



RECEIVED
TOWN CLERK'S OFFICE
2025 NOV 14 A 8:57
TOWN OF LUDLOW

Town of Ludlow, Massachusetts
Office of the Select Board

AGENDA
SELECT BOARD
Select Board's Conference Room
November 18, 2025
5:30 p.m.

Pursuant to MGL Chapter 30A, section 20(f), after notifying the Select Board chair, any person may record the open session of this Select Board meeting, subject to reasonable requirements of the chair. This meeting is being recorded by Ludlow Community Television. If anyone else is recording, please identify yourself now.

5:00 P.M. – EXECUTIVE SESSION – To consider the purchase, exchange, lease or value of real property if the chair declares that an open meeting may have a detrimental effect on the negotiating position of the public body.

To discuss strategy sessions with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the Chair so declares – LATOSS Union.

5:30 P.M. – CALL TO ORDER/PLEDGE OF ALLEGIANCE

5:30 – 5:45 P.M. – PUBLIC COMMENT

VISITATION

5:45 P.M. – Board of Assessors – Tax Classification – PUBLIC HEARING.

6:00 P.M. – Richard Flebotte – To Discuss 82 Cady Street – Sun Splash Pools.

6:30 P.M. – Police Officer Candidate – Quashawn Branch

6:35 P.M. – Police Officer Candidate – Desiree Rivera

6:40 P.M. – Police Officer Candidate – Michael Medina



RECEIVED
TOWN CLERK'S OFFICE
2025 NOV 14 A 8:57
TOWN OF LUDLOW

**Town of Ludlow, Massachusetts
Office of the Select Board**

7:00 P.M. – Heather Jolicoeur & Becky Basch – Final Action Plan for Age Friendly Ludlow. Board to sign pledge.

CORRESPONDENCE

25-210 MASS DOT – State & Local Partnership for National Bridge Inspection Standard.

25-211 Buckeye Partners, L.P. – Upcoming Geological Survey-Buckeye Pipeline Right of Way-0 Center Street.

25-212 Verizon – Changes to Joint Pole Ownership in Massachusetts.

25-213 Kim Batista, Town Clerk – Notifying Board of opening in Precinct 2 (2027 term) for a one-year unexpired term.

UNFINISHED BUSINESS

NEW BUSINESS

Board to discuss and possibly accept a gift of \$73,000 to the Ludlow Police Department K9 Unit from the Mary C. Cleary Revocable Trust.

Board to discuss and possibly accept a Sustainable Materials Recovery Program Municipal Grant from the Massachusetts Department of Environment Protection in the amount of \$5,390.

Board to approve and sign contract with Tighe & Bond extending annual GIS Web Hosting Services for FY26.

Board to approve and sign minutes from Select Board meeting of October 7, 2025.

Board to appoint William Peterson as an Election Worker.

Board to appoint Marc Strange as the Interim Treasurer/Collector.

Board to appoint Marc Strange as the Custodian of Insurance Records and Custodian of Tax Possession.



Town of Ludlow, Massachusetts
Office of the Select Board

RECEIVED
TOWN CLERK'S OFFICE
2025 NOV 14 A 8:57
TOWN OF LUDLOW

Board to permit Firefighter/Paramedic William "Bud" Ellison to hold two paid Town positions, provided that he has met all the requirements of the exemption to the Commonwealth's Conflict of Interest Law set forth in G.L. c. 268A, § 20(b).

Board to discuss and possibly approve inserting a buck slip into Q3 & Q4 property tax bills with a QR code for residents to pay bills online.

Board to discuss and possibly approve up to \$3,000 in Building Infrastructure funds to install electrical for the property between Town Hall and LHS.

Board to discuss and possibly approve closing Town Hall on Friday, December 26.

TOWN ADMINISTRATOR'S REPORT

BOARD UPDATES /MISC

Chairman to approve and sign all bills, warrants and abatements. A record of all warrants is in the Select Board's office for perusal until provided to the Town Accountant's office.

Event Calendar:

Town Hall Closed – Thursday & Friday, November 27th and 28th in observance of the Thanksgiving Holiday.

Light Up Ludlow – Sunday, November 30th.

Town Hall Closed – Friday, December 5th for Employee Wellness Day.

Visitations for the next meeting on December 2nd:

Public Hearing – Ludlow Elks Lodge #2448 – Amendment for Change of Manager.

Not all topics listed in this notice may actually be reached for discussion. In addition, the topics listed are those which the chair reasonably expects will be discussed as of the date of this notice.

**TOWN OF LUDLOW
LEGAL NOTICE**

The Select Board of the Town of Ludlow will conduct a public hearing on Tuesday, November 18 at 5:45 p.m. in the Select Board's Conference Room, Town Hall, 488 Chapin Street, Ludlow, MA. The hearing has been scheduled for the proposed adoption of percentages of the local tax levy to be borne by each class of real and personal property for the taxable year ending June 30, 2026.

The Board of Assessors will be available at this hearing to provide information and data relevant to the fiscal effect of "Classification and Taxation of the Property According to Use"
Manuel Silva, Chair
Ludlow Select Board
11/05, 11/12/2025

Amy Kurtz

From: Amy Kurtz
Sent: Thursday, October 30, 2025 2:46 PM
To: 'rick-shirl@charter.net'; Marc Strange
Subject: RE: EXTERNAL:New Contact Form Submission - Town of Ludlow

Good Afternoon Richard
Thank you for reaching out.
I just tried to call you, but your voice mailbox is full.
Please give me a call @ 583-5600 x 1202 so I can schedule a visitation for you.
Thanks

Amy Kurtz

Executive Assistant
Town of Ludlow
Select Board
488 Chapin Street
Ludlow, MA 01056
(413) 583-5600 Ext. 1202

From: Town of Ludlow Website <no-reply@ludlow.ma.us>
Sent: Thursday, October 30, 2025 1:30 PM
To: Amy Kurtz <akurtz@Ludlow.ma.us>; Marc Strange <mstrange@Ludlow.ma.us>
Subject: EXTERNAL:New Contact Form Submission - Town of Ludlow

EXTERNAL EMAIL WARNING

This email originated from outside your organization. Please verify the sender's identity before clicking links, downloading attachments, or providing sensitive information. If you were not expecting this email, please call the sender to verify authenticity.

Name

Richard Flebotte

Email

rick-shirl@charter.net

Phone

(413) 210-8861

Topic of Concern

General Concern

Comments/Question

Sun Splash Pool 82 Cady St. Ludlow, MA., Owner; William Pergoraro. He is using the pool parking lot as a construction dump site and most of it doesn't look like pool debris. He also is using heavy equipment many days until midnight. He has harassed my disabled son when he says something about the excessive noise and the dumping of construction materials. I've been to board of Health and Building Dept ,and he has been fined. I also had to go to the Police department as well. There are many neighbors who have also made complaints. I request to have a meeting scheduled in front of Board of Selectmen. Thank you, Richard Flebotte 22 Wilno Ave. Ludlow, MA 413-210-8861.

Amy Kurtz

From: Amy Kurtz
Sent: Thursday, October 30, 2025 2:13 PM
To: 'Rosanne.bbm@gmail.com'; Marc Strange; Paulina Matusik; BJ Church
Subject: RE: EXTERNAL:New Contact Form Submission - Town of Ludlow

Good Afternoon Roseanne
Thank you for reaching out.
I am forwarding this to the Health and Building Department.

Amy Kurtz

Executive Assistant
Town of Ludlow
Select Board
488 Chapin Street
Ludlow, MA 01056
(413) 583-5600 Ext. 1202

From: Town of Ludlow Website <no-reply@ludlow.ma.us>
Sent: Thursday, October 30, 2025 2:04 PM
To: Amy Kurtz <akurtz@Ludlow.ma.us>; Marc Strange <mstrange@Ludlow.ma.us>
Subject: EXTERNAL:New Contact Form Submission - Town of Ludlow

EXTERNAL EMAIL WARNING

This email originated from outside your organization. Please verify the sender's identity before clicking links, downloading attachments, or providing sensitive information. If you were not expecting this email, please call the sender to verify authenticity.

Name

Rosanne Morel

Email

Rosanne.bbm@gmail.com

Phone

(413) 374-4420

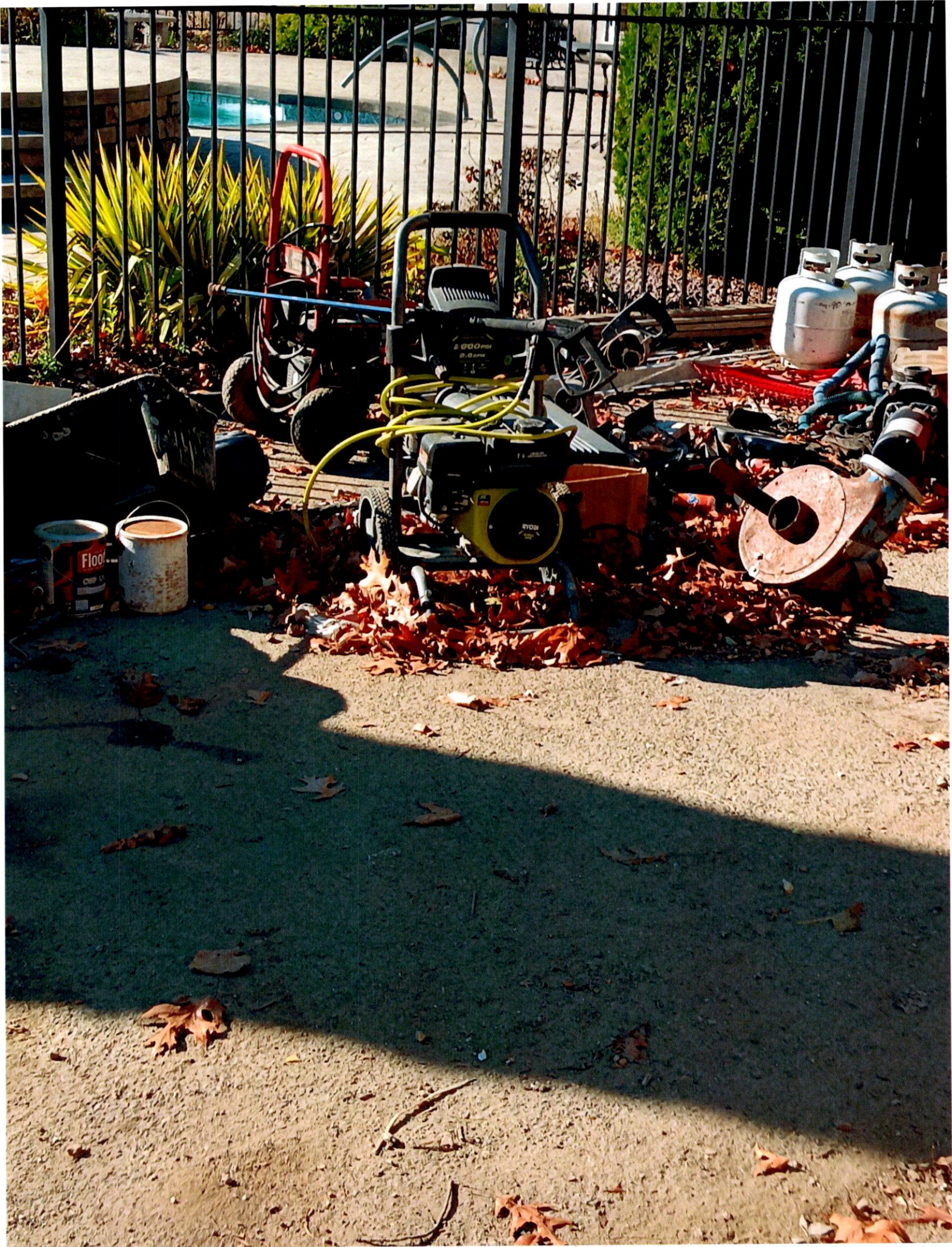
Topic of Concern

General Concern

Comments/Question

I have written before but nothing is being done. I pay my taxes, pay \$200 to have my trash picked up AND keep my property neat, clean and safe. Sun Splash pools and spa on 82 Cady st. is the entrance to my very nice residential neighborhood. IT IS A DANGEROUS PIG STY. PLEASE CHECK OUT THE PROPERTY ON YOUR OWN.











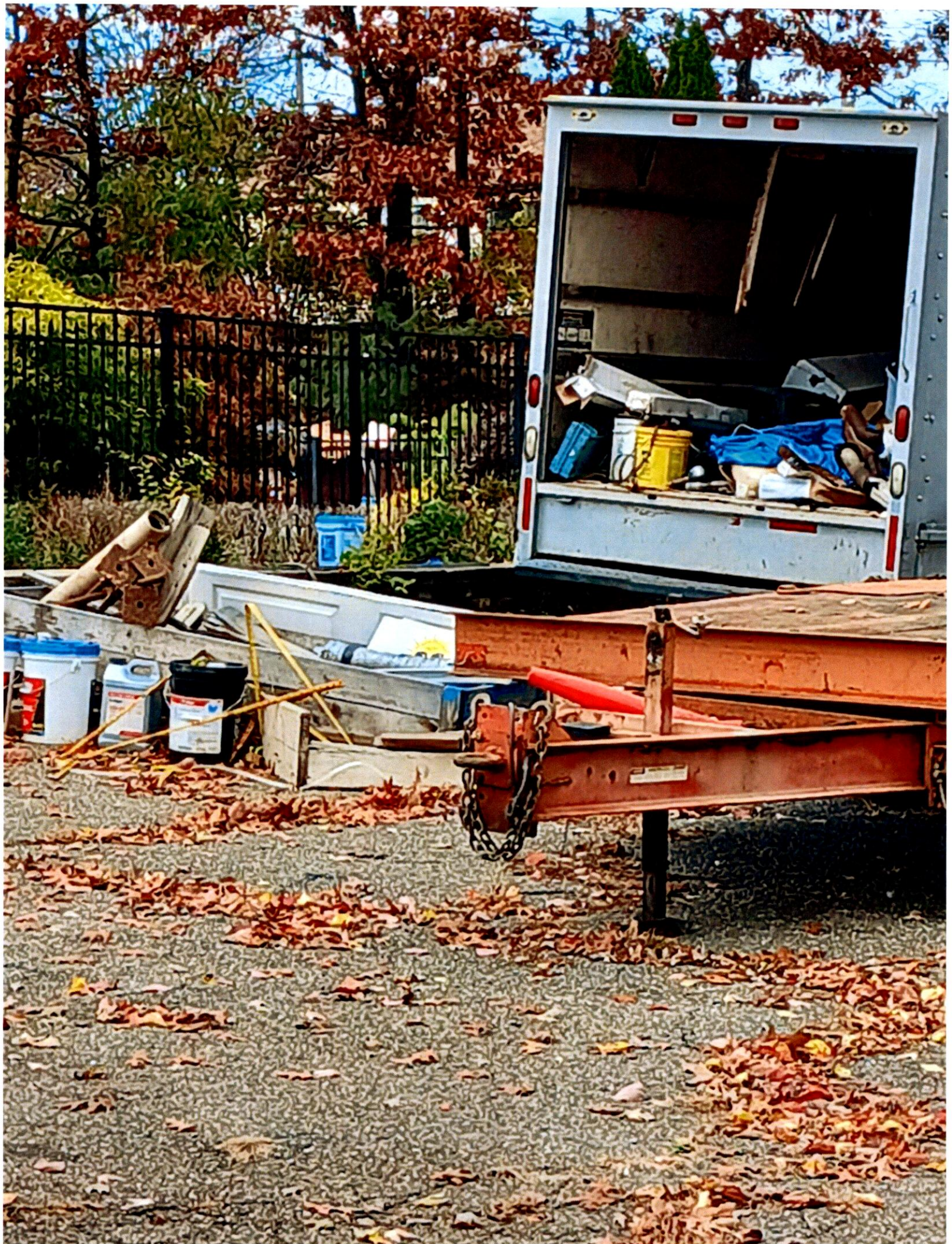


















Amy Kurtz

From: Carrie Ribeiro
Sent: Thursday, November 13, 2025 10:11 AM
To: Amy Kurtz
Subject: Fw: EXTERNAL:Recommendation of Appointment - 2 Police Officers
Attachments: Recommendation of Appointment Letter.pdf; 10-28-25 Review Board Report.pdf; 10-18-25 PT Assessment Report.pdf

From: Michael Brennan <mbrennan@Ludlowpolice.com>
Sent: Tuesday, November 4, 2025 3:08 PM
To: Carrie Ribeiro <cribeiro@ludlow.ma.us>
Cc: D Irwin <dirwin@ludlowpolice.com>; S Knox <sknox@Ludlowpolice.com>; tmartowski <tmartowski@ludlowpolice.com>
Subject: EXTERNAL:Recommendation of Appointment - 2 Police Officers

EXTERNAL EMAIL WARNING

This email originated from outside your organization. Please verify the sender's identity before clicking links, downloading attachments, or providing sensitive information. If you were not expecting this email, please call the sender to verify authenticity.

Ms. Ribeiro,

The Police Department has completed our internal police candidate selection process for the appointment of two police officers. Based on the results of the selection process, I am recommending the following two candidates from the Civil Service list for appointment by the Ludlow Select Board:

1. **Quashawn Branch**
2. **Desiree Rivera**

Mr. Branch and Ms. Rivera are both currently Certified police officers by the MA POST Commission, and in good standing. Mr. Branch is an active member of the Ludlow Special Police. Ms. Rivera is currently employed as a police officer by the Pelham Police Department. I have spoken with Pelham Police Chief Gary Thomann who has spoken highly of Ms. Rivera and recommended her appointment.

Additionally, I am recommending the appointment of **Michael Medina** as an alternate by the Ludlow Select Board. The appointment of an alternate has been a good practice should one of our primary candidates fail to complete the hiring process, or other future vacancies.

The police candidate selection process reports and recommendation letter are attached for your review, and ready for submission to the Select Board. The attachments are as follows:

1. Recommendation of Appointment Letter by Prov. Chief Michael Brennan
2. Review Board Report completed by Lt. David Irwin
3. PT Assessment Report completed by Lt. David Irwin
4. Background Investigation Reports by Det. Lt. Sean Knox
 - a. Quashawn Branch
 - b. Desiree Rivera
 - c. Michael Medina

- d. Jalette Mena
- e. Chrisopher Clarke

Please feel free to contact me with any questions that you may have.

Very Respectfully,

Michael N. Brennan
Provisional Chief of Police
Ludlow Police Department
612 Chapin St.
Ludlow, MA 01056
Phone: 413-583-8305
Fax: 413-583-8283
Email: mbrennan@ludlowpolice.com
LPD Website: <https://ludlowpolice.com/>

DISCLAIMER: This document is //FOR OFFICIAL USE ONLY (U//FOUO).

This e-mail and any files transmitted with it are confidential or the property of the Ludlow Police Department, and disclosures or distribution to anyone other than the intended recipient without prior written permission is prohibited.~ This e-mail is intended solely for the use of the individual or entity to which this e-mail is addressed.~ The information contained in this message may contain information that is protected by law (See Electronic Communications Privacy Act, 18 USC 2510-2521). If you are not one of the named recipient(s), you are hereby notified that any disclosure, copying, or distribution is strictly prohibited.~ If you have reason to believe that you have received this message in error, please notify the Ludlow Police Department immediately by calling 413-583-8305 and by permanently deleting this message immediately without disclosure of any of its contents.~ Any other use, retention, dissemination, forwarding, printing or copying of this email is strictly prohibited.



Ludlow Police Department

612 Chapin Street, Ludlow, MA 01056



Michael N. Brennan
Provisional Chief of Police

Phone: (413) 583-8305
Fax: (413) 583-8283

October 31, 2025

Mr. Manual Silva, Chairman
Ludlow Select Board
488 Chapin St.
Ludlow, MA 01056

RE: Recommended Appointment of Police Candidates

Mr. Silva,

The Ludlow Police Department currently has two vacant police officer positions due to retirements. As such, the Department recently completed a selection process of potential candidates for police officer. The candidates for the position of police officer were obtained using the system established by the Massachusetts Civil Service. According to the requirements of Civil Service, five potential candidates were evaluated to determine which candidates were the most qualified for appointment for the two police officer vacancies.

To assess all of the five candidates' qualifications and suitability in relation to each other, the Department applied a selection process. The selection process consists of three separate evaluation types. These evaluations are a background investigation, a physical fitness evaluation, and a review board evaluation. Each of the three evaluations applied a grading system by which candidates could be scored/evaluated. The scoring systems applied for each evaluation type are explained in further detail in the respective evaluation reports. Each of the three evaluation types are also given an assigned weight relative to their respective importance in determining the most qualified police officer candidates. The assigned 'weight' of each evaluation type are as follows:

Background Investigation	40%
Physical Fitness Evaluation	40%
Review Board Interview	20%

The scores of each type of evaluation are calculated and totaled (to determine a percent grade out of 100%), and further calculated with respect to their assigned 'weight' by type. The sums of each evaluation type by 'weight' score is calculated as the final total score, per candidate. The results of the Department's police officer selection process are contained on the table below (on next page):

Candidate	Background Score (Weight 40%)	Physical Fitness Score (Weight 40%)	Review Board Score (Weight 20%)	Final Weighted Score (%)	Final Rank
Mena, J.	25/32=.78 (.31)	3/4=.75 (.3)	38/120=.32 (.06)	67%	4
Clarke, C.	10/32=.31 (.12)	2/4=.50 (.2)	45/120=.38 (.08)	40%	5
Medina, M.	23/32=.72 (.29)	4/4=1.00 (.4)	52/120=.43 (.09)	78%	3
Branch, Q.	29/32=.91 (.36)	4/4=1.00 (.4)	79.5/120=.66 (.13)	89%	1
Rivera, D.	26/32=.81 (.32)	4/4=1.00 (.4)	72/120=.60 (.12)	84%	2

Note: The candidates are listed in the order by which they appear on the Civil Service List. The candidates' final scores and respective rankings appear on the right hand columns.

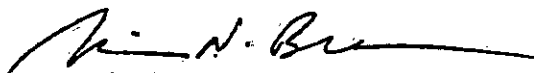
Based on the results of the Department's recent police officer selection process, the two most qualified candidates for appointment to the two Ludlow Police Officer vacancies are:

1. Quashawn Branch
2. Desiree Rivera

As such, I am recommending that the Ludlow Select Board appoint these two candidates, in their respective order, as determined by the Department's police officer selection process results. It is also of considerable note that of all of the candidates evaluated, both Mr. Branch and Ms. Rivera are currently POST Certified Police Officers. Mr. Branch currently serves as a member of the Ludlow Special Police and is in good standing. Ms. Rivera is currently an active member of the Pelham Police Department in good standing. As such, they would not be required to attend an MPTC Recruit Officer Course, and could immediately begin field training.

Additionally, I am also recommending that the Ludlow Select Board appoint **Michael Medina** as an alternate candidate. Mr. Medina was assessed to be the third most qualified candidate by the Department's police officer selection process. An alternate may be necessary should one of the appointed candidates fail to complete the remainder of the hiring process, or for potential future vacancies.

Respectfully Submitted,



Michael N. Brennan
Provisional Chief of Police



Ludlow Police Department

612 Chapin Street, Ludlow, MA 01056



MICHAEL N. BRENNAN
Provisional Chief of Police

Phone: (413) 583-8305
Fax: (413) 583-8283

October 30, 2025

Ludlow Police Department

Position: Police Officer

Police Candidate Review Board – Final Evaluation Report

Dates of Review Board: October 28, 2025

1. The purpose of the Police Candidate Review Board is to assist the Appointing Authority (the Ludlow Select Board) with respect to their Civil Service appointment decisions. The results of the Review Board reflect the performance of the Candidates as individually assessed by each of the raters during their respective interviews before the Review Board. Review Board raters are not involved in the background investigation process. However, immediately prior to the start of each interview, the Detective Bureau OIC and the candidate's assigned investigator provides a limited synopsis of each candidate's background. This is meant to assist in evaluating the quality of a candidate's answer(s) without unduly creating potential bias. The investigator remains available after a candidate's interview to clarify answers as needed.
2. Each of the Police Candidates were evaluated by the Ludlow Police Department's Review Board based on their responses to 6 (six) total questions consisting of 5 (five) oral questions; and 1 (one) written question.
3. The questions asked of each candidate are based on the requirements specified in the job description for a Ludlow Police Officer. The questions asked are as follows:
 - A. **Self-Development:** *"Share your personal and professional background, including what drives you to become a police officer with the Ludlow Police Department. What targeted preparations—such as education, training, or community involvement—have you undertaken, and how do they equip you to handle the department's core responsibilities, like community safety and public service?"*
 - B. **Duty:** *"Police work demands flexibility with shifts, including nights, weekends, holidays, and mandatory overtime, which can impact personal life. Describe how you've handled similar scheduling challenges in the past and outline specific strategies you'd employ to sustain your well-being and performance as a Ludlow Police Officer."*

- C. **Community Engagement:** *"Describe a situation where you successfully communicated with someone from a different background or perspective to resolve a misunderstanding or conflict. How would you apply those skills to strengthen community-police relations as a Ludlow Police Officer?"*
- D. **Stressful Situations:** *"Recall a high-pressure situation you've encountered where quick decisions were needed. Walk us through your thought process, actions, and the outcome. How would those lessons apply to real-time policing scenarios, such as responding to an emergency call?"*
- E. **Ethics/Professionalism:** *"Ethical conduct extends beyond duty hours, as off-duty actions can erode public trust in the Ludlow Police Department. How would you uphold professional standards in your personal life, including on social media? Discuss potential challenges and how you'd address them."*
- F. **Written Question:** *"In today's climate of heightened scrutiny on policing, officers must balance quick decision-making with public perceptions at national and local levels. As a Ludlow Police Officer, how would you integrate strategies like de-escalation and transparency into your actions to foster trust, prioritize safety, and comply with policies? Use specific scenarios or examples to illustrate your approach."*

- 4. Each candidate was evaluated on a 4-point scale per question, by each rater of the board. The 4-point scale used by the raters for each question is as follows:

4 – Superior 3 – Good 2 – Satisfactory 1 – Acceptable 0 – Unacceptable

- 5. The total score for each of the raters was tabulated by adding the rated score of each response. Therefore, for six questions, the highest possible total score, per rater, is 24.
- 6. A combined final total score is then tabulated by adding each of the raters' total scores together. Therefore, the highest possible combined final total score is 120.
- 7. The combined final total score is considered the candidate's Review Board Score, with an overall weight of 20%.
- 8. Candidates are then ranked in order per their Review Board Score.
- 9. Tie scores (if applicable) are ranked by the order they appear on the civil service list. **Note: There were no tie final scores on this review board.**
- 10. This Review Board consisted of 5 Raters. **The Review Board raters** were Lt. David Irwin, Sgt. Brian Shameklis, Sgt. Jhon Wielblad, Sgt. Andrew Roxo, and Ofc. Stephen Sambor.
- 11. Also present during the interview process was a representative from the Town's Human Resources Department, Ms. Lisa Halpin.

12. For the purposes of objectivity, all raters are not part of the background investigation process. However, raters may be familiar with certain candidates from either past interviews and/or other experiences.

13. Board members are instructed to judge the candidates based on their responses to the questions asked.

14. The results of the Review Board, and the candidates' respective rankings, are shown within the following tables of this report.

15. **Selected comments** by the Review Board members are also provided for review by the appointing authority.

Candidate Final Ranking by Board	Lt. Irwin Total:	Sgt. Shameklis Total:	Sgt. Wielblad Total:	Sgt. Roxo Total:	Ofc. Sambor Total:	<u>Combined Final Score:</u>	Review Board Member Comments:
<u>J. Mena</u>	11.5	3	9	3.5	11	<u>38</u>	Suit, polite, no stressful situation that is a positive indicator of future performance, admitted doing nothing to prepare for the interview; Young & inexperienced, question whether he understands what it takes to do this job; Admits to not doing "anything to prepare to be officer"; No drive to prepare himself for job besides PT; Gave up higher education, nothing to prepare, struggles with listening to questions
<u>C. Clarke</u>	13	4	9.5	7.5	11	<u>45</u>	Flagged for integrity, hard time w/ community engagement question, good answer to stress; no suit – business casual; Interviewed well, DB led me to believe he is not a good candidate; Habit of cutting people off while talking, answers to integrity were "shifty", written sample full of errors; Good answers, possible questions of integrity; Unshaven, numerous first responder jobs, appears to have integrity issues during questioning, had difficulty differentiating morally gray areas

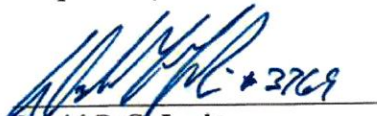
Candidate Final Ranking by Board	Lt. Irwin Total:	Sgt. Shameklis Total:	Sgt. Wielblad Total:	Sgt. Roxo Total:	Ofc. Sambor Total:	<u>Combined Final Score:</u>	Review Board Member Comments:
<u>M. Medina</u>	13	7	12.5	7.5	12	<u>52</u>	Suit, personable, would go to MSP if possible, no college. limited steps to get into LE, level-headed but no apparent passion for position; Admitted he would leave for MSP, like that he works security at BMC; Seems mature, finds the "why" behind problems, could not come up with a stressful situation; Interviewed well, does not have a lot of life experience or drive for PD; Gave up higher education, clear possible use of Ludlow as a stepping stone, chewing gum during interview, could not initially think of a specific stressful situation; answers lack depth
<u>Q. Branch</u>	17.5	11.5	16.5	16.5	17.5	<u>79.5</u>	Suit, personable, well spoken, excellent stress question answer; POST certified and can start; met requirements on Special Police; Good work experience, good family experience; spoke well and seems to be in a good place in life, best candidate; Ludlow Special, worked 10 years on midnight, well spoken, some grammar errors but at least formed an idea; Excellent stress answer, ready to work and works as SPO; Current supervisor at Baystate, excellent stressful situation and handling, well spoken, some issues presenting initial answers to questions
<u>D. Rivera</u>	15.5	12	15	15	14.5	<u>72</u>	Professional appearance, strongest written answer, POST certified, issues w/ work history but still a higher DB rating; Like that she has BS and has academy, why so many jobs?, is there more we don't know?; Current police officer, had discipline problem at former department, limited stressful situations, writing was underwhelming; Ready to work; good writing abilities; moves around from many areas; Policy violations, large concerns with her discipline, multiple agencies worked for over a short time

16. The final ranking of the candidates in the Review Board is as follows:

Candidate	Combined Final Score
Branch	79.5
Rivera	72
Medina	52
Clarke	45
Mena	38

17. A hard copy of Review Board materials is kept with the final report.

Respectfully Submitted,


David R.G. Irwin
Lieutenant



Ludlow Police Department

612 Chapin Street, Ludlow, MA 01056



MICHAEL N. BRENNAN
Provisional Chief of Police

Phone: (413) 583-8305
Fax: (413) 583-8283

Ludlow Police Department
Position: Police Candidate
Physical Fitness Assessment Report
Date of Assessment: Saturday, October 18, 2025

1. **Purpose & background:** Any candidate selected for the position of a Ludlow Police Officer is required to meet the physical fitness entrance standards as established by the Municipal Police Training Committee (MPTC) to enter a Recruit Officer Course (ROC), otherwise known as the "police academy". The MPTC standards are generally based on the Cooper Aerobics Institute's Norms (CANI), otherwise known as the "Cooper Standards". These MPTC/CANI standards establish a minimum physical fitness standard that must be met to be accepted into a police academy. The MPTC/CANI standards factor in the candidate's age and gender, relative to each exercise.

