Mr. Gennette: They still came down on our bond rating.

Mr. Strange: We're still AA- but they opened the door to increasing our rating at the next review because we've been pretty consistent about reserves, stabilization and OPEB.

Mr. Jamros: What is your stabilization percentage to your operating budget?

Mr. Strange: We're about 7 ½ - 8.

Mr. Jamros: Some rating agencies want 7-8, some want 10. We're the financial advisors on the investment side. The other financial advisor on the borrowing side is not us.

Mr. Gennette: What's your recommendation for stabilization?

Mr. Jamros: Talk to the FA on the borrowing side. Depending on what rating agency you use is what you want. To answer your question, it's not an investment it's an insurance policy. The challenge with stabilization is when you need it the most is March 2020. If you have 30-60% in equity we recommend conservatively 10-15% depending on the mix of your portfolio. 100% stabilization more like 10-12 in equities because in March 2020 when the equity market went down 34% that's when you would have needed the stabilization you don't want to have a large exposure to equity markets. It's like your emergency fund at home; I want to have that invested personally but I know I shouldn't because if I need it I have that in a money market. I know it hurts me every time I look at it. It's not an investment; it's an insurance policy. It's for unplanned, uninsured events and when those happen you want that available. In March 2020 we had several phone calls with people concerned who watched the markets go down and potentially needed some money out of stabilization and wanted to know how much they were going to lose. You are selling everything at a realized gain because if we locked in at 4% and all of a sudden the rates are at 0 what happens is if everybody else can only get 0 and you have a 4% holding and you need to sell that, you're going to sell that at premium or realized gain. Trust fund. The big picture. When I say trust fund, that's a generic term in Massachusetts. There's no trust fund money in here according to Mass General Law. Out of this account, the majority of it is in stabilization. We don't have the accounting reports done for February so I don't have the breakdown so it won't be apples to apples because we start our accounting reports tomorrow. This is a co-mingled account. You have stabilization and cemetery perpetual care. As of 1/31, you have roughly 7.232 million dollars in stabilization. Cemetery perpetual care is 1.667. Up until the law changed with the Mass General Law allowing you to invest your trust funds, which includes cemetery perpetual care, it had to stay in the legal list. It was very normal for Treasurer/Collectors across the Commonwealth to keep it ultra conservative inside the stabilization account. Now that we have this tool it does not make sense to keep it there. One of my recommendations would be to move to prudent, separate the cemetery perpetual care from your stabilization fund, increase the equity on the cemetery perpetual care. Cemetery perpetual care, according to the books, you have 1.371 non-expendable. You can never touch that money according to the trust. You can increase that equity exposure, let's say 60-70% equity you're going to try to target a return of 6-7% on that. Much better than the stabilization, long term expected rate of return. Some years you're going to get 14, some years you're going to get 3. Long term expected rate of return on the stabilization we're going to target somewhere between equity exposure you take 6-7% return. Cemetery perpetual care can help you in your operating fund. It couldn't up until this time because everyone had it so conservatively invested. Typically, your Treasurer's by statute have been conservative. We would recommend different things to do to Treasurer's but they didn't necessarily want to do it because they were conservative. What's beaten in their head is safety, liquidity and yield but that's on the general funds. The stabilization has their own set of funds. I would have probably moved the cemetery perpetual a long time ago; however, you didn't have much tools because you didn't have this new rule we could do and now that you do I would take advantage of it. Why can that help? If you're targeting a rate of return 6-7% long term now you can spend this on mowers, blowers, trucks and tractors. Instead of a rate of return of 2-3% you can now target 6-7% return and now you can use some real

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money. You have a good-sized cemetery perpetual care, why not take advantage of that. That will help in the operating budget.

Mr. Gennette: Would that come back as free cash or the general ledger?

Mr. Jamros: It cannot go back as free cash. It has to stay and has to be used for cemetery perpetual care. But you can use it for mowers, blowers and the extra person. The current yield is 2.51 and that's low. That's not all you're getting. When you're working with the banks, CDs and money markets they only give you current yield. We're going to give you more than that. We're going to give you yield to maturity, a return on your equity so don't get tied up on that. We're buying things at a discount, \$96,000 and maturing at \$100. That \$4,000 delta or difference is not part of the current yield. Current yield is just the income. That \$4,000 at maturity gets realized at maturity and that's added to the yield to maturity. So, it's current yield plus that realized will give you the yield to maturity. Weighted averages. You're on the fixed income side of the bonds, the 90% of the portfolio currently is a yield to maturity of 4.30. The average duration is 1.90. We had some things maturing so the duration went down. It's almost 2 years we locked it in for. 4.30, rates are probably going to come down 1-2 more times this year and next year a couple more times. This is not a lot of money, not a high percentage return, but you have to remember what we're dealing with in the Mass General Laws. The total cost of the bonds were \$7,598,369.05. The par values \$7,975,025.91. The increase, or realized gain, will be \$372,156 at maturity. Next page, if you look at the duration in the middle 1 year or less your yield to maturity is \$449, 1-5 years \$423, 5-10 years at \$455 giving you the yield to maturity average of 4.30 that I gave you on the previous page. The portfolio as a whole look at the 1-year your portfolio, your 1-year number rate of return 5.98 since inception 203. Quite low. We've been in a low-interest rate environment from 2009-2022. The next page, domestic equity. We just started adding equity into the markets in 2013. We tried to get the Treasurer's to do it earlier but they didn't feel comfortable. Prior to this they had it all in cash and passbooks sitting in the vault. Your domestic equity, which represents 99% of the equity exposure, we have international equity which is probably 50 basis points, or half of 1%, so primarily focus on the majority of it, domestic equity. The last 1 year or 12 trailing months as of 2/28 14.59, almost 10% at 996. Pages 9-11 are all of your holdings under the Mass General legal list. If you have concerns you can talk to us but there's not much we can do, it's the legal list. How this works with the Treasurer's office is the Treasurer can't say I don't like Pepsi. It has to be a community decision. We guide Treasurers and say I know you're against Pepsi but if the Town's not against Pepsi that's your personal opinion.

Mr. Goncalves: How is that decision made for any of these equities? You're managing it and making the decisions?

