



RECEIVED
TOWN CLERK'S OFFICE

2026 JAN -2 A 8:40

TOWN OF LUDLOW

Town of Ludlow, Massachusetts
Office of the Select Board

AGENDA
SELECT BOARD
Select Board's Conference Room
January 6, 2026
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 discuss strategy 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—Police Supervisors & Police Patrol Unions.

Board to approve and sign minutes from Executive Session on December 2, 2025.

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

5:30 – 5:45 P.M. – PUBLIC COMMENT

VISITATION

5:45 P.M. – Michelle Hill – Treasurer/Collector Interview.

6:00 P.M. – Sheila Rubin – Senior Center Provider Outreach Coordinator Interview.

CORRESPONDENCE

26-001 Chief Pease – 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 December 8, 2025.



RECEIVED
TOWN CLERK'S OFFICE

2026 JAN -2 A 8:40

TOWN OF LUDLOW

Town of Ludlow, Massachusetts
Office of the Select Board

26-002 Chief Brennan – Request to charge off medical expenses and lost wages to Chapter 41, Section 111F for a Police Officer for an injury sustained while on duty on December 22, 2025.

26-003 Letter of Resignation from Peggy Bernard from Ludlow Cultural Council effective 1/2/2026. Board to post vacancy.

UNFINISHED BUSINESS

Board to consider employee reclassification and new position requests for FY27 (tabled from December 16, 2025).

NEW BUSINESS

Board to approve and sign minutes from Select Board meeting of December 16, 2025.

Board to accept M.G.L. chapter 32B, section 21 authorizing changes to employee health insurance benefits.

Board to approve the extended liquor hours for Super Bowl Sunday, February 8, 2026.

Board to discuss possibility of petitioning the state for more liquor licenses.

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 January 19 in observance of the MLK Jr. Holiday.



Town of Ludlow, Massachusetts
Office of the Select Board

RECEIVED
TOWN CLERK'S OFFICE
2026 JAN -2 A 8:40
TOWN OF LUDLOW

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.

Amy Kurtz

From: Peggy Bernard [REDACTED]
Sent: Friday, January 2, 2026 8:03 AM
To: Select Board
Subject: EXTERNAL:Resignation

[You don't often get email from [REDACTED]. Learn why this is important at <https://aka.ms/LearnAboutSenderIdentification>]

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.

Please accept my resignation from my position as a member of the Ludlow Cultural Council effective today, January 2, 2026.

Sincerely,
Margaret Bernard

Sent from my iPad

A

[REDACTED]

[REDACTED]



TOWN OF LUDLOW
Human Resources Department
488 Chapin Street, Ludlow, MA
Phone: (413) 583-5600, Ext.1239

PERSONNEL ACTION FORM

New Position Request (If YES, complete ONLY Job Classification/Compensation section).

EMPLOYEE INFORMATION

Name:	Ashley Monette			Today's Date:	10/20/2025	
Street:				Employee #:	87403	
Town, ST, Zip:	Ludlow, MA 01056			Dept/School:	Accounting	
Email:				Telephone #:		

NEW HIRE – (Check ALL that Apply)

New Position?	Y	N	Retirement?	Y	N	Replacement?	Y	N	Effective Date:		
Exempt?	Y	N	Non-Exempt?	Y	N	Union?	Y	N	Position Replaced?	Y	N
Full-time	Part-time Reg.			Part-time, Variable Hrs.			Number of Pays	21 Pays	26 Pays		
Per Diem	Substitute			Seasonal/Temp.				52 Pays, Weekly			

TRANSFER - DEPT./SCHOOL

From Dept./School:				To Dept./School:	Effective Date:		
--------------------	--	--	--	------------------	-----------------	--	--

JOB CLASSIFICATION / COMPENSATION

Current title:	Admin. Assistant			Proposed title:	Admin. Assistant			Effective Date:
Grade:	L3	Salary Hourly:	\$22.8859	Grade:	L4	Salary Hourly:	\$26.5348	
Step:	2	Salary Annual:		Step:	1	Salary Annual:		
Reason for Change:	New	Step		Promotion	x	Reclassification		

LEAVE OF ABSENCE – (Check ONLY ONE)

FMLA Medical - Self	FMLA Medical – Family	Paid	Unpaid	Military Leave
Parental Leave	Workers Comp. Leave	Chapter 41, Sec. 111F, IOD (Fire, Police) Medical Only		
First Day Out:	Extension Return Date:			
Estimated Return:	Actual Return Date:			

INSURANCE

Health	HMO	PPO	Dental	Life	Other
--------	-----	-----	--------	------	-------

TERMINATION / RETIREMENT – (Check ONLY ONE)

Voluntary	Involuntary	Retirement	Lay Off/ RIF	Eligible for Rehire?	Y	N
Reason for termination:						

Payouts according to Collective Bargaining Agreement:

Accrued Sick Leave	Y	N	Amount:	\$	Total Amount:	\$
Accrued Vacation	Y	N	Amount Per Hour:	\$		

ADDITIONAL COMMENTS

				Effective Date:

Virginia

10/20/25

Department Head

Date

Human Resources Director

Date

Accounting

Date

Town Administrator (If required)

Date

Treasurer / Payroll

Date

Date

Amy Kurtz

From: Carrie Ribeiro
Sent: Wednesday, December 10, 2025 1:39 PM
To: Marc Strange
Cc: Amy Kurtz
Subject: Fw: PAF - Ashley Monette
Attachments: Ashley Monette - PAF.pdf

fyi

From: Cheryl Allen <CAllen@ludlow.ma.us>
Sent: Monday, October 20, 2025 9:54 AM
To: Carrie Ribeiro <cribeiro@ludlow.ma.us>
Subject: PAF - Ashley Monette

Good morning Carrie,

I would like to formally recommend a reclassification for Ashely's current salary step form Level 3 to Level 4, step 1.

She has consistently demonstrated exceptional performance, strong problem-solving abilities, and a strong work ethic. Beyond excelling in her core responsibilities, she has regularly provided support to other departments, showing a high degree of initiative, flexibility, and collaboration. Her contributions have had a positive impact beyond her immediate role, and she continues to go above and beyond expectations.

Given Ashley's experience, performance, and added responsibilities, it is appropriate to align her classification with that standard. I'd also be happy to discuss a reasonable effective date for this reclassification.

Thank you for your consideration.

Cheryl Allen

Town Accountant
Town of Ludlow
488 Chapin Street
Ludlow, MA 01056
Work: 413-583-5600 x1242
Email: callen@ludlow.ma.us



PERSONNEL ACTION FORM

New Position Request (If YES, complete ONLY Job Classification/Compensation section).

EMPLOYEE INFORMATION

Name:	Kristin Santos						Today's Date:	10/28/2025	
Street:							Employee #:		
Town, ST, Zip:							Dept/School:	Library	
Email:							Telephone #:		

NEW HIRE – (Check ALL that Apply)

New Position?	Y	N	Retirement?	Y	N	Replacement?	Y	N	Position Replaced?	Y	N
Exempt?	Y	N	Non-Exempt?	Y	N	Union?	Y	N	Union Name:		
Full-time	Part-time Reg.			Part-time, Variable Hrs.			Number of Pays	21 Pays		26 Pays	
Per Diem	Substitute			Seasonal/Temp.				52 Pays, Weekly			

TRANSFER - DEPT./SCHOOL

From Dept./School:				To Dept./School:	Effective Date:		
--------------------	--	--	--	------------------	-----------------	--	--

JOB CLASSIFICATION / COMPENSATION

Current title:	Youth Services Assistant			Proposed title:	Youth Services Assistant			Effective Date: 7-1-2026		
Grade: -	Salary Hourly:	\$21.1336		Grade: NU5	Salary Hourly:	\$21.8046				
Step: -	Salary Annual:			Step: 3	Salary Annual:					
Reason for Change:	New	Step		Promotion				X	Reclassification	

LEAVE OF ABSENCE – (Check ONLY ONE)

FMLA Medical - Self	FMLA Medical – Family	Paid	Unpaid	Military Leave
Parental Leave	Workers Comp. Leave	Chapter 41, Sec. 111F, IOD (Fire, Police)		
First Day Out:	Extension Return Date:			
Estimated Return:	Actual Return Date:			

INSURANCE

Health	HMO	PPO	Dental	Life	Other	Effective Date:
--------	-----	-----	--------	------	-------	-----------------

TERMINATION / RETIREMENT – (Check ONLY ONE)

Voluntary	Involuntary	Retirement	Lay Off / RIF	Eligible for Rehire?	Y	N
Reason for termination:						

Payouts according to Collective Bargaining Agreement:

Accrued Sick Leave	Y	N	Amount:	\$	Total Amount:	\$
Accrued Vacation	Y	N	Amount Per Hour:	\$		

ADDITIONAL COMMENTS

Effective Date:

FY 27 Reclassification Request

Melissa Rickson
Department Head

10/28/2025

Date

Human Resources Director

Date

Accounting

Date

Town Administrator (If required)

Date

Treasurer / Payroll

Date

Date



October 28, 2025

Carrie Ribeiro
Human Resources Director
Town of Ludlow
488 Chapin Street
Ludlow, MA 01056

Dear Carrie,

Last year we requested that the Youth Services Assistant, Kristin Santos be reclassified to NU 5, but she was not. Human Resources has put Kristin into an NU5 scale for tracking purposes, but she has not been officially reclassified. We request that this reclassification take place on July 1, 2027 at NU5, Step 3.