2. **List of exercises:** The exercises used by the MPTC to assess a candidate's physical fitness/ability consists of four (4) main exercises. The four exercises are:

- *Push-Ups:* upper body endurance (required to complete a minimum number of push-up repetitions to standard in one (1) minute; per age/gender)
- *Prone Plank:* core strength and endurance (required to hold the prone plank position to a minimum standard of thirty (30) seconds; regardless of age/gender)
- *1.5 Mile Run:* cardiorespiratory fitness (required to be completed within a minimum standard of time; per age/gender)
- *300-Meter Run:* anaerobic power and sprinting ability (required to be completed within a minimum standard of time; per age/gender)

3. **Minimum standards:** Any candidate selected to attend a police academy must meet at least the 30th percentile of the MPTC's physical abilities entrance standards, which is scheduled

during the academy's orientation period prior to the actual academy start date (Phase 1). Those that do not meet the entrance standard during this orientation period will be denied entrance into the police academy. During the academy, recruits are later required to meet the 40th percentile (Phase 2). Those recruits who cannot meet these physical standards are not allowed to graduate from a police academy. The physical fitness standards for Phase 1 and Phase 2 appear below:

PHYSICAL FITNESS STANDARDS FOR PHASES 1 & 2

** In the charts below, under 1 Minute Push-ups/ in the Female column, the numbers in parentheses () refer to the number of push-ups to be completed if using a modified push-up form.*

PHASE 1: Entry-Level Physical Fitness Standard – 30% Cooper Institute Norm

Age Range	1 Minute Push-ups		30 Second Plank		1.5 Mile Run		300M Run	
	Male	Female*	Male	Female	Male	Female	Male	Female
20-29	26	13 (20)	:30	:30	13:16	15:52	01:02.1	1:15
30-39	20	9 (15)	:30	:30	13:46	16:38	1:03	1:22
40-49	15	7 (10)	:30	:30	14:34	17:22	1:17	01:46.7
50-59	10	NA (9)	:30	:30	15:58	18:59	1:27	NA
60+	8	NA (3)	:30	:30	17:38	21:20	NA	NA

PHASE 2: 14 Week – 40% Cooper Institute Norm

Age Range	1 Minute Push-ups		1 Minute Plank		1.5 Mile Run		300M Run	
	Male	Female*	Male	Female	Male	Female	Male	Female
20-29	29	15 (23)	1:00	1:00	12:38	14:50	:59	1:11
30-39	24	11 (19)	1:00	1:00	13:04	15:38	:58.9	1:19
40-49	18	9 (13)	1:00	1:00	13:49	16:21	1:12	1:34
50-59	13	NA (12)	1:00	1:00	15:03	18:07	01:23.2	NA
60+	10	NA (5)	1:00	1:00	16:46	20:06	NA	NA

In order to assess a candidate's readiness and fitness to attend a ROC, a set of objective ratings created internally is used to generate a "PT Score". The PT Score is assigned a weight of 40% of the candidate's overall score in the hiring process and is included in the table in Section 5.

4 – The candidate passed all exercises meeting the 40th percentile based on applicable age range/gender, or otherwise **not required to attend a MPTC Recruit Officer Course**

3 – The candidate passed all exercises meeting the 30th percentile based on applicable age range/gender

2 – The candidate failed one (1) exercise meeting the 30th percentile based on applicable age range/gender

1 – The candidate failed two (2) exercises meeting the 30th percentile based on applicable age range/gender

0 – The candidate failed more than two exercises meeting the 30th percentile based on applicable age range/gender; did not participate

4. Physical Fitness Assessment: Therefore, based on the MPTC physical fitness entrance standards, a physical fitness assessment was administered by the Ludlow Police Department to assess each candidate's current level of physical fitness in order to better determine the candidate's readiness to be accepted into the police academy. All candidates responded in writing that they would participate in the assessment. All candidates were provided with the Phase 1 and Phase 2 standards via email on October 8, 2025.

The assessment was held on Saturday, October 18, 2025, at the Ludlow High School Track located at 500 Chapin Street at 9:00 AM. The weather conditions were seasonable: Sunny, 40s, with a dry track surface. The LPD evaluators for the assessment were myself and Sgt. Jhon Wielblad. The medical plan was communicated to the candidates. All candidates were asked about any injuries/illnesses both prior to and immediately after the assessment. The attached MPTC Physical Fitness Assessment Instructions were read to the candidates. Questions/clarifications were solicited to be answered as needed. Candidates were advised the exercises would be scored with a final Pass/Fail notation. All exercises were conducted on the track surface in order. Sgt. Wielblad demonstrated the push-up and plank exercises. I explained the required distances to run for the 1.5 mile and 300-meter sprint.

5. Physical Fitness Assessment results: The results are listed on the table below. A

Candidate	Age Range	Gender	1 Minute Push-Up	Plank	1.5 Mile Run	300M Sprint	PT Score
Mena, Jalette	20-29	M	32	1:00	12:55	50:75	3
Clarke, Christopher	20-29	M	30	1:00	15:04	59:62	2
Medina, Michael	20-29	M	42	1:00	10:50	42:81	4
Branch, Quashawn	30-39	M	21	1:00	17:58	1:14:96	4
Rivera, Desiree	20-29	F	18	1:00	12:38	1:01:72	4

6. References: The standards and guidance used to assess each of the candidate's physical fitness relative to police academy entrance requirements were in accordance with the MPTC's

Physical Fitness Assessment Instructions, as obtained from MPTC Holyoke Director Lyons on October 7, 2025 via email, and are attached to this report.

A handwritten signature in blue ink, appearing to read "D. Irwin", followed by a horizontal line and the number "3769".

Lieutenant David R.G. Irwin
October 21, 2025



Maura Healey, Governor
Kimberley Driscoll, Lieutenant Governor
Phillip Eng, Interim MassDOT Secretary
Jonathan L. Gulliver, Highway Administrator

RECEIVED

NOV 06 2025

SELECT BOARD
LUDLOW, MA 01056



October 28, 2025

SUBJECT: State and Local Partnership for National Bridge Inspection Standard Compliance

Marc Strange
Town Administrator
Ludlow
488 Chapin St.
Ludlow MA 01056

Municipal Partner,

MassDOT is working with our partners at the Federal Highway Administration (FHWA) to ensure state bridge processes are within federal guidelines. Our federal transportation funding is contingent upon fulfilling responsibilities as the state DOT, including bridge safety and evaluation. I am writing to you, as one of the 284 communities who own a bridge, to reaffirm our collective responsibility for the safety of bridges in the commonwealth.

Federal statute ([23 CFR Part 650 Subpart C](#)) defines the minimum standards for proper safety inspection and evaluation for the National Bridge Inventory. The standards define the role of State Transportation Departments (DOT). They include responsibility for bridge inspection, either directly or in an oversight capacity, and the establishment of a bridge inspection organization within the DOT. The bridge inspection organization is responsible for producing valid load ratings, managing corrective actions in response to a critical finding, and, when necessary, implementing load posting or other restrictions.

For many years, MassDOT has performed bridge inspections on behalf of municipal owners, and we are committed to continuing this practice. Upon completion, inspection findings are shared with respective municipal owners. The inspection reports serve as both an assurance of bridge safety and are strong indicators for how to allocate future investments, helping mitigate further bridge deterioration. Municipal bridge owners are responsible for bridge operation, maintenance and preservation and inspections are an invaluable resource for owners

Critical findings discovered by our inspection teams require immediate action. The MassDOT District Office responsible for a critical finding on a municipal bridge will immediately contact the municipality to determine appropriate action by all parties. The

1570039
municipality is responsible for taking necessary action. All restrictions and load postings should be in place as soon as possible and no later than 30 days after the discovery of a critical finding. MassDOT is responsible for notifying FHWA within 24 hours of identification of a critical finding and thereafter provide monthly updates on all open cases.

The Federal Highway Administration views any action that limits the service of a bridge to be a critical finding and, consequently, a reportable event. Should MassDOT perform a load rating of a municipal bridge and determine if a posting or closure is warranted, the appropriate MassDOT District office must notify the municipality, and the critical finding process applies. When MassDOT determines that a posting is necessary, the Highway Division District Office will provide the necessary signage for the municipality.

To ensure clear communication, MassDOT is requesting a designated contact person be established for each locality owning an NBI bridge. We have created a website to provide resources for municipal bridge owners (<https://www.mass.gov/municipal-bridges>).

Please complete and submit the form entitled "Bridge Inventory Update" with the current municipal contract.

Sincerely,



Carrie Lavalley, P.E.

Deputy Administrator & Chief Engineer, MassDOT – Highway Division



BUCKEYE PARTNERS, L.P.

RECEIVED

NOV 10 2025

SELECT BOARD
LUDLOW, MA 01056

Buckeye Partners, L.P.
6161 Hamilton Blvd
Allentown, PA 18106

November 5, 2025

TOWN OF LUDLOW
488 CHAPIN STREET
LUDLOW MA 01056

RE: Upcoming Geological Survey – Buckeye Pipeline Right of Way

APN: 1C_17700_27_3 Near: 0 WEST STREET, LUDLOW Hampden County MA

Dear Property Owner,

As you may be aware, Buckeye Partners, L. P. ("Buckeye") and its affiliates own and operate a petroleum products pipeline on or adjacent to your property.

Starting on or around **November 14th**, Buckeye will be performing geologic surveys of the pipeline on or near your property. The purpose of the survey is to inspect, document and assess possible geologic hazards to the pipeline. This inspection is an important means of maintaining pipeline integrity. We have contracted with **WCS** to perform this work on our behalf. The survey will consist of two contractors on foot, walking along the pipeline with electronic equipment taking readings, measurements, and photos. They will move through the area rather quickly. If any pipeline concerns are found, we will contact you to discuss remedy options.

Due to the length of the pipeline and the uncertainty of weather conditions, we are unable to provide an exact date of the survey across your property. Thank you in advance for your cooperation and understanding. Should you have any questions or concerns regarding the survey, please contact our Buckeye representative **Anthony Tarantello-Pipeliners, 860-309-4699**.

Sincerely,

Buckeye Partners, L.P.



Amy Kurtz

From: Cummings, Ellen M <ellen.m.cummings@verizon.com>
Sent: Wednesday, November 12, 2025 12:09 PM
To: Ellen M Cummings
Subject: EXTERNAL:Changes to Joint Pole Ownership Responsibilities in Massachusetts

You don't often get email from ellen.m.cummings@verizon.com. [Learn why this is important](#)

EXTERNAL EMAIL WARNING

This email originated from outside your organization. Please verify the sender's identity before clicking links, downloading attachments, or providing sensitive information. If you were not expecting this email, please call the sender to verify authenticity.

Good Afternoon,

On behalf of Verizon, I am writing to inform you of changes being made to utility pole management in your municipality. You may have already received notification from Eversource regarding these changes. I also wanted to ensure that you received this information and knew how to contact Verizon should you need our assistance.

Effective November 12, 2025 Eversource and Verizon are implementing a new joint pole ownership agreement that changes how jointly owned utility poles are managed across Massachusetts.

Under the New Agreement:

-
-
- Eversource is responsible for all jointly-owned pole replacements, relocations, and new installations.
-
-
-
- Verizon will be responsible for removing the remaining jointly-owned poles once a new pole has been installed and all equipment transfers are complete.
-
-
-
- Eversource will continue to respond to emergency situations involving damage to jointly-owned poles from motor vehicle accidents or urgent public safety concerns.
-
-
-
- Each party will continue to be responsible for maintenance, repair, and inspections within their currently assigned municipalities.
-

Why this Change?

This collaboration is designed to:

-
-
- Improve coordination and response times
-
-
- Streamline pole replacements and removal processes
-
-
- Enhance public safety, service reliability, and customer service while
- aligning with municipal efforts
-

Understanding Joint-Owned Poles

Utility poles may be jointly or solely owned. Joint ownership occurs when Eversource and Verizon, as defined by contract, both hold title to the pole and share in the cost and use of a utility pole, allowing both companies to install and maintain their respective infrastructure on the same pole. Sole ownership applies when only one company owns title to the pole, and can be an electric company, telecommunications company or a municipality.

As we jointly maintain new and existing poles, both Eversource and Verizon will continue to use the NJUNS system to track the work for the joint pole owners and NJUNS will notify each party when action is needed.

Reporting Pole Issues

For jointly-owned utility pole emergencies such as damage from motor vehicle accidents or urgent public safety concerns, please contact Eversource by utilizing your Fire-Police-Standby (FPS) public safety reporting phone numbers. If the situation poses an immediate danger (e.g., downed wires), always call 911 first.

For all other joint-owned pole questions and concerns, please contact Eversource at (800) 592-2000.

Verizon Critical Response Line for Police, Fire, Emergency Management & DPW

Municipalities should contact Verizon's dedicated Critical Response Line at (800) 446-8946 for any downed Verizon wires and Verizon leaning poles that do not have electric equipment attached. The Verizon Critical Response Line is staffed 24/7 to care for urgent municipal restoration issues in an expeditious manner.

If you have a Verizon Wireless Service Emergency, the Verizon Wireless Response Team is available 24/7 to provide emergency assistance and can be reached at (800) 981-9558.

**** Please note that the critical response numbers are confidential and should only be used by municipal and public safety officials in the event of an emergency and should not be shared with other parties.***

Reporting Verizon Service-Related Issues

Residential customers can contact Verizon at 1-800-VERIZON (1-800-837-4966) or online at www.verizon.com/outage to report any service-related issue, receive alerts and find helpful service-related FAQs. ***This information may be posted to your municipal website or public access channels.***

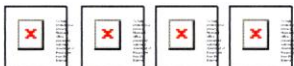
We recognize that transitions like this can bring challenges, but we are confident that this enhanced partnership between Eversource and Verizon will deliver meaningful benefits to both organizations and the communities we serve.

Thank you for your attention and collaboration as we work together to ensure a smooth and successful implementation. If you have any questions or need further clarification, please don't hesitate to reach out to me.



Ellen Cummings
Regional Director
Verizon
State Government Affairs

O 508 421 3459
15 Chestnut Street
4th Floor
Worcester, MA 01609



Town of Ludlow
Office of the Town Clerk

RECEIVED

NOV 13 2025

SELECT BOARD
LUDLOW, MA 01056



Kim M. Batista, Town Clerk

November 13, 2025

Mr. Manny D Silva, Chairman
Select Board
488 Chapin Street
Ludlow, MA 01056

Re: Representative Town Meeting Member Vacancy

Dear Mr. Silva and Select Board Members:

I am notifying the Select Board of a vacancy in Precinct Two (2027 term) for a Representative Town Meeting Member. This Town Meeting Member was elected as a write-in at the March 2024 election and has failed to accept the oath of office or attend Town Meetings. Mail sent to this individual has come back as non-deliverable. The State Elections Division referred this matter to Town Council who opined that this seat is now deemed vacant.

I am notifying the Select Board of this vacancy according to M.G.L. c.41, §109; c.41, §10 "no election shall be held for any office pursuant to this section unless the board of selectmen file with the Town Clerk notice of an election for such office not less than fifteen (15) days before the last day to submit nomination papers to the registrars of voters for certification, before the election or any proceeding primary, caucus, or preliminary election."

The Select Board is required to vote and notify the Town Clerk of this one-year unexpired term for Representative Town Meeting Member in Precinct Two to be placed on the ballot at the next Annual Town Election.

If you have any questions and/or concerns, please do not hesitate to contact me.

Sincerely,

Kim M. Batista
Kim M. Batista, CMMC
Town Clerk

488 Chapin Street
Ludlow, MA 01056
(413) 583-5600 Ext. 1
TTY (413) 583-5668

Amy Kurtz

From: Marc Strange
Sent: Tuesday, November 4, 2025 9:14 AM
To: Amy Kurtz
Cc: M Brennan; tmartowski; D Irwin
Subject: Fw: EXTERNAL:Beneficiary Notice - Mary C. Cleary Revocable Trust
Attachments: LPD K9 beneficiary - Mary Cleary Trust.pdf

AK—can we please add this to the 11/18 SB agenda?

Board to discuss and potentially accept a gift of \$73,000 to the Police Department's K9 unit from the Mary C. Cleary Revocable Trust

From: Michael Brennan <mbrennan@Ludlowpolice.com>
Sent: Thursday, October 30, 2025 4:27 PM
To: Marc Strange <mstrange@Ludlow.ma.us>
Cc: tmartowski <tmartowski@ludlowpolice.com>; D Irwin <dirwin@ludlowpolice.com>
Subject: EXTERNAL:Beneficiary Notice - Mary C. Cleary Revocable Trust

EXTERNAL EMAIL WARNING

This email originated from outside your organization. Please verify the sender's identity before clicking links, downloading attachments, or providing sensitive information. If you were not expecting this email, please call the sender to verify authenticity.

Mr. Strange,

Very good news....The Ludlow PD (K9) just received notice that we are one of the beneficiaries of the Mary C. Cleary Trust (please see attached).

The notice indicates that the department will receive \$73,000.00 as a beneficiary for the LPD K9 fund. It will just need to be signed/notarized and returned to start the process. To say the least it is very generous and coming in at a great time, as we are just starting the process of replacing our retiring K9.

Not sure if there's anything additional that needs to be done at this point. Please let me know if you have any questions/directions for us.

Thanks!

Very Respectfully,

Michael N. Brennan
Provisional Chief of Police
Ludlow Police Department
612 Chapin St.
Ludlow, MA 01056
Phone: 413-583-8305
Fax: 413-583-8283
Email: mbrennan@ludlowpolice.com
LPD Website: <https://ludlowpolice.com/>

DISCLAIMER: This document is //FOR OFFICIAL USE ONLY (U//FOUO).

This e-mail and any files transmitted with it are confidential or the property of the Ludlow Police Department, and disclosures or distribution to anyone other than the intended recipient without prior written permission is prohibited.~ This e-mail is intended solely for the use of the individual or entity to which this e-mail is addressed.~ The information contained in this message may contain information that is protected by law (See Electronic Communications Privacy Act, 18 USC 2510-2521). If you are not one of the named recipient(s), you are hereby notified that any disclosure, copying, or distribution is strictly prohibited.~ If you have reason to believe that you have received this message in error, please notify the Ludlow Police Department immediately by calling 413-583-8305 and by permanently deleting this message immediately without disclosure of any of its contents.~ Any other use, retention, dissemination, forwarding, printing or copying of this email is strictly prohibited.

October 22, 2025

✓ Ludlow Police Department, K9 Unit
612 Chapin Street
Ludlow, MA 01056

The ALS Association
1300 Wilson Blvd. Suite 600
Arlington, VA 22209

Wounded Warrior Project
4899 Belfort Road, Suite 300
Jacksonville, FL 32256

Guided Dog Foundation for the Blind, Inc.
371 E Jericho Turnpike
Smithtown, NY 11787-2906

Animal Legal Defense Fund
PO Box 96041
Washington, DC 20077-7133

Dakin Humane Society
171 Union Street
Springfield, MA 01105

Alzheimer's Association
225 N Michigan Avenue, 17th Floor
Chicago, IL 60601

Best Friends Animal Society
5001 Angel Canyon Road
Kanab, UT 84741

The Humane Society of the United States
1255 23rd Street, NW, Suite 450
Washington, DC 20037

Humane Farming Association
PO Box 3577
San Rafael, CA 94912

RE: Mary C. Cleary Revocable Trust dated November 14, 1995 and as amended.

Dear Sir/Madam:

As you are aware, this office represents the Co-Trustees of the above-referenced Trust. You are a beneficiary of the Trust and pursuant to its terms a beneficiary entitled to receive a percentage of the balance of the Trust property.

The Co-Trustees are desirous of making a partial distribution of the Trust assets in the total sum of \$1,460,000.00, from which you would each receive your pro rata distribution. In that regard, enclosed herein please find the following documents for your review:

1. Receipt, Release and Refunding Agreement

Please review the enclosed and should you find the documents to be in order, please sign where indicated and return to us in the self-addressed stamped envelope provided herein. These documents are necessary in order to process the distribution to you. In the event that you are unwilling to execute the enclosed documents, it may be necessary to delay the partial distribution to you and file an accounting with the probate court and request its allowance, which will delay the distribution to you.

October 22, 2025
Page 2

Therefore, please review the enclosed and should you have any questions or concerns, please do not hesitate to contact me. If I am unavailable, please request to speak with my paralegal, Stacey L. Crane.

Thank you for your attention to this matter. We look forward to hearing from you.

Very truly yours,



Benjamin M. Coyle

Enclosures
BMC/bmc
17292-0006
4171052

RECEIPT, RELEASE, AND REFUNDING AGREEMENT

KNOW ALL MEN BY THESE PRESENTS THAT:

WHEREAS, **MARY C. CLEARY** died on December 26, 2024, a resident of Ludlow, Massachusetts, leaving a Revocable Indenture of Trust dated November 14, 1995. Said Trust was amended by a First Amendment dated October 7, 2003, and a Second Amendment and Restatement dated August 8, 2014, and a Third Amendment and Restatement dated September 24, 2018 (the "Trust"). **CYNTHIA WHITE** and **ANN MARIE OPALENIK**, are the Successor Co-Trustees, having accepted their appointment on April 25, 2025; and

WHEREAS, the undersigned, **LUDLOW POLICE DEPARTMENT, K-9 UNIT**, is a beneficiary of the Trust and pursuant to Article XII (D)(3), is entitled to one (1) equal share of Fifty (50%) of the Trust after the payment of specific bequests from the Trust;

WHEREAS, **CYNTHIA WHITE** and **ANN MARIE OPALENIK**, are desirous of making a partial distribution from the Trust assets at this time in accordance with Exhibit "A" attached hereto;

WHEREAS, the undersigned is desirous and agreeable to signing this Agreement after having the opportunity to obtain counsel, if desired;

NOW, THEREFORE, the undersigned, **LUDLOW POLICE DEPARTMENT, K-9 UNIT**, hereby acknowledges receipt of the partial sum of **SEVENTY-THREE THOUSAND DOLLARS AND 00/100 (\$73,000.00)**, and hereby agrees as follows:

- (1) I am of full age and of sound mind and have the authority to execute this Agreement.
- (2) I acknowledge that this is a **partial distribution** from the Trust and that additional distributions will be made from the Trust in the future and in accordance with the terms of the Trust.
- (3) I hereby release, remise, and forever discharge **CYNTHIA WHITE AND ANN MARIE OPALENIK**, individually and as Successor Co-Trustees of said Revocable Trust, from all claims and demands that I may have had or may have in the future against **CYNTHIA WHITE AND ANN MARIE OPALENIK**, individually or as Successor Co-Trustees of said Revocable Trust, by reason of any acts done or omitted to be done in connection with this distribution to me.
- (4) I agree to indemnify the said **CYNTHIA WHITE AND ANN MARIE OPALENIK**, individually or as Successor Co-Trustees of said Revocable Trust, from all claims and demands against them and to hold them harmless from any and all liability that may be occasioned by reason of this distribution including, but without limitation, any and all claims, expenses, debts, and taxes that may be or become payable on account of such distribution, but only to the extent of the amount of such distribution.
- (5) I further agree to refund to **CYNTHIA WHITE AND ANN MARIE OPALENIK**, individually or as Successor Co-Trustees of the Revocable Trust, promptly upon demand any portion of the bequest that may exceed the amount correctly and lawfully distributed to me in the event that any such portion of such distribution is determined to

be an overpayment or a prior payment that needs to be returned for any reason as prior hereto mentioned in this Receipt, Release, and Refunding Agreement.

IN WITNESS WHEREOF, the undersigned has executed this Receipt, Release, and Refunding Agreement this ____ day of _____, 2025.

LUDLOW POLICE DEPARTMENT, K-9 UNIT

COMMONWEALTH OF MASSACHUSETTS

_____, ss (county)

On this _____ day of _____, 2025, before me, the undersigned notary public, personally appeared **LUDLOW POLICE DEPARTMENT, K-9 UNIT** who proved to me through satisfactory evidence of identification, which was ☐ photographic identification with signature issued by a federal or state governmental agency, which was _____ ☐ personal knowledge of the undersigned, ☐ oath or affirmation of a credible witness, to be the person whose name is signed on the preceding or attached document, and who swore, subscribed and affirmed to me that the contents of the document are truthful and accurate to the best of their knowledge and belief and that they signed the document voluntarily for its stated purpose.

_____, Notary Public
My commission expires:

EXHIBIT "A"

Mary C. Cleary Revocable Trust dtd 11-14-1995
1st amended on 10-7-2003
2nd Amendment on 8-8-2014
3rd Amendment and Restatement on 9-24-2018

PARTIAL DISTRIBUTION WORKSHEET

TOTAL AMOUNT OF PARTIAL DISTRIBUTION

\$ 1,500,000.00

Proposed Distributions

Article	Beneficiary Name	Partial or Full	Amount of Distribution
12 (A)	Joyce Breau	FULL	\$ 10,000.00
12 (B)	Ronald Pezzote	FULL	\$ 15,000.00
12 (C)	Idalina Lavoie	FULL	\$ 15,000.00
			\$ 40,000.00

Available for Partial Distributions \$ 1,460,000.00

Available for Article D (1-4) \$ 730,000.00

Article	Beneficiary Name	Partial or Full	% of Distribution	Amount of Distribution
12 (D)(1)	Cynthia White	Partial	25%	\$ 182,500.00
12 (D)(2)	Ann Marie Opalenik	Partial	25%	\$ 182,500.00
12 (D)(3)	Charles White	Partial	25%	\$ 182,500.00
12 (D)(4)	Virginia Clarke Simpson	Partia	25%	\$ 182,500.00
				\$ 730,000.00

Available for Article E (1-10) \$ 730,000.00

Article	Beneficiary Name	Partial or Full	% of Distribution	Amount of Distribution
12 (E)(1)	Ludlow Police Department	Partial	10%	\$ 73,000.00
12 (E)(2)	Dakin Humane Society	Partial	10%	\$ 73,000.00
12 (E)(3)	The ALS Association	Partial	10%	\$ 73,000.00
12 (E)(4)	Alzheimer's Association	Partial	10%	\$ 73,000.00
12 (E)(5)	Wounded Warrior Project	Partial	10%	\$ 73,000.00
12 (E)(6)	Best Friends Animal Society	Partial	10%	\$ 73,000.00
12 (E)(7)	Guide Dog Foundation for the Blind, Inc.	Partial	10%	\$ 73,000.00
12 (E)(8)	The Humane Society of the United States	Partial	10%	\$ 73,000.00
12 (E)(9)	Animal Legal Defense Fund	Partial	10%	\$ 73,000.00
12 (E)(10)	Humane Farming Association	Partial	10%	\$ 73,000.00
				\$ 730,000.00

Amy Kurtz

From: Guglielmi, Micaela (DEP) <Micaela.Guglielmi@mass.gov>
Sent: Wednesday, November 12, 2025 1:17 PM
To: Select Board
Cc: James Goodreau; Waite, Susan
Subject: EXTERNAL:Congratulations! Ludlow 2025 SMRP Grant Award
Attachments: Ludlow 2025 SMRP Award Letter.pdf; Ludlow Spring25 RDP Contract.pdf; Spring25_Checklist_RDP.pdf

Some people who received this message don't often get email from micaela.guglielmi@mass.gov. [Learn why this is important](#)

EXTERNAL EMAIL WARNING

This email originated from outside your organization. Please verify the sender's identity before clicking links, downloading attachments, or providing sensitive information. If you were not expecting this email, please call the sender to verify authenticity.