Mr. Jamros: Yes.

Ms. Cyganiewicz: The equities you see on there are the only ones we can buy. The investment team, as best as they can, you'll notice there aren't technology stocks it's a lot of utilities, healthcare and companies that have been around for a while. Because of how constrained we are, they will try to keep the sectors to the S&P 500. Unless something catastrophic happens with one of those companies, we pretty much hold them all to that balance trying to keep the sectors in line because we have such a short list.

Mr. Gennette: This is pretty risk adverse then?

Mr. Jamros: There's a lot of healthcare companies on there. If Covid didn't happen the way it did maybe it's risky. It's the big, blue-chip companies. It's the large companies, limited growth, dividend paying stocks. We used to have GE on there and we're reconsidering it. We also got rid of Wells Fargo. We work on full discretion. We don't get the Treasurer's permission once we know the guidelines. In this case it's pretty straightforward, in Mass General Law there is nothing you can do. They set the equity exposure with us. We recommend it and they set it. We just make the decision because we want to move on that.

Mr. Gennette: You were talking about making a couple of adjustments and one was to move to prudent. Do you do that or do you need us to assist in that?

Mr. Jamros: We have sample language, we have the KP Law white paper. Do you use KP Law?

Mr. Strange: No.

Mr. Jamros: You don't have to. We have a white paper pros and cons, we have the draft article for your Town Meeting, we have the rationale and you can just read it. We made it simple because it passed and we started going to all these meetings so we made this draft for you to present and walk you through the process.

Ms. Cyganiewicz: It has to go to Town Meeting. Then we would talk to the Treasurer and open the account.

Mr. Gennette: Once we get the verbiage we can put it on the warrant.

Mr. Jamros: I can email that to Marc tomorrow morning. That would be a recommendation. I love the fact that that's available because now you can make your money work. I hated the legal list unfortunately Mass General won't change. Mass Treasurer/Collector's Association is going to try to change it. It took them 10 years to change this one so don't get your hopes up too high. In order to change the legal list, 3 bank president credit unions have to petition the State to add ABC Company on the legal list but they can't take any of the municipal funds. We're the only ones that have to follow these laws. The banks have exempted themselves. The bottom line is there was a call with Mass Bankers and Mass Treasurer/Collector's Association and the lobbyist and the Mass Bankers thought it was going to allow credit unions to be able to take your money.

Mr. Goncalves: Is there a reason that most of the bond holdings are in companies that you've also got stock? There's not a lot of diversification.

Ms. Cyganiewicz: We harp on the equities a lot and there is still a list on the bond side. The corporate bonds are the same as the equities we can buy with a few more. ~~But~~ still extremely restrictive. We can't go buy a Microsoft bond.

Mr. Goncalves: I'm guessing the equity list is a lot bigger than this yet your bond holdings are coming off the same short list of equities.

Ms. Cyganiewicz: Pretty much. It's restrictive all around, on the bond and equity side.

Mr. Jamros: Next is OPEB. Bucket #3 invested like 203C. If you want to get a picture of how this can be invested with perpetual care you can look at this. It's going to be very similar to this. From inception looking back, these are long term funds. OPEB funds are cousins to your pension funds. These aren't going to be used for several years. These are perpetual in nature. Ongoing. You have a large unfunded liability. We've recommended 70/30 with private markets. This didn't start off as 70/30. This started off as 60/40. Treasurers were very conservative. Everything was in cash and they slowly moved into equities investing in the trust funds or stabilization funds in 2013 and then OPEB came around. OPEB became a thing in 2017 or 2018. When GASB said OPEB is not a footnote on your balance sheet, it's actually a liability. That's when OPEB became a real thing. Now the credit agencies said you owe this money. Your debt to income is much larger but before that it was a footnote. A lot of Towns didn't take it seriously. We've been paying as we go forever; this is not a real thing. It's going to go away; the State is going to pay for it. Not true. The State has their own issues. The bottom line is you started this early, which is great. Inception of the portfolio was October 2013. Somewhere between 2017 and 2018 OPEB started impacting your borrowing.

Mr. Goncalves: Is there a reason this number is really close to the no touch number on the cemetery? Just coincidence?

Mr. Jamros: Not at all. At inception in 2013 we started 40 with no private markets. In 11/21 we talked to the Treasurer and they bumped it up to 70/30 based on our recommendation and they were comfortable with that. We added partial private markets in 4/22 because of private market access that we had and also your balances were not high enough yet. Full allocation went in September 2024. Keep that in mind as you're looking at the benchmark it's now the way we'd like to see it invested. The benchmarks are reflecting as it's always been invested the way it is now but that's not true. We didn't close out the account each time because your Accountants would hate us and it doesn't make sense so we just have to explain that to you.

Ms. Cyganiewicz: I'll keep this at a high level. As Brian said, this is prudent. We can invest in pretty much anything. In this portfolio, because it's so long term, it's a fully diversified portfolio. You have domestic equities and international equities, domestic and international bonds and then your alternatives as well as private markets. Much more flexibility here, which is great because it needs to grow and go through those market cycles. The Ludlow portfolio is the top line and looking all the way to the right the since inception number your portfolio year over year since 2013 has been up 5.45%. As Brian said our target for a 70/30 especially now with private markets is more 6-7% return.

Mr. Gennette: This is just the gains?

Ms. Cyganiewicz: Yes.

Mr. Goncalves: What's the split equity, bonds or alternatives on that 5.45?

Ms. Cyganiewicz: It would be a combination of 60/40 and when we switched to 70/30 which was in ...

Mr. Jamros: November 2021. Unfortunately, there's no precise science to this. There's no way we can do this accurately unless you close out the account and reestablish it and that's a nightmare. It doesn't make sense for the accountant. It was 60/40 from inception of 2013 to November 2021 then we moved it up to 70/30.

Ms. Cyganiewicz: You've had 60-70% equities that whole time in this portfolio. You'll see some benchmarks there. We say 70/30 because it's easier but we have a sleeve of alternatives. We have a 20% target to alternatives. They are generically anything that isn't a stock or bond. We have real estate, private equity, private credit and some commodities. The real benefit of having this be 70/30 and having those private market exposures in our recommendation stemmed from the actuaries. Your actuaries are projecting out higher returns for equities than they are for bonds and they're projecting out higher returns for private markets than they are public equities and bonds. When you have those types of investments in this portfolio your liability should come down and your discount rate should go up. It should in the long term help your risk adjusted returns. That's our philosophy.