Thank you,

Melissa Rickson

Melissa Rickson, MLIS
Library Director
Hubbard Memorial Library
24 Center Street
Ludlow, MA 01056
413-583-3408 x. 110
www.hubbardlibrary.org

**TOWN OF LUDLOW****Human Resources Department**

488 Chapin Street, Ludlow, MA

Phone: (413) 583-5600, Ext.1239

PERSONNEL ACTION FORM **New Position Request** (If YES, complete ONLY Job Classification Compensation section).**EMPLOYEE INFORMATION**

Name:	Dispatch Supervisor						Today's Date:	07/01/2026		
Street:	612 Chapin Street						Employee #:			
Town, ST, Zip:	Ludlow, MA 01056						Dept/School:	Dispatch-Police/Fire		
Email:							Telephone #:	(413)583-8305		

NEW HIRE - (Check ALL that Apply)**Effective Date:**

New Position?	Y	N	Retirement?	Y	N	Replacement?	Y	N	Position Replaced?	Y	N
Exempt?	Y	N	Non-Exempt?	Y	N	Union?	Y	N	Union Name:		
Full-time	Part-time Reg.			Part-time, Variable Hrs.			Number of Pays	21 Pays	26 Pays		
Per Diem	Substitute			Seasonal/Temp.				52 Pays, Weekly			

TRANSFER - DEPT./SCHOOL**Effective Date:**

From Dept./School:				To Dept./School:			
--------------------	--	--	--	------------------	--	--	--

JOB CLASSIFICATION / COMPENSATION**Effective Date: 07/01/2026**

Current title:	Dispatch			Proposed title:	Dispatch Supervisor		
Grade:	Salary Hourly:			Grade:	Supervisor	Salary Hourly:	32.8335
Step:	Salary Annual:			Step:	Salary Annual:		
Reason for Change:	New	X	Step	Promotion	Reclassification		

LEAVE OF ABSENCE - (Check ONLY ONE)**Effective Date:**

FMLA Medical - Self	FMLA Medical – Family	Paid	Unpaid	Military Leave
Parental Leave	Workers Comp. Leave	Chapter 41, Sec. 111F, IOD (Fire, Police)		
First Day Out:	Extension Return Date:			
Estimated Return:	Actual Return Date:			

INSURANCE**Effective Date:**

Health	HMO	PPO	Dental	Life	Other
--------	-----	-----	--------	------	-------

TERMINATION / RETIREMENT - (Check ONLY ONE)**Effective Date:**

Voluntary	Involuntary	Retirement	Lay Off / RIF	Eligible for Rehire?	Y	N
Reason for termination:						

Payouts according to Collective Bargaining Agreement:

Accrued Sick Leave	Y	N	Amount:	\$	Total Amount:	\$
Accrued Vacation	Y	N	Amount Per Hour:	\$		

ADDITIONAL COMMENTS**Effective Date:**

See attached						

Department Head

10/16/25

Date

Human Resources Director

Date

Accounting

Date

Town Administrator (If required)

Date

Treasurer / Payroll

Date

Date

RECLASSIFICATION REQUEST - FY 27 Budget

Reclassification Position Title: Dispatch Supervisor

Summary: Reclassification Request to change 1 of the 9 Current Full-Time Dispatcher Positions from 'Dispatcher' to 'Dispatch Supervisor'

Description

The Dispatch Supervisor position is responsible for the management of communication operations for the Town's Central Dispatch. Responsibilities include dispatching (receiving calls for services, dispatching personnel to locations, providing pre-arrival instructions), and performing a variety of departmental administrative and oversight duties such as staffing & attendance, 911 compliance and grant writing/compliance, policies and procedures, dispatcher performance, and dispatcher training. The hours of work for the Dispatch Supervisor will be the same as all full-time regular dispatchers, as the Supervisor will remain responsible for regular dispatch duties. The Dispatch Supervisor rate of pay will be 25% of the top step full-time dispatcher. The Dispatch Supervisor position remains in the Dispatcher's Union, NCEU Local 130, and continue to follow all contractual guidelines.

The Dispatch Supervisor works under the general direction of the Police and Fire Chiefs, and/or their designee(s). The Dispatch Supervisor plans and prioritizes work in accordance with standard practices and previous training. Policy problems or changes in procedures are discussed with the Police Chief and Fire Chief, and/or their designee(s), but ordinarily the supervisor plans the work, lays it out, and carries it through to completion independently. Work is generally reviewed only for technical adequacy, appropriateness of actions or decisions, and conformance with policy or other requirements; the methods used in arriving at the end result are not usually reviewed in detail. The Dispatch Supervisor may have access to confidential personnel files, lawsuits, and criminal investigations and records.

The Dispatch Supervisor is responsible for the supervision of all full-time dispatchers and any per-diem (non-benefited) dispatchers who are necessary to cover the twenty-four hour, seven days a week operation. Regular full-time dispatchers work a schedule of rotating four days on and two days off. The Dispatch Supervisor recommends the hiring, performance evaluation, and discipline as necessary of dispatchers to the Police and Fire Chiefs (and/or their designee(s)). The Dispatch Supervisor may be required to work outside of normal business hours as needed to ensure shift coverage at all times. The Dispatch Supervisor is required to be available for meetings outside of normal business hours on an as needed basis.

Position Functions

The essential functions or duties listed below are intended only as illustration of the various types of work that may be performed. The omission of specific duties does not exclude them from the position if work is similar, related, or a logical assignment to the position.

- Supervises dispatching employees, assigns work, provides training on all procedures and use of equipment, and provides support and assistance as needed.

RECLASSIFICATION REQUEST - FY 27 Budget

- Serves in the capacity as a regular dispatcher on regularly assigned shift.
- Scheduling of all Full-Time and (non-benefited) Per-Diem dispatchers.
- Applies for State 911 Grants to augment operating and training budget. Ensures compliance with State 911 requirements for Public Safety Answering Points (PSAP's).
- Attends staff meetings at the request of the Police Chief, Fire Chief, or their designee(s).
- Acts as a liaison between Dispatch and Police, Fire, DPW, and other Town of Ludlow Departments.
- Attends other Town of Ludlow meetings & training as required.
- Reviews dispatch log and audio recordings for quality of service and adherence to Dispatch's Policies & Procedures.
- Primary instructor for all new dispatchers; may designate other instructor as necessary for trainee instruction.
- May order subordinate dispatchers to fill any open dispatch shifts that are caused by absences, as needed.
- Participates in community outreach with the Police and Fire Departments.
- Performs a variety of clerical and record keeping duties as necessary.
- Ensure that address discrepancy reports are submitted to State 911 to correct/revise any discovered 911 Caller address errors.

Special Requirements

The Dispatch Supervisor must be able to maintain certification as a Public Safety Telecommunicator; maintain certification as a 911 operator, per the state 911 Department; maintain access to all Criminal Justice Informational Services (CJIS), per the DCJIS and FBI guidelines; maintain Emergency Medical Dispatch (EMD) certification; and maintain Basic CPR certification.

Knowledge, Skills and Abilities

A candidate for this position should have –

Knowledge of:

- Principles, practices and methods related to Public Safety dispatch and communication
- Microsoft Office programs (or equivalent)

RECLASSIFICATION REQUEST - FY 27 Budget

Skills in:

- Effective listening and communication
- Maintaining patience and common sense

and Abilities to:

- Make sound decisions under stress
- Prioritize tasks and perform multiple tasks simultaneously, including clerical duties
- Demonstrate effective leadership qualities
- Be proficient in the use of communications equipment

Recommended Minimum Qualifications

Physical and Mental Requirements

The Dispatch Supervisor works in a moderately loud communication center within a Public Safety Complex. The Dispatch Supervisor is required to sit, talk, listen, and use hands more than 2/3rd of the time; stand, walk, and reach with hands and arms up to 1/3rd of the time. Work is performed under stressful conditions at times. The Dispatch Supervisor occasionally lifts up to 30 lbs. Correctable vision & hearing is required for the position. Equipment to be operated includes office machines, computers, and communications equipment.

Education and Experience

A candidate for this position should have an Associate's Degree in Computer Science, Information Technology, Communications, Criminal Justice, Business Management, or any equivalent combination of education and experience. Candidate should have at least two years' experience in public safety dispatching, computer literacy and proficiency, and successfully complete a CORI background investigation prior to hiring.

Respectfully Submitted,



Michael N. Brennan
Provisional Chief of Police



Ryan Pease
Fire Chief



TOWN OF LUDLOW
Human Resources Department
488 Chapin Street, Ludlow, MA
Phone: (413) 583-5600, Ext.1239

PERSONNEL ACTION FORM

New Position Request (If YES, complete ONLY Job Classification Compensation section).