Dear Municipal Recycling Official,

We are pleased to inform you that your municipality has been awarded a Sustainable Materials Recovery Program (SMRP) Municipal Grant from the Massachusetts Department of Environmental Protection (MassDEP). The terms and conditions of your grant are outlined in the attached award documents. Please sign and return via email the attached RDP Contract as per the instructions provided on the Grant Checklist documents. This will help expedite your award. Should you have any questions, please email [Rachel Smith](#), Grant Manager, for the SMRP Grant Program.

Congratulations and thank you for the work you do to reduce waste, reuse, and improve recycling in the Commonwealth.

MassDEP Municipal Waste Reduction Branch

Best Regards,

Micaela Guglielmi

Regional Planner

Massachusetts Department of Environmental Protection

Municipal Waste Reduction Branch

Moblie: 617-694-1174



The Commonwealth of Massachusetts Department of Environmental Protection

Address: 100 Cambridge Street, Suite 900, Boston, MA 02114

Phone: 617-292-5500

Maura T. Healey
Governor

Kim Driscoll
Lieutenant Governor

Rebecca Tepper
Secretary

Bonnie Heiple
Commissioner

November 12, 2025

Marc Strange
Town Administrator
Town of Ludlow
488 Chapin Street
Ludlow, MA 01056

Dear Marc Strange:

Congratulations! It is my pleasure to inform you that the Massachusetts Department of Environmental Protection (MassDEP) has awarded the Town of Ludlow Recycling Dividends Program funds under the Sustainable Materials Recovery Program. The Town of Ludlow has earned 7 points and will receive \$5,390.

The Sustainable Materials Recovery Program (SMRP) was created under 310 CMR 19.300-303 and the Green Communities Act, which directs a portion of the proceeds from the sale of Waste Energy Certificates to recycling programs approved by MassDEP. This year, we are awarding more than \$4.2 million in SMRP funding to 291 municipalities and regional groups.

Recycling programs play a vital role in limiting our dependence on landfills and incinerators, reducing greenhouse gas emissions, and supporting economic activity in the Commonwealth. Recycling Dividend Program funds foster investment in local programs including recycling equipment, organics diversion, outreach and education, pilot programs, school recycling, toxics reduction, and more. Please refer to the [RDP Approved Expenses List](#) for more information. MassDEP has invested in developing nationally recognized tools to assist municipalities with reducing recycling contamination and improving public awareness of smart recycling practices. We encourage you to utilize the [Recycling IQ Kit](#) and [Recycle Smart MA](#) website and to consult

with your MassDEP [Municipal Assistance Coordinator](#) for assistance in implementing these best practices.

To accept your grant award, please sign and return the attached RDP Contract via email to Cathy Doodnauth at Cathy.Doodnauth@mass.gov before **January 15, 2026**. After we receive your signed RDP contract, funds will be sent to your community. The receipt of grant funds is contingent upon the grantee being able to certify that it will comply with the Massachusetts General Laws, including G.L. c. 40A, § 3A, the MBTA Communities Act. Compliance with the MBTA Communities Act is determined by the Executive Office of Housing and Livable Communities.

Should you have any questions, please email Rachel Smith at Rachel.Smith@mass.gov. Thank you for your continued commitment to recycling and waste reduction in Massachusetts.

Sincerely,



Bonnie Heiple, Commissioner

**GRANT SCOPE OF WORK
BETWEEN THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF ENVIRONMENTAL PROTECTION ("MassDEP")
AND THE Town of Ludlow ("Grantee")**

Pursuant to the Green Communities Act, relevant provisions of which are codified at M.G.L. c. 25A, Section 11F(d) and the regulations promulgated thereunder at 310 CMR 19.300 and in support of the Massachusetts Solid Waste Master Plan developed pursuant to M.G.L. c. 16, Section 21, MassDEP has awarded the Municipality a Sustainable Materials Recovery Program Grant ("Grant") under the Recycling Dividends Program ("RDP"). The Municipality has earned a payment of \$5,390. MassDEP and Grantee shall collectively be referred to as the Parties.

The RDP provides payments to municipalities that have implemented specific programs and policies proven to maximize reuse, recycling, and waste reduction. Municipalities receive payments according to the number of points their program earns based on the [2025 Details: Recycling Dividends Program](#) and number of residential households served as described below. The RDP provides an incentive for municipalities to improve their recycling programs by implementing best practices and reward communities with model recycling and waste reduction programs.

Duration of the Grant: The term of this Scope of Work shall be in effect until the municipality has expended all RDP funds and reported to MassDEP on use of funds.

RESPONSIBILITIES OF THE MUNICIPALITY

1. **Authority:** The signatory of this Grant Scope of Work is authorized by the governing body of the Grantee to enter into this Grant Scope of Work on behalf of the Grantee and accept and utilize this Grant.
2. **Commonwealth Terms and Conditions:** The Grantee shall comply with the Commonwealth Terms and Conditions and other requirements set forth in the Grantee's executed Master Agreement.
3. **Failure to Comply:** If, in the judgment of MassDEP, the Grantee fails to comply with any of its responsibilities as identified in the Grant Scope of Work, then, at the election of MassDEP, (a) the Grantee may be deemed ineligible to participate for what time remains of the Grant period; and/or (b) title to all Grant materials purchased with these Grant funds immediately and without any further steps shall be transferred to MassDEP; and/or (c) MassDEP may find the Grantee not eligible to seek another Sustainable Materials Recovery Program Grant for up to three years; and/or (d) the Grantee shall repay the Grant funds to MassDEP within 90 days. MassDEP may provide written notice to the Grantee of any such failure to comply. Such notice may provide a time period and manner for the Grantee to cease or remedy the failure. Such notice from MassDEP of any such failure by the Grantee is not a precondition to MassDEP's right to select options (a), (b), (c), and/or (d) above. The Grantee shall follow the instructions of MassDEP regarding possession of the Grant materials (e.g., collection container). The Parties hereby agree to execute any and all documents necessary to accomplish said transfer. Furthermore, the Grantee shall transfer or arrange to transfer actual possession of said materials to an authorized representative of the Commonwealth of Massachusetts or its designee.
4. **Recycling in Practice:** The Grantee has established paper, bottle, and can recycling in all municipal buildings, offices and meeting spaces, including schools. The Grantee shall continue such paper, bottle and can recycling during the term of the Grant.
5. **Notification of Buy Recycled Policy:** The Grantee has established a written policy which promotes a preference for the purchase of recycled products in lieu of non-recycled products and distributes an annual notification of the Buy Recycled Policy, ordinance or by-law to all staff, department heads and employees with purchasing authority. This notice shall be sent from the Mayor, Board of Selectmen, Town Manager, Town Administrator or Chief Purchasing Officer and highlights specific opportunities to buy recycled products, the benefits of buying recycled products, and encourages the purchase of these products. The Grantee shall continue to send an annual notification during the term of the Grant.
6. **RDP Payment Calculation:** MassDEP has calculated the RDP Payment using the table below which shows payment brackets based on the number of households served by the municipal solid waste program and the point value for each bracket. See [2025 Details: Recycling Dividends Program](#) guidance document for additional information on point value.

RDP Payment Brackets:

# of Households that Receive Trash Service Provided by the Municipality	Point Value - Basic Level 1-9 pts.	Point Value - Advanced Level ≥ 10 pts. & RDP EJ Populations
0 - 4,999	\$420	\$600
5,000 - 7,499	\$770	\$1,100
7,500 - 9,499	\$910	\$1,300
9,500 - 12,499	\$1,260	\$1,800
12,500 - 16,999	\$2,100	\$3,000
17,000 - 24,999	\$2,450	\$3,500
25,000 - 31,999	\$2,800	\$4,000
32,000 - 99,999	\$4,550	\$6,500
100,000 +	\$7,000	\$10,000

1. **Program Criteria:** The Municipality, through its RDP application, certifies that all points earned are for programs that were in place between July 1, 2025 and June 30, 2026 and that these programs fully meet the performance standard set forth in the [2025 Details: Recycling Dividends Program](#) guidance document.
2. **Use of Funds:** RDP Payments shall be expended on activities and programs listed on the [Approved Spending Categories](#) for the Recycling Dividends Program and Regional Small Scale Initiative Funds, to enhance the performance of the Municipality's waste reduction programs. **Use of a dedicated account is required.** Funds may be carried over to future years and accumulated to fund a larger eligible expense or project. Planned use of funds shall be noted on the Annual RDP Spending Report. However, MassDEP may delay future RDP payments if municipality is not expending funds.
3. **Record Keeping:** The Municipality shall be responsible for keeping documentation (i.e., proof of purchase in the form of an invoice which lists the vendor name and address, item purchased, item price, number of items purchased and shipping costs if any) by calendar year, of how RDP funds were expended and the remaining balance of RDP funds. MassDEP may conduct record audits to ensure compliance with this Contract.
4. **Reporting:** The Grantee shall file an annual Recycling and Solid Waste survey and the RDP Spending Report by February 15, via ReTRAC, for the duration of this Grant. Failure to comply with these reporting requirements may jeopardize future grant awards.
5. **Environmental Compliance:** The Grantee understands receipt of a grant from MassDEP does not in any way imply that the Grantee is in compliance with applicable environmental regulations. This Grant Scope of Work shall not be construed as, nor operate as, relieving the Grantee or any other person of the necessity of complying with all applicable federal, state, and local laws, regulations and approvals. The Grantee's facility(ies) are subject to inspection at any time by MassDEP and noncompliance with applicable environmental regulations may result in formal enforcement actions, including penalties.
6. **Addendums:** Should MassDEP award additional Grant funds, an addendum to the Grant Scope of Work shall be provided to the Grantee. The same terms and conditions apply to the addendum.

1. **RDP Payment Calculation:**

The Municipality's payment has been calculated as follows:

(NET RDP POINTS EARNED) x (VALUE OF EACH POINT)

a. Bulky Items	1
b. Center for Hard to Recycle Materials	1
c. Curbside Recycling Regulation	0
d. Diversity, Equity, and Inclusion	0
e. Household Hazardous Waste	0
f. Organics	0
g. Recycling Center Access	0
h. Reuse Programs	1
i. Solid Waste Reduction	4
j. Waste Prevention Outreach and Education	0
 TOTAL RDP POINTS EARNED	 7
 POINT DEDUCTED DUE TO LATE SUBMISSION	 N/A
 NET RDP POINTS EARNED	 7
 VALUE OF EACH POINT	 \$770
 RDP PAYMENT AMOUNT	 \$5,390

IN WITNESS WHEREOF, MassDEP and the Grantee hereby execute this Grant Scope of Work.

COMMONWEALTH OF MASSACHUSETTS

By: _____
John Fischer, Deputy Division Director, Solid Waste
Department of Environmental Protection

(Date)

Town of Ludlow

Municipal Official(s) Authorized to sign: **Town Administrator, Assist Town Engineer**
VC6000191862

By: _____
(Signature)

(Date)

(Print Name)

(Title)



Checklist for Recycling Dividends Program Grant Award
This document contains important grant deadlines and requirements.

STEP ONE: EXECUTING THE CONTRACT

It is the responsibility of the municipal Recycling Contact to ensure that the RDP Scope of Work is signed by an **individual currently holding one of the Titles** listed on the Authorized Signatory Listing form, which your municipality filed with MassDEP in 2022. If the person(s) listed on the form has changed (e.g., a new Mayor has been elected), the municipal official with the same Title may sign the RDP Scope of Work and a new Authorized Signatory Listing form **IS NOT REQUIRED**.

Please sign and email the RDP Scope of Work to Cathy.Doodnauth@mass.gov for processing of payment no later than January 15, 2026, or funds may be forfeited.

Acceptable forms of signature are:

1. Traditional "wet signature" (ink on paper, scan, and email).
2. Electronic signature that is either hand drawn using a mouse or finger if working from a touch screen device; or
3. Electronic signature affixed using a digital tool such as Adobe Sign or DocuSign.

STEP TWO: TRACK EXPENDITURES BY APPROVED EXPENSE CATEGORY

- ➡ This is not a reimbursement-based grant. Your award payment will be processed as soon as the RDP Scope of Work is returned.
- ➡ However, you are required to keep track of approved expenditures, by expense categories. Please review the list of [Approved Spending Categories](#) to determine the appropriate category. Items/activities are listed in the category deemed most appropriate in cases where there is overlap.
- ➡ Be prepared to be audited.

STEP THREE: REPORT EXPENDITURES AND REMAINING BALANCE

- ➡ The municipality is required to report all expenditures from the previous calendar year no later than February 15th.

Contact Cathy.Doodnauth@mass.gov with any questions.

T-0181
July 1, 2025

Jose Alves, Assessor
Town of Ludlow
488 Chapin St
Town Hall, 3rd floor
Ludlow, MA 01056

Re: **GIS Web Hosting FY 2026**

Dear Joe:

Tighe & Bond is pleased to extend annual GIS Web Hosting services to the Town of Ludlow for Fiscal Year 2026.

GIS Web Hosting

GIS Web Hosting will be provided for a period of 12 months, from July 1, 2025 through June 30, 2026. The annual hosting service includes the opportunity for the Town of Ludlow to provide up to two GIS data updates over the course of the 12-month hosting period. Typical GIS data updates may include:

- New Assessors CAMA Extract (property ownership table)
- Updated GIS Data Layers
- New aerial photography

When periodic enhancements are available to the GIS website, Tighe & Bond will review enhancements with the Town of Ludlow prior to updating their GIS website. Periodic minor enhancements are provided under the scope and fee of this contract.

Fee

Tighe & Bond will provide GIS Web Hosting for a lump sum fee of **\$3,500**, invoiced at the beginning of the annual hosting term. Should the Town of Ludlow desire application enhancements and modifications not included in the existing GIS website Tighe & Bond will provide a written amendment to this Agreement. Our attached Terms and Conditions is part of this letter agreement.

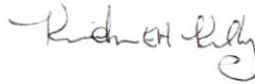
We look forward to continuing GIS Web Hosting for the Town of Ludlow. If you have any questions regarding this proposal, please contact Kristen Kelly at (508) 471-9649 or via email at kkelly@tighebond.com.

Very truly yours,

TIGHE & BOND, INC.



Nathaniel C. Norton
Technical Director, GIS



Kristen E. A. Kelly, GISP
Senior GIS Project Manager

Enclosures: Terms and Conditions – REV 04/2020

On behalf of the Town of Ludlow, the scope, fee, and terms of this proposal are hereby accepted.

Mayor

Date

J:\T\T0181\AGREE\FY26\FY26WebHosting_LudlowMA.docx

"CUSTOMER" is defined in the acceptance line of the accompanying proposal letter or the name the proposal is issued to; Tighe & Bond, Inc. is hereby referenced as "CONSULTANT"; "PROJECT" is defined in the accompanying proposal letter.

General Terms

1. SCHEDULE OF PAYMENTS

1.1 Payment for GIS Web Hosting services are generally due upon deployment of Website. Invoices for services other than Web Hosting will generally be submitted once a month for services performed during the previous month. Payment will be due within 30 days of invoice date. Monthly payments to CONSULTANT shall be made on the basis of invoices submitted by CONSULTANT and approved by CUSTOMER. If requested by CUSTOMER, monthly invoices may be supplemented with such supporting data as reasonably requested to substantiate them.

1.2 In the event of a disagreement as to billing, the CUSTOMER shall pay the agreed portion.

1.3 Interest will be added to accounts in arrears at the rate of one and one-half (1.5) percent per month (18 percent per annum) or the maximum rate allowed by law, whichever is less, of the outstanding balance. In the event counsel is retained to obtain payment of an outstanding balance, CUSTOMER will reimburse CONSULTANT for all reasonable attorneys' fees and court costs.

1.4 If CUSTOMER fails to make payment in full within 30 days of the date due for any undisputed billing, CONSULTANT may, after giving seven days' written notice to CUSTOMER, suspend services and retain work product until paid in full, including interest. In the event of suspension of services, CONSULTANT will have no liability to CUSTOMER for delays or damages caused by such suspension.

2. SUCCESSORS AND ASSIGNS

2.1 CUSTOMER and CONSULTANT each binds itself, its partners, successors, assigns and legal representatives to the other parties to this Agreement and to the partners, successors, assigns and legal representatives of such other parties with respect to all covenants of this Agreement. CONSULTANT shall not assign, sublet or transfer its interest in this Agreement without the written consent of CUSTOMER, which consent shall not be unreasonably withheld.

2.2 This Agreement represents the entire and integrated Agreement between CUSTOMER and CONSULTANT and supersedes all prior negotiations, representations or Agreements, whether written or oral. This Agreement may be amended only by written instrument signed by both CUSTOMER and CONSULTANT. References to this agreement include these Terms & Conditions, any accompanying proposal or description of services, as well as any other documents referenced or incorporated therein. In the event one or more provisions of any of the foregoing documents conflict with the

provisions of these Terms & Conditions, the provisions of these Terms & Conditions shall control.

2.3 Nothing contained in this Agreement shall create a contractual relationship or cause of action in favor of a third party against CUSTOMER or against CONSULTANT.

3. STANDARD OF CARE

3.1 In providing services, CONSULTANT will use that degree of care and skill ordinarily exercised under similar circumstances by individuals providing such services in the same or similar locality for similar PROJECTS.

4. TERMINATION

4.1 This Agreement may be terminated by either party upon seven days' written notice in the event of substantial failure by the other party to perform in accordance with the terms hereof through no fault of the terminating party. In addition, CUSTOMER may terminate this Agreement for its convenience at any time by giving written notice to CONSULTANT. In the event of any termination, CUSTOMER will pay CONSULTANT for all services rendered and reimbursable expenses incurred under the Agreement to the date of termination and all services and expenses related to the orderly termination of this Agreement.

5. OWNERSHIP OF DOCUMENTS

5.1 Electronic Databases - In the event that CONSULTANT prepares electronic databases, geographic information system (GIS) deliverables, or similar electronic documents, it is acknowledged by CUSTOMER and CONSULTANT that such PROJECT deliverables will be used and perhaps modified by CUSTOMER and that CONSULTANT's obligations are limited to the deliverables and not to any subsequent modifications thereof. Once CUSTOMER accepts the delivery of maps, databases, or similar documents developed by CONSULTANT, ownership is passed to CUSTOMER. CONSULTANT will retain the right to use the developed data and will archive the data for a period of three years from the date of PROJECT completion.

6. INSURANCE

6.1 CONSULTANT will retain Workmen's Compensation Insurance, Professional Liability Insurance with respect to liabilities arising from negligent errors and omissions, Commercial General Liability Insurance, Excess Liability, Unmanned Aircraft, Cyber Liability, and Automobile Liability during this PROJECT. CONSULTANT will furnish certificates at CUSTOMER's request.

6.2 Risk Allocation - To the fullest extent permitted by law, and notwithstanding any other provision of this Agreement, the total liability, in the aggregate, of the CONSULTANT to the CUSTOMER and anyone claiming by or through the CUSTOMER, for any and all claims, losses, costs or damage, of any nature whatsoever, the liability of CONSULTANT to all claimants with respect to this PROJECT will be limited to an aggregate sum not to exceed \$100,000 or CONSULTANT's compensation for consulting services, whichever is greater. It is intended that this limitation apply to any and all liability or cause of action however alleged or arising, unless otherwise prohibited by law.

6.3 Damages - Notwithstanding any other provision of this Agreement, and to the fullest extent permitted by

law, neither CUSTOMER nor CONSULTANT, their respective officers, directors, partners, employees, contractors or subconsultants shall be liable to the other or shall make any claim for any incidental, indirect or consequential damages arising out of or connected in any way to the PROJECT or to this Agreement. This mutual waiver of certain damages shall include, but is not limited to, loss of use, loss of profit, loss of business, loss of income, loss of reputation and any other consequential damages that may be incurred from any cause of action including negligence, strict liability, breach of contract and breach of strict or implied warranty. Both CUSTOMER and CONSULTANT shall require similar waivers of consequential damages protecting all the entities or persons named herein in all contracts and subcontracts with others involved in this PROJECT.

6.4 CUSTOMER agrees that any and all limitations of CONSULTANT's liability or waivers of damages by CUSTOMER to CONSULTANT shall include and extend to those individuals and entities CONSULTANT retains for performance of the services under this Agreement, including but not limited to CONSULTANT's officers, partners, and employees and their heirs and assigns, as well as CONSULTANT's subconsultants and their officers, employees, and heirs and assigns.

7. DISPUTE RESOLUTION

7.1 In the event of a disagreement arising out of or relating to this Agreement or the services provided hereunder, CUSTOMER and CONSULTANT agree to attempt to resolve any such disagreement through direct negotiations between senior, authorized representatives of each party. If any disagreement is not resolved by such direct negotiations, CUSTOMER and CONSULTANT further agree to consider using mutually acceptable non-binding mediation service in order to resolve any disagreement without litigation.

8. SCHEDULE

8.1 The CUSTOMER agrees that the CONSULTANT is not responsible for damages arising directly or indirectly from any delays for causes beyond the CONSULTANT's reasonable control. For purposes of this Agreement, such causes include, but are not limited to, strikes or other labor disputes; severe weather disruptions or other natural disasters, pandemics, or acts of God; fires, riots, war or other emergencies; failure of any government agency to act in timely manner; failure of performance by the CUSTOMER or the CUSTOMER's contractors or consultants.

8.2 The CONSULTANT's schedule includes reasonable allowances for review and approval times required by the CUSTOMER, performance of services by the CUSTOMER's consultants, and review and approval times required by public authorities having jurisdiction over the PROJECT. This schedule shall be equitably adjusted as the PROJECT progresses, allowing for changes in scope, character or size of the PROJECT requested by the CUSTOMER, or for delays or other causes beyond the Consultant's reasonable control.

9. MISCELLANEOUS TERMS

9.1 **GOVERING LAW** - The CUSTOMER and the CONSULTANT agree that this Agreement and any legal actions concerning its validity, interpretation and performance shall be governed by the laws of the jurisdiction where the PROJECT is located, without regard

to any conflict of laws provisions, which may apply the laws of other jurisdictions.

9.2 **CORPORATE PROTECTION** - Notwithstanding anything to the contrary contained herein, the CUSTOMER agrees that as the CUSTOMER's sole and exclusive remedy, any claim, demand or suit shall be directed and/or asserted only against the CONSULTANT, a Massachusetts corporation, and not against any of the CONSULTANT's individual employees, officers or directors.

9.3 **TITLES** - The section headings used in this Agreement are intended principally for convenience and shall not be used in interpreting this Agreement or in determining any of the rights or obligations of the parties to this Agreement.

9.4 Upon execution, these terms as incorporated into the accompanying proposal represent the final intent of the parties. Any modification, rescission, or waivers of these terms shall only be effective and binding if agreed to in writing by the parties.

Software Terms

Please Note: CUSTOMER is purchasing a license to use the "Tighe & Bond Software" (hereinafter "Software". The Software is owned and remains the property of Tighe & Bond, Inc. (hereinafter "CONSULTANT") and is protected by copyright and other intellectual property laws.

1. Grant of CUSTOMER License. Software and any accompanying documentation provided to CUSTOMER hereunder are licensed, not sold, to CUSTOMER for use solely under the terms of this Agreement. CONSULTANT hereby grants to CUSTOMER a limited, nonexclusive, nontransferable license to possess, access and use Software on a single server with up to the number of concurrent users as specified in the scope of services or as updated by any written Addendums thereto, for the principal business or municipal purposes of CUSTOMER only.

2. Maintenance and Technical Support (Maintenance Program). Maintenance and Technical Support services are available directly by CONSULTANT. Such services are subject to the timely payment of the applicable annual Maintenance and Technical Support fees set forth in the scope of services. CONSULTANT technical support is available from 8:00am to 5:00pm, Eastern Time, on all weekdays other than Federal holidays. CONSULTANT support shall include answering questions from CUSTOMER over the telephone or e-mail.

3. Intellectual Property Rights and License Restrictions. Software, and all components thereof and all proprietary materials used by CONSULTANT, or delivered or provided by CONSULTANT to CUSTOMER in the course of this Agreement is, and shall at all times remain, the sole and exclusive property of CONSULTANT, including, without limitation, all worldwide Intellectual Property Rights embodied in, related to, or represented by, Software or any version thereof. **"Intellectual Property Rights"** means, collectively, rights under patent, trademark, copyright and trade secret laws, and any other intellectual property or proprietary rights recognized in any country or jurisdiction worldwide, including moral rights and similar rights.

CUSTOMER may not copy, alter, modify, adapt, translate, or create derivative works based upon Software or any part of

it, except and only to the extent that such activity is expressly permitted by applicable law notwithstanding this limitation. CUSTOMER may not de-compile, reverse engineer, disassemble or otherwise reduce Software. CUSTOMER may not rent, lease, sublicense, re-license or otherwise make available Software (other than allowing access to CUSTOMER's data through the use of Software), in whole or in part, to third parties or use Software as part of a commercial service bureau, outsourcing, timesharing, or affiliate program environment.

4. Confidentiality. Each Party agrees to secure and protect the Confidential Information of the other in a manner consistent with the maintenance of the other party's rights therein, using at least as great a degree of care as it uses to maintain the confidentiality of its own confidential information of a similar nature, but in no event use less than reasonable efforts. "**Confidential Information**" means information that a disclosing party considers to be confidential, including but not limited to business and technical information, marketing plans, research, designs, plans, methods, techniques, processes and know-how, whether tangible or intangible and whether or not stored, compiled or memorialized physically, electronically, graphically or in writing. Confidential Information shall not include information which: (i) is, or as of the time of its disclosure or thereafter, becomes part of the public domain through a source other than the receiving party; (ii) was rightfully known to the receiving party as of the time of its disclosure; (iii) is independently developed by the receiving party; (iv) is subsequently learned from a third party not under a confidentiality obligation to the disclosing party; or (v) is required to be disclosed pursuant to a duly authorized subpoena, court order, or government authority, whereupon the party subject to same shall provide prompt written notice to the other party prior to such disclosure, so that such party may seek a protective order or other appropriate remedy.

5. Warranty. CONSULTANT represents and warrants that it has the rights to grant the license and other rights to CUSTOMER hereunder, Software supplied by it under this Agreement will not infringe upon the U.S. copyright, patent or trademark of any third party and Software media provided hereunder to be free of defects for a period of ninety (90) days from the date of purchase. During this period, CONSULTANT will replace at no cost any such defective media returned to CONSULTANT.

6. Indemnification. CONSULTANT agrees to indemnify and hold harmless CUSTOMER and its officers, directors, agents and employees from and against any and all claims, costs, damages, losses, liabilities and expenses (including reasonable attorneys' fees and costs) attributable to the use of Software infringing the U.S. patent or copyright or utilizing the trade secret misappropriation from any third party, provided that, (i) CUSTOMER promptly notify CONSULTANT in writing of any and all known threats, claims and proceedings related thereto, (ii) CONSULTANT shall have the sole control of the defense and/or monetary settlement thereof, (iii) CUSTOMER to furnish CONSULTANT, upon request, reasonable information available to CUSTOMER for such defense, and (iv) CUSTOMER provides CONSULTANT with reasonable assistance in the defense at the sole cost of CONSULTANT.

The foregoing obligation of CONSULTANT does not apply with respect to any intellectual property (a) not supplied by CONSULTANT, (b) combined with other products, processes or materials, to the extent the alleged infringement relates

to such combination and such combination was not authorized by CONSULTANT, or (c) to the extent that CUSTOMER's use of the Software is not in accordance with this Agreement.

If any Software becomes, or in CONSULTANT's opinion is likely to become, the subject of a claim of infringement, CONSULTANT will, at its option, (i) procure for CUSTOMER the right to continue using Software; (ii) replace Software with a non-infringing product substantially complying with Software's specifications and functionality; (iii) modify Software so it becomes non-infringing and performs in a substantially similar manner to the original Software; or (iv) upon failure of the foregoing, CUSTOMER will cease any infringing use of Software and CONSULTANT will refund the license fees paid CONSULTANT for the infringing Software, less a reasonable allowance for use. This section states the entire liability of CONSULTANT, its affiliate and representatives for infringement by any Software.

CUSTOMER agrees to indemnify and hold harmless CONSULTANT and its officers, directors, agents and employees from and against any and all claims, costs, damages, losses, liabilities and expenses (including reasonable attorneys' fees and costs) arising out of or in connection with CUSTOMER's improper use of Software, provided that, (i) CONSULTANT promptly notifies CUSTOMER in writing of any and all known threats, claims and proceedings related thereto, (ii) CUSTOMER shall have the sole control of the defense and/or monetary settlement thereof, (iii) CONSULTANT to furnish CUSTOMER, upon request, reasonable information available to CONSULTANT for such defense, and (iv) CONSULTANT provides CUSTOMER with reasonable assistance in the defense at the sole cost of CUSTOMER.

7. Disclaimer and Limitations of Liability.

CONSULTANT DO NOT REPRESENT OR WARRANT THAT (i) THE USE OF THE SOFTWARE WILL BE SECURE, UNINTERRUPTED OR ERROR FREE OR (ii) THE SOFTWARE WILL MEET CUSTOMER'S REQUIREMENTS. EXCEPT AS PROVIDED HEREIN, THE SOFTWARE IS PROVIDED TO CUSTOMER "AS-IS". CONSULTANT DISCLAIMS ALL OTHER REPRESENTATIONS AND WARRANTIES, WHETHER EXPRESS, IMPLIED OR STATUTORY, INCLUDING WITHOUT LIMITATION, ANY IMPLIED WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE.