Mr. Gennette: Depending on market conditions, how quick a reaction can you have to changing conditions?

Ms. Cyganiewicz: There is very little activity in there. The investment team is much more active in this portfolio. That being said, we are not tactical investors. We won't go in here and say we think bank stocks are going to be the best performing sector so we're going to sell a bunch of equity and only buy bank stocks. We don't do something like that.

Mr. Gennette: You're just moving your percentage.

Ms. Cyganiewicz: Yes. For example, prior to the Trump administration we were worried about China. It's a geopolitical risk so it made the investment team look at the whole international equities. They'll go in there and say we don't want to own companies in Russia so they'll sell out of that and rebalance into the domestic equities. We're not day traders. There's no bitcoin in here, no penny stocks.

Mr. Goncalves: On page 6 it looks like we've got 3 dogs in here. Federated Hermes midcap growth fund, that one is a year so you haven't made any money; Newburger in the same section since 6/20 hasn't made any money. How long do you not make money before you decide to move them?

Ms. Cyganiewicz: It depends why they're not making money. It could be an asset class issue and if that's the case the investment team is more likely to hold onto it because let's say small caps are down overall we're not just going to sell them because they're down. The reason they would sell them is if the portfolio manager isn't doing what they're supposed to do. To be honest, the mid cap growth that was added a few months ago, we had a BlackRock fund that for several months was underperforming and the investment team was talking to them constantly and it just did not agree with the decisions they were making so they moved on. I know it's a vague answer but it really depends on why. If you look at the biggest holding, the IShare, that's just an index. In a lot

of cases, we have active managers. In this case we decided to buy the index because we saw that portfolio managers were not doing a good job of managing the easiest part of the market, which is technology. We said we can't pay for these portfolio managers so we're just going to buy the index. A lot of factors come into play but we don't necessarily want to be void completely of something.

Mr. Goncalves: Collectively it's about \$140,000.

Mr. Jamros: That is current yield. We don't care about yield on this. We care about increase.

Ms. Cyganiewicz: If you look at the principal column, which is the value, the total domestic equity we bought it for \$381,000 and it's now worth \$478,000. It doesn't give you the return of each individual.

Mr. Jamros: These are current holdings, not necessarily from inception. The alternatives. What's nice about the alternatives what they help in our thought process on our team is if we don't have the real lows we don't have to have the real highs so we smooth out those rides. These are municipal funds. The only time people are going to care what you're doing on these funds is when the markets are down and we should be above the markets with the alternatives. We're not doing it just for that reason. We believe in double digit returns. The general funds. James asked me some ways we could increase, and this is something we would work with the Treasurer's office. Something you can look for is we have direct access to treasuries for you. Treasury rates have not been very high prior to 2022 so one place the finance team can look at is what are we getting in our ARPA money or bond proceeds or money markets, invest in treasuries. As long as you invest in 1 year or less and what we do with a lot of communities in the last 3 years, bond proceeds, ARPA money, money markets because the banks were slow on the interest rate to go up. Now that the rates are going down, look at some of those rates that you might be getting at some of your banks. It's ok to do arbitrage. As long as you do an arbitrage calculation through your financial advisor, that's ok.

Ms. Cyganiewicz: We work under a fee based on total relationship. Everything in there, ticket charges, reporting, custodial fees, everything is under your percentage fee. We look at the community as a whole, regardless of the amount of accounts you have. You're at 30 basis points, so 0.3% annually which is split up into quarters. The greater the assets the lower the fee.

Mr. Jamros: If you think it's low, don't be concerned. In your private wealth if you have a million dollars invested you're probably paying somewhere between 80 basis points to 1. We're able to do it because we have a team-based approach. We're able to lower our fees for the municipality for a couple reasons. We have 5 investment advisors on the road and a team inside that's doing everything for us.

Mr. Gennette: I look forward to seeing what we're going to put forth at Town Meeting.

6:30 p.m. – Chief Daniel Valadas – To Discuss Police Dispatch & Training Overtime

Mr. DeBarge: This is the culmination of many years of our Town Administrator, Town Accountant and other departments going over every department in Town with their overtime usage and all of that. This is not an attack on the Police Department's overtime budget or their budget at all. This is trying to get an understanding of what is going on with some overages and if we can adjust that. We have all of your correspondence.

Chief Valadas: I added information from the Palmer Police Chief. You met for 2 meetings and discussed the Police Department budget. Thank you for inviting me here. In my letter to you, I did discuss some of the questions; however, I would like to start with the spreadsheet I prepared for you. What I'm looking at is the numbers I asked for; \$125 training overtime & \$225 regular overtime for fiscal year 26. Right now, I'm at 3. On dispatch, we budget very low at 25 & 5, so it's at 30 because I know that I'm going to get grant funding. The grant funding was 78 & 15 and that's salary money. It's actually more than what we spent. State 9-1-1 gives us money for the officers to go on the calls. We don't spend that on dispatchers. It's too much. They actually give you more based on your call volume, how many 9-1-1 calls you take and it goes up every year so I don't move that a lot. For fiscal year 25 those line items are \$40,000 for dispatch, \$300,000 for police. Total it's \$330,000 on those 3-line items that are overtime. What are the exclusions from

that? That's no special police. That's a separate line item that you raised 3 years ago due to POST because they had to raise their minimum hours. We raised it from \$30,000 - \$90,000 so they special police get paid out of there. That doesn't come out of regular or dispatch OT.

Mr. Gennette: What time of year do you expect the grant dispatch?