EMPLOYEE INFORMATION

Name:	Special Police						Today's Date:		07/01/2026	
Street:	612 Chapin Street						Employee #:			
Town, ST, Zip:	Ludlow, MA 01056						Dept/School:		Special Police	
Email:							Telephone #:		(413)583-8305	

NEW HIRE - (Check ALL that Apply)

New Position?	Y	N	Retirement?	Y	N	Replacement?	Y	N	Position Replaced?	Y	N
Exempt?	Y	N	Non-Exempt?	Y	N	Union?	Y	N	Union Name:		
Full-time	Part-time Reg.			Part-time, Variable Hrs.			Number of Pays		21 Pays	26 Pays	
Per Diem	Substitute			Seasonal/Temp.							52 Pays, Weekly

TRANSFER - DEPT./SCHOOL

Effective Date:

From Dept./School:				To Dept./School:			
--------------------	--	--	--	------------------	--	--	--

JOB CLASSIFICATION / COMPENSATION

Effective Date: 07/01/2026

Current title:	Special Police			Proposed title:	Special Police		
Grade:	REG HRS	Salary Hourly:	22.1444	Grade:	SPEC. EVENT	Salary Hourly:	44.2888
Step:	Salary Annual:			Step:	Salary Annual:		
Reason for Change:	New	<input checked="" type="checkbox"/>	Step	Promotion	Reclassification		

LEAVE OF ABSENCE - (Check ONLY ONE)

Effective Date:

FMLA Medical - Self	FMLA Medical - Family	Paid	Unpaid	Military Leave
Parental Leave	Workers Comp. Leave	Chapter 41, Sec. 111F, IOD (Fire, Police)		Medical Only
First Day Out:	Extension Return Date:			
Estimated Return:	Actual Return Date:			

INSURANCE

Effective Date:

Health	HMO	PPO	Dental	Life	Other
--------	-----	-----	--------	------	-------

TERMINATION / RETIREMENT - (Check ONLY ONE)

Effective Date:

Voluntary	Involuntary	Retirement	Lay Off / RIF	Eligible for Rehire?	Y	N
Reason for termination:						

Payouts according to Collective Bargaining Agreement:

Accrued Sick Leave	Y	N	Amount:	\$	Total Amount:	\$
Accrued Vacation	Y	N	Amount Per Hour:	\$		

ADDITIONAL COMMENTS

Effective Date:

SEE ATTACHED

R. N. Brum

Date

Department Head

Human Resources Director

Date

Accounting

Date

Town Administrator (If required)

Date

Treasurer / Payroll

Date

Date

**Ludlow Police Department
RECLASSIFICATION REQUEST - FY 27 Budget**

Reclassification: Special Police Officers – Special Events Pay Rate

Summary: Creation of a ‘Special Events Pay Rate’ for the ranks of Ludlow Special Police Officers

Background

The Town of Ludlow maintains a current compliment of nineteen Special Police Officers who are all per diem, non-contractual employees that are annually appointed by the Select Board. All members of the Ludlow Special Police unit are required to maintain their certification as police officers by the Massachusetts Peace Officers Standards and Training (POST) Commission. This certification is the same of any full-time police officer in the Commonwealth of Massachusetts. This was not always the case. In the past, an aspiring police officer could attend a ‘Reserve/Intermittent Police Academy’ and be appointed as an Auxiliary or Special Police Officer. This served as an excellent “feeder system”, as many full-time police officers began their careers as Auxiliary or Special Police Officers, often volunteering their service. However, since the passage of Massachusetts General Law Chapter 253 of the Acts of 2020, or “Police Reform Law”, all officers have had to become fully “Certified” police officers by attending either a full-time police academy; or by completing a “bridge” Academy that was implemented to meet the full-time training requirements that were not covered in the Reserve/Intermittent Academies. This new Certification requirement included that reserve officers also needed to complete 2400 hours of on-duty policing service. This is in addition to the annual in-service training requirement (approximately 80 hours of training each year). As such, Special Police Officers in Ludlow (and across the state) are becoming fewer in number with each passing year. Today, part-time police officers are either veteran members of their department who have completed, or are working to complete, all academic “bridge” and on-duty hours components; or they are retired full-time police officers. The purpose and benefit of the Police Reform Act was to increase police professionalism by instituting standards of training and certification for all police officers in the Commonwealth. However, one of the negative impacts has been a reduction in part-time qualified officers and an end to an all-volunteer service of aspiring officers.

Description

Currently, Ludlow Special Police Officers are paid at the rate of \$22.1444 an hour for on-duty work. This is a flat-rate, Special Police Officers do not work “Overtime”. Special Police Officers may also work outside police details at the regular full-time detail rate. The ability to work police details at the full-time detail rate works as an incentive to maintain our compliment of part-time Special Police. Special Police Officers are often used to supplement staffing patrol shifts as well as during periods of increased activity or critical incidents (saving the Town in the costs of regular overtime while increasing police staffing). The Special Police are also critical to the staffing needs for the small number of special events that take place every year. Two reoccurring special events include the Town of Ludlow’s Memorial Day parade and the annual Our Lady of Fatima church “Festa”. This request seeks to increase the rate of pay for the Special Police (for special events only) to a double-time rate (which would currently be \$44.2888). This increase to the special pay rate is necessary, as a serious pay disparity currently exists between the part-time

**Ludlow Police Department
RECLASSIFICATION REQUEST - FY 27 Budget**

Special Police regular pay rate and the full-time Police Officers' overtime rate while assigned to the same tasks of providing security and traffic control for special events, while being exposed to the same risks. Of note, in the past two years annual Festa, two different Special Police Officers sustained (thankfully) minor injuries directly related to their policing services. If this special event pay rate request for the Special Police is accepted, the resulting increase to the Special Police Budget will be approximately \$15,000.00 (apply current pay rates).

The Select Boards' current policy of requiring organizations to hire police details for special events (instead of regular department overtime) has already been very helpful to ensuring that security staffing needs are met; that pay is fair for all officers; and reducing the impact to the overall department operations budget. However, there will always be special events and circumstances that will require additional officers to be staffed out of the department's budget. This is where our Special Police unit has long-served to provide effective services to the Town of Ludlow, while reducing costs to the Town. Even with this requested special event pay rate for Special Police, the costs associated will still be much less than what the projected overtime costs would be for full-time officers from the Department; or even the possible costs of full-time officers requested from other municipalities to provide Mutual Aid assistance as necessary.

Respectfully Submitted,



Michael N. Brennan
Provisional Chief of Police



PERSONNEL ACTION FORM

New Position Request (If YES, complete ONLY Job Classification/Compensation section).

EMPLOYEE INFORMATION

Name:	Michael Hill						Today's Date:	October 14, 2025		
Street:	t						Employee #:	7716		
Town, ST, Zip:	Ludlow, MA 01056						Dept/School:	LCTV		
Email:	lctv@ludlow.ma.us						Telephone #:			

NEW HIRE – (Check ALL that Apply)

New Position?	Y	N	Retirement?	Y	N	Replacement?	Y	N	Effective Date:		
Exempt?	Y	N	Non-Exempt?	Y	N	Union?	Y	N	Position Replaced? Y N		
Full-time	Part-time Reg.			Part-time, Variable Hrs.			Number of Pays		21 Pays	26 Pays	
Per Diem	Substitute			Seasonal/Temp.							52 Pays, Weekly

TRANSFER - DEPT./SCHOOL

Effective Date:

From Dept./School:				To Dept./School:			
--------------------	--	--	--	------------------	--	--	--

JOB CLASSIFICATION / COMPENSATION

Effective Date: January 1, 2026

Current title:	Cable TV Manager			Proposed title:	Cable TV Manager		
Grade: M2	Salary Hourly: 46.4517			Grade: M3	Salary Hourly: 46.9303		
Step: 6	Salary Annual: 84,542			Step: 5	Salary Annual: 85,413		
Reason for Change:	New	Step		Promotion		X	Reclassification

LEAVE OF ABSENCE – (Check ONLY ONE)

Effective Date:

FMLA Medical - Self	FMLA Medical – Family	Paid	Unpaid	Military Leave
Parental Leave	Workers Comp. Leave	Chapter 41, Sec. 111F, IOD (Fire, Police)		
First Day Out:	Extension Return Date:			
Estimated Return:	Actual Return Date:			

INSURANCE

Effective Date:

Health	HMO	PPO	Dental	Life	Other
--------	-----	-----	--------	------	-------

TERMINATION / RETIREMENT – (Check ONLY ONE)

Effective Date:

Voluntary	Involuntary	Retirement	Lay Off / RIF	Eligible for Rehire?	Y	N
Reason for termination:						

Payouts according to Collective Bargaining Agreement:

Accrued Sick Leave	Y	N	Amount: \$		Total Amount: \$	
Accrued Vacation	Y	N	Amount Per Hour: \$			

ADDITIONAL COMMENTS

Effective Date: January 1, 2025

A reclassification of the Cable TV Manager position would bring the compensation to a comparable level of similar positions in other communities. Most of these comparable positions have some of the same functions but do not carry the all of the same responsibilities that the LCTV Manager has taken on over the years, such as teaching a high school class, AV assistance in the schools, running virtual presentations/meetings for various town departments, and Town website and social media administration.						
--	--	--	--	--	--	--

Michael Hill

Department Head

10/14/25

Date

Human Resources Director

Date

Accounting

Date

Town Administrator (If required)

Date

Treasurer / Payroll

Date

Date



Ryan M. Pease
Fire Chief

The Town of Ludlow, Massachusetts Fire Department

574 Center Street • Ludlow, Massachusetts 01056
Telephone 413-583-8332 • Fax 413-583-5635



October 20, 2025

Mr. Manuel Silva, Chairman
Ludlow Board of Selectmen
488 Chapin Street
Ludlow, MA 01056

RE: Request for Two Additional Firefighter/Paramedic Positions – FY2027

Dear Mr. Silva,

I am respectfully requesting funding for two additional Firefighter/Paramedic positions for Fiscal Year 2027. Since the year 2000, the Ludlow Fire Department has experienced a 195% increase in medical responses and a 140% increase in total emergency responses, while staffing has grown by only six firefighters during that same period.

This limited growth in personnel has made it increasingly difficult to meet the community's rising demand for service while maintaining the safety of both residents and first responders. As emergency calls have continued to climb, driven by new housing developments, an expanding senior population, and additional medical facilities, our firefighters are handling more incidents per shift. This level of stress on limited personnel will impact both performance and safety.