LICENSE FEES PAID FOR THE SOFTWARE DO NOT INCLUDE ANY CONSIDERATION FOR ASSUMPTION OF THE RISK AND IN NO EVENT SHALL EITHER PARTY BE LIABLE FOR ANY EXEMPLARY, SPECIAL, INCIDENTAL, INDIRECT OR CONSEQUENTIAL DAMAGES (INCLUDING LOSS OF PROFIT, REVENUE, OR DATA), ARISING OUT OF OR RELATING TO THIS AGREEMENT EVEN IF THE OTHER PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH POTENTIAL LOSS OR DAMAGES, OR FOR ANY INTERRUPTION, INACCURACY, ERROR OR OMISSION, REGARDLESS OF CAUSE, IN THE SOFTWARE. IN NO EVENT SHALL THE AGGREGATE LIABILITY OF CONSULTANT EXCEED THE AMOUNT OF LICENSE FEES ACTUALLY PAID BY CUSTOMER TO CONSULTANT.

THIS AGREEMENT PROVIDES CUSTOMER WITH SPECIFIED LEGAL RIGHTS AND CUSTOMER MAY HAVE OTHER RIGHTS THAT VARY FROM JURISDICTION TO JURISDICTION. SOME JURISDICTIONS DO NOT ALLOW THE EXCLUSIONS OR LIMITATIONS OF WARRANTIES, SO THE ABOVE WARRANTY,

DISCLAIMER AND LIMITATIONS OF LIABILITY OR EXCLUSIONS MAY NOT APPLY.

8. Export Restrictions. CUSTOMER agrees that it will not export or re-export Software to any country, person, or entity subject to U.S. export restrictions. CUSTOMER specifically agrees not to export or re-export Software (a) to any country that the U.S. has embargoed or restricted the export of goods or services or (b) to any national of any such country who intends to transmit or transport the products back to such country.

9. Term and Termination. This Agreement shall commence on the Agreement Date and shall continue in effect unless terminated in accordance with the termination procedures set forth herein. Either Party may terminate this Agreement upon written notice to the other party if the other party materially breaches any obligation and fails to cure such breach within thirty (30) days after receiving notice. Either Party shall also have the right to terminate this Agreement upon notice to the other if the other Party: (i) terminates or ceases operating its business in the normal course; (ii) becomes subject to any bankruptcy or insolvency proceeding under Federal or state statute; (iii) becomes insolvent or becomes subject to direct control by a trustee, receiver or similar authority; or (iv) has wound up liquidated, voluntarily or otherwise, and in the case of (ii) and (iii), above, if the condition has not been cured within sixty (60) days. Upon the termination or expiration of this Agreement, or upon a request by either party hereto: (i) all outstanding payments to the other party shall promptly be paid in full; (ii) all Confidential Information of one party in the possession of the other shall be promptly returned (or, at the other party's written instruction, destroyed). Upon termination or cancellation of this Agreement, CUSTOMER agrees to return or destroy/disable Software so that it is no longer usable and to make no further use of Software. The restrictions in the following Software Terms Sections shall survive the termination or expiration of this Agreement: 4, 5, 6, 7, 8, and 9.

21-0766-002G
July 16, 2025

Jose Alves, Assessor
Town of Ludlow
488 Chapin Street
Ludlow, MA 01056

Re: FY 2026 GIS Support

Dear Joe:

Tighe & Bond is pleased to provide the Town of Ludlow with the following Scope of Services for GIS support. The primary focus of our work will be to update the Town's parcel GIS and tax maps through Grand List year 2025 (January 1, 2025 through December 31, 2025) and print updated tax maps on a semi-annual basis.

Task 1: Grand List 2025 Parcel and Zoning Updates

Tighe & Bond will work with the Ludlow Assessor's Office to update the GIS parcel and zoning data on a semi-annual basis to include changes for Grand List 2025. Parcel and zoning changes will be performed according to source maps and notes provided by the Assessor. Parcel changes include lot line adjustments, subdivisions, lot splits and combinations, and associated text updates such as lot dimension or acreage updates. Our estimate to complete this work is based on an assumption of 20-30 parcels affected by changes submitted by the Assessor semi-annually, for a total estimate of 40-60 parcels affected by changes submitted for the Grand List Year.

Changes will be tracked in the metadata of impacted parcel polygons. Metadata will contain the recorded book and page number as a cross reference to the source information. Tighe & Bond will request an extract from the Town's CAMA system. The extract will be used to confirm linkage with the GIS data, update attributes of the GIS with current CAMA values, and submit to MassGIS along with the updated parcel GIS data when updates are completed.

Tighe & Bond will update the Town's GIS parcel database following the required elements defined in the MassGIS Level 3 Standard for Digital Parcel Files. LOC_ID values will be assigned for newly created parcels and provided to the Assessor for incorporation into their CAMA system. Tighe & Bond will perform QA using the MassGIS-provided QA Tool and communicate items that require attention of the Assessor prior to submitting the parcel geodatabase to MassGIS.

In the event there are orphan records (records in the CAMA extract that do not link to a GIS parcel or GIS parcels that do not link to a CAMA record), an exception list will be provided to the Assessor as part of the deliverable. Possible resolution of items on the exception list can be provided by the Assessor as parcel changes in subsequent Grand List year parcel updates. Should the list of orphan records not meet the MassGIS L3 standard, Tighe & Bond will notify the Assessor.

After acceptance of the tax maps by the Assessor, Tighe & Bond will update the Town's GIS website up to two times based on the web hosting agreement signed by the Town. Tighe & Bond will submit the parcel geodatabase to MassGIS once annually per the Level 3 standard requirements.

Deliverables: Semi-annually

- Printed color tax map (24"x36") for each map impacted by a change
- Full set of tax map PDFs
- Full set of tax map PDFs with zoning overlay
- Update the hosted GIS website with the parcel changes

Deliverables: Annually

- MassGIS Level 3 submission

Task 2: Updated Ownership Data

To provide more timely parcel ownership information on the Town's hosted GIS website, the Assessor will provide an extract from the Town's CAMA system and Tighe & Bond will update the ownership information on the website up to once per month.

Task 3: Technical Support

The Assessor's Office may require GIS technical support during the year. This support can be used for tasks such as adjusting the alignment of parcels as needed; coordinating data between the Assessor's Office and the Building Department; developing additional data and maps; and telephone and/or on-site technical support. Tighe & Bond will provide these services at the request of the Assessor's Office up to the limit of available funding.

Fee

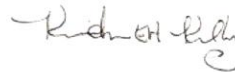
Tighe & Bond will assist the Town of Ludlow on an on-call basis for services noted above for a not-to-exceed fee of **\$8,000**. We will undertake this work on an hourly-plus-expense basis, and you will be billed in accordance with the attached rate schedule. In the event that the scope of work is increased for any reason, the limiting fee to complete the work shall be mutually revised by written amendment. Our attached Terms and Conditions is part of this letter agreement. The included schedule and fees are based on the above scope of work and assumptions. The schedule includes reasonable allowances for review and approval times by applicable parties. This schedule may need to be adjusted as the project progresses, allowing for changes in scope, character or size of the project requested by you, or for delays or other causes beyond our reasonable control.

If this proposal is acceptable, please sign this letter and return it to Tighe & Bond as our authorization to proceed. If you have any questions regarding this proposal, please contact me at (508) 471-9649, email kkelly@tighebond.com.

Very truly yours,



Nathaniel Norton
Technical Director, GIS



Kristen E. A. Kelly, GISP
Senior GIS Project Manager

Enclosures: Terms and Conditions REV 4/2020; 2025 rate schedule

Acceptance

On behalf of the Town of Ludlow, the scope, fee, and terms of this proposal are hereby accepted.

Authorized Representative

Date

J:\L\L0766 Town of Ludlow\002 Assessor GIS Services\L0766-002G_Ludlow_FY26_GISSupport.docx

"CUSTOMER" is defined in the acceptance line of the accompanying proposal letter or the name the proposal is issued to; Tighe & Bond, Inc. is hereby referenced as "CONSULTANT"; "PROJECT" is defined in the accompanying proposal letter.

General Terms

1. SCHEDULE OF PAYMENTS

1.1 Payment for GIS Web Hosting services are generally due upon deployment of Website. Invoices for services other than Web Hosting will generally be submitted once a month for services performed during the previous month. Payment will be due within 30 days of invoice date. Monthly payments to CONSULTANT shall be made on the basis of invoices submitted by CONSULTANT and approved by CUSTOMER. If requested by CUSTOMER, monthly invoices may be supplemented with such supporting data as reasonably requested to substantiate them.

1.2 In the event of a disagreement as to billing, the CUSTOMER shall pay the agreed portion.

1.3 Interest will be added to accounts in arrears at the rate of one and one-half (1.5) percent per month (18 percent per annum) or the maximum rate allowed by law, whichever is less, of the outstanding balance. In the event counsel is retained to obtain payment of an outstanding balance, CUSTOMER will reimburse CONSULTANT for all reasonable attorneys' fees and court costs.

1.4 If CUSTOMER fails to make payment in full within 30 days of the date due for any undisputed billing, CONSULTANT may, after giving seven days' written notice to CUSTOMER, suspend services and retain work product until paid in full, including interest. In the event of suspension of services, CONSULTANT will have no liability to CUSTOMER for delays or damages caused by such suspension.

2. SUCCESSORS AND ASSIGNS

2.1 CUSTOMER and CONSULTANT each binds itself, its partners, successors, assigns and legal representatives to the other parties to this Agreement and to the partners, successors, assigns and legal representatives of such other parties with respect to all covenants of this Agreement. CONSULTANT shall not assign, sublet or transfer its interest in this Agreement without the written consent of CUSTOMER, which consent shall not be unreasonably withheld.

2.2 This Agreement represents the entire and integrated Agreement between CUSTOMER and CONSULTANT and supersedes all prior negotiations, representations or Agreements, whether written or oral. This Agreement may be amended only by written instrument signed by both CUSTOMER and CONSULTANT. References to this agreement include these Terms & Conditions, any accompanying proposal or description of services, as well as any other documents referenced or incorporated therein. In the event one or more provisions of any of the foregoing documents conflict with the

provisions of these Terms & Conditions, the provisions of these Terms & Conditions shall control.

2.3 Nothing contained in this Agreement shall create a contractual relationship or cause of action in favor of a third party against CUSTOMER or against CONSULTANT.

3. STANDARD OF CARE

3.1 In providing services, CONSULTANT will use that degree of care and skill ordinarily exercised under similar circumstances by individuals providing such services in the same or similar locality for similar PROJECTs.

4. TERMINATION

4.1 This Agreement may be terminated by either party upon seven days' written notice in the event of substantial failure by the other party to perform in accordance with the terms hereof through no fault of the terminating party. In addition, CUSTOMER may terminate this Agreement for its convenience at any time by giving written notice to CONSULTANT. In the event of any termination, CUSTOMER will pay CONSULTANT for all services rendered and reimbursable expenses incurred under the Agreement to the date of termination and all services and expenses related to the orderly termination of this Agreement.

5. OWNERSHIP OF DOCUMENTS

5.1 Electronic Databases - In the event that CONSULTANT prepares electronic databases, geographic information system (GIS) deliverables, or similar electronic documents, it is acknowledged by CUSTOMER and CONSULTANT that such PROJECT deliverables will be used and perhaps modified by CUSTOMER and that CONSULTANT's obligations are limited to the deliverables and not to any subsequent modifications thereof. Once CUSTOMER accepts the delivery of maps, databases, or similar documents developed by CONSULTANT, ownership is passed to CUSTOMER. CONSULTANT will retain the right to use the developed data and will archive the data for a period of three years from the date of PROJECT completion.

6. INSURANCE

6.1 CONSULTANT will retain Workmen's Compensation Insurance, Professional Liability Insurance with respect to liabilities arising from negligent errors and omissions, Commercial General Liability Insurance, Excess Liability, Unmanned Aircraft, Cyber Liability, and Automobile Liability during this PROJECT. CONSULTANT will furnish certificates at CUSTOMER's request.

6.2 Risk Allocation - To the fullest extent permitted by law, and not withstanding any other provision of this Agreement, the total liability, in the aggregate, of the CONSULTANT to the CUSTOMER and anyone claiming by or through the CUSTOMER, for any and all claims, losses, costs or damage, of any nature whatsoever, the liability of CONSULTANT to all claimants with respect to this PROJECT will be limited to an aggregate sum not to exceed \$100,000 or CONSULTANT's compensation for consulting services, whichever is greater. It is intended that this limitation apply to any and all liability or cause of action however alleged or arising, unless otherwise prohibited by law.

6.3 Damages - Notwithstanding any other provision of this Agreement, and to the fullest extent permitted by

law, neither CUSTOMER nor CONSULTANT, their respective officers, directors, partners, employees, contractors or subconsultants shall be liable to the other or shall make any claim for any incidental, indirect or consequential damages arising out of or connected in any way to the PROJECT or to this Agreement. This mutual waiver of certain damages shall include, but is not limited to, loss of use, loss of profit, loss of business, loss of income, loss of reputation and any other consequential damages that may be incurred from any cause of action including negligence, strict liability, breach of contract and breach of strict or implied warranty. Both CUSTOMER and CONSULTANT shall require similar waivers of consequential damages protecting all the entities or persons named herein in all contracts and subcontracts with others involved in this PROJECT.

6.4 CUSTOMER agrees that any and all limitations of CONSULTANT's liability or waivers of damages by CUSTOMER to CONSULTANT shall include and extend to those individuals and entities CONSULTANT retains for performance of the services under this Agreement, including but not limited to CONSULTANT's officers, partners, and employees and their heirs and assigns, as well as CONSULTANT's subconsultants and their officers, employees, and heirs and assigns.

7. DISPUTE RESOLUTION

7.1 In the event of a disagreement arising out of or relating to this Agreement or the services provided hereunder, CUSTOMER and CONSULTANT agree to attempt to resolve any such disagreement through direct negotiations between senior, authorized representatives of each party. If any disagreement is not resolved by such direct negotiations, CUSTOMER and CONSULTANT further agree to consider using mutually acceptable non-binding mediation service in order to resolve any disagreement without litigation.

8. SCHEDULE

8.1 The CUSTOMER agrees that the CONSULTANT is not responsible for damages arising directly or indirectly from any delays for causes beyond the CONSULTANT's reasonable control. For purposes of this Agreement, such causes include, but are not limited to, strikes or other labor disputes; severe weather disruptions or other natural disasters, pandemics, or acts of God; fires, riots, war or other emergencies; failure of any government agency to act in timely manner; failure of performance by the CUSTOMER or the CUSTOMER's contractors or consultants.

8.2 The CONSULTANT's schedule includes reasonable allowances for review and approval times required by the CUSTOMER, performance of services by the CUSTOMER's consultants, and review and approval times required by public authorities having jurisdiction over the PROJECT. This schedule shall be equitably adjusted as the PROJECT progresses, allowing for changes in scope, character or size of the PROJECT requested by the CUSTOMER, or for delays or other causes beyond the Consultant's reasonable control.

9. MISCELLANEOUS TERMS

9.1 GOVERNING LAW - The CUSTOMER and the CONSULTANT agree that this Agreement and any legal actions concerning its validity, interpretation and performance shall be governed by the laws of the jurisdiction where the PROJECT is located, without regard

to any conflict of laws provisions, which may apply the laws of other jurisdictions.

9.2 CORPORATE PROTECTION - Notwithstanding anything to the contrary contained herein, the CUSTOMER agrees that as the CUSTOMER's sole and exclusive remedy, any claim, demand or suit shall be directed and/or asserted only against the CONSULTANT, a Massachusetts corporation, and not against any of the CONSULTANT's individual employees, officers or directors.

9.3 TITLES - The section headings used in this Agreement are intended principally for convenience and shall not be used in interpreting this Agreement or in determining any of the rights or obligations of the parties to this Agreement.

9.4 Upon execution, these terms as incorporated into the accompanying proposal represent the final intent of the parties. Any modification, rescission, or waivers of these terms shall only be effective and binding if agreed to in writing by the parties.

Software Terms

Please Note: CUSTOMER is purchasing a license to use the "Tighe & Bond Software" (hereinafter "Software". The Software is owned and remains the property of Tighe & Bond, Inc. (hereinafter "CONSULTANT") and is protected by copyright and other intellectual property laws.

1. Grant of CUSTOMER License. Software and any accompanying documentation provided to CUSTOMER hereunder are licensed, not sold, to CUSTOMER for use solely under the terms of this Agreement. CONSULTANT hereby grants to CUSTOMER a limited, nonexclusive, nontransferable license to possess, access and use Software on a single server with up to the number of concurrent users as specified in the scope of services or as updated by any written Addendums thereto, for the principal business or municipal purposes of CUSTOMER only.

2. Maintenance and Technical Support (Maintenance Program). Maintenance and Technical Support services are available directly by CONSULTANT. Such services are subject to the timely payment of the applicable annual Maintenance and Technical Support fees set forth in the scope of services. CONSULTANT technical support is available from 8:00am to 5:00pm, Eastern Time, on all weekdays other than Federal holidays. CONSULTANT support shall include answering questions from CUSTOMER over the telephone or e-mail.

3. Intellectual Property Rights and License Restrictions. Software, and all components thereof and all proprietary materials used by CONSULTANT, or delivered or provided by CONSULTANT to CUSTOMER in the course of this Agreement is, and shall at all times remain, the sole and exclusive property of CONSULTANT, including, without limitation, all worldwide Intellectual Property Rights embodied in, related to, or represented by, Software or any version thereof. "**Intellectual Property Rights**" means, collectively, rights under patent, trademark, copyright and trade secret laws, and any other intellectual property or proprietary rights recognized in any country or jurisdiction worldwide, including moral rights and similar rights.

CUSTOMER may not copy, alter, modify, adapt, translate, or create derivative works based upon Software or any part of

it, except and only to the extent that such activity is expressly permitted by applicable law notwithstanding this limitation. CUSTOMER may not de-compile, reverse engineer, disassemble or otherwise reduce Software. CUSTOMER may not rent, lease, sublease, re-license or otherwise make available Software (other than allowing access to CUSTOMER's data through the use of Software), in whole or in part, to third parties or use Software as part of a commercial service bureau, outsourcing, timesharing, or affiliate program environment.

4. Confidentiality. Each Party agrees to secure and protect the Confidential Information of the other in a manner consistent with the maintenance of the other party's rights therein, using at least as great a degree of care as it uses to maintain the confidentiality of its own confidential information of a similar nature, but in no event use less than reasonable efforts. "**Confidential Information**" means information that a disclosing party considers to be confidential, including but not limited to business and technical information, marketing plans, research, designs, plans, methods, techniques, processes and know-how, whether tangible or intangible and whether or not stored, compiled or memorialized physically, electronically, graphically or in writing. Confidential Information shall not include information which: (i) is, or as of the time of its disclosure or thereafter, becomes part of the public domain through a source other than the receiving party; (ii) was rightfully known to the receiving party as of the time of its disclosure; (iii) is independently developed by the receiving party; (iv) is subsequently learned from a third party not under a confidentiality obligation to the disclosing party; or (v) is required to be disclosed pursuant to a duly authorized subpoena, court order, or government authority, whereupon the party subject to same shall provide prompt written notice to the other party prior to such disclosure, so that such party may seek a protective order or other appropriate remedy.

5. Warranty. CONSULTANT represents and warrants that it has the rights to grant the license and other rights to CUSTOMER hereunder, Software supplied by it under this Agreement will not infringe upon the U.S. copyright, patent or trademark of any third party and Software media provided hereunder to be free of defects for a period of ninety (90) days from the date of purchase. During this period, CONSULTANT will replace at no cost any such defective media returned to CONSULTANT.

6. Indemnification. CONSULTANT agrees to indemnify and hold harmless CUSTOMER and its officers, directors, agents and employees from and against any and all claims, costs, damages, losses, liabilities and expenses (including reasonable attorneys' fees and costs) attributable to the use of Software infringing the U.S. patent or copyright or utilizing the trade secret misappropriation from any third party, provided that, (i) CUSTOMER promptly notify CONSULTANT in writing of any and all known threats, claims and proceedings related thereto, (ii) CONSULTANT shall have the sole control of the defense and/or monetary settlement thereof, (iii) CUSTOMER to furnish CONSULTANT, upon request, reasonable information available to CUSTOMER for such defense, and (iv) CUSTOMER provides CONSULTANT with reasonable assistance in the defense at the sole cost of CONSULTANT.

The foregoing obligation of CONSULTANT does not apply with respect to any intellectual property (a) not supplied by CONSULTANT, (b) combined with other products, processes or materials, to the extent the alleged infringement relates

to such combination and such combination was not authorized by CONSULTANT, or (c) to the extent that CUSTOMER's use of the Software is not in accordance with this Agreement.

If any Software becomes, or in CONSULTANT's opinion is likely to become, the subject of a claim of infringement, CONSULTANT will, at its option, (i) procure for CUSTOMER the right to continue using Software; (ii) replace Software with a non-infringing product substantially complying with Software's specifications and functionality; (iii) modify Software so it becomes non-infringing and performs in a substantially similar manner to the original Software; or (iv) upon failure of the foregoing, CUSTOMER will cease any infringing use of Software and CONSULTANT will refund the license fees paid CONSULTANT for the infringing Software, less a reasonable allowance for use. This section states the entire liability of CONSULTANT, its affiliate and representatives for infringement by any Software.

CUSTOMER agrees to indemnify and hold harmless CONSULTANT and its officers, directors, agents and employees from and against any and all claims, costs, damages, losses, liabilities and expenses (including reasonable attorneys' fees and costs) arising out of or in connection with CUSTOMER's improper use of Software, provided that, (i) CONSULTANT promptly notifies CUSTOMER in writing of any and all known threats, claims and proceedings related thereto, (ii) CUSTOMER shall have the sole control of the defense and/or monetary settlement thereof, (iii) CONSULTANT to furnish CUSTOMER, upon request, reasonable information available to CONSULTANT for such defense, and (iv) CONSULTANT provides CUSTOMER with reasonable assistance in the defense at the sole cost of CUSTOMER.

7. Disclaimer and Limitations of Liability.

CONSULTANT DO NOT REPRESENT OR WARRANT THAT (i) THE USE OF THE SOFTWARE WILL BE SECURE, UNINTERRUPTED OR ERROR FREE OR (ii) THE SOFTWARE WILL MEET CUSTOMER'S REQUIREMENTS. EXCEPT AS PROVIDED HEREIN, THE SOFTWARE IS PROVIDED TO CUSTOMER "AS-IS". CONSULTANT DISCLAIMS ALL OTHER REPRESENTATIONS AND WARRANTIES, WHETHER EXPRESS, IMPLIED OR STATUTORY, INCLUDING WITHOUT LIMITATION, ANY IMPLIED WARRANTIES OF MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE.

LICENSE FEES PAID FOR THE SOFTWARE DO NOT INCLUDE ANY CONSIDERATION FOR ASSUMPTION OF THE RISK AND IN NO EVENT SHALL EITHER PARTY BE LIABLE FOR ANY EXEMPLARY, SPECIAL, INCIDENTAL, INDIRECT OR CONSEQUENTIAL DAMAGES (INCLUDING LOSS OF PROFIT, REVENUE, OR DATA), ARISING OUT OF OR RELATING TO THIS AGREEMENT EVEN IF THE OTHER PARTY HAS BEEN ADVISED OF THE POSSIBILITY OF SUCH POTENTIAL LOSS OR DAMAGES, OR FOR ANY INTERRUPTION, INACCURACY, ERROR OR OMISSION, REGARDLESS OF CAUSE, IN THE SOFTWARE. IN NO EVENT SHALL THE AGGREGATE LIABILITY OF CONSULTANT EXCEED THE AMOUNT OF LICENSE FEES ACTUALLY PAID BY CUSTOMER TO CONSULTANT.

THIS AGREEMENT PROVIDES CUSTOMER WITH SPECIFIED LEGAL RIGHTS AND CUSTOMER MAY HAVE OTHER RIGHTS THAT VARY FROM JURISDICTION TO JURISDICTION. SOME JURISDICTIONS DO NOT ALLOW THE EXCLUSIONS OR LIMITATIONS OF WARRANTIES, SO THE ABOVE WARRANTY,

DISCLAIMER AND LIMITATIONS OF LIABILITY OR EXCLUSIONS MAY NOT APPLY.

8. Export Restrictions. CUSTOMER agrees that it will not export or re-export Software to any country, person, or entity subject to U.S. export restrictions. CUSTOMER specifically agrees not to export or re-export Software (a) to any country that the U.S. has embargoed or restricted the export of goods or services or (b) to any national of any such country who intends to transmit or transport the products back to such country.

9. Term and Termination. This Agreement shall commence on the Agreement Date and shall continue in effect unless terminated in accordance with the termination procedures set forth herein. Either Party may terminate this Agreement upon written notice to the other party if the other party materially breaches any obligation and fails to cure such breach within thirty (30) days after receiving notice. Either Party shall also have the right to terminate this Agreement upon notice to the other if the other Party: (i) terminates or ceases operating its business in the normal course; (ii) becomes subject to any bankruptcy or insolvency proceeding under Federal or state statute; (iii) becomes insolvent or becomes subject to direct control by a trustee, receiver or similar authority; or (iv) has wound up liquidated, voluntarily or otherwise, and in the case of (ii) and (iii), above, if the condition has not been cured within sixty (60) days. Upon the termination or expiration of this Agreement, or upon a request by either party hereto: (i) all outstanding payments to the other party shall promptly be paid in full; (ii) all Confidential Information of one party in the possession of the other shall be promptly returned (or, at the other party's written instruction, destroyed). Upon termination or cancellation of this Agreement, CUSTOMER agrees to return or destroy/disable Software so that it is no longer usable and to make no further use of Software. The restrictions in the following Software Terms Sections shall survive the termination or expiration of this Agreement: 4, 5, 6, 7, 8, and 9.

2025 FIXED HOURLY RATE SCHEDULE



TECHNICAL PROFESSIONALS

Senior Vice President	\$330.00
Vice President	\$295.00
Safety & Health Director	\$270.00
Senior Consultant	\$270.00
Principal Landscape Architect	\$220.00
Principal Engineer	\$255.00
Senior Project Manager	\$255.00
Project Manager 2	\$220.00
Project Manager 1	\$185.00
Senior Landscape Architect 2	\$185.00
Senior Landscape Architect 1	\$175.00
Senior Engineer 2	\$215.00
Senior Engineer 1	\$200.00
Senior MEP Professional 2	\$210.00
Senior MEP Professional 1	\$195.00
Project Engineer 2	\$170.00
Project Engineer 1	\$150.00
Project MEP Professional 2	\$170.00
Project MEP Professional 1	\$150.00
Project Landscape Architect 2	\$160.00
Project Landscape Architect 1	\$150.00
Staff Engineer 3	\$150.00
Staff Engineer 2	\$135.00
Staff Engineer 1	\$120.00
Landscape Designer 2	\$140.00
Landscape Designer 1	\$130.00
Senior Architect 2	\$200.00
Senior Architect 1	\$175.00
Project Architect 2	\$155.00
Project Architect 1	\$140.00
Principal Planner	\$210.00
Senior Planner	\$195.00
Project Planner	\$140.00
Planner 2	\$130.00
Planner 1	\$115.00
Resident Engineer	\$185.00
Construction Observer 3	\$160.00
Construction Observer 2	\$145.00
Construction Observer 1	\$120.00
Land Survey Technician 3	\$160.00
Land Survey Technician 2	\$145.00
Land Survey Technician 1	\$120.00

TECHNICAL PROFESSIONALS

Principal Compliance Specialist	\$225.00
Senior Compliance Specialist 2	\$185.00
Senior Compliance Specialist 1	\$165.00
Project Compliance Specialist 2	\$145.00
Project Compliance Specialist 1	\$135.00
Compliance Specialist 2	\$115.00
Compliance Specialist 1	\$100.00
Senior Environmental Professional	\$280.00
Principal Environmental Scientist	\$225.00
Senior Environmental Scientist 2	\$195.00
Senior Environmental Scientist 1	\$175.00
Senior Data Management Specialist 1	\$170.00
Project Environmental Scientist 2	\$150.00
Project Environmental Scientist 1	\$140.00
Environmental Scientist 2	\$120.00
Environmental Scientist 1	\$110.00

GIS PROFESSIONALS

GIS Technical Director	\$250.00
Senior GIS Project Manager	\$210.00
GIS Project Manager 2	\$200.00
GIS Project Manager 1	\$165.00
Senior Development Engineer	\$210.00
Senior GIS Analyst 2	\$190.00
Senior GIS Analyst 1	\$165.00
GIS Analyst 2	\$145.00
GIS Analyst 1	\$125.00
GIS Technician 2	\$100.00
GIS Technician 1	\$85.00

SUPPORT

Digital Project Manager	\$220.00
Digital Project Specialist	\$150.00
BIM Manager	\$190.00
CAD Manager	\$195.00
Senior Drafter/Designer	\$165.00
Drafter/Designer *	\$135.00
Engineering Technician 3*	\$135.00
Engineering Technician 2*	\$125.00
Engineering Technician 1*	\$115.00
Remediation Technician 2*	\$115.00
Remediation Technician 1*	\$105.00
Intern*	\$80.00
Administrative Support*	\$90.00

EXPENSES

1. Automobile transportation expenses for employee travel directly related to the project shall be invoiced at the prevailing Federal rate per vehicle mile.
2. Outside reimbursable expenses and services, which are rendered to Tighe & Bond by other than direct employees, and any permitting fees paid by Tighe & Bond on behalf of the Client, shall be invoiced at Tighe & Bond's direct cost plus 10% administrative fee.
3. Reimbursable expenses such as in-house field supplies and equipment rental, tolls and parking, overnight mailings and bulk notification mailings, and in-house printing shall be invoiced at cost or unit costs as applicable.
4. Costs for items such as regular mailings of project documents, telephone or fax communications, and miscellaneous in-house printing are included in the hourly rates shown above.