Chief Valadas: They all come in late winter and spring. Our award letter was dated in October for fiscal 25. It's always current. Four months in and we haven't seen a check yet. Then Dispatcher Korny sits down with Lt. Irwin and they start the application process. It's usually 4-5 applications. You put in the reimbursements for the class fee and overtime and they start to hit and you try to spend the entire amount. The problem I'm facing is we get traffic grants from the Governor's Highway Traffic Safety. The officers go out and do 4 hours, fill in the forms, it gets sent in by Sgt. Shameklis and we get reimbursed for those. When we bill the payroll the next Monday it comes out of my operating budget and I never get to attach the grant funds. In the town report I put in for calendar year 24 we got \$348,000 in grants and of that well over \$100,000 is salaries but I don't see it. When Mrs. Martowski attaches the payroll she keeps hitting my operating budget. It goes into training and regular overtime. We never go after the grant funds, which is 4 salaries. We're getting our first check for over \$19,000 so Mr. Strange ordered the Town Accountant to get an account so we can start taking that payroll and putting it towards the grant funding, which is meant for salaries. The equipment invoices are different. If Mass Gaming Commission or we buy speed signs on the OGR grant, when I get invoiced after we receive equipment, Mrs. Martowski goes to the Treasurer and Accountant and says we need to pay for this now because we've ordered it and received it, tell me the account. That does not come out of my operating budget.

Mr. Goncalves: At what point do you catch up with the billing for salaries?

Chief Valadas: We never catch up. You have regular overtime for vacation, sick time or whatever. I can estimate. If I estimate \$145, out of that whole training tracker the only thing that's new is the AIR training and I sliced that in half because we only have to do it every 2 years. That's the only thing that's new. There's breath test operators. Defensive tactics are mandated every year by MPTC. We just got an instructor that got his certification validated by MPTC so we're hoping to do a lot of that in-house. The rest of it is training we've been doing for years. The chart you saw was FY26 rates. I already factored in the bump for next year for collective bargaining. As far as revenue, I want to point out in the Annual Town Report I didn't sum it up. Last year we turned over \$118,712 in fees.

Mr. Goncalves: How much total did you kick back? How far over were we on the overtime?

Chief Valadas: Ms. Villano used to say it depends on how much you're asking for at Town Meeting. If you give us \$120 and you're asking \$120 then it's a zero. These fees are license to carry, admin fees, reports, photocopies for the accidents, and the biggest part is details. Every time you see a detail officer, not town details, the town gets 10%. We turned over that for fees. That's not Chapter 90 money. That's the source of off-setting revenue. Between that and the grants, that's the 2 ways that you could get some money back. The \$300,000 in overtime for police, the dispatch budget is solvent. With 9 people I can't spend it. It's solvent because State 9-1-1 gives us so much for operating 2 PSAP's.

Mr. Goncalves: Will they always make you even on the dispatch?

Chief Valadas: No, they'll make it higher. Your goal is to spend their award letter. It goes up every single year. In attachment A I want to stress to you that I inherited budget 2020. You can see some of the amounts were higher and you could see a little drop off.

Mr. DeBarge: I don't think any civilian board should be telling a police department how to train, how to do their shifts, how to spend their overtime. I'm not a big fan of this. I am a fan of trying to figure out what it is you feel you need for overtime so we don't go over each year and go to Town Meeting for it because it means we're hurting other departments.

Chief Valadas: \$350 for fiscal year 26. With that and being able to attach some of these grants I think we can do it.

Mr. Strange: The purpose of this is to make sure we get a number that we can make sure we stay within the budget. The last 2 years, fiscal year 23 & 24 the average overtime was about \$450, which is \$100,000 more than \$350. I just want to make sure.

Chief Valadas: Some of it didn't all get used.

Mr. Strange: That was total expenditures. Maybe that number includes details or stuff that we're not budgeting. I just want to make sure once we put in for fiscal 26 if it's \$350 subject to the Board we'll put in \$350, and we just want to make sure we're staying within the budget so we don't have to go to Town Meeting for extras. That's the goal.

Chief Valadas: Here's the unpredictable. I've got 2 cars sitting in the parking lot that need \$12,000 worth of work so on that line item alone I'm overspent by \$12,000. That's with a budget of \$55,000. The budgets are relatively simple but it's tough down to the dollar, especially for things like that.

Mr. Strange: That happens in every budget. That's the year end transfer stuff. The OT is the only one that we have to push to Town Meeting for free cash. With FinCom we do transfers and we can handle that. We just want to make sure we have a number for OT that's reasonable and everybody agrees on and that we don't have to go to Town Meeting.

Chief Valadas: I'm going to hedge to be cautious. If you looked at my training tracker, that's everybody not counting me, Lt. Brennan and Detective Lt. Kornacki. \$150 for training should cover that whole schematic and hopefully with a little bit of something from grants. In the past when I went over, I'm paying disabilities, for Sgt.'s to be home for 2 years, I don't necessarily have that. I'm hoping I don't have an 111F injury. If you want to say you have to stay under this number it's \$400. I have 42 police officer positions and only 1 vacancy. If we added 1 or 2 more officers of course that would help. Looking back at these past ones, the big year revised and actually expended in 2018 Chief Madera's was \$312,000 expended. That was regular OT but he had expenses. I watched Mr. Strange's presentation. I understand you're up against a levy. I'm one department and as you can see it's very important. Every time an officer wants to go to a training he's going to submit it through his chain of command, to me and the Board?

Mr. Goncalves: I think we need to slow it down a little. The difference between us and Indian Orchard and Chicopee is your building at the corner. It's just right now we're in a position where we're well over a million dollars short on our levy and we've got to be really careful the next couple of years or we're going to be looking at an override.

Mr. Silva: We're not getting an override in this Town. It's always been defeated overwhelmingly. What could happen is you could lose officers because we've got to get the money somewhere. We cannot go over that levy limit. It's an impossibility.

Chief Valadas: When I first came on it happened in 89. We lost 2 officers.

Mr. Silva: We absolutely don't want to do that so we're trying to look at every avenue to keep the cost down as much as we can. I still don't see how we're going to get there.

Chief Valadas: Right now, current year to date for one line item of regular overtime I've got 16 pay periods, \$30,000 left in regular overtime and that's not going to meet it. I have some other line items I've only spent 58%. Specials allotted funds, we don't go to court that much, I have left over Quinn Bill, Cooper Incentive money. I have \$1,060,000 left this morning for 16 pay periods. Even with hitting the grants I could hit them for future overtime. Mrs. Martowski could payroll those right to the grant. We're getting those grants because we go on the call. It's not just the dispatcher taking the call, it's to pay them to go to the call.