When staffing levels do not keep pace with call volume, fewer firefighters must manage a growing workload. This situation can lead to extended response times, increased strain during simultaneous incidents, reduced capacity to provide timely and effective care, and firefighter injuries. Balanced staffing is essential to ensure that our crews can operate safely and efficiently while continuing to deliver the high standard of service our community deserves.

It is also important to note that ambulance revenue has risen nearly 95% over the past decade, now exceeding \$2.25 million annually, with those funds deposited into the Town's general fund. This increase reflects both the community's reliance on our services and the continued productivity and dedication of our firefighter/paramedics.

Currently, our four operational groups are staffed as follows: two crews with eight firefighters and two crews with nine firefighters. My goal is to bring each crew to nine members, creating consistent and balanced staffing across all shifts. This adjustment will improve response reliability, strengthen our ability to manage concurrent emergencies, and enhance overall safety for both residents and firefighters.

In 2021, I presented a staffing plan to the Board of Selectmen outlining this need. At that time, the Board recognized and supported the Department's concerns, resulting in the addition of two positions. I am deeply appreciative of that support. However, despite this progress, our staffing levels have not increased enough to match the continued rise in emergency activity and community growth.

I look forward to meeting with the Board to discuss this request further and to ensure that the Ludlow Fire Department remains properly equipped and staffed to protect the residents of our Town with the professionalism, safety, and efficiency they deserve.

Respectfully,

A handwritten signature in blue ink, appearing to read "R. Pease".

Ryan M. Pease
Fire Chief / Emergency Management Director
Town of Ludlow



PERSONNEL ACTION FORM

New Position Request (If YES, complete ONLY Job Classification/Compensation section).

EMPLOYEE INFORMATION

Name:				Today's Date:	10/20/2025	
Street:				Employee #:		
Town, ST, Zip:				Dept/School:		
Email:				Telephone #:		

NEW HIRE – (Check ALL that Apply)

New Position?	<input checked="" type="checkbox"/> X	<input type="checkbox"/> Y	<input type="checkbox"/> N	Retirement?	<input type="checkbox"/> Y	<input type="checkbox"/> N	Replacement?	<input type="checkbox"/> Y	<input type="checkbox"/> N	Position Replaced?	<input type="checkbox"/> Y	<input type="checkbox"/> N	
Exempt?		<input type="checkbox"/> Y	<input type="checkbox"/> N	Non-Exempt?	<input type="checkbox"/> Y	<input type="checkbox"/> N	Union?	<input checked="" type="checkbox"/> X	<input type="checkbox"/> Y	<input type="checkbox"/> N	Union Name:	Ludlow Fire Fighter's Local 1840	
Full-time				Part-time Reg.				Part-time, Variable Hrs.				Number of Pays	<input type="checkbox"/> 21 Pays <input checked="" type="checkbox"/> 26 Pays
Per Diem				Substitute				Seasonal/Temp.					<input type="checkbox"/> 52 Pays, Weekly

TRANSFER - DEPT./SCHOOL

From Dept./School:				To Dept./School:	Effective Date:		
--------------------	--	--	--	------------------	-----------------	--	--

JOB CLASSIFICATION / COMPENSATION

Current title:				Proposed title:	(2) Firefighter/Paramedic Positions		
Grade:	<input type="checkbox"/> Salary	<input type="checkbox"/> Hourly	<input type="checkbox"/>	Grade:	<input type="checkbox"/> Salary	<input type="checkbox"/> Hourly	\$31.96 (estimated)
Step:				Step:	Salary Annual: \$76,985.74 (estimated) w/ Paramedic pay		
Reason for Change:	<input type="checkbox"/> New	<input type="checkbox"/> Step	<input type="checkbox"/> Promotion	<input type="checkbox"/> Reclassification			

LEAVE OF ABSENCE – (Check ONLY ONE)

FMLA Medical - Self	<input type="checkbox"/>	FMLA Medical – Family	<input type="checkbox"/>	Paid	<input type="checkbox"/> Unpaid	<input type="checkbox"/> Military Leave
Parental Leave	<input type="checkbox"/>	Workers Comp. Leave	<input type="checkbox"/>	Chapter 41, Sec. 111F, IOD (Fire, Police)	<input type="checkbox"/>	Medical Only
First Day Out:				Extension Return Date:		
Estimated Return:				Actual Return Date:		

INSURANCE

Health	<input type="checkbox"/> HMO	<input type="checkbox"/> PPO	<input type="checkbox"/> Dental	<input type="checkbox"/> Life	<input type="checkbox"/> Other
--------	------------------------------	------------------------------	---------------------------------	-------------------------------	--------------------------------

TERMINATION / RETIREMENT – (Check ONLY ONE)

Voluntary	<input type="checkbox"/> Involuntary	<input type="checkbox"/> Retirement	<input type="checkbox"/> Lay Off / RIF	Eligible for Rehire?	<input type="checkbox"/> Y	<input type="checkbox"/> N
-----------	--------------------------------------	-------------------------------------	--	----------------------	----------------------------	----------------------------

Reason for termination:						
-------------------------	--	--	--	--	--	--

Payouts according to Collective Bargaining Agreement:

Accrued Sick Leave	<input type="checkbox"/> Y	<input type="checkbox"/> N	Amount:	\$	Total Amount:	\$
Accrued Vacation	<input type="checkbox"/> Y	<input type="checkbox"/> N	Amount Per Hour:	\$		

ADDITIONAL COMMENTS

I am looking to add (2) new firefighter/paramedic positions to the department to improve staffing levels. This will increase the safety of the public that we protect and the safety of the firefighter/paramedics who serve them.						

Chief Ryan M. Pease

10/20/2025

Department Head

Date

Human Resources Director

Date

Accounting

Date

Town Administrator (If required)

Date

Treasurer / Payroll

Date

Date



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

The Meeting of the Select Board held on Tuesday, December 16, 2025, began at 5:30 p.m. in the Select Board's Conference Room.

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

Members Absent: Mr. Gennette

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.

5:30-5:45 P.M. – PUBLIC COMMENT

Mr. Vale: My name is Antonio Vale. I am from 115 Higher Brook Drive in Ludlow and I'm here on behalf of the neighbors that are abutting an establishment at the end of my street called Vanished Valley. This is an ongoing issue about noise. We're not talking about just noise but excessive noise coming from the live entertainment at Vanished Valley and this has been an ongoing issue. I've actually approached the Town about this problem. I was told that this wasn't a problem. That it was just my complaint, but when I did a little bit of research and actually talked to the neighbors abutting Vanished Valley this has been going on for a long time. So, the Town has received complaints, the police department has received complaints. So, in an email to the Town back in July I stated that this was a concern of the neighbors and one of the Town Selectmen said your causes are unjustified because you're the only one that's complaining. So, I'm getting a little mixed messages here because if I'm the only one complaining why do I have 52 signatures now from the abutters that are also complaining. So, I'm not alone here. And when I say I'm not alone, if I could play some sounds for you coming from Vanished Valley and this is going on starting in March, all the way up through the end of pretty much November. So, the owners of Vanished Valley said that their last event was November 11th, it actually extended to that. So, I'm just gonna play if I may. This is what I hear on my patio, and this is past nine o'clock. I can share this video with everyone here. The police, by the way has documentation of all the police reports here. Sgt. Rodrigues was there back in September; he witnessed it himself. He said absolutely. This is very loud. If I was living here and I had this, you better believe it. I would not be happy and I would complain. So, this is an ongoing issue. The reason why I'm approaching this is because I bought this house, I built this house ten years ago. Vanished Valley wasn't existent back then. It was Solmar. Now I've known the family for a long time. I was a patron of Vanished Valley, sorry Solmar. Now they transformed it into a brewery. I'm all about local businesses. I'm a big supporter of local businesses. What I am not supportive is businesses that disrupt my quality of life and the people that are behind me right here. That's where I get frustrated because I can not enjoy my backyard because of these guys Vanished Valley disturbing my peace and my quality of life. I have two daughters that are studying for medical school I can show you a picture on October 8th my daughter actually inside the house had headphones because the music was that loud but yet former Selectman Mr. DeBarge, former policeman, said oh no Vanished Valley is in there right to have the music play as loud as they want. They're doing nothing wrong. So, I ask you would this be what you would like to have in your neighborhood from March until the end of November, every Friday, Saturday, and Sunday.

Mr. Silva: Okay, Tony, we've had discussions obviously with other neighbors as well. I have at least and I do have some of the recordings that were sent to me, and it can be loud. However, well I'm sure there's times that it could be less. But anyways, hold on.

Mr. Vale: Can? Manny, let's be honest, 126 decibels that's not.

Mr. Silva: We have to address the right way and because of the way that we have this done you spoke for three minutes so we're gonna give anybody else that would like to speak for their three minutes.