PROVISIONS

1. Rates are effective until December 31, 2025, at which time rates will be increased based on annual salary review.
- * For non-salaried personnel (noted above by an "*"), time worked in excess of eight hours in any day or forty hours per calendar week shall be invoiced at 150 percent of the above rate.



**Town of Ludlow
Office of the Select Board**

The Meeting of the Select Board held on Tuesday, October 7, 2025, began at 5:30 p.m. in the Select Board's Conference Room.

Members Present: Anthony Alves, James Gennette, William Rosenblum and Manuel Silva.

Members Absent: None

First order of business: Pledge of Allegiance

Mr. Silva: Pursuant to MGL Chapter 30A, section 20(f), after notifying the Select Board chair, any person may record the open session of this Select Board meeting, subject to reasonable requirements of the chair. This meeting is being recorded by Ludlow Community Television. If anyone else is recording, please identify yourself now. There is no one.

5:30 p.m. – PUBLIC COMMENT

We have open comment from the floor. If anyone is here and has anything to speak of, say, request. Nothing, that's great. We do have visitation. One at 5:45. I don't see any reason why we should wait. It is not a hearing or anything so we can certainly open it up.

VISITATION

5:45 p.m.- Mr. Silva: Come on down. I believe Melissa Rickson has come in to request some funds for doors.

Mr. Strange: No that's Allison.

Mr. Silva: We can take Allison. Look at that, we will give you some time to go home and have dinner. Allison, hello and thank you for stepping up and coming to a wonderful family here at Ludlow offices.

Ms. Chambers: Thank you for having me.

Mr. Silva: With that if you could introduce yourself again and tell us a little about yourself and why it is you would like to hold this position.

Ms. Chambers: My name is Allison Chambers. I come from a background of healthcare and operations. I come from a very detailed oriented positions where every little thing matters. What drew me to this position was the organization, serving the community, being a part of something that is more local. Everything I've done has been behind the scenes for more broader, bigger organizations and I am looking for something more local.

Mr. Silva: Nice. Does anybody have any, on the board anybody have any question or anything.

Mr. Gennette: I am not going to ask you a question but welcome you aboard and thanks for taking the job. We look forward to working with you in the future.

Mr. Silva: So now that you see these four faces, I don't know you might want to change your mind.

Ms. Chambers: Thank you for this opportunity.

Mr. Silva: Anthony anything you want to say?

Mr. Alves: Welcome

Mr. Silva: We do this mainly because I requested to meet. I like to meet and see a face.

Mr. Rosenblum: I was going to say, it is nice to put a face to the name.

Ms. Chambers: Thank you very much for this opportunity.

Mr. Silva: Tomorrow morning, I will be in to see you. I need a lot of things from you. You starting tomorrow morning?

Ms. Chambers: I have no idea.

Mr. Silva: Gentlemen, I believe we need to appoint. Can we have a motion.

Motion made by Mr. Rosenblum to appoint Allison Chambers as Administrative Assistant in the Select Board's office. Mr. Gennette second. All in favor. Motion passed 4-0.

Mr. Rosenblum: We don't have to put a time on that do we?

Mr. Strange: No.

6:00 p.m.-Mr. Silva: Now we have Melissa Rickson. You know, I have no idea why I thought she was Melissa Rickson, when I know your Melissa. You look the same, I guess. I don't know.

Mr. Gennette: Hi Melissa, how are you?

Ms. Rickson: I'm good, how are you?

Mr. Gennette: Very well.

Mr. Silva: Melissa is here to request some funding for the doors for the library. So, if you could just tell us a little something about your request. I know I looked at the pictures and they don't look pretty.

Ms. Rickson: They don't. Did everyone get to see? I know you got to. They were installed in 1990 when we got the renovation to the old building. They are 35 years old. They're rusting. Water seeps in. Dirt seeps in. We filled the corners with steel wool to keep mice out. It's just time to replace them.

Mr. Silva: There are actually holes through the metal?

Ms. Rickson: Yes. You can see like this picture here; there are big holes in the bottom of the door. It's \$4,224.00 and it's two doors. It would be West Side Metal Door. They used to be in town. Not anymore. I could get more quotes, but.

Mr. Gennette: Marc what do we have in building infrastructure fund currently?

Mr. Strange: I have to look but there is plenty to cover this.

Mr. Gennette: I don't think we've used any.

Mr. Strange: Not much.

Mr. Alves: I don't think anything major is coming up.

Mr. Strange: I think there is another one later in the agenda.

Ms. Rickson: I have two.

October 7, 2025

Mr. Strange: The Boys and Girls. That's for never mind.

Mr. Gennette: You have two requests.

Ms. Rickson: Yes.

Mr. Gennette: What's your second request?

Mr. Silva: Is that one on here?

Ms. Rickson: It was. I believe.

Mr. Strange: A duct cleaning and two exterior doors.

Ms. Rickson: I didn't have pictures of the insides of the ducts.

Mr. Silva: Do we want to vote on this request first and then go on to the next one?

Mr. Gennette: I think it's in total, right? I think it's \$10,034.00 in total.

Mr. Silva: Huh?

Mr. Gennette: Its \$10,034.00 in total.

Mr. Silva: That's the doors and the ducts.

Ms. Rickson: Right. The doors are \$4,224.00. The duct cleaning is \$5,810.00.

Mr. Silva: Yeah, okay, because the request says \$10,000 for the doors, okay, and the cleaning.

Motion made by Mr. Gennette to approve the request from Melissa Rickson, Hubbard Memorial Library Director, for \$10,334 from Building Infrastructure Funds for duct cleaning and (2) two exterior doors at the library. **Mr. Rosenblum second. All in favor. Motion passed 4-0.**

Mr. Gennette: When do we uh. When I went down there, we had talked when the windows were in, we could have a meeting down there. Providing the chairman.

Ms. Rickson: The windows are in, but the project is not complete yet. We're waiting on a few other things, but we can still set up a meeting.

Mr. Gennette: Well, we want to wait until all the stuff is done.

Mr. Alves: Keep the cobwebs for Halloween.

Ms. Rickson: Yeah. Maybe we can wait until after Halloween to do the doors.

Mr. Gennette: Thank you Melissa. Good seeing you.

Ms. Rickson: Thank you.

Mr. Alves: Thank you.

Mr. Silva: Keep up the good work.

Ms. Rickson: Thank you.

6:15 p.m.- Mr. Silva: Mr. Capua is here. He's our visitation for 6:15. Ralph, how are you sir?
Mr. Capua: I am well.

Mr. Silva: That was quite a shock. Knowing Tony passing.

October 7, 2025

Mr. Capua: Very much. I didn't know and I was really heartbroken. Tony was a great, great guy.

Mr. Silva: So, you are here for.

Mr. Capua: I didn't know Doug passed away either. He was another really good guy. You guys lost two really good guys.

Mr. Silva: Okay, so you're here for the easement for the street that you developed. I got to tell you, I have been asked and asked and asked and asked what's going on with the street. What's going on with the street? Everybody's like anxious. Been awhile huh?

Mr. Capua: Well, to be perfectly honest with you I sort of pumped the brakes because as soon as I put the road in the interest rates started going crazy. And everyone started getting nervous. All kinds of stuff all over the media. Interest rates are going through the roof. And to be honest with you I just kind of sat there and said alright lets kind of, let's see where the chips fall here and that's what I sort of held off.

Mr. Gennette: Where is this?

Mr. Capua: Right on Chapin.

Mr. Gennette: Right across from Harris, right? The cul de sac?

Mr. Capua: Yes. So, we submitted all the paperwork that we needed to do for the town. You know the plan board told us we had to do. We got approval the whole nine yards. Started putting in the road in and everything else. So, there were four docs that I had to sign, notarize, that were prepared by my attorney, reviewed by the town attorney and everything else and this Grant of Easement is part of subdivision rights. So, you know, I signed everything, handed everything over to Doug, after Doug and the attorney and everybody kind of hashed everything out. It got submitted. I didn't realize that it had gotten tabled. Nobody told me. I came back in to planning, I picked up the folder with all the docs in it, didn't realize that the Grant of Easement wasn't in there, so I went to record everything and, because it was just sitting on my desk and I realized that the Grant of Easement wasn't there. So, we're trying to track this thing down and figure out why wasn't this thing signed by the Selectmen. Because I guess it needs to be signed by you guys. So long and short, come to find out it got tabled and nobody got notified of it. I don't know if planning never got notified. I know they didn't notify me.

Mr. Gennette: How long ago was this?

Mr. Capua: March of 24.

Mr. Alves: One of these documents of 23 dates. Would it have been 23?

Mr. Capua: No, it was March of. When it got submitted, I think it was, Amy gave it to me, I think she said to me it was the March 24 meeting. The minutes that you guys tabled it.

Mr. Gennette: I don't know why we would have tabled it.

Mr. Silva: Yeah, I think it might be March of 23 because our docs here say that the forgo easement from Sony Inc. is hereby accepted by the town. Voted on and then its attached and it's voted on such and such a day of 23. So, it's 23.

Mr. Capua: It might have been 23. I don't know. Okay, I'm off a year.

Mr. Gennette: Marc, there isn't any reason why we would hold this up.

Mr. Strange: I wanted, so, I could be dead wrong about this but, I thought there was an issue with the change in policy where the town previously agreed to maintain the retention basins in the subdivisions and because there are so many and we have a decrease DPW staff, that

October 7, 2025

there was a new policy in place where there's now like a homeowners agreement required by the developer.

Mr. Gennette: That's what it was.

Mr. Capua: He is correct. But there is a homeowner's association in place. It's recorded and it clearly states that the homeowner's association. We knew all that. That doc got done. So, we knew all that. That got done. That got recorded. It's recorded at the registry of deeds. So, the homeowners will be taking, I actually ended up having to go to the bank with someone from the treasurer's office. I forget her name.

Mr. Silva: Back then was Elsa. Elsa Barros.

Mr. Capua: Yes. And we went to the bank, I brought a check, it got deposited into an account, with the town's name on it as well. So that's still sitting there. So, yes. I'm sorry, your first name again?

Mr. Strange: Marc.

Mr. Capua: Marc. Marc was correct with that. All that got done. So, this easement really gives you guys the right or the town, the right to accept the street as a public way and everything else once it's completely finished. And prevents you guys from having to actually do a taking from everybody. It actually saves the town money. And, and it was a requirement by subdivision regs. So.

Mr. Gennette: So, is the homeowner's association take, going to take care of the retention basin?

Mr. Capua: Yes. It has to. They have to maintain it.

Mr. Strange: So, Mr. Chairman from what I can remember, I used to, I used to meet with Doug every month and he would give me the updates. And we talked about Santini quite a bit because I, I go that way quite often. And it sounded to me if my mind my memory's correct that there, there was progress being made and I, I can't remember exactly what the issue was. I don't know if it was kind of it just you know it got stalled out, you know, after, after, Doug left us or, or what the deal is. So, you know.

Mr. Capua: I didn't even know that this thing got tabled. Or that there wasn't even a question or an issue.

Mr. Gennette: Yeah, I have, I have no problem moving forward with it. My problem is, is if there's anything outstanding at the planning department that we don't know about. That's the only issue that I have.

Mr. Capua: There isn't. As a matter of fact, I mean Josh was supposed to be touching base with someone. I've got a contract that I'm working on with someone. So, I actually have planning, there was, there was a covenant on lots one and two. Planning is going to move that covenant to lots five and six because I'm going to start putting houses up on lots one, two, and three.

Mr. Silva: Yeah, good.

Mr. Capua: And so, we just moved the covenants over to two different lots for now for the time being and.

Mr. Gennette: Is this, is this holding you up in any way in any progress or anything like that? I know you need it and everything but.

Mr. Capua: Well, I mean, me personally no but I don't, I just want to make sure that my buyer doesn't start getting spooked.

Mr. Gennette: Oh, I gotcha.

Mr. Capua: You know what I mean? And you know times are ticking here in a sense, you know, weather and what not.

Mr. Gennette: Yeah. Well, because we lost Doug you know and those kinds of things it kind of put us in this situation. I just don't want to make a bad move on the town's part, you know what I mean? Without, without checking with planning. But I don't want to hold you up either. So, I'm just kind of, I'm, I don't know what to do here. I don't know what Marc, what do you recommend?

Mr. Strange: I just talked to Amy before I came in here and, and Josh had stopped down to talk a little bit about this. It sounded like he needed to do a little bit more research and catch up on what, what the situation was. So, I'm happy to work with him you know to try to get this, I don't even know, know exactly. It looks like town council did review the, the, the easement document because it's red lined and there's some indications that they, they, they reviewed it. So, I don't even know where we are in terms of the process.

Mr. Capua: Well, the final version got emailed too, and I have all the emails. The final version got emailed from Doug too, from planning to my attorney Mark Beglane. There's email correspondence of that. I think I forwarded that to someone if I'm not mistaken. And then I went and signed and notarized all four documents. Planning board acted on the ones that they were supposed to act on and approved everything. And the one that you guys were supposed to act on, something came up. It got tabled. But as far as planning is concerned, there's nothing outstanding. You know, everything's recorded with them. Everything's done.

Mr. Strange: Would you, Mr. Chairman, would you mind if, if I reached out to Attorney Beglane, so I, maybe he has, you know some, some of the, the history, to help us understand exactly what we need, what this board needs to, needs to approve. Right, because I don't think, and correct me, you guys correct me if I'm wrong, I don't, I don't think they know exactly what, what the charge is here. You know, what, what the responsibilities are. What they need to do.

Mr. Capua: But this isn't something new though. Like this is part of. Which is fine, I mean like I said, you guys want to talk to planning I mean I don't have an issue with that if you want to. If you want to call Mark Beglane that's fine too.

Mr. Silva: What about our attorneys?

Mr. Strange: It's and I will.

Mr. Capua: I mean I actually have; I actually have an email right because I called Mark this afternoon. I'm like Mark, tell me exactly what to say to the board. And I mean here's an email right from Mark.

Mr. Strange: If you could, if you could say, so we're not trying to delay the process. It's just been so long before it's been before this board.

Mr. Capua: I mean you want me to forward this to you.

Mr. Strange: Please.

Mr. Rosenblum: Yeah, Mr. Chairman, that's kind of where I'm at. I mean I just want to make sure that, that the time periods been. It's been such a lapse in time is I just want to make sure that you know we probably can't recall back that far. Also, I do remember once the town administrator, once the town administrator mentioned the retention, I do remember that. Is that that was, that was what came before us. And I think we tabled it because we wanted to make sure that is wasn't, that the homeowner's association was taking care of it. So once that portion, but at some point somewhere in the shuffle, it didn't come back to us. So, at that point we just, I think we just want to confirm.

Mr. Gennette: We have to do our due diligence is all.

Mr. Rosenblum: To confirm that it's done.

Mr. Gennette: We're not trying to stifle it in any way. So, you know. So, he'll, Marc will do the, some legwork on it and stuff like that and then we'll, we'll probably have this signed at the next meeting. It really, that's all we're doing is due diligence to make sure we understand.

Mr. Silva: If Marc, if Marc also gets the okay, we certainly can come in and sign on an off day.

Mr. Gennette: I mean that's true too.

Mr. Rosenblum: Yeah, we can, if he gets the okay tomorrow, they'll, they'll notify us. We'll come in.

Mr. Gennette: They'll let us know they need signatures and then we'll come in one at a time and sign it.

Mr. Rosenblum: Yeah.

Mr. Capua: Okay.

Mr. Gennette: So, you could even get it short. We just have to make sure that we're, we're doing our due diligence.

Mr. Capua: No. Understood. Yeah. I just, I mean, is, is this the first time you guys have signed one of these Grant of Easements?

Mr. Gennette: No.

Mr. Capua: Okay. I just.

Mr. Strange: It's just been a while. It's not something they do, you know, we, we don't do those that often so I think, you know.

Mr. Capua: But what do the other subdivisions do? I'm just. I mean.

Mr. Strange: We don't get many.

Mr. Silva: The only one we had was the other one and it's been ongoing for.

Mr. Strange: Yeah.

Mr. Alves: I haven't signed one yet. Full disclosure, I'm new so.

Mr. Silva: He hasn't signed one.

Mr. Rosenblum: Maria's Way? Is that Maria's Way?

Mr. Silva: No, no. The one above where I live.

Mr. Capua: Where Armand, Armand's.

Mr. Rosenblum. Oh, yeah okay.

Mr. Silva: But that thing's a monster. But that was about, I don't know, seven, eight years already, no? Getting going?

Mr. Gennette: Yeah. So, they don't happen often. And we're just trying to make sure that the legal process is all for your benefit as well as our benefit.

Mr. Silva: And that was, that was a subdivision that requested that we take over the retention areas and we can't take over all those retention areas. We just don't have the manpower, the facilities, to the DPW anymore.

Mr. Capua: Can you retake over mine? It's really small.

Mr. Silva: And then what do we do with those? Then he'll show up with.

Mr. Capua: Armands got plenty of money. Let him, let Armand worry about Armand.

Mr. Silva: Woah. Let's not talk about money, Ralph.

Mr. Alves: Mr. Chairman. So, Marc or Ralph you might, or Mr. Capua you might know this too. So, these documents we have all reference 2023. Did you say that there's updated versions of these?

Mr. Capua: I'm going to.

Mr. Alves: Because you that would be part of my concern with, with closing the loop here.

Mr. Capua: The one that you guys have, I'm assuming you guys have it with my signature and notarized. When is that dated?

Mr. Alves: I do not have that.

Mr. Strange: We don't, that's not in the packet. It's just the red.

Mr. Capua: Amy said she found it.

Mr. Strange: It's just the red. She might, she might have found it too late, right because.

Mr. Capua: No, she told me she found it. It was just kind of buried and.

Mr. Strange: She may have it in the office.

Mr. Capua: Yeah.

Mr. Strange: It just didn't make it into this packet.

Mr. Silva: Didn't make it. The signed one didn't make it into our packet.

Mr. Capua: Into this packet here?

Mr. Silva: Yeah.

Mr. Strange: Like I said, I talked to her right at the end of the day. She had just spoken to Josh.

Mr. Capua: Let, let me do this. Because I have it on my.

Mr. Alves: And then while he is looking that up, so one of the, one of the things in the packet here Marc is an extension of a development agreement from the planning board. Was that fully signed off on and completed? Or does that need a further extension?

Mr. Capua: What's that?

Mr. Alves: Extension development agreement.

Mr. Capua: Hold on, let me just find this one right here.

Mr. Alves: Because that expired August 22nd of 2025, based on the one I have here.

Mr. Strange: I see it, yeah. Yeah.

Mr. Alves: So, we would need a new one of those?

Mr. Capua: I, I'll, I'm going to comment on that real quick. So, Mr. Silva, I'm going to have to respectfully correct those dates because the email that I have, which is dated 1/9, 1/19/24, and if you want me I can forward this one to you as well.

October 7, 2025

Mr. Strange: Please do.

Mr. Silva: Yeah, that's probably why we don't have the signatures, because these are for 23.

Mr. Alves: 23. Yeah.

Mr. Silva: So, there's, there's another.

Mr. Strange: None of these are signed.

Mr. Silva: Yeah. There's other documents.

Mr. Capua: I'm sorry, what's your email again?

Mr. Strange: M Strange. S-T-R-A-N-G-E.

Mr. Capua: Ludlow dot MA dot US?

Mr. Strange: Correct.

Mr. Capua: Okay. So, these were the four docs before I signed them fully. I just sent them to Marc, fully approved. He's going to have the email saying, you know to bring the check and, and everything else with Elsa and the whole nine yards. So those docs got notarized and signed sometime in January or early February of 2024. And went in front of the board fully executed in March. That was the date that Amy had said so March of 24. She has that form somehow. Not a red line version but a, a final version. And now Marc, you also have it but what you don't have is my signature on it. Amy has it somewhere in the office and got to, because I, I went in front of Mark Beglane, and he notarized all four of em.

Mr. Silva: Yeah. Good.

Mr. Capua: So that part is all done. So, it was 2024 and nobody, like, like I said it probably just got lost in the shuffle. I don't know if anyone told Doug or not. I don't know what happened, but I know you guys have a finalized version of that.

Mr. Gennette: Alright so let's, let's get everything organized.

Mr. Silva: We'll find out.

Mr. Gennette: Right. Let's make sure that your lawyer and our lawyers are, are on the same page. Marc knows what's going on. He'll get everything in line and then he'll tell us that he's ready for signatures and we'll just come in and sign it.

Mr. Capua: Perfect. Okay. Now to, you were, he had a different question about extensions. Development agreement. Okay.

Mr. Alves: Yeah, so, there's an extension of a development agreement form.

Mr. Capua: Correct. Which got signed, approved and it was good till.

Mr. Alves: August 22nd.

Mr. Capua: August of 2025, there was an email that was sent by Levesque and Associates to Planning. So, I know planning has it. They are automatic. So, there was a, a law that went into effect. I forget exactly when but not that long ago. Basically, automatically extending things of this nature and conservation items and stuff like that. If they were during a certain tolling period due to COVID and this, the extension falls within that timeframe. So, legally it automatically gets extended two more years without planning even having to have a hearing on it. It's the state that automatically extends it. They have, they have the.

Mr. Alves: You're saying two years on top of this 2025 date?

Mr. Capua: Correct. So, automatically extends to 2027. They have the email and the whole packet from.

Mr. Alves: Explaining that?

Mr. Capua: Explaining that from Levesque Associates. It's highlighted. They've had it for some time. The Pioneer Valley Planning.

Mr. Strange: Commission.

Mr. Capua: Yeah. Who's the, the gentleman's name. I forget.

Mr. Silva: Ken.

Mr. Capua: That was kind of filling in, looked at it. He goes, oh yeah. He goes, yeah. He goes, this is, you know, pretty clear. Josh now has it and they're, they're doing that Thursday. They're going to be agreeing on it, signing it, you know, blah, blah, blah. I mean there really isn't anything to agree on. I mean, it's, it, this is a state order that automatically extends it.

Mr. Gennette: So, let's make sure we get that too, Marc.

Mr. Capua: So, yeah, I mean, they'll, they have all that paperwork.

Mr. Gennette: Yeah, it's just a matter of getting it all in line. That's all.

Mr. Silva: Okay. Sounds good. I think we're all in order and yeah, we'll get it done.

Mr. Strange: I got my charge.

Mr. Gennette: Yeah, we'll get you there.

Mr. Silva: We'll get it done so that subdivision can come online. More taxes.

Mr. Capua: You'll be getting some from the solar farm. Don't worry.

Mr. Silva: Is it going?

Mr. Capua: Yeah. Yeah.

Mr. Silva: Finally, I saw movement over there.

Mr. Capua: Sorry?

Mr. Silva: I saw movement over there.

Mr. Capua: When?

Mr. Silva: The other day there was.

Mr. Capua: Yeah. They're starting to get ready to cut down some trees and get going.

Mr. Gennette: Mr. Capua, nice meeting you.

Mr. Alves: Same here.

Mr. Capua: Have a good night. Bye.

Mr. Silva: Now you can call me too, by the way. Not just, it wasn't just Tony, that we're, you know.

Mr. Capua: Sorry?

Mr. Silva: You can call me just like you called Tony as well, you know?

Mr. Capua: Will do. Thank you.

Mr. Silva: You are here for something ma'am and we don't.

Woman: Just want to drop off really.

Mr. Silva: Oh, drop something off? Oh, okay. Marc will be glad.

Woman: I was here last month with my friend to discuss a couple of issues. You know about one of them. Your name was in the paper. People in our community when they heard that we were here suggested that they would like to add their voice. So, they asked if we could get a petition up. So, we did petitions on the two issues. I know you're already working on it and we really are so appreciative.

Mr. Rosenblum: Was this over the barrels?

Mr. Strange: It's the barrels. Yeah.

Woman: Yeah. We have the petitions. I thought you should have them. That's all.

Mr. Rosenblum: She came in with her friend and they sat over there and she's legally blind, I believe. Is that?

Mr. Silva: No, no. That wasn't her.

Mr. Rosenblum: That wasn't her?

Woman: Yes. My friend.

Mr. Strange: Yeah, that's her friend.

Mr. Rosenblum: That's her friend that was with her. They both sat over.

Woman: She is legally blind. She wouldn't come back. She was so scared in the elevator.

Mr. Silva: Well, thank you.

Mr. Gennette: Thank you for coming in.

Mr. Strange: Just, just for the public's sake, these are petitions for visits by the home visits by the town nurse and then smaller barrel sizes for the trash.

Mr. Silva: We're working on both of those.

Woman: Okay. I know the legally blind lady had service today, and she was just. She was thrilled. She was just so happy. So, thank you. We really appreciate it very much.

All: Thank you.

Woman: And I won't be back to your next meeting.

Mr. Strange: You can come anytime.

Mr. Silva: We like, we like visits.

Woman: I may just come back again. Thank you.

All: Thank you.

CORRESPONDENCE

Mr. Silva: Our next visitation is 6:15 but I guess we can move on to some correspondence.

Mr. Gennette: Well, they're here.

Mr. Strange: They're not.

Mr. Gennette: You're not here for the easement? Okay, never mind.

Mr. Silva: You're here for the, Maria, what are you?

Ms. Ender: Cedar St. Public Safety

Mr. Silva: The Cedar St. Signs.

Ms. Ender: Yes

Mr. Rosenblum: We can bump right to that while they are here.

Mr. Silva: Yeah. We can certainly jump right to that item because you'll probably be an hour and half if we wait.

Mr. Ender: I beg your pardon?

Ms. Ender: We'll come back.

Mr. Ender: I apologize I didn't hear you.

Mr. Silva: I said we are going to jump to your item so that you're not here for an hour and a half.

Mr. Gennette: So that you don't have to sit here and listen to everything all night.

Mr. Ender: Very kind of you.

Ms. Ender: Thank you.

Mr. Rosenblum: 25 184.

Mr. Gennette: He's a giver.

Mr. Silva: Item 25 184. That's a letter from the safety committee recommending the Select Board that two temporary speed signs be placed on Cedar St. At both ends to alleviate speeding in the area.

Mr. Gennette: Where's Cedar St.?

Mr. Strange: Right across from East St.

Gentleman: You know where East St. School is?

Ms. Ender: Right across.

Mr. Gennette: Oh, on the side. Oh, okay. Got you.

Maria: Yale and Cedar are on either side of that church. Community Chapel or whatever.

Mr. Silva: Anybody got any questions or? I do. Why all of a sudden is speeding going on?

Ms. Ender: Been there 20 years Manny.

Mr. Silva: I know.

Mr. Ender: Should we sit up there?

Ms. Ender: Do you want us to sit up there?

Mr. Silva: Yeah. Come on up if you would like. You want to be on television I know.

Ms. Ender: I don't want to be on television. You can go.

Mr. Gennette: Manny my question is.

Mr. Ender: My name is David Ender and I'm not from Ludlow, but you have a wonderful town. My wife is a lifelong resident. I moved here 20 years ago, gentlemen, and back then it was a nice sane street. In 20 years, what's happened is not a problem. You have people who have owned homes there that have gone to Florida or God knows where and they have rented their homes out to people who are not from here. Okay. Cedar St is a very long street. You know where the throughway is? You know where East Street is?

Mr. Strange: Way back there.

Mr. Ender: It's about three quarters of a mile. They start at that end and by the time they get done they are doing 40 35 miles an hour. Now, this is a school zone area, okay. We have people who walk their children in walkers for I should say carriages, whatever. They, you have seniors there walking along what have you. You have school children. This is where the speeding takes place. In the morning. Obviously, you can guess the hours and, in the afternoon, when they come home from work. On the weekend, forget it. You take your life into your hands. Now I've watched this for 20 years. It's gotten worse and worse and worse. Finally, I took the time to write you folks my email to let you know of my concerns. I've been saying to my wife one of these days somebody's going to get hit. Am I interested in a temporary sign? No. The police have been very good when my last meeting you had the safety commission, and they said, "Well we can put it up for 30 days". I say this as respectfully to all of you, don't even waste your time. Don't even. They need a permanent sign there that lets them know at one end of the street and the other it's 25 mph. You know where Harris Brooks school is right? You know the street that goes along it to Harris Brook? You know what the speed limit is there? 25 mph on that street. Now a police officer cannot in my opinion pull somebody over on Cedar St. And give them a ticket because if I were them, I would say "excuse me I want to see the posted speed limit. Where is it?" I go to court and say "Judge, show me?" Now these folks will not slow down. When I tell you they go by at 35, 40 mph on a dead-end street give me a break. If you want to put up something temporary don't waste your time. That's not why I'm here. I waited 20 years and finally said this is enough. So, I think those people need on that street a permanent sign part of the end of the street on one end and the other end that will let them know this is right next to a school zone. Okay. And you know what East St. Has that light flashing 20 mph. Now I am very pleased when I see some of your police officers park near the church to try to let people know to slow down. Okay. I am a substitute teacher. Not only for Ludlow but for quite a few school systems. Today I was at first grade. These kids are young, their walking, what have you. They have no idea about speed and what have you. Okay. We're all grown adults. We know what that's all about. So, what I'm asking you as a selectmen, to really take a stand and put something in there permanently, because these people will not slow down. Okay, and that's what I wanted to say. Now the rest is up to you.

Mr. Silva: Thank you. Anybody got a question? Concern?

Mr. Rosenblum: Mr. Chairman, no I think we all know that area very well. And especially I mean I know that eventually I think we have grant money coming in that we are going to be putting in a flashing crosswalk there so that.

Ms. Ender: Oh really?