Mr. Strange: I think we should work with Tracey. When you fill out the payroll I think we need to add a grant line so you could put in 8 hours of the grant and instead of getting charged the regular dispatch personnel or OT it gets charged to the grant so it's not taking a hit in your operating budget. With respect to the dispatch, I think that is what has been happening. In previous years we haven't gone over dispatch like we have this year. I think it's just an accounting thing.

Chief Valadas: We are down one dispatcher which is generating some cost. Also, look at the Festa cost. The Town paid \$34,000 for that.

Mr. Goncalves: Why?

Chief Valadas: I have to be concerned with public safety. We started to have too many weapons being brought in so we went to the Committee and said the State Police in their overview for events across the State we came up with starting screening. The Festa Committee said this is what we made, this is what we have in net and we'll look at the ops screening. We were having a problem with handicapped parking. We have to shut off Winsor Street with dump trucks. We ended up contracting the meridian barriers 4 years ago. Now they're all over the country because of the New Orleans attack. My feeling with the Festa was cover the officers on the grounds on detail. The traffic around it the Town covers as security protecting all those people parking all over the place, bike patrol, detectives, the command officer to be there. Not me, but there is one Lieutenant always on staff and the Town pays for that. I feel it's the most important event in Town. In that first year we implemented the screening we took in a little over 300 weapons. We took the best approach possible. I met with staff from the State Police and the Big E. We offset some of those costs because this is the biggest thing we do all year. We had a really busy year. Next year won't be as busy for events. You've now pushed those costs off to those organizations. We don't over charge, we meet our minimal security posture. If we have one violent event there, who are they coming after. I'm using the best practice as possible. I think \$400 is a safe number.

Mr. DeBarge: Departmental overtime, POST requirements, SRT training and EMT training, you're saying \$350 you can but \$400 was more desirable.

Mr. Gennette: That's not including dispatch?

Chief Valadas: No. I leveled dispatch at \$30,000 because I'm going to get the 91-1 money.

Mr. Silva: When I spoke earlier, I'm talking about layoffs town wide.

Chief Valadas: Before I became Chief, myself and Lt. Brennan sat down with Ms. Villano and Ms. Collins and they called every department head in and said we're losing 5%. If we cut personnel, if we lose police officer they're not coming back because they can get a job anywhere. We did drop it a lot and we've been trying to build it back up since. Chief Madera came to you in 2019. He was losing Officer Sorensen to the Air Force. You went to 32 patrolmen's positions and at the time we had 10 supervisors. Since then, you've given me a Lieutenant and a Sergeant. It's a higher rate. You gave me the command and supervisor position but I did lose the 2 and you couldn't afford it so you dropped us down to 30 patrolmen. I'm proud to have 42 but I'd like 50. I think \$400,000 is reasonable. Maybe we can raise the vehicle account.

Mr. Strange: Those smaller overages we can absorb.

Chief Valadas: Maybe July 1 I don't fix those cars and we trade them in. The officers have been doubling up. You lose your ability to spread your officers but you have 2 officers in a car.

Mr. DeBarge: I think there are always ways to be able to reach the goal. It takes both offices communicating well and understanding where each other is at. This Board has been nothing but supportive of the Police Department since I have been on it. If the Board feels that monetarily we can reach that number I guarantee the Board will reach that if it can be. We have to answer to other departments. If one department is over \$300,000 that we have to go to Town Meeting for, that means that can come out of free cash or cut from another department. We're trying to get all the departments to understand where we are and us to understand where you are. This was a great step.

Chief Valadas: I would like to meet with Mr. Strange monthly. I think we should sit down with my year to dates every month. So, we don't need policies that tie my hands.

Mr. Goncalves: I don't believe that's what we're trying to do. We're just trying to see if we can slow it down. On July 1 we're going to have some explaining to do.

Chief Valadas: The Police Department is not an open trough. My staff do not come into my office and say I need to buy a new car and I'm going to this training. These people are honest with a tremendous amount of integrity and honor. I'm privileged to work with them.

Mr. DeBarge: I don't think anyone thinks that.

Mr. Rosenblum: What happened is when we see the money in overtime being as high as it is, it throws up red flags to us. My question is how much did you give back in fiscal 24?

Chief Valadas: \$118.

Mr. Rosenblum: What do you traditionally give back?

Chief Valadas: Right around there. \$120 I'd say. If you have a big DOT project like GoNetSpeed it goes up.

Mr. Rosenblum: Line-item transfers, generally in a municipality it's not encouraged until that last month. Do you have accounts that traditionally have leftover funds?

Chief Valadas: We do, and at the end of the year we start sitting down with the staff and take a little bit here and here.

Mr. Rosenblum: Maybe in the budgeting process you lower one a little bit so you give yourselves a little bit more.

Chief Valadas: I'll give you an example. We don't go to court. Since 2018 and 2020 in Covid my court budget is \$10,000, under Chief Madera it was \$18,000 and I've used \$3,200. My conference fees have gone up, association dues have gone up. You increased the Quinn Bill. If a town wants to take a measure to protect their sworn staff, give them the full career incentive. The State Police went off it and went back on it because you're losing personnel. Wilbraham lost 2 recently, Palmer is running with 22 officers. That's nothing against Palmer; you just have to attract people. Unfortunately, we're having candidates drop on us and you spend money on them. On the 2 candidates that dropped last time we probably spent \$80,000. The academy fee is going up. Firefighter Academy is free. It was \$3,200 and is now \$6,000 and the equipment is \$2,800. For every recruit you're going to spend almost \$9,000.

Mr. Rosenblum: You get no state funding for that?

Chief Valadas: They've offered no grants at this time.

Mr. Rosenblum: It dumps back on us. We got a 1% increase from the State. The purchase orders. You're getting your grant money in October?

Chief Valadas: The beginning of the year.

Mr. Rosenblum: More like January. If you have a purchase order that's regular OT and grant OT it shows up on paper a lot better. When we see the number it catches us off guard. This is what we need. There's so much tension between boards and departments this is more of what we need to do. We need to talk face to face. I love seeing all these people here. They support you and the department. And this Board supports the department. We can't always give you the positions we want to give you because we have to share across the Town. I'm glad you said meet once a month. At some point you need to get all the department heads and a representative of each board to sit at a table and talk face to face, air it out, get ugly and at the end shake hands and everyone is going to say that sucked but I think we got somewhere.