Ms. Byrne: I'm Jill Byrne. Higher Brook Drive. I know a couple of you already. My husband and I are 74 and 75 years old. Senior citizens. While still working full time and running our own business. We used to look forward to going home and enjoying a quiet evening after work in our backyard. We looked forward to weekends. Not anymore. Our neighborhood includes families with small children that want to put their children to bed at what they consider a reasonable hour. Families that are fighting or have fought life threatening medical diagnosis and need peace and quiet or the senior citizen that had a stroke last summer and has additional stress each and every weekend loud music is blasting through their home. There are many senior citizens in our neighborhood. Is the Town not responsible for the well-being of the senior citizens and making sure there is no infliction of anguish or distress? A noise bylaw just passed but to my understanding is not able to be enforced as of yet. It was explained the bill needed adjustments of the wording at the time of the vote to make it a little more lax in order to pass. That was done. In my opinion the Board only need not approve the entertainment license as is but put restrictions on that license to outside entertainment not being loud. An entertainment license should be a privilege and not an assumed right. It should be taken into consideration that outside loud music playing almost every Friday and Saturday from early spring to late fall in a residential neighborhood should not be permitted. I would hope that ongoing conflicts and complaints surrounding the business should be taken into consideration. Vanished Valley's first special permit which stated agricultural moderate density district with no point-of-sale operations to the general public on 2/24/17 is and was surrounded by residential neighbors. Many residents that attended the Board of Selectmen meeting with concerns did not want to have this type of manufacturing in our neighborhood. It was stated there would be no point of sales to the general public. Special permit 569 on 5/2/17 remove the no point of sale operations three months later to the general public and on 12/18 a special permit allowed a microbrewery. At a recent precinct member, me being the Town meeting regarding the noise bylaw one speaker suggested neighbors speak to each other and ask for cooperation when there is a disturbance in the neighborhood. That does not always work and is not always well received. I phoned Vanished Valley and politely requested the music level to be toned down for our residents to enjoy their backyard. When inquiring the response shortly after my phone call very shortly was two police cruisers showing up parking in front of my home and my neighbor's home. Mr. Vale's actually. When inquiring with the officers was everything okay, I was informed they had received a call from Vanished Valley about my neighbor contacting them and Vanished Valley considered it harassment. Instead of just turning the music down and being considerate of the neighborhood it appears a false complaint called in regarding my next-door neighbor. Again, he did not make the call, I did. I informed the officer of that immediately, that I was then informed politely I must say by the officer that more than three calls had been considered harassment and I could be brought up on criminal charges if Vanished Valley chooses to do so. Why aren't we being protected in maintaining what many consider a peaceful good quality of life? Please remember the large crowd that attend these concerts that border Higher Brook Drive have a choice of staying or leaving. We have no choice. These are our homes. I am requesting that Select Board denies or restricts the use of outside entertainment license for Vanished Valley and Vatel & Inc. LLC., located, 782 Center Street. At the very least require a soundboard wall to be built to protect the residential taxpayers before the next concert. Thank you.

Mr. Silva: Thank you. Anyone else who would like to comment on it?

Mr. Chmura: Hi, I'm Ted Chmura. I'm at 150 Higher Brook Drive here in Ludlow which is actually further away from both Jill and Tony. In fact, Google tells me I'm 1,260ft away which is almost exactly a quarter mile and yet while seated in my recliner inside my home in my living room I can detect what song is being played by the bands. Not every time, but often.

And I've been a semiprofessional musician for 35 years there's absolutely no reason that for a small venue like that with the people attending mere 10, 15, 20, 25, 30ft from the band that that excessive volume level needs to be going on. I'm disappointed that the business is not more neighborly and simply consider lowering the volume. It'll still be enjoyable for everybody. We would not have a complaint and life would be good. But right now, it seems like there is kind of a thumb in their nose attitude at us who have complained respectfully at first and so I hope you guys really do understand that this is a severe issue. It does affect our way of life. It absolutely does. Thanks.

Ms. Melanson: I'm Rachel Melanson. I'm at 82 Higher Brook Drive which is slightly closer than Jill and Tony. I've known Mike who runs, I knew him when he ran Europa. I know him at Vanished Valley. I've tried to speak to him personally about this issue because the windows of my house shake every Thursday, Friday, Saturday, and Sunday afternoon. If I'm in my backyard which I love to do. I have chickens. I have dogs. I like to be in my backyard. I have a nice garden. I cannot do that because that music is so loud. If I'm playing music I can't hear it. If I'm inside my house with the windows shut, I hate to have the windows shut in the spring and summer, but the windows have to be shut. I cannot hear my television. I suffer from migraines and I have called Mike personally and said Mike please turn it down. They laugh and they hang up the phone. You call the restaurant, they laugh at you and they put the phone down while saying they're going to get Mike, and they all laugh in the background about the annoying neighbors. I will also state to the fact that four, maybe five residents on that street are not senior citizens. I might be off by a couple of years but there's just a couple who are not senior citizens. My father-in-law bought that house over 20 years ago. I live there. I'm his fulltime caregiver. It is not a healthy lifestyle for anybody who lives on that street or who has been on that street for 20 or plus years. That is not the residents and the community that they felt they were moving into, that they bought homes in, and that they live in. We were just jokingly just had a neighbor buy a house across the street in the end of November and they have no idea what is waiting for them come March. Hopefully not but it's false advertisement I think is the word we were using because it's a very unhealthy environment on Thursday, Friday, Saturday, and Sunday's.

Mr. Silva: Well, thank you and I assure you we do hear you.

Resident 1: May I ask you a question? Why is 15 minutes, you give us 15 minutes and there's multiple people here to address the situation and there's more complaints that have to be heard and you're only hearing it for 15 minutes. That doesn't give us a voice. So, why are we here?

Mr. Silva: The reason for the 15 minutes and by the way this is a comment so we're supposed to hear you and not really comment but the reason we have 15 minutes is cause we put 15 minutes is it's usually plenty of time and most of the time we have nobody. So, we can't give a half an hour and then sit here and.

Ms. Byrne: You do have the right to extend that time, correct?

Resident 1: Have another meeting.

Mr. Silva: We do if we don't have a hearing. If we don't have a hearing. Hearings are mandatory to open at the time that they are allotted for. They are. So, we could extend it but is there anybody here from Eversource I believe. Is that our first hearing?

Mr. Alves: Yeah, right there.

Mr. Silva: He's right there. So, we do have to open that up. Now with that said you can certainly call the Selectmen's office at any time, get on the agenda cause agenda's have to be posted accordingly.

Ms. Byrne: To only you address this?

Mr. Silva: Yes if you want to come in and speak to us

Ms. Byrne: We came now. It was in the paperwork to come tonight, wasn't it?

Resident 1: Well, someone said they responded and it was not an issue. The response was it's not an issue.

Resident 2: Cause you're reviewing.

Mr. Silva: Well, that was for the thing but if you would like to have a session with the Board of Selectmen you can certainly put it on the agenda so we can post it right on the agenda and that way we can then have

Ms. Byrne: So, is it going to be after you approve the new license renewal?

Mr. Silva: It might be but even

Mr. Vale: How is that fair? I mean we need answers here Manny. The purpose of this meeting is to decide whether Vanished Valley's entertainment license is being approved

Mr. Silva: Very true.

Ms. Byrne: Right. That's your decision. You have that choice in making that decision.

Resident 3: Are you gonna vote tonight?

Mr. Silva: No.

Mr. Vale: or we don't. Right there that gentleman is he just said he is from Vanished Valley so what is your stance on this. I mean you must have an opinion. You have 52 signatures.

Resident 3: No?

Mr. Silva: We can't.

Resident 3: When is this?

Mr. Silva: We're not voting on that issue tonight. We have to. Hold on. Hold on. Tony, you can't. You gotta address the Chair. You can't just be. We have to wait for 1, for the Attorney General to come back with the decision on the vote that was taken at Town Meeting.

Ms. Byrne: On the noise bylaw?

Mr. Silva: Yes

Ms. Byrne: This isn't about the noise bylaw. This is about the approvement of the entertainment license.

Mr. Silva: Agreed

Ms. Byrne: That's nothing to do with that. That's a separate issue.

Mr. Silva: Agreed. But we can't just disapprove a license

Resident 4: Yes, you can.

Ms. Melanson: You approved them to come in. You approved them to start doing it without talking to the neighborhood.

Mr. Vale: You approved them last year in December.

Mr. Silva: The license allowed it.

Mr. Vale: I have the copy, right here.

Ms. Melanson: Right but you never even asked us. Who lived there. Who pay taxes. We knew nothing about it. All of a sudden one day our backyards are just. Really okay if it's once or twice a year, that's one thing.

Mr. Vale: This was approved last year in December.

Resident 5: We don't get a choice. What's that do to our values of our houses?

Ms. Byrne: It said on the website that you were reviewing the licenses tonight.

Ms. Melanson: It devalues our homes.

Mr. Silva: We'll have to assess that.

Resident 5: Yeah, you're gonna assess it. It's a joke.

Mr. Silva: But we're really gonna discuss.

Resident 5: You already know what you're gonna say. You already know.

Resident 6: I agree.

Ms. Byrne: So, are you going to pass it before you discuss it?

Mr. Silva: I can't say that. There's a

Resident 5: So then why have this meeting if people don't get to talk?

Mr. Silva: So, listen, this is exactly why we have the forum to listen to you people.

Resident 5: But you're not listening.

Mr. Silva: We listen. We're going to be doing but we can't. We're going to have to somehow come up with something that works for you and works for them.

Resident 1: But then give us all a voice before you make that decision. You're not giving anybody a voice.

Resident 7: Let me say something please.

Mr. Silva: Because we can't by law sir. We can't. You're not on the agenda.

Resident 1: Make it a longer meeting.

Ms. Byrne: This is on the agenda. It's on your site about the renewal of the entertainment license.

Mr. Silva: All the licenses are up for renewal.

Ms. Byrne: Correct. It's on the agenda.

Mr. Vale: So, when is that decision going to be made?

Mr. Silva: It could be made today. We could postpone it.

Resident 8: Okay. There you go.

Resident 9: What's it dependent on Manny?

Mr. Vale: May I ask, what is it depending on?