Mr. Rosenblum: Yeah, so that it actually you know that it's a crosswalk, um for school. Now I don't disagree with you one at all because I live on a cut-through street and I think sometimes they go faster than 40. Um, the one thing to your comment and I agree with you,

I agree with you, but the one thing to your comment is that it does say on the borders of our town, that thickly settled areas are 25 mph.

Ms. Ender: Why, what's?

Mr. Rosenblum: I understand, so what I'm saying is that if we put it on that street, we could literally put it down on every street.

Ms. Ender: I know. Other streets. But do people even know the bylaws?

Mr. Rosenblum: But one thing I would look into, but one thing I would look into and I don't know the feasibility of it, putting in some speed bumps.

Mr. Ender: Now let me say this to you, you're preaching to the choir, okay? My point is this, okay, with all due respect, they don't care. They'll keep flying down that road anyway. At least give the police a chance to enforce the law. Okay. Right now, there's nothing there. I love speed bumps. I'm a big fan. There not going to slow down. They go through there at 35, 45 miles an hour. I've always told my wife.

Mr. Gennette: You live on Cedar St.?

Mr. Ender: Yes, we both do.

Ms. Ender: I live with him, he's my husband.

Mr. Ender: We're common law.

Mr. Silva: You can come up. The two of you are allowed to speak.

Mr. Ender: I'm just kidding.

Ms. Ender: I can't be on TV.

Mr. Silva: Oh, okay.

Mr. Ender: But when they come down, I say to my wife all the time, i say you know Hunny I don't want to have to be a witness to some young kid being killed. Now, I had to tell some young children that were playing hopscotch on the street, please go in your driveway. Because you can't see a six- and seven-year-old when you're driving down the road. But at 35, 40 mph you'll knock them out of their shoes. It's too late. Now it's when they put in traffic lights after you have a fatality, it's too late. It's like putting in smoke detectors in a house that burned down. It's a waste of time. So, all I'm asking is this, I love your idea of speedbumps. Do I think that will ever happen? No. Because let me just say this to you respectfully, what's your first name by the way?

Mr. Rosenblum: Bill

Mr. Ender: Hey Bill, I'm David. Great to meet you. You know what, if you do it in one street, they're going to want the same thing. I'm saying this, let's start somewhere, okay, let's start somewhere gentlemen because they're not going to listen. You have bylaws? That's wonderful. Do they know about them? No. Do they care? No. Okay. Your choice and that's about it for me tonight. You guys have been great so do what you want to do.

Ms. Ender: Can I say something?

Mr. Rosenblum: Sure

Mr. Silva: Sure

Ms. Ender: So, so, when we had the meeting with the police and Johnny was there, the guy that's the head of the DPW and we talked about speedbumps, and he goes, let's not do

speedbumps. I don't want to do speedbumps. They're not going to solve anything. Let's do temporary signs for six months.

Mr. Ender: Well, I don't want temporary, posted speed limits.

Ms. Ender: Six months, required. We're practically almost at winter right now. So, it's like.

Mr. Silva: So

Mr. Ender: And I'll say this here, I apologize, I say this respectfully again, if you're going to put in temporary stuff, don't waste your time. These people aren't stupid.

Mr. Silva: The question I have is um, you went to the safety committee, and there requesting from us and quite honestly that's what we look to. We have the safety committee specifically for those reasons, to look at safeness and what not and then they come to us and say, "hey I think this should, should happen". Just wondering why they didn't, uh, like.

Ms. Ender: We're supposed to come to the committee.

Mr. Ender: You have, you have and it's M. Silva, is it Mike?

Ms. Ender: Manny. Manuel.

Mr. Ender: Manny. Um, you wonder the same thing I wonder, okay. I didn't want. They were kind enough to meet with us. I'm being very direct okay. Telling you how I feel. You can do what you want to do. Okay. Now if someday, somebody is killed on that street, I'm not going to say I told you so, but I am going to look at you.

Mr. Silva: The other question is, so they suggested temporary and they said, how long for 30 days or 60 days?

Mr. Ender: A joke.

Mr. Silva: No, No. I'm trying.

Ms. Ender: Until the snow comes. Until the snow starts.

Mr. Rosenblum: It says remove before winter.

Mr. Silva: Right. If there putting temporary, it must be to review and see what happens with these temporary signs obviously and.

Ms. Ender: Yeah, that's what they said from the DPW.

Mr. Silva: If it works, if it works, they'll probably come in and say let's do permanent signs because that's working.

Ms. Ender: Right.

Mr. Silva: So, they want to see what's.

Ms. Ender: What the traffic is going to be like.

Mr. Ender: Do I honestly believe Manny that it's going to work? No. Not for 30 days.

Mr. Silva: Well, well, did they say 30 days? Do we have.

Mr. Ender: That's what they said.

Mr. Rosenblum: It says be removed before the winter.

Ms. Ender: Yes. So that could be anything. It's New England.

Mr. Ender: So, I used the word 30 days.

Mr. Silva: So, it's probably, uh, I don't know, I don't want to say September, maybe a couple months almost.

Mr. Rosenblum: September

Ms. Ender: Yeah, it's like who knows if we're going to get snow next week.

Mr. Ender: I don't want to waste your gentlemen's time because

Mr. Gennette: So, I have some comments that I would like to make.

Mr. Ender: Please do.

Mr. Gennette: So first off, um, much like Manny said, we usually get whatever the references from the safety committee. That's what their purpose is, is to review all of these. So, we have a tendency to go with them. I don't understand. I agree with you. I don't understand what a temporary sign is going to do. I also don't agree with a speed sign is going to do. Why aren't we having a slow children sign put there or something like that.

Ms. Ender: Yup. That's a good idea, too.

Mr. Gennette: Why are we having a speed sign put there because speeders don't care what the speed sign says. Whether it's there or not, it's not going to stop anything. And this police department knows what the speed is on that street, if they are going to pull somebody over. They can ticket somebody for doing 35 in a 25. They know what the speed on that road is. So, a slow children sign or something like that, I'm surprised that the safety committee didn't offer something an alternative like that.

Ms. Elder: They did not.

Mr. Gennette: But a temporary speeding sign or a speeding sign at all or the speed, posted speed limits sign, isn't going to do anything to stop speeders.

Mr. Elder: Allow me to say this and as much as you are right in that sense, the police cannot, in my opinion ticket somebody because I will go to court and say "judge, show me a sign".

Mr. Gennette: Did they say that?

Mr. Ender: Whose they?

Mr. Gennette: The safety committee because there are a couple of police officers.

Mr. Ender: No, they didn't say anything about that. Because I brought that up to them, they didn't respond to that. My point is this, if you were to pull me over.

Mr. Gennette: I understand what you are saying, I get the argument.

Mr. Ender: I know you do, but I would go to court and say your honor there are no posted speed limits. So, help me out. The judge would turn to the police officer and say are there? He'd say, well no. He says well it's in the town bylaws and say well do the people in Ludlow read the bylaws? No.

Mr. Alves: It's posted on the entrances to town though and I don't think ignorance is an argument to say I didn't know what the speed limits was.

Mr. Ender: Ignorance to the law isn't but people don't know and they don't care.

Mr. Alves: That's what ignorance is though.

Mr. Gennette: So, the point negligence of knowledge of the law is not a defensible position.

Mr. Ender: Do you want to wait. Do you want to wait until some little kid is run over?

Mr. Gennette: Well, I don't at all. I'm actually agreeing with you, but this does nothing.

Mr. Ender: So, what do we do gentlemen?

Mr. Gennette: So, what I'm saying is, is this should go back to the safety committee, and somebody should say slow children sign or something.

Ms. Ender: Oh yea. It's a school zone or something.

Mr. Ender: Do something.

Mr. Rosenblum: I mean if you're going, I'm sorry Mr. Chairman

Mr. Gennette: The use of the sign is useless.

Mr. Rosenblum: I agree and it's going to be pulled down and it's not going to make a difference. But Mr. Chairman, also, the, I would, that's a, it's a good point about the children's sign on the street, just because again, when, that's something we, I would be for, putting on more streets if we had to. But, just to, the speed sign, yes, they are as; in order to not place 25 mph speed signs on every street, we have them at the entrances of town. So, the negligence, a police officer, that uh obviously, if we've done that and it's been recommended by, by safety and I would imagine that they would hold in court. The thing though, is I would go with that sign if you want to put in a permanent sign, I would put that one in.

Ms. Ender: That's a good sign. I like that.

Mr. Ender: It's a start.

Mr. Rosenblum: Yeah, I would put that one in because that you know.

Ms. Ender: Literally kids walk down that street. It's all the time. They go to school.

Mr. Ender: And mothers and seniors.

Ms. Ender: Yeah. It's true.

Mr. Ender: So, start somewhere.

Mr. Gennette: So, that's what my recommendation would be. Ask, Marc, could you please respond to the safety committee and see if they can discern whether or not we should put in a slow children sign there, instead of a speeding sign.

Mr. Ender: Or signs.

Mr. Gennette: Or signs or whatever.

Ms. Ender: So, when it says slow children, Mr. Gennette, what is the speed limit. Is that the bylaws?

Mr. Rosenblum: The speed limit is 25.

Mr. Strange: It's just a warning.

Mr. Silva: It's 25.

Ms. Ender: Right, but if I'm a visitor and I'm going down Cedar Street or Pine Street or Yale Street, those dead-end streets, and it says slow children, is it going to be 20 miles like a school or is it going to be higher?

Mr. Rosenblum: It's still 25 but the thing is, is it's making them aware that kid might pop out from in front of a car.

Mr. Gennette: You're not actually into the school zone. So, you're across the street.

Ms. Ender: We're across the street.

Mr. Gennette: You're the side street off it. So, you're not actually in the school zone. What's the street that goes down the side of East Street?

Mr. Rosenblum: Laconia?

Mr. Strange: Laconia is on one side.

Mr. Gennette: You got Laconia, Mac Street, and then Merrimac. Those ones there are the ones that have the, I think it's 15 mph on the street.

Ms. Ender: Let me tell you, they park, the parents that pick up their children they park all the way down Cedar Street.

Mr. Gennette: They park at the first corner at the chapel as well.

Ms. Ender: Yeah they do. They park all the way down the street, and they are picking up their kids.

Mr. Gennette: That's fine. We agree with you 100% that you know the posted.

Ms. Ender: Thank you.

Mr. Gennette: The temporary sign does nothing for anybody.

Mr. Silva: Are we in agreement that we go back to the safety committee and try to do something else other than temporary signs? Requests?

Ms. Ender: Yes

Mr. Ender: Please.

Mr. Silva: Certainly, we could put the temporary signs for now while we are working on this to. Otherwise, this could take us 2 to 3 weeks.

Mr. Ender: That's fine. You wanted to say something?

Ms. Ender: That's a good idea Manny.

Mr. Alves: Marc, were you going to say something first?

Mr. Strange: I wanted to make sure I was clear as to where on Cedar Street you guys wanted the signs or suggested?

Mr. Gennette: They would have to determine that.

Mr. Ender: The beginning. The beginning.

Mr. Rosenblum: I would say within the first fifty feet of the corner.

Mr. Ender: May I make a suggestion? You know where the old St. Mary's when it was named St. Mary's is? You come down Cedar Street, right before the first house on the right, there's a space you can put there. Then going down Cedar Street, before Lincoln Street you can pop one somewhere down there. So, they are seeing it both ways. That's all I can suggest but I appreciate the fact that you gave us the time to tell you about this and hopefully the safety committee will.

Mr. Gennette: This is a problem all over town, just so you know. I live on State. He's on a passthrough over on Green Street. I don't know where Anthony lives but I can't imagine that, you know, everybody is dealing with this problem. They have kids on their street. Speeding is everywhere.

Ms. Ender: I lived on Holy Cross Circle off of Kendall. I have never had so much traffic like Cedar. Cedar, for a dead-end street, it has monumental traffic. Holy Cross, no traffic.

Mr. Ender: Can I tell you why I am so passionate about this? I had a cousin I never met, he was tying his shoe next to the curb, when he was six years old. A car came around the curb, and that was the end of him. The car was doing 50 mph in a 20-mph zone. That was the end of him. I never met him. I got kids up and down the street, I told you about that and I worry when these kids go up and down the street that someday one of them is going to get it.

Mr. Gennette: We are concerned too.

Mr. Silva: So, we will look into it and request something.

Ms. Ender: Will they send us an email or something?

Mr. Silva: I think, quite honestly in the meantime, they are requested to put in the temporary signs. I think we should put in the temporary signs and work on doing something else permanent.

Mr. Ender: Thank you so much for hearing us.

Mr. Silva: Thank you.

Mr. Alves: Mr. Silva, so, my question is if we're of the mindset of doing a slow children sign or whatever, why can't we just make that decision and do that?

Mr. Silva: I mean, I don't know, can we, or should we? Or does it have to come from the safety committee?

Mr. Strange: Why waste another month?

Mr. Silva: We have the safety committee. They need to tell us that.

Mr. Alves: They're recommending. Right? They don't. I'm not trying to slight them either. I am just trying to save time.

Mr. Gennette: What they'll do is they'll go down and they'll look for placements and all that stuff. They'll see if there are any issues with it or application issues.

Mr. Silva: Yeah, they got to look where it's going. They have all kinds of things that they review.

Mr. Alves: But why can't Marc coordinate that with the police chief and DPW so we don't have to wait another month.

Mr. Silva: I think they will. I think they will be doing that. So, we'll get the temporary signs up and then they will be doing that. You know what I mean?

Mr. Alves: I just know that they only meet once a month and if we can save a month's time, why wait.

Mr. Rosenblum: I say just find out if it's our authority to override that and then say.

Mr. Gennette: Well, it's totally our authority. We have to approve it.

Mr. Rosenblum: I know but I would, they being that there is police on it and DPW and things of that nature is that they will know where it goes.

Mr. Silva: There's a lot of things that are involved. They review the footages from the street.

Mr. Gennette: I don't want to overstep the safety committee and what they are there for. That would be my recommendation.

Mr. Strange: Mr. Chairman, Amy is the clerk for the safety committee, so I can ask Amy. The other question is did you guys vote on placing the temporary signs until the permanent signs can be.

Mr. Silva: That's what we are discussing now.

Mr. Gennette: I mean that's a great call to do that. It's just that we have the safety committee for a reason. Due process.

Mr. Silva: So, can we have a motion on the signs.

Motion made by Mr. Rosenblum to place (2) two temporary speed signs be placed on Cedar Street at both ends to alleviate speeding in the area and reach out to Safety about putting (2) two permanent "Children Signs". **Mr. Gennette second. All in favor. Motion passed 4-0.**

Mr. Rosenblum: Are we actually starting at the beginning now?

Mr. Silva: Back to correspondence, beginning. Yeah. Item 25-181. Notification of abutters to 20 East Street for work in buffer zone and riverfront area.

Motion made by Mr. Rosenblum to file. **Mr. Gennette second. All in favor. Motion passed 4-0.**

Mr. Silva: Item 25-182. Letter from Peggy Hinkley requesting to be appointed to the Ludlow Cultural Council.

Mr. Alves: Mr. Chairman?

Mr. Gennette: Go ahead. You can have it.

Motion made by Mr. Alves to appoint Peg Hinkley to the Ludlow Cultural Council. **Mr. Gennette second. All in favor. Motion passed 4-0.**

Mr. Gennette: Thank you Peggy.

Mr. Silva: Item 25-185. Letter from Safety Committee recommending to the school board that handicap drop off sign be placed at the Whitney Park gate.

Mr. Rosenblum: You missed one but that's okay.

Mr. Gennette: Mr. Chairman.

Mr. Silva: Oh yeah, I'll get it. Mr. yes, Mr. Gennette.

Mr. Gennette: I move to support the Safety Committee's recommendation that some limited parking be created on the, nope, wrong one, right?

Mr. Rosenblum: No, no. Skipped one, 185 drop down.

Mr. Silva: Limited is.

Mr. Gennette: Oh, we're on 185.

Mr. Rosenblum: Yeah, we, he missed that.

Mr. Silva: We gotta go back up. We gotta go back to 183.

Mr. Rosenblum: We'll go back to it.

Motion made by Mr. Gennette to approve the Safety Committee's request that a "Handicapped Drop Off" sign be placed at the Whitney Park gate. **Mr. Alves second. All in favor. Motion passed 4-0.**

Mr. Silva: Back to item 25-183. Letter from Safety Committee recommending to the Select Board that some limited parking be created on the north side of Reservoir Cemetery.

Mr. Gennette: Mr. Chairman.

Mr. Silva: Yes, Mr. Gennette?

Mr. Gennette: I move to approve the Safety Committee's request that some limited parking be created on the north side of reservoir cemetery.

Mr. Silva: Do I have a second?

Mr. Rosenblum: Discussion.

Mr. Alves: I have a discussion.

Mr. Rosenblum: Yeah. I don't have a second yet. My question, north side, is that the backside or along, along the parking through the woods on the reservoir? I'm trying to think which side.

Mr. Gennette: I believe it's along the woods.

Mr. Rosenblum: It's along the woods?

Mr. Gennette: Yeah.

Mr. Rosenblum: But not in the back. So, it would be on a, on an existing, existing pavement. Not something that we have to build a new park. Because originally I know we had talked about there was something with back towards the hill, cutting it out and putting parking there. But right now, they have, they have the cones or the tall skinny ones that people park on the right side.

Mr. Strange: Oh, okay.

Mr. Rosenblum: If you're looking at it, it's the right side. So, I'm guessing that's the north side.

Mr. Alves: Yeah, towards Belchertown. That abuts the reservoir.

Mr. Gennette: Not to get off on too much of a topic here but I was talking to Jimmy Goodrow gotta be a year and a half ago, and he had mentioned when I was talking about OPEB money could be used towards cemetery improvements. And he said, yeah, but we can use, and he explained a different fund for all of that. And I'm thinking if we have availability for that, why don't we just fence in this, this entire cemetery? Why don't we put a nice rod iron fence all the way around it and just eliminate it.

Mr. Strange: I can ask. So, we have a cemetery perpetual fund.

Mr. Gennette: Perpetual. That's what it is. So, if there's enough to do that, we can just eliminate all of this together and then put in, put, just put a, a nice, a nice fence around the cemetery.

Mr. Alves: Eliminate the issue of people going in?

Mr. Gennette: Yeah.

Mr. Strange: Mr. Chairman

Mr. Alves: The problem is you need someone to open and close it after.

Mr. Gennette: I don't even know if you have to put a gate on it.

Mr. Strange: I think town meeting would have to appropriate those funds. Just FYI.

Mr. Rosenblum: I don't think you have to gate it, it's just be, Mr. Chairman, sorry. I don't think you'd have to gate it because, unless they're going to park there and hop the fence.

Mr. Gennette: Yeah, and it's not gated now.

Mr. Rosenblum: Because it would be you know, you could have the opening but then the gate would be if you're looking at it.

Mr. Gennette: Yeah, you'd have to walk all the way around.

Mr. Rosenblum: You'd have to walk around.

Mr. Gennette: It wouldn't be beneficial.

Mr. Alves: So, gate it just to discourage.

Mr. Strange: Yeah, I gotcha.

Mr. Alves: No, I'm just trying to understand yeah, the line of thought.

Mr. Gennette: I don't know that it would have to have a gate on it.

Mr. Rosenblum: Well, I don't think that it would have to because, I mean someone's not going to park there and then come down, walk all the way around. They might.

Mr. Gennette: I mean you could put; you could put a gate in there if for some reason you needed to gate it for whatever reason.

Mr. Rosenblum: Well, I mean, Mr. Chairman, I've driven by it enough to where I've seen that it seems that people are at least hearing, adhering to the parking that's along that side. Right now. I know there's cones there. I know that there's some temporary signage. I mean.

Mr. Gennette: Well, between perpetual care and OPEB, it should be, it should be. Not that I want to use OPEB, but it should be a no brainer to do that. I mean.

Mr. Strange: Yeah. I mean, I guess in terms of process DPW would put in a request for a capital and then the founding source would be cemetery perpetual.

Mr. Alves: Would be out of that fund. Mr. Chairman.

Mr. Silva: Mr. Alves

Mr. Alves: So, Mr. Gennette I think that's on the side of this, right?

Mr. Gennette: It is on the side of this. Yes.

Mr. Alves: But I think it's a good point but specifically to this I have a difference of opinion, because if I think back to where these requests originally came from, the concerns were people coming into the cemetery and parking in the cemetery.

Mr. Gennette: Correct.

Mr. Alves: I don't think that creating a parking lot alleviates that concern. It's almost encouragement to enter the cemetery to use the reservoir. And I think I've made comments at meetings before. I don't. I can't really get behind the town using time and resources to provide parking for something we don't own or manage. But the crux of my thought is, right,

thinking back to where do these concerns come from. Right? It was folks who were visiting loved ones in the cemetery, concern about people coming into the cemetery, parking in the cemetery. I don't think this alleviates that.

Mr. Silva: Well, good thoughts but I, I think we'll have to cross that bridge when we get to it. Right now, all we're looking at is what the Safety Committee recommending for.

Mr. Gennette: That's what he is talking about.

Mr. Alves: That's what I've been saying. I don't.

Mr. Gennette: They're talking about putting.

Mr. Alves: I, I have a difference of opinion. I don't agree with it.

Mr. Gennette: They're not saying signs. They're saying put limited parking in this.

Mr. Rosenblum: So, Mr. Chairman, in response to that I think it's, it would be existing as to where it is now. I don't think we'd have to, it would be lining. Probably parallel parking lining, I'm guessing on that side. It's right up against the woods. So, I think it would be lining. So, there wouldn't be any more build out, I don't think. Because, that's, that's where they have it lined up now. Yeah, again, I am, I'm, I'm the kind of along the same thought because we've had this discussion before, is that.

Mr. Alves: Yeah

Mr. Rosenblum: Is it people using it as a parking lot and there's could be people grieving right there. And, you know again, we just had someone talking about doing 30 or 40 miles per hour, you know. Are people going to be courteous of what's going on in there? I don't know.

Mr. Gennette: We are being wishy washy on this. We had temporary no parking signs put there forever and now we're talking about putting lines there.

Mr. Strange: Right, right.

Mr. Gennette: So, either we're either we're either we're in or we're out.

Mr. Strange: Yeah. We had no parking. Now we're adding parking.

Mr. Gennette: Right. So, it just doesn't, you know. And I, I got to tell you I know I made the motion for this, but I'm probably going to vote it down only because I'm going to pursue this whole fence thing. I think it's the best way to go. It solves all the problems.

Mr. Silva: Well, it wasn't seconded so.

Mr. Gennette: Well, you can still second it and we can fail.

Mr. Silva: What doesn't move through.

Mr. Gennette: Make a second and then we fail it.

Mr. Silva: Oh, it doesn't, just doesn't move.

Mr. Rosenblum: No one seconds it.

Mr. Gennette: Yeah, but then we don't give, we don't actually. That's a non-decision, right?

Mr. Rosenblum: And we make a motion to table, withdraw your motion and make a motion to table or say no.

Mr. Silva: You don't have to withdraw. There's no second so, it's a move motion. So, you can make a motion. Another motion. And then we'll second that one and vote on that one. Simple.

Mr. Strange: I think, the, Mr. Chairman, I think the note from Amy to the Safety Committee would be that the select board took no action on this item.

Mr. Silva: Great.

Mr. Gennette: Perfect. And just for the sake of the record, I withdraw my motion.

Mr. Silva: Okay.

Mr. Rosenblum: Thank you. I feel so much better.

Motion made by Mr. Gennette to approve the Safety Committee's request Board that some limited parking be created on the North side of Reservoir Cemetery. **Select Board took no action.**

Mr. Silva: Perfect. Item 25-186, letter from Safety Committee recommending guardrails to be placed in the 1100 block of East Street. Where that is, good luck.

Mr. Rosenblum: That's, that's near you, isn't it?

Mr. Silva: I have no idea.

Mr. Alves: Yep.

Mr. Rosenblum: It is because I actually drove it today.

Mr. Silva: Is that the, is that goes by the street address?

Mr. Rosenblum: The house that's on the corner across from me that actually faces East, I think is almost 1100.

Mr. Alves: It's along the side of Tower Road on East Street.

Mr. Rosenblum: Yeah.

Mr. Alves: Mr. Chairman.

Mr. Silva: Yes, Mr. Alves.

Mr. Rosenblum: Second, in discussion. The, the one thing I would say is that by driving that street today, other areas where there's severe drop-offs into the woods, they are guard-railed. So, just to put that out there, that it's not that we're one offing one. It's that that whole area if you're driving back into town, that right side has a lot of guardrails.

Mr. Gennette: Makes sense.

Motion made by Mr. Alves to approve the recommendation from the Safety Committee for guardrails be placed in the 1100 block of East Street. **Mr. Rosenblum second. All in favor. Motion passed 4-0.**

Mr. Silva: Item 25-187, Chief Pease requesting to charge off medical expenses and lost wages to Chapter 41, Section 111F, for a firefighter paramedic for an injury sustained while on duty on September 17th, 2025.

Motion made by Mr. Alves to approve the request to charge off medical expenses and lost wages to Chapter 41, Section 111F for a Firefighter/Paramedic for an injury sustained while on duty on September 17, 2025. **Mr. Rosenblum second. All in favor. Motion passed 4-0.**

Mr. Silva: Item 25-188, letter from Ludlow Community Center, Randall Boys and Girls Club requesting approval for sign to be placed by the Hubbard Memorial Library Putts Bridge and right off of the, right off of the highway for auction fundraiser event. Banners would be up from October 15th through October 29th.

Motion made by Mr. Rosenblum to approve the request for signs to be placed by the Hubbard Memorial Library/Putts Bridge and right off of the highway for Auction Fundraiser event. **Mr. Gennette second. All in favor. Motion passed 4-0.**

Mr. Silva: Letter from DPW, from DPW in support of public sculpture installation at Ludlow Riverwalk.

Mr. Gennette: Mr. Chairman.

Mr. Silva: Yes.

Mr. Gennette: Marc, is this the, how many of these have we gotten in from other departments about this installation? Is DPW the only one that's checked in?

Mr. Strange: Yeah. So, if, if sort of dialing back a few meetings ago this was the gentleman requested support from the DPW, so we put it in front of you all. And you all supported it and so it's gone back to the DPW. This is their letter of support for the application.

Mr. Gennette: So, what's, so it's just the application now that we're going to wait for, alright.

Mr. Strange: Yeah.

Mr. Alves: We should send this letter to the cultural council, if they don't already. I would move that we send it to them because they're the ones that have the, the grant process goes through them for the funding.

Mr. Strange: It was. So, the letter was sent.

Mr. Silva: Yeah. Are we still with the sculpture that they're putting there? The circles?

Mr. Strange: Yeah. That's this one. You don't like it?

Mr. Alves: That's for the cultural council.

Mr. Strange: Yeah. Yeah, that's the proposal.

Mr. Silva: I'm, I still don't, I don't know why we're doing that. That's going to be, kids are going to be, you know climbing it.

Mr. Strange: Climbing on it.

Mr. Silva: Climbing on them and because it looks just like a jungle gym, whatever you want to call it.

Mr. Alves: So, Mr. Chairman, that's the proposal, I don't think that the cultural councils finalized. And made it to my knowledge, I don't think.

Mr. Silva: I'm hoping that something a little, I don't just say.

Mr. Alves: I don't think that they've made that decision yet because they haven't reviewed the grant and funded it. So, if they're going to grant it and fund it, they're going to make the decision on what's it going to be. I think, I read this letter from the DPW as saying it makes sense to put something there. Which I am in support of.

Mr. Silva: Okay. We're good with that. **Motion made by Mr. Alves** to send the letter to the Ludlow Cultural Council. **Mr. Gennette second. All in favor. Motion passed 4-0.**

Mr. Silva: Notification from Springfield Water and Sewer Commission. Important information about your drinking water. Disinfect, disinfection byproduct. MCL violations. **Motion made by Mr. Gennette to file. Mr. Alves second. All in favor. Motion passed 4-0.**

Mr. Silva: Letter from Commonwealth of Massachusetts department of Environmental Protection, notification of Wetlands Protection Act 198, Sportsman Road.

Mr. Gennette: Yeah, this, yeah this was over at the Fish and Game. Right?

Mr. Alves: Go ahead Marc. You know what I'm going to say.

Mr. Strange: Mr. Chairman selectmen Alves pointed this out. So, if you look at the, the supporting documentation, it's for a different application. So, I think, excuse me, I think the DEP just attached the wrong file. It's, it's a file for Sandisfield.

Mr. Rosenblum: Yeah. I was re it's like about 50 pages long. I was going, and it's nowhere in Ludlow.

Mr. Alves: Yeah, it's the Berkshires.

Mr. Silva: Doesn't Sportsman Road go all the way, all the way out there.

Mr. Strange: The cover page is for the town, town of Ludlow.

Mr. Gennette: The Sandisfield?

Mr. Strange: If you look at the, the project number, the project numbers are different.

Mr. Gennette: Yeah. Sandisfield Conservation Commission.

Mr. Silva: So, do we table this until we get the right document? The right, or it doesn't matter?

Mr. Strange: I don't. I mean.

Mr. Silva: Its just. It's just a notification anyways right?

Mr. Strange: Yeah. Yeah. You know if this was a notice for you know a violation at our DPW that's a much different story.

Mr. Gennette: Can you send it up?

Mr. Silva: Motion to file?

Mr. Gennette: To Aaron or something like that and see if he could just, just the state level?

Mr. Strange: Yeah, just yeah we'll, we'll let him know. We'll yeah, we'll let him know. Yeah.

Motion made by Mr. Rosenblum to file. Mr. Gennette second. Motion passed 3-1.