Chief Valadas: I sat down with my command staff and Mrs. Martowski and said we have to do everything we can not to go into the negative. The plate readers next year are built in my contract but this year we had a bill to pay so we had to fish through 3 different accounts to pay the plate readers. The Mass Gaming Commission paid for the first four. I think a lot will be cleared up if I go through my year to dates and sit with Mr. Strange.

Resident: I think it's important that we say that we're all here because we care about the Town and we're also here to support this man. I worked in Holyoke prior to this department and if you want an environment that's toxic and doesn't support their people and not productive, with officers hiding behind buildings, not doing anything, getting rid of this man is going to do that here. This Town is as safe and productive as it is because of this man. I want to show my support to Chief. As much as he supports us we're all here for him.

CORRESPONDENCE

33. Titan Energy – Natural Gas Cost Change for New England Customers.

Mr. Rosenblum: I just looked at my electric Eversource bill. Last month was \$500, this month was \$330.

Mr. Goncalves: There was a 10% drop for this month.

Mr. Rosenblum: Because everyone complained.

Mr. Silva: Same with the gas. I read today they were coming down.

Motion made by Mr. Silva to file. Mr. Goncalves second. All in favor. Motion passed 5-0.

34. Polish American Citizens Club – Annual Beano Report.

Mr. Goncalves: I'd like to congratulate the Polish Club for a very successful year of Beano.

Motion made by Mr. Goncalves to file. Mr. Rosenblum second. All in favor. Motion passed 5-0.

35. Christ the King – Annual Beano Report.

Motion made by Mr. Goncalves to accept the report, congratulations to Christ the King and file. Mr. Silva second. All in favor. Motion passed 5-0.

36. Eversource – Yearly Operational Plan for Vegetation Management.

Motion made by Mr. Gennette to file. Mr. Silva second. All in favor. Motion passed 5-0.

37. Chief Pease – Request to charge off medical expenses and lost wages to Chapter 41, Section 111F for injuries sustained by a Fire Captain as a result of an incident that occurred on February 21, 2025.

Motion made by Mr. Rosenblum to approve the request to charge off medical expenses and lost wages to Chapter 41, Section 111F for injuries sustained by a Fire Captain as a result of an incident that occurred on February 21, 2025. Mr. Gennette second. All in favor. Motion passed 5-0.

37. Chief Pease – Request to charge off medical expenses and lost wages to Chapter 41, Section 111F for injuries sustained by a Firefighter/Paramedic as a result of an incident that occurred on February 22, 2025.

Motion made by Mr. Rosenblum to approve the request to charge off medical expenses and lost wages to Chapter 41, Section 111F for injuries sustained by a Firefighter/Paramedic as a result of an incident that occurred on February 22, 2025. Mr. Gennette second. All in favor. Motion passed 5-0.

39. Board to approve one-day beer & wine permit for St. Elizabeth Parish March 29, 2025, 5:00 – 9:00 p.m.

Motion made by Mr. Goncalves to approve a one-day beer & wine permit for St. Elizabeth Parish March 29, 2025, 5:00 – 9:00 p.m. and waive any fee associated with that permit. Mr. Gennette second. All in favor. Motion passed 5-0.

40. Jai Umiya Ma, Inc. – Surrender of beer and wine off premise alcohol license contingent on issuance of all alcohol to same location – Ludlow Shell, 224 Center Street.

Motion made by Mr. Silva to table until the surrender of license is in front of us.

Mr. Strange: I think the new one has already been issued.

Mr. Rosenblum: They have the new one and they need to surrender the beer & wine.

Mr. Strange: Which would give us one beer & wine available.

Mr. Silva: Until he actually surrenders it I don't think we can do anything.

Mr. Rosenblum: I agree with Mr. Silva.

Mr. Gennette second. All in favor. Motion passed 5-0.

41. Community Survival Center – Request permission to use the Town Hall parking lot on Saturday, May 10, 2025, from 11:00 a.m. – 3:00 p.m. for annual drop point for National Association of Letter Carriers food drive.

Mr. Silva: I believe we annually do this and we've not really had any issues.

Motion made by Mr. Silva to grant permission to use the Town Hall parking lot for the Community Survival Center from 11:00 a.m. – 3:00 p.m. **Mr. Goncalves second. All in favor. Motion passed 5-0.**

42. Lorraine Goodreau – Request to be appointed to the Ludlow Cultural Council.

Mr. Gennette: We have a spot open for this obviously.

Motion made by Mr. Gennette to appoint Lorraine Goodreau to the Ludlow Cultural Council. **Mr. Silva second. All in favor. Motion passed 5-0.**

43. Jamie Tomas, Director, DPW – Snow & Ice Budget has been over expended as of February 28, 2025.

Mr. Rosenblum: That means we declare a state of emergency and the overage will be taken care of.

Motion made by Mr. Rosenblum to file. **Mr. Gennette second. All in favor. Motion passed 5-0.**

Motion made by Mr. Rosenblum due to snow & ice budget that has been over expended as of February 28, 2025, that we declare a state of emergency. **Mr. Gennette second. All in favor. Motion passed 5-0.**

UNFINISHED BUSINESS

Board to discuss and possibly approve Police overtime policy. (Tabled from 2/18)

Mr. Strange: It's up to you but I feel like after the conversation and you guys don't want to be approving. The Chief and I can meet on a regular basis.

Mr. Rosenblum: Tracey runs Munis, right? So, meet with Tracey and his grant writers. Reporting of grants in a fiscal calendar they should be doing it monthly.

Mr. Silva: I believe the Police Chief did say it would be difficult for him to have a policy.

Mr. Rosenblum: The reason why this policy was done in the first place was to put a halt to it and have the meeting we just had to understand what's going on. What we do between the Town Administrator when he begins the budget process and goes through the steps with the Accountant,

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Assistant Town Administrator, FinCom, the idea is we did this because we want to make sure we understand it. And that's why it was done, to put a halt to it. After this discussion, which we need to have more or these with any board or department, I'm fine.