Mr. Silva: This is true. You have to get on the agenda.

Ms. Byrne: You were on the agenda with this tonight.

Mr. Vale: Is this made up on the fly? This meeting was for the purpose of

Mr. Silva: Okay. Timeout. Folks. Folks. You have to one at a time address the chair. I'm sorry and I agree with you it's just not the way it can be done and it should be done. You have to address the chair. You have to ask a question cause everybody talking doesn't do anything.

Resident 1: You gave us like we have to address the Chair. I'll address the Chair. You tell us that we have to address the Chair, but when you gave out the license in the first place you didn't address the neighbors. You have a rule, but we have to follow this rule that we only get 15 minutes, but you didn't follow a rule to address us.

Mr. Silva: Unfortunately, you might think that I'm being rude, I'm being whatever, but we have to cut it. We have a hearing that has to be opened. It has to be. We will talk about it. We will discuss and move forward with what we have.

Mr. Vale: Can I say one more thing. You now have 52 signatures of legitimate complaints that are official in the Town Hall. So, it's your decision. It's in your hands. It's in your hands. Whether you approve it or not you have the complaints and the people.

Mr. Rosenblum: Yes it is. We also, sorry, Mr. Vale first of all we want to wait for the Attorney General to approve what they're doing. And I'm telling you. Please let me speak.

Mr. Silva: You gotta address.

Mr. Rosenblum: Let me speak. You're all talking over us, let me speak for one second please. I originally wanted the decibel levels in there. As a Board we said no because we didn't think it would pass and I'm telling you right now for me I'm willing to put the article back on the table to add it to that thing to have a decibel level. If you're telling me, it's 126 in your house, those people's ears are bleeding at the stage. If you're telling me its 126. I've gone there and measured myself. I've gone there and done it myself.

Mr. Vale: With what measurements?

Mr. Rosenblum: I've measured it too.

Mr. Vale: Cause I do industrial, I'm in industrial sales. I take measurements at machinery all the time and I'll tell you the law, Massachusetts law says anything above 10 over the ambient is considered excessive.

Mr. Rosenblum: It's from Town-to-Town sir.

Mr. Vale: It's considered excessive.

Mr. Rosenblum: Over 10?

Mr. Silva: Time out. Time out. We're getting away from what's getting done here. And I will just tell you that we're sympathetic and I'm telling you I was in Tony's driveway listening. I was.

Resident 5: You gotta come to mine. I'm three houses away from him.

Mr. Silva: I also went down the street. I also went down a little ways and I was listening and I found it was loud.

Resident 5: Come up to my house. I've been dealing with these people for four years. Ever since they put those lights up, those lights come right into my house. I've talked to em five times. I came to the town three times. Never got an answer. I still have those lights shining in my windows every single night. How much fun is that? I can't sell my house if I wanted to.

Mr. Silva: Understand that this is a process that we're gonna go through. We are gonna work on it and try to come to.

Resident 5: I've been hearing the same thing over and over and over.

Mr. Silva: We can't just say okay. We can't shut em down.

Resident 5: You did it. You gave em the license. You let em do whatever they want. They got more control in this Town then we do.

Mr. Silva: That's not quite true sir.

Mr. Vale: No, it is true. Manny, I built my house ten years ago. Mike and Josh, their brewer, I don't know if he's still. I heard he's the president came to my house and all the abutters saying hey we're gonna put up this brewery are you guys okay with it? And I said, "Well what do you plan on doing? You plan on doing the Treehouse cause if you're planning on doing the Treehouse, I built my house purposely back here, so I'd be away from Jill and my other neighbors so I could have peace and quiet. But what is Mike doing now? Not only is he have a Treehouse he has distributing which he never told us about and now he has entertainment. Which again I have no problem if he keeps it indoors. But keeping it outdoors where it disturbs my peace and my quality of life, yes, I do have a problem.

Mr. Silva: Okay. Unfortunately, we can't keep going. We're already way over our time period. You know what'll happen. We'll have a meeting that's not legal and believe it or not we get calls from time to time that we did something that's not quite right and we have to go back and reverse things. So, let's not reverse anything. Let's end it here for now. Let's move on from what we can do, and we can't do and we're gonna work on that ordinance. We're gonna work on maybe even like he said get it to the next Town Meeting and adjust it. We're gonna do what we can. But we can't just say okay we can shut em down.

Mr. Vale: You can shut em down in the entertainment. You can. It's in your hands.

Mr. Silva: We're done. We're done. I'm sorry. I am. I'm really sorry.

Mr. Vale: Either listen to the voice of the people, that, like you or say you know what I'm gonna sign with Vanished Valley because somebody's getting free beer. Bottomline somebody's getting free beer.

Mr. Silva: Tony, that is uncalled for. That you shouldn't say. Don't say that.

Mr. Rosenblum: Just say this meetings over. That's ridiculous.

Mr. Silva: Okay, the meeting is over. We're listening. I went to your driveway. I went up and down the street and we're looking at it. That's all we can do.

Mr. Vale: When's the decision going to be made whether you're approving these entertainment licenses or not. That's all I think the residents here; neighbors want to know. That's the purpose for why we came to this meeting.

Mr. Silva: Okay, we're done.

VISITATION

5:45 P.M. – Public Hearing – Eversource Joint Pole Hearing – Kendall Street

Motion made by Mr. Rosenblum to open the pole hearing at 5:55 p.m. Mr. Alves second. All in favor. Motion passed 3-0.

Mr. Cosimini: Matt Cosimini with Eversource, 300 Cadwell Drive, Springfield. So, this is for 47 Kendall. We have a customer building a house over there, far back. I need to set a mid pole and then we're getting power down, he's got a far driveway, down his driveway.

Mr. Silva: Is anybody here for this pole hearing? Ma'am, do you have anything to say?

Resident 1: I was just given a notice that it was gonna be tonight. I'm at 51 Kendall. Right down from 47.

Mr. Silva: Do you have any issue? Have you seen where it's going and where? Is that something you need to see?

Resident 1: I would like to, yeah. Is it on my property?

Mr. Cosimini: Not even close.

Resident 1: Just like in front of.

Mr. Cosimini: There's already a pole here and there should be a pole here. This is gonna break those in half so that way I can do a straight shot, straight down their driveway.

Resident 1: Okay, I see. I guess it's fine.

Mr. Alves: I have one question. On this property here adjacent so that's where the house is and their property comes all the way this way? So, there's no, it's not gonna be in their line of sight?

Mr. Cosimini: There's gonna be nothing there. No. Not even close. Especially with all the trees.

Motion made by Mr. Alves to approve the proposed Eversource pole at 47 Kendall Street. Mr. Rosenblum second. All in favor. Motion passed 3-0.

Motion made by Mr. Alves to close the public hearing at 5:57 p.m. Mr. Rosenblum second. All in favor. Motion passed 3-0.

6:00 P.M. – **Public Hearing** – The Lighthouse, 108 Sewall Street – Alteration of Premises

Motion made by Mr. Rosenblum to open public hearing for The Lighthouse, 108 Sewall Street alteration of premises at 6:00 p.m. Mr. Alves second. All in favor. Motion passed 3-0.

Mr. Silva: Gentlemen you are here for some alterations of premises that you are applying for. So, the floor is yours. Go ahead. Let us know what you're doing.

Mr. Teixeira: We're just expanding. Putting in a kitchen and kind of just spreading out a little bit. Taking over about roughly 700 to 800 square feet next door in the dance studio and we just need our liquor license expanded.

Mr. Silva: The dance studio moving or closing?

Mr. Teixeira: They're already gone.

Mr. Silva: They're gone, so you're taking over.

Mr. Nunes: Yeah, they're at the end of Massachusetts Ave. and we're moving in.

Mr. Silva: Gentlemen, anybody have any questions about the.

Mr. Nunes: Earlier today I left the letters that I sent to the abutters.

Mr. Silva: Do you have the abutters list? I believe we need a check for the papers.

Mr. Nunes: That's a list with the copies of everything. You guys have the originals.

Mr. Alves: While he is doing that, Mr. Chairman, Marc what's the difference between something like this and what needs to go through the Planning Board versus here?

Mr. Strange: If it's all interior and there's no change of use, if it's the same use and there's no change to the exterior footprint, typically that doesn't require site plan. What was in the space before?

Mr. Nunes: It's a dance studio.

Mr. Rosenblum: The expansion looks like what? A kitchen and more entertainment space.

Mr. Silva: Did you speak at all with the Planning Board?

Mr. Nunes: Yes. They did require a site plan, which Dave wrote in a attestation that he's gonna renew his site plan. The landlord.

Mr. Silva: The owner of the whole building?

Mr. Nunes: And he has a year to do that. But nothing's really changing besides who's in there and the kitchen.

Mr. Teixeira: Yes, the Planning Board approved us for the expansion.

Mr. Silva: The application has the square footage obviously that they're expanding their square footage.

Mr. Rosenblum: Yeah, it's right here. Total square footage is 560.

Mr. Nunes: I had John DaCruz review the application before it got to you guys.

Motion made by Mr. Alves to approve the alteration of premises for The Lighthouse, Tin Cup Facilities, Inc. at 108 Sewall Street. Mr. Rosenblum second. All in favor. Motion passed 3-0.

Motion made by Mr. Rosenblum to close the public hearing for The Lighthouse, 108 Sewall Street alteration of premises at 6:04 p.m. Mr. Alves second. All in favor. Motion passed 3-0.

6:15 P.M. – DPW – Quarterly Update

Mr. Silva: Good evening. So, as you know, and I know we're just here for a quick update on what's going on.