Mr. Alves: No. I don't have the whole packet. I'm not going to say yes to something without having the whole, the file packet.

Mr. Gennette: It's fine.

Mr. Rosenblum: When are we filing it to get more information?

Mr. Strange: I'm just going to let em know and maybe they can send us you know, if it is us, they can send us.

Mr. Gennette: Guess could have tabled it too in the same sentence.

Mr. Silva: Yep. That's what I said. Just table it, wait. Okay.

New Business

Mr. Silva: Okay, on to more correspondence.

Mr. Strange: Mr. Chairman, can we bump up the item that Carrie is here for. It's the veterans.

Mr. Silva: She has no place to go.

Mr. Rosenblum: Where is that one?

Mr. Strange: It's towards the end, I think. It's the second item on the second page.

Mr. Rosenblum: Right. It's under new business. Is it new business?

Mr. Strange: Third page. Third page.

Mr. Silva: Good. Yes. Okay we are moving to new business and the board to discuss and possibly approve a new grant funded by funding veterans office position. So, this office is going to be totally funded?

Mr. Rosenblum: To a point. To a point.

Mr. Silva: By a grant. Until the grants up.

Mr. Rosenblum: Until the grants up and the grant could renew. As grants sometimes do. But if the grant doesn't renew then we are stuck with that payroll.

Mr. Silva: Can we not. Can we not.

Mr. Alves: It would become a new position at that time, essentially.

Mr. Rosenblum: Right.

Mr. Silva: Can we not do it until as long as the grant is funded?

Mr. Rosenblum: That would be my suggestion, is do it until the grant. If the grant ends, then we have to.

Mr. Silva: Because right now, right now and we all I think are in the same wavelength of not hiring, you know. We don't know what to, what the budget is going to look like. What the health insurance is going to look like. So, we can't really jeopardize that. So, okay, whatever.

Ms. Ribeiro: The job description and the offer letter out to the individual will clearly state that it's a grant-funded position.

Mr. Silva: Yeah, that's what I thought.

Mr. Gennette: That's a tough call. I got to tell you there's been a couple of years that I think that Eric's been asking for this position. This isn't something new. This is something that keeps coming back over and over and keeps getting washed over. And I would hate to not do this position. I know we are strapped for money. I mean is there. I mean. I don't know.

Mr. Rosenblum: Mr. Chairman I have a question to. Grant funded. Are the benefits grant funded?

Ms. Ribeiro: No. So, this is the deal financially. So, this is a three year, three year grant for sixty thousand dollars. I sat down with Eric, and we went over kind of the responsibilities and the musts and what this position is going to be doing. We figured a salary around fifty with give or take. That's kind of the middle of the range. As you can see that's the job description that I gave you earlier this evening. So around fifty and then you got the benefits. Above and beyond that we typically budget for twenty-five and benefits. That might, that could be on

the higher side depending on the election for health insurance benefits. So, worst case scenario, you know it would cost us fifteen a year, depending on what they.

Mr. Gennette: Outside of the grant.

Ms. Ribeiro: Correct.

Mr. Silva: So, the grant is fifty for.

Ms. Ribeiro: It is estimated.

Mr. Silva: Is the grant fifty every year or just?

Ms. Ribeiro: Sixty for three years.

Mr. Silva: Three years, it would be one hundred and eighty.

Ms. Ribeiro: Correct. Right. But the salary you're looking at around, around fifty give or take.

Mr. Silva: Well at least that will give us an idea for three years. It will give us an idea where we are budgetarily and if we can keep the position on. But to fund it fully, and not know where we are headed, I think we should not do that but I'm only one.

Mr. Rosenblum: Mr. Chairman, I'm, this kind of goes to, it really falls into something like ARPA or ESSR funding really. It's the fact that, it's with grants I would never, and I've dealt with millions of dollars of grants where I am is that I've always sat there with those grants and tried to make it so that we don't increase expenses. And, you know, we're giving them something that we could potentially be taking away in the same sense.

Mr. Gennette: Or funding.

Mr. Rosenblum: Or we're funding or we're taking away. So, you know, funding fifty plus twenty-five, you know, now we're talking, well twenty-five is going to be probably higher by the time the end of the grant comes, it will probably be thirty. Probably thirty in some instances now.

Mr. Gennette: We have to expect that we are going to have to budget for this every year.

Mr. Rosenblum: Right.

Mr. Gennette: We can't go into this expecting the grant to pay for it.

Mr. Silva: Well, it's the same as if you go into the, what are we looking at 28 maybe 29? For the year that this, if it expires, it expires.

Ms. Ribeiro: 28. June 30th of 28.

Mr. Silva: For the budget for 28. If we're in a real deficit, so we're going to cut anyways. Maybe, jobs so. What's the difference? I don't know. Doesn't look, the picture right now doesn't look good.

Mr. Alves: This wouldn't be a year to year though.

Ms. Ribeiro: Well, the funding, the agreement is for three years.

Mr. Alves: You would have to accept all three.

Ms. Ribeiro: To re-sign. Yeah, it's already signed.

Mr. Silva: So, it gives us three years to look at it and say well, we can afford it.

Mr. Gennette: Well, and after three years we can turn around and say that we can't afford to keep this position on.

Mr. Alves: I would think at the end of the three years if the grant did not renew then it comes in as a new position request just like any other.

Mr. Silva: Right.

Mr. Alves: We act like it hasn't been here. And I think for the time being if it helps that department at a minimal cost, I think it's the way to go. Especially if it's been a role that.

Mr. Gennette: Just in time.

Mr. Alves: Your ears were ringing. Especially if it's a role that this gentleman has been pushing for, for years right. We get to see how it works at a much lower impact.

Mr. Silva: So, Eric were discussing and trying to get a picture of the grant and what not in the position that we are in. What I'm suggesting, what I'm saying in, we're toying back and forth with what do to. Is approve this position for the grant and if the grant expires, we will look at the position.

Eric: The position goes away if there are no additional resources.

Mr. Silva: Right, that's what we are looking at. If in 28 we can't afford it, we just can't afford it. I think that's the way to go.

Eric: With the grant, it is a three-year grant. But if it works out, they will extend it again. So, if not we will look for other resources. What I did talk about was within the position itself were getting the sixty thousand. Sorry I ran up the stairs. But with the step increase or something like that, that would then be looked into as a town expense, right. Because we are guaranteed the sixty, but that position may end up being sixty-three with a two percent every year or something like that. That's what we would budget that extra for.

Ms. Ribeiro: Right. Plus, the benefits.

Eric: Plus, the benefits.

Mr. Gennette: So, do you need motion for the position and a motion for the grant? Or just the grant?

Mr. Strange: I think you guys already accepted the grant.

Mr. Gennette: We already accepted the grant. So, you need the new position?

Ms. Ribeiro: Right. Correct. The job description, right.

Mr. Rosenblum: And again, what is? Mr. Chairman again what are we looking at in addition to the sixty thousand that we will be paying for? What was it you were saying in the fifteen range or something?

Ms. Ribeiro: So, I was just giving you estimates. So, the grant is sixty a year, right. So, the job description and what we discussed for salary is about fifty. That's an estimate. Middle of the range of fifty hiring range and then we typically budget twenty-five for benefits. For benefits, right. So, that's really not even on the higher side anymore, it's probably on the lower side with all the increases with health insurance. But, depending on the election of the individual who was hired, if that person doesn't need health insurance benefits, then we might not be over budget on the first year. But if that person does need you know the family plan we might be maxed out at that twenty-five thousand range and it might cost the town estimated fifteen thousand.

Mr. Gennette: You got room in your budget?

Eric: I can make it work this year. Put it in next season's budget.

Mr. Silva: Can you add for the years of that we will be receiving the grant.

Mr. Gennette: Sure. Which will be 2026.

Eric: It actually starts.

Mr. Silva: Maybe more but as long as you leave it open if it goes more then it will be for those years involved.

Mr. Gennette: For the current grant years awarded which are 25, 26, and 27. Correct?

Ms. Ribeiro: Yes

Motion made by Mr. Rosenblum to approve the new grant funded Veteran's Office position for the current grant years awarded which is 2025, 2026, & 2027. **Mr. Alves second. All in favor. Motion passed 4-0.**

Eric: I thought there was a whole visitation. A whole list of them. I was like, I won't get on until 7:30.

Mr. Alves: Carrie was sitting over there; she was like get me on here, I got to go. I have things to do.

Mr. Gennette: Thank you. Good to see you.

Mr. Strange: Mr. Chairman, Carrie has one other item, but Mr. Capua is here.

Ms. Ribeiro: We can switch seats. Not a problem. I can wait.

Mr. Silva: Okay, Carrie?

Ms. Ribeiro: Yes.

Mr. Silva: What do you want now?

Ms. Ribeiro: We, if you want to talk about, I don't even know where.

Mr. Strange: It's the, the agreement with the police officers.

Ms. Ribeiro. Yeah. I don't know how it's worded on here.

Mr. Gennette: We jumped around so much. I know, I know, we've destroyed this.

Ms. Ribeiro: Board to approve and sign signed letter of agreement between town and MassCOP local 507. It's on the third page.

Mr. Silva: MassCOP. Third from the bottom.

Ms. Ribeiro: MassCOP.

Mr. Rosenblum: Let me find that.

Mr. Silva: Go ahead with this, enlighten us.

Ms. Ribeiro: So, you should have a, a copy of the, the agreement and basically this was, this has been, there was, there was two requests that came in for step increases for two officers. And, they were, they were denied by HR due to the fact that their request didn't meet the language in the contract. These two officers transferred in from other departments and there's, there's really no language in the contract that talks about transfers. Chief Valadas put them in and started them at a, at a, at a step three and apparently, they had some

October 7, 2025

discussions, and it was the understanding that they would follow, you know follow through the step process annually. And also use their academy graduation date as a seniority date. So, the date that they became a full-time police officer would be used to determine their seniority in the town of Ludlow. So, the contract clearly states that to, to meet the criteria to be eligible for the five-year step they have to be in service for five years with the town of Ludlow. That's their, that's what their contract says. It doesn't say in the town of Ludlow, but it says five years in service with their union contract with the town of Ludlow. So, this kind of went back and forth. Lisa, myself, and Chief Valadas got together, and we looked at all the information. We went to civil service, and we talked to civil service about seniority to see if there was any criteria that, you know, civil service could, you know, help us with. And they said that seniority is, is basically determined by the town. So, we got an opinion from our attorney, sent the opinion over to the two individuals, to Chief Valadas and that was around the same time as when Chief Valadas, I think it was only a couple weeks prior to Chief Valadas retiring. And so, when Chief Brennan took over as provisional this was one of the outstanding issues that you know we had, we had to discuss and try to come to an agreement with. So, he recommended I, I got an email from the two officers requesting information and basically wanting to file a grievance. So, I spoke to Chief Brennan about it and Chief Brennan suggested that he said it'd probably be good, you know to meet, obviously he, he inherited this, this issue. It would be good to meet with, with everybody. So we did, I did, I went over, I met with Chief Brennan, I met with officer Gallagher and the two officers that had put in requests or that Chief Valadas had put in requests for and we came to the agreement that is in front of you. Unfortunately, it was one of those situations where I think there was some miscommunication and there, their stance was if we knew that we had to wait five years to get to step five, you know, we probably wouldn't have, would've maybe made another decision. So, honestly in, in good faith in working with them and working with, with the pd, the union rep was there. We, we all agreed, and you know, we wanted to move forward and get past this. But we did need, we do need something in their contract that talks about, you know, transfers and people coming in from other departments because we do feel that it's probably the need. That's going to happen more and more, especially with the local register that you recently approved for fire. We just hired somebody that was not from the civil service community, the PD, it's one of, it's on Chief Brennan's list of things to do so we will probably have a local register for the PD as well. And I see that transfers are probably going to be, you know, more and more, they're more economical for, for the town. I mean, they're fully trained police officers. So, with that being said, and like I said, in a good faith effort to, you know, keep things amicable with, with the union, and the department and these two officers that, you know, you know that got caught up in the middle, we talked about resolving it in the manner, that's in front of you and that this resolution would not, you know, set a precedence that we'd have to get some, negotiate some language, you know, next time around.

Mr. Gennette: So, this is only going to be applicable to the two, the officers, two officers we're talking about?

Ms. Ribeiro: Correct

Mr. Gennette: Okay. Okay.

Ms. Ribeiro: And they were in agreement with it. Our counsel wrote that up. I believe it was Kate or Alex that wrote it up. I sent it. They've looked at it already. So, I believe actually both of them have signed the one that's in front of you. Correct?

Mr. Rosenblum: Yeah it's signed.

Ms. Ribeiro: Yes.

Mr. Silva: We good?

Ms. Ribeiro: We just, yeah, that's, that's the background on it. I don't know if anybody has any questions on it.

Mr. Alves: I'm, I'm fine with it. Should there be three signatures on there? There's only two.

Mr. Silva: We need a motion.

Ms. Ribeiro: No.

Motion made by Mr. Gennette Board to approve and sign Side Letter of Agreement between the Town and MassCOP, Local 507. **Mr. Alves second. All in favor. Motion passed 4-0.**

Mr. Rosenblum: That was easy.

Ms. Ribeiro: Yeah.

Mr. Rosenblum: Are they going to be able to absorb it in a budget? That's for, I was going to say second for discussion, but.

Mr. Strange: We'll figure it out.

Ms. Rosenblum: Because one of them is over, is like a year and two months and the other one is five, six months.

Ms. Ribeiro: Right. Well technically they haven't been like half of that is probably already in the budget. Right? Or maybe, maybe not for the one that was for a year. But some of that money is definitely in the budget. So, it's not.

Mr. Gennette: So, is this catch up?

Ms. Ribeiro: That is, yes.

Mr. Rosenblum: August of 24 and March of 25.

Mr. Strange: They've had some vacancies right, along the way.

Ms. Ribeiro: We have one right now. Yes. They have one right now.

Mr. Strange: Yeah.

Mr. Rosenblum: So, that it should be able to, it should be able to get caught up with a vacancy.

Ms. Ribeiro: I can, I can figure that out and let you know.

Mr. Rosenblum: Yeah, that was just my question because I mean obviously if it's a, if it's an oversight and it was a mistake, you know, we have to do right by our employees.

Ms. Ribeiro: Well, I wouldn't call it an oversight, a mistake, but it was, not everybody was on the same page, and it was, you know, not communicating properly.

Mr. Rosenblum: I guess, I guess what I'm saying is I'm being nice about how I'm saying it, but is. Yeah, no, that was just my concern is that if, if we can absorb it and we have an open position, that open position I would think should be able to cover that. Okay. That's all. I'm good with it.

Ms. Ribeiro: Okay. Thank you.

Mr. Silva: Item 25.

Mr. Alves: Carrie, I don't know if that's for you or Marc but.

Ms. Ribeiro: Yes.

Mr. Silva: So, unfinished business. Looks like we've done our job very well. We haven't left, left any business on the table.

Mr. Gennette: No stone unturned.

Mr. Silva: So, moving on to new business. The board to approve and sign environment license for Ludlow. I mean entertainment license, I'm sorry for Ludlow Coffee Shop.

Mr. Gennette: Mr. Chairman

Mr. Silva: Mr. Gennette

Mr. Rosenblum: There's acoustic possibly comedy and a radio.

Mr. Gennette: Oh, live entertainment. It's internal though. I don't think there's anything outside.

Mr. Strange: Oh, sounds cool.

Mr. Silva: I have a second?

Mr. Rosenblum: Oh, is that the right one? No, that was the Melts one. Sorry.

Mr. Strange: Yeah, Melts is this one.

Motion made by Mr. Gennette to approve and sign entertainment license for Ludlow Coffee Shop. Mr. Alves second. All in favor. Motion passed 4-0.

Mr. Silva: The board to approve and sign four one day permits for Cottage Melts. 1327 East Street to hold sip and shop events, November 2nd, 14th, November 14th, November 22nd, and December 6th, 2025, from 12 o'clock to 6pm.

Mr. Alves: Mr. Chairman, I've met these gentlemen, very nice guys. They opened their business back in August, I believe it was all the way at the end of East Street. Just, just before Palmer. Just so, just a little background there. But I would make a motion that we approve the one day permits for Cottage Melts.

Mr. Rosenblum: Used to be the Clash.

Mr. Gennette: Second

Mr. Alves: For their events on November 2nd, 14th, 22nd, and December 6th.

Mr. Gennette: Second

Mr. Silva: Just a question Marc, those, the hold and sip is, is that alcohol involved, or?

Mr. Gennette: It's just the name of their event. I don't think its an alcohol.

Mr. Strange: I'm not sure. I'm not sure if they're. Are they one day liquor licenses?

Mr. Silva: That's what I'm, that's what I'm going up asking.

Mr. Strange: Yeah, I think Bill, somebody has it. I don't have it in front of me anymore.

Mr. Gennette: Yep

Mr. Silva: Yeah it is.

Mr. Rosenblum: Well, it was beer and wine wasn't it?

Mr. Silva: For sale of wines and, and malt beverage. This is the.

Mr. Strange: Yeah. Yes, that's right because they came in for a one day and then Amy checked with the ABCC to see how many, if we had a limit for how many one day permits that we could issue in a year. And the answer is yes, it's 30 but were, were not near that yet, so.

Mr. Gennette: I know we've had very few. I'm okay with it.

Mr. Strange: Yeah, beer and wine. It says on the thing.

Mr. Alves: Did anybody second it?

Mr. Gennette: I second it. I seconded it.

Mr. Silva: Okay. The board to discuss and provide feedback.

Mr. Alves: You got to vote.

Mr. Gennette: You got to vote.

Mr. Silva: Oh, we didn't vote. We signed it. We didn't vote, huh?

Motion made by Mr. Alves to approve and sign (4) one-day permits for Cottage Melts, 1327 East Street, to hold Sip & Shop Events November 2, November 14, November 22, and December 6, 2025, from 12:00-6:00 p.m. **Mr. Gennette second. All in favor. Motion passed 4-0.**

Mr. Silva: The board to discuss and provide feedback to the age and dementia friendly Ludlow working group on the community assessment action plan draft. Anybody got anything on this?

Mr. Alves: Mr. Chairman

Mr. Silva: Mr. Alves

Mr. Alves: Yeah, so I read through this today. I think it's great. My question was going to be which I think it's answered at the back of their packet. Marc on the last page, they have plan implementation. I don't like to assume but I would guess that we're on step two where we're doing exactly what it says. The action planner is attributed to town boards, committees, and other organizations.

Mr. Strange: Yep

Mr. Alves: Because my only comment was going to be just ensuring that we send it to any applicable board that this might, you know, touch for comments and anything. That's all. Other than that, I think it's great.

Mr. Gennette: Finally.

Mr. Silva: So, it's requesting feedback. So, are we going to send something or.

Mr. Rosenblum: Well, I, I, think feedback would be is the support of it. You know, this is, having read through it, it's a, it's a very good initiative.

Mr. Gennette: Yeah. Just an acknowledgement that we received and we're very happy.

Mr. Silva: Yeah. So, should we send a letter or something?

Mr. Rosenblum: Yeah. A letter of support.

Mr. Silva: Yeah, okay. Marc, can you take, handle that?

Mr. Strange: Yeah.

Mr. Silva: Board to appoint Josh Carpenter, new town planner, to the Dog Park Committee. **Motion made by Mr. Gennette** to appoint Josh Carpenter, new Town Planner, to the Dog Park Committee. **Mr. Rosenblum second. All in favor. Motion passed 4-0.**

Mr. Silva: Board to appoint Josh Carpenter, new planner to the Local Emergency Planning Committee. **Motion made by Mr. Gennette** to appoint Josh Carpenter, new Town Planner, to the Local Emergency Planning Committee. **Mr. Rosenblum second. All in favor. Motion passed 4-0.**

Mr. Silva: Board to appoint Josh Carpenter, new planner to the Open Space Planning Committee. **Motion made by Mr. Gennette** to appoint Josh Carpenter, new Town Planner, to the Open Space Planning Committee. **Mr. Alves second. All in favor. Motion passed 4-0.**

Mr. Silva: Board to discuss and possibly approve \$42,166 in 40 R funds for a new HVAC unit at the Ludlow Boys and Girls Club.

Mr. Gennette: Mr. Chairman

Mr. Silva: Mr. Gennette

Mr. Gennette: A little bit of background on this one. This is the one that had been failing that we were trying to get going over the summer but the amount of time that it was going to take to, to do it. Right, because this is the, the, is this that hybrid unit or? Yeah, it's the hybrid unit.

Mr. Silva: Yeah

Mr. Gennette: Yeah, so it is a hybrid electric gas unit which lends itself to being more energy efficient, which we are going to see more of going forward. I'm glad to see that the price isn't over a hundred thousand dollars actually, which is typical for an HVAC unit nowadays. So, I move to approve \$42,166, I'm sorry \$42,166 in 40 R funds for the new HVAC unit at the Boys and Girls Club.

Mr. Alves: Second in discussion. I just want to point out that this is about 59% discount that we're getting on this, so.

Mr. Gennette: Yeah, it's big.

Mr. Rosenblum: Yes, Mr. Chairman, because the unit itself is about a hundred grand but there's a rebate of 57,000.

Mr. Gennette: Yeah. Take em when you can get em.

Mr. Silva: So, our 5., 4.5 million unit that we need that should be a rebate of what?

Mr. Gennette: 2.53

Motion made by Mr. Gennette to approve \$42,166 in 40R funds for a new HVAC unit at the Boys & Girls Club. **Mr. Alves second. All in favor. Motion passed 4-0.**

Mr. Silva: The board to approve and sign DPW annual bid contract for Steve Santos Landscaping Services. **Motion made by Mr. Gennette** to approve and sign DPW Annual Bid Contract for Steve Santos Landscaping Services. **Mr. Alves second. All in favor. Motion passed 4-0.**

Mr. Silva: The board to approve and sign minutes from a Select Board Meeting of September 2nd, 2025. **Motion made by Mr. Rosenblum** to approve and sign minutes from Select Board Meeting of September 2, 2025 with all members present. **Mr. Gennette second. All in favor. Motion passed 4-0.**

Mr. Silva: The board to approve and sign minutes from Select Board Meeting of September 4th, 2025. **Motion made by Mr. Rosenblum** to approve and sign minutes from Select Board Meeting of September 4, 2025 with all members present. **Mr. Alves second. All in favor. Motion passed 4-0.**

Mr. Rosenblum: It does say, it does denote that Mr. James Gennette was late.

Mr. Strange: I saw that

Mr. Gennette: Sorry

Mr. Silva: It's fine. Dock his pay.

Mr. Rosenblum: Means he'd have to pay you back.

Mr. Silva: Mr. Chairman

Mr. Rosenblum: You need a second

Mr. Silva: The board to approve and sign. Huh?

Mr. Rosenblum: I already read it. You need a second.

Mr. Alves: I seconded.

Mr. Rosenblum: Oh you did? We need a vote. That's what we need.

Mr. Silva: Board to approve and sign minutes from Select Board Meeting of September 16th, 2025. **Motion made by Mr. Rosenblum** to approve and sign minutes from Select Board Meeting of September 16, 2025, with all members present. **Mr. Alves second. All in favor. Motion passed 4-0.**

Mr. Silva: Board to discuss and possibly vote to explore health insurance reforms. Finally.

Mr. Strange: Thank you Mr. Chairman. So, I, we brought up a memo, and you all have it. I'd like to just read it so that for the benefit of anybody who's watching or watches in the future. So, the memo says, Dear Board Member, Dear Board Members, as we head into the fiscal 27 budget process and beyond, there's a palpable and universal concern among municipalities across the Commonwealth about the exponential rise in the cost of health insurance. At a recent sold-out MMA, that's the Mass Municipal Association forum to discuss this topic, leaders from MIIA, who is our company, the Group Insurance Commission, which is a state entity, Blue Cross Blue Shield, and the leadership of the MMA all suggested that cities and towns brace for a multiple year significant percentage increases in costs. There are not many towns that can survive these types of increases without at least making significant structural changes to their health insurance premiums, premium splits, or plan designs. So, we're, we are requesting authorization to begin negotiations with the insurance advisory committee/ public employee committee on either premium contribution splits or plan design changes. MGL Chapter 32 B Sections 19 and 21 to 23 prescribes the process for these two related but distinct courses of action. The splits can be coalition bargain with the PEC through a memorandum of agreement, but only if the individual unions agree to sign on to the agreement. If every bargaining unit does not agree to a coalition bargain, the contribution splits, then the town can follow MGL Chapter 32 B Sections 21 to 23 to implement plan design changes such as higher deductibles, higher max out of pocket, things of that nature. Towns were given more legal authority to effectuate plan design changes under those sections of the law. We would much rather work out a global compromise with all the bargaining units on the premium splits than push on them or plan to sign, plan design changes but we're not likely to have a choice as we work towards a balanced budget for fiscal 27 and beyond. So tonight we are asking the select board for authorization to begin this process immediately and in earnest with the IAC and the PEC. We would also suggest revisiting insurance buyout options for employee subscribers but with a more enticing offer. To refresh everybody's memory, we did offer buyout options last year, which we thought were pretty aggressive. I think it was 12,500 for a family plan and I think we had one or two takers. But you know, for example we would suggest starting with a 20,000 offer for family plan subscribers who agreed to secure other health insurance for at least three years unless presented with exigent circumstances. Appreciate you're considering your consideration on these matters and looking forward to discussion. I know it's a lot, it's a little bit technical, so happy to answer any questions.

Mr. Rosenblum: Mr. Chairman

Mr. Silva: Mr. Rosenblum

Mr. Rosenblum: I mean, I know we discussed this before and we tried the buyouts before, but I think we probably a couple months ago we kind of started touching on this anyways, it's just saying that we're, we're in a position of, with the fact that we're not getting state aid really at less than 1% in the last budget. The schools aren't getting, you know the formula still needs to be redone with that, even though it was redone a few years ago is that we're not getting proper you know, we're not getting large increases in aid from them. It's just in general is that states are being, municipalities are being left to their own. The state isn't helping us out. So, this is really considering the fact that we're at a 78/22. That's HMO and PPO?

Mr. Strange: It's both. Yeah, and retirees.

Mr. Rosenblum: And PPO, because in most municipalities your HMO isn't the same as your PPO. I mean because right now that's a big nut at 78/22 on a PPO. I know that we've talked about for me yes, go ahead, start the process but you know I think we need to at some point work ourselves down to a 70/30 HMO and a 60 40 PPO just because it's a lot of money. And I think we had discussed it's what about \$110,000 per point. And I, you know once, and it's unfortunate that we have to get to this, but we also have to balance a budget and we also don't want to have to get to the point, as Mr. Silva says, of losing jobs anywhere. So, by doing this and with a \$20,000 buyout, I think unfortunately as good as it is now, it's going to get to where the norm is. This is not the norm. I mean, I've gone through private insurance, my whole, you know anywhere I've worked they've shopped it and it changes and I'll tell you what 78/22 is fabulous. There's only one community which I believe near us which is Ware that's at an 80/20. Almost all the other municipalities are 70/30 and some are at like 68/32. I know some are 60/40. You got some municipalities that'll only cover 50% of an in

Mr. Gennette: There's 50/50 out there, yeah.

Mr. Rosenblum: Yeah. They'll cover 50% of an individual plan and then you cover the rest on a family plan.

Mr. Alves: Yeah, that's a lot too.

Mr. Rosenblum: So even going to 70/30 is still very good. It's the norm. It's probably above the norm. And with a \$20,000 buyout for a family plan, I would think that you'd get more takers which is now going to lessen the burden on our insurance. Nobody likes to do, you know, but we did negotiate this once before because it used to be 81/19. We wanted to go to 75/25 and the teacher's union, the school union, shot it down. They, they didn't want to go to 75/25 and we negotiated the 78/22. We've talked about this a long time and especially where budget crunches are and the fact that insurance is going through the roof and that we're not getting help outside of our own municipality, this is something that we really need to do.

Mr. Gennette: I agree with you. Mr. Chairman, so last time we did the increase was it a 50/50 split town and employee over the increase?

Mr. Strange: What do you mean?

Mr. Gennette: What I mean is if we pay half of it. They pay half of it. When we had our increase last time, did we put 50% of the weight on them and we kept 50%? Or was it we paid a majority of it and they paid a lesser portion? Or they paid a majority and we paid less of it?

Mr. Strange: So, so are you asking what the, when we that's when we had our you know ultimately 11% increase in, in our, in our premiums, is that what you're asking?

Mr. Gennette: Yes.

Mr. Strange: Its 78/22. So, you know whatever it was we take on 78% of that increase. So, if that 15% is worth whatever it is, 78% of that is the top.

Mr. Gennette: So, my point is, is that we took, we took a majority share in that bump.

Mr. Strange: Yeah

Mr. Gennette: Than the employee did. We can't keep, we can't keep doing that which we have to share the load here because the town just can't, can't afford it. So, I agree with Bill. I think that something has to happen. I don't think it needs to be catastrophic, but I think there has to be a long-term plan here for what that's going to be so that we can let everybody know what's going to happen through into the future. So, if we plan whatever a strategy is over the next five years for what's going to happen with the insurance then we need to let everybody know what they can expect. So, whatever that plan is I'm open to whatever suggestions are made but we can't keep doing this. Something has to change.

Mr. Strange: I just want to highlight Mr. Chairman I know Anthony has something to add, I just want to highlight that the big difference between negotiating the premium splits and the design changes is the premium splits really is a negotiation process with the unions. If we can't get that done the plan design changes is really a town initiative and there's much less bargaining power that the unions have. So, there's an incentive there to come to the table on the splits and we hope that happens.

Mr. Alves: Mr. Chairman.