Motion made by Mr. Silva to table indefinitely. Mr. Rosenblum second. All in favor. Motion passed 5-0.

Board to discuss and possibly approve Project Manager job description. (Tabled from 2/18)

Mr. Strange: We've had some trouble recruiting and retaining our Chief Procurement Officer. Before the Board approved the CPO position it was a hybrid Grant/CPO. Considering the candidate pool for certified procurement officers is very small in this area, the thought was I'm a certified Procurement Officer. I can do the main procurement items, but it's the project management piece that's really time consuming. It's tracking down signatures for contracts, it's making sure that vendors are showing up at meetings. In addition to that, we have this grant piece which doesn't necessarily fall in the Planning office but with Doug having left us I've picked up the grants because we got a couple hundred thousand dollars that we don't want to lose and there's nobody else to pick up the slack right now to move that forward. My thought was to create a project manager position to not only support any project but also managing the grants. If at some point we are able to hire a Town Planner and that Town Planner wants to take back the grants, that's great. That was the thought process. We're trying to get ahead of it. We don't necessarily want to advertise for another Procurement Officer, not get anybody and then be in this predicament 6-8 months down the line. With a position like this you don't have to be certified as a Procurement Officer and we can hire intangibles, hire people with good work ethics and high integrity and somebody who wants to take the bull by the horns.

Mr. Silva: This is also going to save us a bit of money. If we can hold off as long as we can and save the funds.

Mr. Rosenblum: So, it's a person that ties in the Planning Department, Procurement, Building Inspector. The projects I'm doing we usually have bi-weekly meetings. I don't know if you've been doing that.

Mr. Strange: The former procurement officer was doing that and now I'm doing that. It's very time consuming. We have 2 meetings a week, one for public safety one for this building.

Mr. Rosenblum: If and when we hire someone in Planning, based upon what the pool is right now, then we can take that person to do that role, maybe keep up with the grants if they feel comfortable. Carrie just sent me something right before the meeting so we'll have to table it again and hopefully at the next meeting we'll have something for you.

Motion made by Mr. Goncalves to table. Mr. Silva second. All in favor. Motion passed 5-0.

NEW BUSINESS

Board to approve and sign Meeting Minutes from February 4, 2025.

Motion made by Mr. Goncalves to approve and sign meeting minutes from February 4, 2025, with all members present. Mr. Gennette second. All in favor. Motion passed 5-0.

Board to approve and sign Meeting Minutes from February 18, 2025.

Motion made by Mr. Goncalves to approve and sign Meeting Minutes from February 18, 2025, with all members present. Mr. Rosenblum second. All in favor. Motion passed 5-0.

Board to approve and sign the contract between the Town of Ludlow and Veolia Water Contract Operations, USA, Inc. for the (4) pump stations - \$25,069.28.

Mr. Goncalves: This is something we discussed previously, right?

Mr. Strange: The DPW works with Veolia every year to maintain and repair our pump stations.

Motion made by Mr. Goncalves to approve and sign the Town of Ludlow Public Works Sportsmen's Road contract with Veolia dated January 1, 2025, in the amount of \$25,069.28. **Mr. Rosenblum second. All in favor. Motion passed 5-0.**

Board to discuss and possibly vote to authorize \$62,300 to Tighe & Bond for additional engineering work for the Public Safety HVAC project.

Mr. Strange: The primary cause of this is when Tighe & Bond originally priced out the project they were doing it in 2-3 phases. Due to the operational needs in the Fire & Police Departments they have to cut that into 30 phases so they have to redo some of the schematics.

Mr. Goncalves: Did we ever consider getting one of these guys on retainer?

Mr. Strange: This type of project requires a firm. The construction estimate came in a million dollars over so we'll tack this on so the bond can absorb the cost.

Mr. Goncalves: The nice thing is a lot of these guys that work for Tighe & Bond are Ludlow guys.

Motion made by Mr. Goncalves to authorize \$62,300 to Tighe & Bond for additional engineering work for the Public Safety HVAC project. **Mr. Gennette second.**

Mr. Gennette: Do we have an estimated time they're going to start this project?

Mr. Strange: I'll have to check and see when they're ready to send it out to bid. I think the attorneys are looking at the bid documents so we should be going out to bid soon.

Mr. Rosenblum: How long ago was it when we came in and the first quote was \$570,000?

Mr. Strange: When I first started it was an ARPA project.

Mr. Goncalves: Now the engineering is that much.

Mr. Rosenblum: What's the cost now?

Mr. Strange: 3.8.

Mr. Rosenblum: How many times have we gone back to Town Meeting to reappropriate?

Mr. Strange: This will be the 2nd time. Third time for the ask, 2nd time for the increase.

Mr. Gennette: Can we take care of this out of Chapter 40?

Mr. Strange: 40R? Potentially. I'll have to check and see where we are with our 40R. We certainly have enough money to cover it.

Mr. Gennette: Instead of Town Meeting if we can just take care of this.

Mr. Strange: We have to go to Town Meeting for an increase in the bond amount.

All in favor. Motion passed 5-0.

Board to discuss seasonal all-alcohol license for Barburrito, Inc.

Mr. Rosenblum: This is April to October based on what their food choices are, Mexican, so they want to be able to do margaritas. I would do this case by case but I don't have a problem with this.

Mr. Strange: It's for non-yearly operations. It's between April and January. The Board can limit the time period. They have to apply to the ABCC and once they do their process they will send it back to you guys for approval.

Mr. Rosenblum: It's a 10 month which means it's a full year.

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Mr. Strange: I think the ABCC does that because maybe it's a spring business and they want to do April & May or Summer & Fall; it's not necessarily for April to January.

Mr. Rosenblum: I would say April – September.

Mr. Goncalves: If it's Cinco de Mayo or some kind of Mexican festival where they have margaritas I could see it. I have an issue with someone paying \$80-\$100,000 for a liquor license when they're buying the bars and they already got whacked pretty good by the \$25 brewery license that ends up turning into something really big. Now you give these beer & wine license guys that don't pay virtually anything for the licenses except the fee to the Town, if you give them a license for 8-9 months now they're competing with the guys that paid \$100,000 that live off the alcohol I don't know if you're hurting these existing businesses. Pick a half a dozen dates, not 10 months' worth.