Mr. Goodreau: Yeah. Jamie put together some stuff. That's a lot of stuff. So, we figured we'd give it to you guys. If you guys have any questions that are pressing, we couldn't go on all the stuff because this will be more than 15 minutes with what he has here.

Mr. Alves: Have some, it's fine. The answers are in there.

Mr. Goodreau: Yeah, that's what I'm saying. We'll give you these and then. I think the main thing, probably the questions, are the bridge, West Street Bridge. The report that was done just got completed yesterday. Springfield just sent it over to us. They're the ones that received it from the state. Springfield has forwarded it to their bridge engineers who have been working on this from the start. So, they'll have, I mean it's 150 pages long. So, the bridge engineers are actually looking into everything. Within the next two weeks there's gonna be a meeting put together. Springfield's gonna notify us so we can go to it with DOT to be able to find out what the next steps are on this. So, they gotta actually analyze this report now and it's gonna take a couple weeks cause it is 150 pages long.

Mr. Silva: Is there any anticipation on work starting and how long it's gonna take?

Mr. Tomas: No. No idea. Not as of right now.

Mr. Goodreau: That's what they'll assess by what they find from this. It could be complete replacement. It did get dropped from poor condition to critical which is not obviously good. So that's why they're gonna really get into every page. I mean they got every beam analyzed in this report so that's what they'll be looking at.

Mr. Silva: It's killing the traffic, it really is.

Mr. Tomas: It'll be some time. And Springfield's doing a great job with all of it. From the start to now.

Mr. Goodreau: It's their director Chris Cignoli has been fantastic with this for us and getting all the information, getting all the engineers going forward with all of this. He has a lot of good contacts and he's been, when he gets the stuff, sends it over to us so we can look at it and go to the meeting. So, we're in a good position, we feel right now.

Mr. Tomas: Hopefully we have some answers for the repairs soon. Be nice to know what's gonna happen so we can plan for the future. And just real quick on here on the paving cause I know that's always a topic for conversation. So we did complete a pretty extensive paving project of 11 streets that were milled and paved down on our county streets and they're all listed here. We were also able to get Eversource Gas to patch the trench on Center Street. I don't know if you guys have been by there lately but the section from booth all the way up to the substation. All that rubble and the trench is all patched, milled and paved and patched. So, that was a good thing to get done before the winter really hit and they were able to finish that up. And there's another trench on Chestnut Street that comes out into East which probably won't get done this year.

Mr. Silva: So, while you're on this and I know you mentioned it before but just so the public knows, why did we pave these streets when some of them didn't need paving compared to some of the others that were.

Mr. Goodreau: We do have a pavement management book. The whole road got graded. We've gone by them. There was deteriorated mix on most of those streets and they were rated low. We do have a list that could show where they were rated and it was cost for the town that saved us money by tackling one area. There wasn't remobilization, so we got a lot done. A lot more done with the money by doing it in that way.

Mr. Alves: I used to live there. Most of those streets were awful.

Mr. Goodreau: And for this year we actually have met with the gas company which is a unique way of thinking of funding sources but we have looked at this with them. They have given us a pretty extensive gas main project for next year. There's like almost 15,000 feet of pipe. So what we're going to do is we're gonna look at the roads they're going to do. Find out what paved are bad. They have offered to give us a check instead of doing the final restoration, they're gonna cut us a check for what the cost of the restoration would be and we will use that toward our full repair of the road. They will do their work, they will do their patch but their full restoration at the end they're gonna give us the correspondence to a mill and pave of their area at dollar value. And if we're gonna reclaim the road and by doing one street that we're looking at their check's gonna be \$70,000. So, it's gonna be pretty substantial. It'll help us carry out our Chapter 90 money even further.

Mr. Tomas: And the nice thing down there is that whole area, now that First Ave was paved. Mill Side Drive, Riverside Drive, that whole area is done complete. We won't have to go down there for many years to come. So, that was kind of the thought process.

Mr. Rosenblum: Mr. Chair, you had a good increase this year didn't you like up to like 1.3 or something on your Chapter 90.

Mr. Goodreau: We had a supplemental. This year they gave 300 million instead of 200 million.

Mr. Rosenblum: So, based on street length and all that stuff.

Mr. Tomas: Correct.

Mr. Goodreau: Road miles. Maintained employed in town. There's a formula. There's three different factors for it, but we did get a million dollars. This project here cost us 800 and something maybe. We did get our allotment got put in for next year so we can start planning cause we have to submit the projects, get em approved first. One of the ones that the gas company's doing that's been on our list for a while, it's one of our worst roads, is Cady Street. We're gonna try to tackle Cady from Fuller to West Street. So, it'll be the whole length cause we already got from West to Chicopee line already done when they did the sewer line. So, that's one of the ones we're looking at because half of it is in this new gas main they're running.

Mr. Tomas: And that potentially will be a co-op with them. They'll give us money back so hopefully the cost will be

Mr. Goodreau: And we are aware of the petition you've received. Me and Jamie have gone out and looked at that road for Sroka Lane. We are looking if we are gonna reclaim Cady Street they could possibly hit that. We did look into it. It's in an area of our road management project where we could justify moving that in. We're just doing the numbers to see if we can fit but we have looked into that because we also got that.

Mr. Silva: So, while you're here we might as well take that item 25-226, letter for petition we had so that this will at least we'll be able to submit something to the residents on what the plan is or.

Mr. Goodreau: Yeah, the gentleman did come into our office and also hand it to us. We did explain to him what we're thinking of doing and there is a slight area me and Jamie noticed that was heaped up a little bit. So, it's not something we can just pave. We would have to reclaim it down and get out the slight hump in it.

Mr. Tomas: Definitely isn't the greatest road in town.

Mr. Goodreau: And it's not the widest either so it will fit within our budget we believe.

Mr. Rosenblum: So, I guess my follow up to that is do you foresee seeing like the more funding compared to this year? Or do you see it cause we were like usually in the like 700 study.

Mr. Goodreau: Normally 700. The last two years it looks like the state approved 300 million. That's why we're getting an extra 350. Giving us a million. So, I don't know if next year, they're gonna authorize 300 again or 200. It's just random. It's normally 200 million. It's normally the 750.

Mr. Rosenblum: Yeah cause for you guys at least for planning purposes it give you a little bit more. You'd be able to know if you pop another street or something.

Mr. Goodreau: We're also trying to hold on to some money because for the bridge that is we're half the responsibility. We're hoping the state does take this over but we would be responsible for engineering costs in order to get it to that state. So, we're trying to save some money where we could cover half of it with Springfield to move it forward so the town's not on the hook for the whole bridge reconstruction. Just the cost.

Mr. Rosenblum: Your design on that could be probably quarter to 300, 4.

Mr. Goodreau: Probably half a million dollars.

Mr. Rosenblum: Because it's a larger project. Just in general design is like 200, 250.

Mr. Tomas: Easily

Mr. Goodreau: We're thinking a half a million dollar design probably.

Mr. Tomas: I mean Piney Lane Bridge was 6.2 million.

Mr. Goodreau: Yeah, for that one bridge.

Mr. Rosenblum: Hopefully we get some more. We get the 300 again.

Mr. Tomas: Yeah, it would be nice.

Mr. Alves: But before we move on Mr. Chairman, so, Sroka Lane, obviously we had the petition I would imagine given the condition of the road, I haven't seen it but I imagine that was already on the paving list.

Mr. Goodreau: Yes, it was. It was in the queue to go up.

Mr. Alves: I know you've had conversations with the residents, I just don't want folks to think like hey. There is a priority listing out there. It was on the list.

Mr. Goodreau: And the actual management, the actual book is actually on the website.

Mr. Alves: Right. And the variables that go into it, you gentlemen touched on it already proximity to other projects, cost, and fitting into the bigger picture.

Mr. Goodreau: And there's also section in our match book that talks about the daily travel. So, we like taking care of roads that are more traveled on. Like if it's a side street and it's a low rating but you got a main road that's a low rating you're gonna do the main road because it's gonna be a more benefit to the community by having that section of road done than a side street. So, that also comes into our.

Mr. Tomas: Even just mobilization costs for the companies it gets expensive.

Mr. Alves: There's another Mr. Chairman, that the other item here we can probably address with them. Is 25-225 Commonwealth of Mass. Dam owners' technical assistance program.

Mr. Tomas: Yeah, Jimmy can touch on that.

Mr. Goodreau: How did I know you were gonna bring that in by me.

Mr. Alves: Last meeting we had a long Dam conversation and there were a lot of Dam questions.

Mr. Goodreau: You don't gotta worry about any of it. What it really came down to was this, was instead of hiring consultants, I did it myself. Updated both these plans. There's nothing for the town to worry about. That was a grant to do what I just did.

Mr. Alves: Right and it looks like there's a new round of applications that if there's anything we need further, we can get this.

Mr. Goodreau: Correct. There's nothing at this moment that we do need further. This was just to update all the contacts in case there was an emergency. We know the process, what to do and all of that. We get these inspected every five years. We're required by law to have an independent contractor come in. These need to be updated yearly and I called the outstand safety to see what we needed, this is what we needed. We took care of it the day we got this letter. So, we're good with them. And they did say if something does comes up that need repair just reach out and we can get you into any round that you would need. So, that's good.

Mr. Tomas: And just a real quick, I was gonna touch in the last meeting update that we had but Rocky's ACE Hardware, I wanted to give them a little shout out because they actually donated a very generous amount of nuts and bolts and fasteners to our department a few months back and I'd like to thank them on air just so everybody knows that local businesses are always thinking about us and the town also.