Mr. Silva: Mr. Alves

Mr. Alves: So, I'm behind enacting this, I have a question. So, the buyouts Marc, that's a one-time payment?

Mr. Strange: It's a one-time payment and then we'd have to I think last year it was it was when we offered it, they had to be offered at least one year. But with raising it I think in order to make it worthwhile they'd have to be offered you know three years.

Mr. Alves: What does it cost the town per year if someone's on a family plan?

Mr. Strange: We budget 25,000 per employee. I would want to do a little bit more of a precise evaluation of that as to you know exactly you know we know how many subscribers we have and break it down you know family plans and then really come up with a number for you guys.

Mr. Alves: Okay, so, exigent circumstances what would that look like? Because obviously that's good to have in there.

Mr. Strange: Yeah. So, you're married

Mr. Alves: But I would imagine your spouse loses insurance then we're suddenly obligated to, right? Rightly so, provide it to them.

Mr. Strange: Right

Mr. Alves: So, what would happen with that 20 grand?

Mr. Strange: I don't know. I can't remember. I don't know if we prorated the, it to be returned. I can't remember. I can't remember.

Mr. Alves: I'm just thinking, right, so, if I'm married my wife retires, I know my wife is going to retire in three months, okay, I cash in on this 20 grand, three months the town needs to offer me insurance because now I have a life change.

Mr. Strange: I don't think that would qualify.

Mr. Gennette: Yeah. This was a conversation that we had at the time when we did it last time too.

Mr. Strange: Yeah. It would have to be some unexpected event where you know.

Mr. Gennette: It had to be, it would've to be called.

Mr. Alves: But that would be a for health insurance that is a life event. If your spouse loses their employer coverage.

Mr. Gennette: Well, if they retire it's a planned thing.

Mr. Strange: If they retire they.

Mr. Alves: That's still a, still a change of life event.

Mr. Strange: But they'd still have, they'd still have availability for health insurance options if they retired.

Mr. Alves: I guess that would be true and then we wouldn't be compelled. But it is a life-changing event or whatever they call it.

Mr. Strange: Yeah. No, I hear you.

Mr. Rosenblum: And Mr. Chairman in the same sense say someone loses a life changing event. Either just say someone loses their job they have the opportunity through Cobra through their provider through their com, through their who they're doing it. The other question would be, if it's not during open enrollment would we allow someone to come in outside of open enrollment? If my wife loses her job, she has the insurance. It happens open enrollment is not now, say it happened.

Mr. Strange: It's in May.

Mr. Rosenblum: Yeah. It's in May. You'd have to. You would allow for me to come in and enroll in the insurance.

Mr. Strange: Yeah. We'd have to.

Mr. Rosenblum: Yeah, no, I just, you know I wanted to put that out there too. The other question I had is are we able to negotiate again with MIIA on the percentage? Is it, can we negotiate again where we negotiated the middle was 18.4 that's where.

Mr. Strange: We can always try.

Mr. Rosenblum: I mean, I would, that's another way of saving some money. Because some municipalities were hit with 20, 22%. The average was that 18.4 and then some municipalities got hit with a second one. So, if there's a chance of us negotiating, you know, what the average is so that we're staying in the middle and we're not getting hit on the high end. That's just the question I had.

Mr. Gennette: We don't have the ability to change the percentages for somebody coming back in afterwards? So, like if we did like a 60 40 split for somebody that came back making it a little more, more a little harder for people to pallet coming, you know.

Mr. Strange: If they, we would have to negotiate that with the union.

Mr. Rosenblum: Yeah, because we did discuss that is that new hires could come in at the newer percentage if the unions you know, I think we, but that would be a union thing.

Mr. Strange: Right and I'm

Mr. Gennette: Talking about if they've exited our health plan and they took the 20 grand and then when they came back, you know, we wouldn't want them, we wouldn't want to

encourage them to come back. We might want to dissuade them to come back. Because that's kind of the point, right? We're trying to save money on not having so many on the insurance. So, you make it a little harder for them to come back, maybe they think I can go elsewhere for my insurance.

Mr. Strange: Yeah. Everything's on the table at this point.

Mr. Rosenblum: Mr. Chairman, one other thing because this was brought up to me and this is kind of off the but it has to do with insurance. Was it the GLP 1s? It is GPL or GLP ones. Someone had asked me if they could buy into it when it comes off and that's not I don't think we can buy into it because that's a blue cross blue shield unless you have the doctor's documentation that it's for diabetes or weight issues I think it was. So, I just wanted to get that out there is that, that's going to end up and that's something that we're going to probably have to letter out what the, what the, what the procedure is for that as well. I mean, that's coming up at the end of this year, so.

Mr. Gennette: Can we work with a, I'm sorry.

Mr. Rosenblum: No, no, go ahead. Go ahead.

Mr. Gennette: Work with an HSA? Can we work with an HSA to offset the cost of.

Mr. Strange: I asked that question. So, I personally, I'm on my wife's insurance and we have a, we have like a \$6,000 high deductible. The district with the town she works for contributes half of that and we have an HSA we, that we contribute every month. And that pretty much covers our out of pocket. Tax deferred. So, it works for us. So, I in fact today I emailed MIIA to see if we can get some pricing on that.

Mr. Gennette: So, if we can change the, if we can change the percentage rates enough, I mean, it's kind of a shock to employees to do that but if we're offering an HSA on the backside you know, then at least we can, kind of balance that a little.

Mr. Rosenblum: Yeah. That's a great point because Mr. Chairman is that the same sense I have an HSA up to 7% with a city match.

Mr. Gennette: Yeah, that's pretty good.

Mr. Rosenblum: Yeah, and they contribute into that HSA, oh no that's the 401a, sorry. The HSA they contribute 500 every three months. So, I'm literally getting \$2,000 a year, which you know if you're in that high deductible it brings you down to probably a middle, if you're at a 6 it's bringing you to 4.

Mr. Gennette: Well, that and it's an investment.

Mr. Rosenblum: It's an investment tool also because.

Mr. Strange: And you can roll it over.

Mr. Silva: You know, it's a shame that we can't get legislations and whatnot to regulate this because did you see some of the net profits of insurance companies like Geico 100 and what 4 billion dollars and yet they cry poverty. They're all crying poverty. It's like.

Mr. Rosenblum: I think it's also the hospitals too are saying they're not making their profits.

Mr. Strange: So, at this summit, you know the number one you know, cost driver was provider pricing, of course. But then you hear about some of the big systems around here and their losing money. I just don't, it doesn't really compute.

Mr. Rosenblum: Doesn't compute when a Q-tip can be \$150.

Mr. Silva: Okay, want to take a vote for that gentlemen?

Mr. Gennette: Well, yeah. Thank you for that, Marc.

Motion made by Mr. Rosenblum to approve exploring health reforms. Mr. Gennette second. All in favor. Motion passed 4-0.

Mr. Alves: I had a question

Mr. Gennette: He had a question when we seconded it, and you voted

Mr. Alves: My question, do we need to be more precise than that and say we need to enact these laws? You have what you need?

Mr. Strange: No. No. That's that.

Mr. Alves: Okay. That's all. Continue.

Mr. Silva: Board to discuss and possibly vote to adopt a public comment policy.

Mr. Rosenblum: Mr. Town Administrator?

Mr. Gennette: So, I've read through this. This is actually pretty good. I like this. There's nothing bad in this. We have no public comment policy right now.

Mr. Strange: Well, Mr. Chairman it was, it was a recent you know, we recently put it on the agenda. So, we just wanted to make sure that, in the event that something is going on in town you know, we get a bunch of people in you know that we have some sort of parameters that we can.

Mr. Gennette: So, does this mean that on the agenda, whoever the next chairman is has to have a public meeting in front of their meeting?

Mr. Silva: No

Mr. Strange: No

Mr. Gennette: No. The Chairman can decide that he doesn't want to have that public meeting if he, if he chooses.

Mr. Silva: Right

Mr. Strange: The public comment.

Mr. Gennette: So, public comment period in the, in the beginning, on the agenda.

Mr. Strange: Did, does it, did I make it discretionary?

Mr. Silva: Well, public comment

Mr. Strange: I don't think so.

Mr. Alves: It, it doesn't talk about that it's mandated but, I

Mr. Silva: It just, it just talks about it if you have one. If you don't have em then you don't need em

Mr. Strange: Yeah. So, it says public comments will occur at each business meeting held in open session after the recitation of the Pledge of Allegiance, except as otherwise determined by the chair.

Mr. Gennette: So that says, so that sets it as a parameter then.

Mr. Strange: So, there, there's a presumption that there's going to be a public comment period unless the chair says otherwise.

Mr. Gennette: Alright, so I think as long as the chair has the opportunity to be able to say, yeah, I'm not, I'm not down for that. First off, I'm not down for that. I don't like the public comment period. We have an agenda, it's posted, and if anybody would like to talk about that agenda, they can come in and talk about the things that are on the agenda. But I don't like the idea of opening it up to public comment and having a, a, a soapbox for people to just talk about anything they want. You know what I mean? during that period. We're trying to get a business meeting going and I don't think that I think that we could end up getting ourselves into a little trouble. If I'm chairman I wouldn't have that in there. I just want to make sure that that's available for whoever changed.

Mr. Silva: Yeah, that's totally discretionary. I've always had public comments in every, in every meeting that because people can't talk to, to us in in generality out there. And it's like the, the very few that we have hasn't really been detrimental. They've actually been good, I think.

Mr. Gennette: Well, we had, we had one instance when Mr. Goncalves was chair and there was a bunch of people lining the halls and they were about to come in and as soon as they stepped in the door and Mr. Goncalves said "What part of the agenda are you here for?" And they said "nope, we're here for to for something else" and he goes, if you're not on the agenda I have no time for you tonight.

Mr. Silva: It's 15 minutes. That's all you have.

Mr. Gennette: You know, that's all I was saying.

Mr. Rosenblum: And Mr. Chairman, I think in that 15, you stick to your 15 minutes. But also, I know that also the school committee had, had, had created one back.

Mr. Silva: Yeah.

Mr. Rosenblum: During some tenuous times

Mr. Silva: They gave three minutes

Mr. Rosenblum: Yeah and you know yeah it's at the discretion of the chair. I mean, I was chair once and I let, I pretty much let a group come in and speak against

Mr. Gennette: Well again

Mr. Rosenblum: How some people didn't view it as possible but I, I've always said that is you know I'm going to hear both sides of a story whether I like it or not. But in the same sense if you've got the hallways lined and you're not on the agenda, or, or you keep it to 15 minutes and then the, the chair can sit there and say you know the chair could probably say okay we're going to, this is going nowhere. We're going to stop this short.

Mr. Gennette: So, that's I just want to make sure that the chairman has the prerogative to do the things that he wants to do.

Mr. Silva: Yeah. Absolutely

Mr. Rosenblum: Mr. Alves

Mr. Silva: Go ahead Mr. Alves

Mr. Alves: Mr. Chairman, so, we're saying its discretionary, right? That's, that's what this is. This is how that's

Mr. Strange: I think, you know the way it's, the way the policy is written is there's a presumption that there's a public comment period. Unless the chair determines otherwise.

Mr. Silva: Yeah, you can, you can certainly put, you can certainly and if you've got constraints of some meeting you could certainly not have one. You could put on the agenda, you say, don't put a, a public comment on the agenda that this time.

Mr. Strange: You could also if you know, go ahead, sorry

Mr. Alves: I'm not in agreement with the line of thought of limiting public comment. I mean this is guidelines to make sure that it does not get out of hand. Right, and I think everyone's entitled to come in and think, speak their mind. It's not necessarily, you know the school committee has it, you know other towns have it, it's not necessarily a discussion, right. It's come in, speak your mind. Thank you.

Mr. Silva: And the reason we did it because we've had people come in during our meetings that they're sitting here and they, they actually have commented and, and come forward.

Mr. Alves: Oh, I'm, I'm for it a hundred per, I, I, I, I wouldn't have any concerns if we, if this policy said assumption was, yeah, it's there in perpetuity. I would have no concerns about that at all.

Mr. Rosenblum: It, it's also Mr. Chairman, it's also the chair putting into the parameters of saying, you know when if you know that there's a group of people coming in and they're here it's just saying, okay, here's the parameters. I'm going to give you two minutes and in most public comment areas there's not a discussion back and forth with the board. It's generally, it's a public comment. So, there is really, there's no, there's no policy, no anything being done because that's how actually if you go, at school committee meetings, it's like people public comment is you know, I really think that we need to do this, this, this, this. And the school committee says thank you very much.

Mr. Gennette: And they do nothing about it.

Mr. Strange: There's no

Mr. Gennette: So, my point is, is this, if you want to speak in here on any of the items that's completely available to you, you can be in here for any reason, you can speak, right. But on top of that if you want time all you have to do is send in a letter to the selectman's office and, I'll put you on the agenda. I will literally selection out time for you. I don't care how many people it is, we'll get you on the agenda. It could for whatever reason but there's an agenda for a reason. This is a business meeting.

Mr. Rosenblum: It could, it could come in as a, as a visitation.

Mr. Alves: You're saying you wouldn't have public comment from here?

Mr. Gennette: I wouldn't have public comment. If you want, if you wanted to come in and you wanted to, you know, talk to the select board, I would totally put you on the agenda. And you know, and again, if I'm, if I'm chairman and somebody came in and they said, I, I would like a minute of your time I would be like, I, I would probably give it to em but I would make that decision as chairman in that moment depending on what's going on, depending on how busy a night it was, depending on what the, the climate is. It, it just, it gives the chairman the opportunity to control the room better if he's making the decision. If you want to have public comment, if you're chairman you could totally do that, that's all on you. If he wanted to do that, I don't argue with him having public comment. That's his choice. It's his agenda.

Mr. Silva: I'd like to talk

Mr. Alves: Sure, I, I would just disagree that if it's a business meeting like you're saying I think it would be less efficient to have people coming in and saying sure, rather than having these guidelines for the 15 minutes

Mr. Gennette: That's all. That's all that is, is saying people are just coming in, sitting down and saying sure.

Mr. Alves: Right. With guardrails and giving them the opportunity to speak as they should have.

Mr. Gennette: Well then, then, then vote however you would like Mr. Alves

Mr. Rosenblum: So, Mr. Chairman I think a clarification of that is that the public comment section is for things that are probably not on the agenda

Mr. Strange: Usually, yeah.

Mr. Alves: Correct

Mr. Rosenblum: Usually not on the agenda. So, if someone comes in and wants to speak of an agenda item

Mr. Gennette: It's the chairman's prerogative.

Mr. Rosenblum: Well, we ask them, what are you here for? I'm here for this agenda item.

Mr. Gennette: Yeah

Mr. Rosenblum: Okay. Maybe we move it up depending where it is, like we, we've done, we did tonight.

Mr. Gennette: Chairman's prerogative. I'm just trying to leave the chairman in control of his meeting.

Mr. Silva: Always. Where's my gavel?

Mr. Gennette: It's, get him.

Mr. Rosenblum: You don't even know how to hold that thing.

Mr. Silva: Want to see how I can hold the thing? Would you like to see it?

Motion made by Mr. Alves to approve the public comment policy as presented. Mr. Gennette second. All in favor. Motion passed 4-0.

Mr. Silva: And now we have the town administrator's report.

TOWN ADMINISTRATOR'S REPORT

Mr. Strange: Thank you, Mr. Chairman. Just a couple notes for tonight. The fiscal 26 trash, solid waste and recycling fee will be mailed out on October 15th and due by December 15th. The Police Chief Assessment Center, the town is working with a public safety personnel consultant to conduct an assessment center for police chief applicants on November 20th. If all goes according to schedule, the select board should be able to appoint a permanent police chief in December or January. The West Street bridge. Quick update on, on the West Street bridge. MASSDOT has completed most of the inspection of the bridge. There was a piece of equipment needed for the underside inspection of the bridge that was not available at the time that the MASSDOT was able to inspect it. However, they're going back within the next week or two to complete the inspection and the results of that inspection will determine what options that Springfield and Ludlow will have to either repair or replace the bridge.

Mr. Rosenblum: Can I jump in on that?

Mr. Strange: Yeah

Mr. Rosenblum: I don't know if you guys saw, we did receive an email from someone about this probably about an hour, a half hour before our meeting. I, I think this would be a good copy and paste, but also to understand is that where the bump was fell on the Springfield
October 7, 2025

side and they had already contacted an engineer to look into this and the MASSDOT is on it. And so until, I mean, actually at this point it seems like, we're moving actually quicker than most things do when it comes to municipalities. Is that, this is being looked into and that, that hopefully we have a solution soon enough and then because we share the expense of the bridge, then we have to figure out the repair or replacement of the bridge, so.

Mr. Gennette: What if we don't do either

Mr. Rosenblum: What's that?

Mr. Gennette: What if we just remove the bridge? Just, I'm just speculating.

Mr. Strange: Just remove the bridge?

Mr. Gennette: Yeah. Like don't redo the bridge.

Mr. Silva: A lot of cars will be swimming.

Mr. Gennette: Well, that's true. That's true.

Mr. Rosenblum: If you remove the bridge, it'll take five turns to get through the lights to go over Putts bridge.

Mr. Gennette: But I mean growth, right. I mean you always have to make adjustments to your traffic.

Mr. Silva: Right

Mr. Gennette: You have to make adjustments to your patterns and everything like that. So, what if we, I'm, I'm just throwing it out there. I'm not saying that's what I want. I'm just saying that if we didn't rebuild that bridge and we took it down, what is the ramifications of that? Outside of having to adjust for the new traffic?

Mr. Strange: Yeah, I think, I think that is it. But I will say this Mr. Chairman this is most likely a tip project where the state will, will pay for it. You know, that's going to, you know, elongate the, the timeline if that happens. The town might be on the hook for some of the engineering costs. But considering it is such a, you know, if we don't have that bridge then it really, it, it increases traffic at the Putts bridge. Right. Which is what I think, what the emailer was, was referring to. So, you know, with Springfield involved they're, they're very influential. So, hopefully we can get a new bridge using state and state funds. But we'll see.

Mr. Rosenblum: Mr. Chairman, one other point to that I think that there had been an inspection recently within the year a couple years before this, this popped up, no pun intended, but is that the, the structurally the bridge was in good shape from what I remember reading. So this, hopefully it's just the repair because otherwise we'd be asking for more Chapter 90 funding because our roads would take a beating.

Mr. Strange: Yeah, no, this would, yeah, no, this is, this is, big, not

Mr. Rosenblum: Hardship money of some sort.

Mr. Silva: Yeah, there's, there's really not much that we can do, other than you know get this project moved along as, as fast as we can. I think. Is there a, a sign at the exit of 291 that the bridge is closed?

Mr. Strange: 291 coming in from Chicopee?

Mr. Silva: Yeah. When you, when you come in

Mr. Strange: I'm not sure

Mr. Silva: Well, you're coming in from Springfield and you exit onto Shawinigan, should be some kind of a sign notifying people that the bridge is closed to use. You know what I mean?

Mr. Strange: I can ask. Yeah, I'm not sure.

Mr. Silva: That probably, that would alleviate a couple cars, anyways but I don't know, what can you do?

Mr. Strange: Okay and last but not least, I can't believe the town meeting was last night. Feels like a week ago already but thank you to everybody who attended and participated in the special town meeting. There was a lot of informed and interesting questions and comments throughout. Ultimately, all 11 articles passed, were passed by the members and we look forward to doing it again in April and May of 26. That's all I got.

Mr. Silva: Okay, thank you. Anybody got any comments or concerns.

Mr. Rosenblum: Mr. Chair. No, the I, I did receive a lot of comments and especially one that was made towards the end of the town meeting, of how much people appreciated the pre-meeting and I was asked is this something that's going to continue. And I said it makes sense to because it helps answer a lot of questions. I know there are some questions from the moderator because we had an amendment but I, I think that being able to have that discussion prior so that people get the knowledge and then can go back to their precinct members and see how they feel about the information that they've received. So, I'm glad that we did the pre-meeting.

Mr. Gennette: Just, Mr. Chairman, just to follow up on that, I had mentioned to Marc that, that I thought it was so well received that maybe we should do it a little sooner instead of right on top of town meeting and he recommended like two weeks ahead of time instead of just one week. Because we did a lot of adjusting the articles and amendments and things like that. Another week might just give us the opportunity to get more, more on track to where we want to be.

Mr. Strange: Yeah, and Mr. Chairman, so we, we've already reserved the auditorium for two weeks.

Mr. Gennette: Did you? Yeah.

Mr. Strange: I think it's April 27th or so

Mr. Gennette: Yeah, I

Mr. Rosenblum: So, Mr., Mr. Chair, so that would mean that the warrant would be fresh in their hands. I mean literally they'd have to get it down day.

Mr. Strange: Right. Right. I want to make sure that we'd have enough time for that, that you know, that they would receive the warrants. I mean we could have hard copies there.

Mr. Rosenblum: Is there any way that we could get it out a week earlier if we moved our, our timeline up for articles? Or is it, it can't be, can it, its has, its mandatory that it's two weeks ahead.

Mr. Strange: Yeah. At least. At least.

Mr. Gennette: I, I would say leave it there for now. We can always adjust again if it's not enough time. You know what I mean? Let's see how it goes because we had mic problems. I don't know if you saw the video.

Mr. Strange: Yeah. We, we're going to have to have somebody ushering around the mic or making sure.

Mr. Gennette: Something. Or make people come to the mic because nobody was able to hear it on tv. You know, but it, it's a great start for sure.

BOARD UPDATES/MISC

Chairman to approve and sign all bills, warrants and abatements. A record of all warrants is in the Select Board's office for perusal until provided to the Town Accountant's office.

CLOSING COMMENTS

Mr. Silva: Okay, any, anyone have closing comments?

Mr. Gennette: I'll go first.

Mr. Silva: Alright, Mr. Gennette

Mr. Gennette: I just want to say, you know as far as town meeting members go, I was really impressed last night with town meeting. I thought it went really well. I thought there was good debate. I thought there was, it was just one of the better town meetings that we've had and I hope and I believe that it is because of the special town meeting ahead of time that we had such a success. I also think that having that a couple more weeks before gives the precinct members an opportunity to visit their neighbors, maybe get some information from, from their, their residents and come in prepared. So it was, it was just really nice to see the town come together like that and I'm really glad that the articles passed. That's about it. Thank you.

Mr. Silva: Anybody else?

Mr. Alves: Mr. Chairman?

Mr. Silva: Mr. Alves

Mr. Alves: I want to thank the Celebrate Ludlow Committee. Is that what it's called now? Yes, and Linda for the Falling into Fun. I stopped by there with my family. It was a good time.

Mr. Gennette: Yeah. I did. I stopped by there too.

Mr. Alves: It's packed. Good music, good food. So that was a fun event. I hope it continues. And just on town meeting, so we often talk about transparency, accountability, and government. I just want to highlight that there's roughly what, a hundred town meeting voters?

Mr. Strange: 120 maybe. Large.

Mr. Alves: 120?

Mr. Strange: Yeah

Mr. Alves: So, about one third were not in attendance last night and I just want to highlight
Mr. Silva: Always the case

Mr. Alves: Those are also elected officials. Those are the individuals that vote on our bylaws. Those are the individuals that vote on to approve our budget and make important decisions. And while I fully understand that there's probably certain scenarios why, why there's good reasons why that folks don't show up I just want to highlight the fact that one third were not in attendance. That's it.

Mr. Rosenblum: I don't have anything but I will add to that is the fact that I think the count was 67.

Mr. Alves: Then my hats off

Mr. Rosenblum: It's 67. No, no what I'm

Mr. Gennette: I had 64, but

Mr. Rosenblum: But we're the only time that we ever dropped the quorum requisite was during COVID. We almost didn't get to a quorum.

Mr. Silva: Yeah, we had to call people.

Mr. Rosenblum: And because now, now someone made a great suggestion about that is that, you know, to, to be able to make town meeting more accountable is that if you miss two successive ones, you're off. And you know, we fill it or whatever we have to do because I, I mean I don't know if we're seeing the same if it's the same people that aren't showing if you're on town meeting and you don't show for a year, two meetings we're asking for two nights outta the year. We're, we do this every other week but we're all, we're all doing this every day. We do this all day. So I mean, and I go, I, I understand that people have commitments and things of that nature. We all have commitments too, but I mean, if we want to talk about the purest form of democracy which really isn't town meeting it's the electorate

Mr. Gennette: Ballot.

Mr. Rosenblum: I'll stand by that till the day I die because that's what a pure democracy is. But if, if we, if the community is so invested in this form of government then they need to show up. I mean, we, we, listen I was on the Charter Committee, Derek was. I was on the Charter Committee, it didn't pass and I've, and I said this is the will of the people. So, for me, I will adhere to that and I respect their decisions. So, any decisions I make are based on the current form of government. But if we can't have these things this I mean we had one vote that was within two or three of each other, you know, you increase your odds of it passing or failing if everyone's there and you have a greater voice. It's just, it's just my hope that we get better attendance which in the six and a half years I've been here, I mean it's pretty much the same. We're generally in that 70, 75 range.

Mr. Silva: The problem is you can't be off if you, you cannot show the whole year and you still can't be off.

Mr. Strange: Yeah. Is there any way, any

Mr. Rosenblum: No matter what?

Mr. Strange: Yeah

Mr. Rosenblum: No, I

Mr. Silva: Once elected, you're elected until your term expires unless you resign.

Mr. Rosenblum: Yeah. I don't. That was a suggestion from someone which I, I don't disagree with

Mr. Silva: That would be great but. I don't either but just can't happen

Mr. Rosenblum: Well, there's people that ran that didn't get elected in the certain precincts that probably would show.

Mr. Silva: Yeah, I know

Mr. Rosenblum: So go back to the ballot and say, hey you're in

Mr. Silva: The whole, there's a couple legislators that I think I, I could give you there

Mr. Rosenblum: No, I know. I know, I know. But it

Mr. Silva: Anyways. Okay. Thank you.

Mr. Rosenblum: Thank you

October 7, 2025

Mr. Silva: The only thing I, we did receive a nice little letter today that thanks us for listening to them. Allowing em to speak. And that's kind of part of the, the you know, our open forum. And then they went back and they actually got together and decided to put together a couple petitions for it which they brought in. So, they're thanking us very much, which is nice. And let's see, did attend mental health that the Ludlow Cares
Mr. Strange: High School

Mr. Silva: Yeah. That was excellent. I went around all the tables. They had tables. The kids actually ran it themselves. They, I guess the math class allowed the kids to all go to those sessions. It was very good.

Mr. Strange: Cool

Mr. Silva: So, although CARES does a lot and yeah, the, the fall into fun was, was excellent as well. It was just a nice, the weather turned out to be great. So, Linda needs to be commended for what she does. Hopefully we will never let her go completely and we'll get her onto committees after committee after committee. Sorry Linda. Okay, that's all I have as well. So, motion to adjourn. **Motion made by Mr. Rosenblum** to close the meeting at 7:52 p.m. **Mr. Gennette second. All in favor. Motion passed 4-0.**

_____Chairman

Ludlow Select Board

All related documents can be viewed at the Select Board's Office during regular business hours.

Town of Ludlow

Office of the Town Clerk

Kim M. Batista, CMMC, Town Clerk



ELECTION WORKER APPLICATION

Please complete all information and return to:

By Mail: Town Clerk's Office, 488 Chapin St, Ludlow, MA 01056 or by email: as an attachment to clerk@ludlow.ma.us

Name William RICHARD PETERSON
First Middle Last
Residential Address: 537 POOLE ST LUDLOW 01056
Number Street City Zip

Telephone Home # (401) 835-6631 Work #

E-Mail Address: BILL@BILLPETERSON.ORG Cell #

Are you a registered to vote in MA? ☒ Yes ☐ No

Have you ever served as an Election Officer? ☒ Yes ☐ No

If yes, for how long? 4 yrs Where? MIDDLETOWN RI What role? Poll Worker & Sup

Can you work a full day (minimum 6:00 a.m. - 8:30/9:00)? ☒ Yes ☐ No

If no, please select shifts available:

☐ AM shift (6:00 am - 11:00 pm) ☐ PM shift (11:00 - 4:00 pm)
☐ PM shift (4:00 - 8:30/9:00 pm)

How did you hear about becoming a poll worker? Website

I certify that the information given above is true and complete.

[Signature] 11/6/25
Signature Date

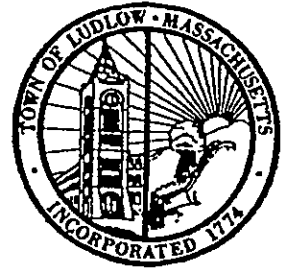
488 Chapin Street
Ludlow, MA 01056
(413) 583-5600 Ext. 1
TTY (413) 583-5668

RECEIVED

NOV 10 2025

SELECT BOARD
LUDLOW, MA 01056

Town of Ludlow
Office of the Planning Board



November 7, 2025

Mr. Peter LaPointe
Colvest/Wilbraham, LLC
1295 East Columbus Avenue
Springfield, MA 01105

RE: Site Sketch – 456A Center Street

Dear Mr. LaPointe:

Please be advised that at their meeting of November 6, 2025, the Planning Board voted (4-0) to approve the site sketch for Jersey Mike's, to be located at 456A Center Street.

If you have any questions, please do not hesitate to contact this office.

Sincerely,

A handwritten signature in cursive script, appearing to read "Susan Urban".

Susan Urban
Administrative Assistant

cc: Town Clerk
Assessor
Building
Fire
DPW
Conservation
BOH
Safety
Select Board

488 Chapin Street
Ludlow, MA 01056
(413) 583-5600 Ext. 7