Mr. Silva: What's the fee for those license?

Mr. Strange: I'm not sure.

Mr. DeBarge: Why doesn't everybody that pays the exorbitant amount for liquor licenses just turn them back in and do beer & wine and get seasonal.

Mr. Goncalves: They're not paying an exorbitant amount of money to us; I'm talking about when Brookside was just sold the license that was attached to Brookside was probably \$150,000 vs Barburrito who didn't have to pay anything except for what the Town wants. They're getting the license for almost nothing and now if you give them the full alcohol they're in competition with guys who just paid a ton of money for their licenses to do business.

Mr. DeBarge: That's a good argument.

Mr. Silva: I looked up the seasonal license and the intent is not what this intent is for. You could stretch it but the intent is for places that are not operational all year. Chances are the ABCC won't accept it.

Mr. DeBarge: On a case-by-case basis I don't know that a specific business that is asking for that if it's granted is going to hurt any other business being the size that it is. I don't know that it would sway me in a vote but it's a fair argument.

Mr. Gennette: Did Barburrito give a specific time frame or for as long as we would give them?

Mr. Silva: Maybe we should put in a call to ABCC and ask.

Mr. DeBarge: I'd be interested to see if other municipal governments feel the same way that you 2 do.

Mr. Silva: There's people out there waiting for these licenses.

Mr. DeBarge: I don't ever remember being asked for this.

Mr. Gennette: We need more information.

Motion made by Mr. Silva to table until more information comes in. Mr. Gennette second.

Board to discuss and possibly approve Bylaw Committee Charge & Charter.

Mr. Strange: We reached out to Town Meeting members to see if there was interest in participating. We got back 5 responses, 2 husband and wife and we presented it. The Board asked us to go back and put together a charge and charter. We sent it to Town Counsel and they have blessed it. It would be a 7-person committee subject to open meeting law. They would be an advisory committee for the Board of Selectmen. Three residents have to be Town Meeting members. The goal is to keep some of the momentum with the Charter Committee without the Board taking the lead on it. When people look through the charter there's a lot of good ideas that could really help the town. Any bylaw changes that are proposed by the Board for Town Meeting, those bylaw changes would go through the Bylaw Committee for their recommendation.

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Mr. Rosenblum: Can you explain for the listening public what charge & charter means?

Mr. DeBarge: It's a mission statement.

Mr. Rosenblum: Some people will look at it and see the word charter and think we're trying to back door them. Charge & charter is setting up the guidelines for the Bylaw Committee that is citizens or Town Meeting members that are going to be on this. No one from this Board is going to be on that. Town Meeting members are going to be sitting on a committee and going through the existing bylaws and possibly propose new ones. How do they work their agenda? How do they do their minutes? And how do they report back to this Board of Town Meeting? There needed to be a clarification. Some people see the word charter and say here we go again.

Mr. Strange: All of our committees and boards that are appointed all have charge & charters. This is common. The charge is what is the committee's charge or purpose of the committee and the charter is when, how many times they're going to meet, how long the terms are, how many people are on the committee and stuff like that.

Mr. Gennette: Will this committee be able to reach directly out to departments to get information about bylaws that are related to that department?

Mr. Strange: I don't see why not.

Mr. Gennette: For example, if we had the bylaw for Capital and they review it can they go to Capital and make some recommendations on your bylaw, what do you think?

Mr. Strange: It's got to come to the Board of Selectmen. They could make a recommendation to the Board about the Capital Bylaw.

Mr. DeBarge: I would suggest for the future of the Bylaw Committee after sitting on a Charter Committee to go see the department heads and invite them to a meeting because you're going to have to present to the Board of Selectmen.

Mr. Gennette: I agree. I think they need to be able to have that autonomy.

Mr. Rosenblum: Like the Charter Committee, the Bylaw Committee going through the bylaws with the Charter it's about a year long process to go through the current bylaws, propose newer and existing. It's going to take some time.

Mr. Gennette: It's a regular committee.

Mr. DeBarge: Does anybody have any additions or subtractions they want to add to the Charge & Charter?

Motion made by Mr. Rosenblum to approve the Bylaw Committee Charge & Charter. Mr. Gennette second. All in favor. Motion passed 5-0.

Mr. DeBarge: The next meeting is March 18th and we have a pole hearing.

CLOSING COMMENTS

Mr. Gennette: We have the age and dementia friendly Ludlow listening sessions at the Senior Center. Session 1 is on March 20, 1:30 – 3:00 p.m. and session 2 is April 30, 1:30 – 3:00 p.m. I'm really happy to see that Ludlow is finally trying to become age and dementia friendly on the Alzheimer's Association. This has been a big deal to me. I'm glad the Senior Center picked it up. Jodi and her team ran with it and this is a good thing for Ludlow.


Mr. DeBarge: This was spear-headed by Heather. She did a great job. I attended the Ludlow Community Center Randall Boys & Girls Club 75th anniversary event on Saturday with my lovely bride. I accepted a nice plaque from the Director, Josue, for this Board thanking the Board for their 75 years of support. Of course, I told them this Board would support the Community Center as long as it is standing. I did speak for you in that respect. Mr. Rosenblum, I'm sorry about your father.

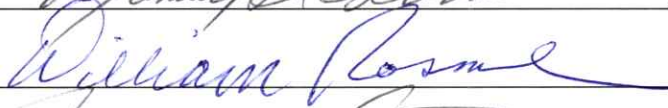
Mr. Silva: I'm very sorry to hear about your loss. You're pretty dedicated to come in here.

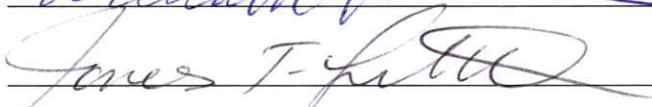
Mr. Gennette: I was not expecting to see you tonight.

Mr. Rosenblum: I'm taking my time and services are Friday.

**Motion made by Mr. Goncalves to adjourn at 7:45 p.m. Mr. Rosenblum second. All in favor.
Motion passed 5-0.**







Chairperson

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