Mr. Alves: Staffing was my other question. Did we fill, the last meeting you guys came in we filled

Mr. Goodreau: We have one more position. We have one more opening right now that there's been no applicants on right now currently.

Mr. Tomas: And we've had obviously we've had two challenging snowstorms here right off the rip, one was the first storm a couple weeks ago, which was a bit challenging because of the ice and the rain that we had on top of the snow. And we did have a contractor that unfortunately can't plow for us this year. And he had like five or six pieces of equipment with us, which hit us a little bit. But we still were out there. I think we did a very good job with these last two storms and we obviously need plow contractors just like everybody else's is in need of them.

Mr. Goodreau: Yeah, and speaking of the plow, cause I meant to bring this up when I forgot Jamie, we've been collecting what the area communities have been paying for snow plowing and we're slightly over so under what they're paying. So, we are gonna adjust our rates slightly to get us in line with these other communities. That way we can draw more. I believe it's just something we do and then I think you guys would be the ones I guess that would just vote on the chain so we could pay the people that. So, that's something we are looking at right now. We have gotten area communities what they are and we're a good five to \$10 lower per hour and we believe if we raise it up, we'll be able to draw some of them people back. So, we're looking at that.

Mr. Alves: Is that a rolling application? Like we fill it as we need? I feel like you're saying someone drops out, we need five, six pieces.

Mr. Goodreau: It is. It's out there. Yeah, as people apply. Like we do advertise it and we'll just take em until it's done.

Mr. Tomas: But everybody in the area is having the same trouble. Springfield, Wilbraham.

Mr. Rosenblum: But you guys do it. I mean honestly with the roads I don't complain and I'm more of a side street anyways and I think you do a good job. And again, understanding that everywhere we go there's some kind of shortage with something. So, I got a truck last year so it's kind of fun. I get to use four wheel drive a little bit now.

Mr. Tomas: Well that first storm I was actually personally out in the loader for 14 hours. So, we all gotta just pitch in and we'll make it happen. But, it is tough with the shortage and being a little bit understaffed.

Mr. Rosenblum: I plowed years ago but I think I wouldn't, I can't get paid twice by the town.

Mr. Alves: Do we run into issues too where if it snows early if one of our contractors is a construction company, they're just not ready yet cause they're using their equipment elsewhere.

Mr. Tomas: We do, but the contractors that we do have plowing for us, they make it happen.

Mr. Alves: I just know that sometimes that can be, you know.

Mr. Goodreau: They normally have pieces of equipment already put aside for this. They're not taking equipment off jobs, coming back here to plow. They already got em in their yards.

Mr. Tomas: And they're usually prepared. Most of them.

Mr. Goodreau: A couple of them leave their equipment either in our yard and they just come there and then take it and go.

Mr. Tomas: We have a good group of contractors that usually, typically come back to us every year.

Mr. Silva: Anything else gents?

Mr. Alves: Sewer bills?

Mr. Goodreau: Yeah, we're currently working on them. We're finishing up the auxiliary meters. They will be entered into the system and then we will be able to print them.

Mr. Silva: Are they gonna catch up for you know timewise? I mean people are getting bills for a year ago and there's.

Mr. Goodreau: Oh no, the sewer billing always runs a year behind. It's based off your water usage from the year prior and we don't usually get. It is caught up. We are caught up with it. We do not get any of the data from Springfield till the middle to end of July of the water usage from the previous year and that's what we base the bills on so that information comes in, all the auxiliary meter lists are getting put in, then we gotta update all that data and then print it up. But they should be getting out in January like we had talked about.

Mr. Tomas: I was just gonna say, we did get a new rules and regulations sign installed up at the Reservoir Cemetery.

Mr. Rosenblum: I know it's been kind of a contention. I look at it two different ways as you know it's a place of mourning in the same sense we've had complaints of people zipping around in there when someone's at a grave site.

Mr. Goodreau: We did put up the sign like you said. You'll see it right when you pull in. It's right there. It's the same exact sign we got at Island Pond. We do have an area in the back that we haven't roped off yet but it's a flat-glass area where cars can park to stay out of the way of that area is already there.

Mr. Rosenblum: Yeah, because I know someone had said something about paving back there and putting in parking back there but I'm like well no that's more maintenance, that's more lining and then you're opening it up. I mean it's right along the fence. Right? That's where you pretty much have them.

Mr. Tomas: Correct. But we were thinking the way back.

Mr. Rosenblum: Back right corner?

Mr. Goodreau: Yeah. Where that back row is. It'd be right in that back corner. Correct.

Mr. Tomas: I think people have been for the most part very respectful.

Mr. Goodreau: Yeah, they haven't been pulling up since. We had the signs up and they're not going past that.

Mr. Rosenblum: I mean we just had I think early this year. There was just someone in particular was there mourning.

Mr. Tomas: Yeah, they've come in. We do have signage now that we put up before every funeral on Center Street in either direction.

Mr. Goodreau: Letting people know there's a funeral going on. So, there is one on each side as you're coming up to the cemetery letting people know there is one going on.

Mr. Rosenblum: Yeah, it's just tough now that the cemetery is there and there's actually like dedicated parking or a road now it causes overflow because if you go up and I've wanted to go with my kids and my wife to go biking or something and you look and you can't get in the park and you're like okay. But now they're like oh I'll just go over here. As long as people are respectful. I get it. People wanna use the recreation but I also want to respect the people that are going to the cemetery.

Mr. Tomas: They are.

December 16, 2025

Mr. Silva: Thank you.

6:30 P.M. – Ian Thompson – Westover Golf Commission Interview

Mr. Silva: Ian, welcome and thank you for coming in. Stepping up to be one of the commissioners. If you could just give us a little briefing about yourself and your name, address, so on and so forth, so people know that you are in fact the commission.

Mr. Thompson: My name's Ian Thompson. I'm 35 years old. I've lived in Ludlow for 31 of those 35 years. Briefly lived in Chicopee for a little bit right after college. Currently been working the last 12 years in logistics management and just wanted to get a foray into public service and try to volunteer some of my time to the town and try to improve the municipal golf course any way that I can. And listen to the concerns that residents and members have and also that employees might have that work at Westover Golf Course.

Mr. Alves: I don't have questions. I've known Ian forever. Actually, I do have a question. Do you golf there Ian?

Mr. Thompson: Yes, I do.

Mr. Alves: What's one thing you think could improve there?

Mr. Thompson: I mean, just generally from and it's not just an issue at Westover. I think it's just an issue with the game of golf growing is just tee time spacing and the experience of the customer and the golfer and whatever you can do to kind of help with time management on the golf course and speeding up rounds. I don't think anybody likes to be stuck on a golf course for six hours. And then maybe that's not all the time and then like I said that's not an exclusive issue to Westover. I think that's just with the popularity of the game growing and becoming more accessible, you're gonna have people trying to get on the course.

Mr. Rosenblum: Well Anthony kind of said it, but I was gonna say, what do you see as probably like, I guess you said what you would like to see improve. What's a vision? I know that the big thing right now is that we're talking about its irrigation system and obviously it's an old system and understanding what the cost is. Where do you see the greatest improvements outside of just pace of play and things like that?

Mr. Thompson: Obviously I think, well I spent a couple of summers working at Chicopee Country Club and I think they do a great job with their municipal course, and I think they give a great value and good quality as far as for how they keep their grounds. And I think there is some room for improvement as far as like what the costs are and how that relates, I really won't know until I can kind of dig my hands in and see what kind of suggestions other people on the commission have and what I can bring for my suggestions once I find that information out.

Mr. Rosenblum: Yeah, cause generally with, since you're working with an enterprise fund, it's gonna be money in, money out, so you're self-sustaining. So, it's kind of like balancing that part, leases and things like that. Thank you. I appreciate you getting involved.

Mr. Silva: I don't have any questions for you. Thanks for stepping up and just joining boards is helpful. I belong to several boards, and it takes up a lot of time. People don't realize how much time it takes so be ready for it.

Mr. Thompson: I'm up for the challenge. Just I figure it's a good way to step into public service and lend some of my time back to the community.

Motion made by Mr. Alves to appoint Ian Thompson to the Westover Golf Commission. Mr. Rosenblum second. All in favor. Motion passed 3-0.

CORRESPONDENCE

25-223 Chief Pease - 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 November 24, 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 November 24, 2025. **Mr. Rosenblum second. All in favor. Motion passed 3-0.**

25-224 Provisional Chief Brennan – Request to charge off medical expenses and lost wages to Chapter 41, Section 111F for a Police Officer for an injury sustained while on duty on November 29, 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 Police Officer for an injury sustained while on duty on November 29, 2025. **Mr. Rosenblum second. All in favor. Motion passed 3-0.**

25-225 Commonwealth of Massachusetts Executive Office of Energy & Environmental Affairs- Dam Owners Technical Assistance Program. Discussed with DPW.

25-226 Letter and Petition from residents of Sroka Lane – Requesting the road be repaved. Discussed with DPW.

25-227 Department of Environmental Protection – Notice of Responsibility/Notice of Response Actions – Hazardous Material Cleanout – 702 Fuller Street.

Mr. Alves: Mr. Chairman, Marc, just to confirm, this was just a letter to the resident right? That we were copied in on. There's nothing for us to do right?

Mr. Strange: Yeah. Nothing for us to do just stuff for our information.

Mr. Alves: Well, we did what we were supposed to do already.

Mr. Rosenblum: Just one thing on this, I know that there were many people that were kind of like concerned that they didn't get a sooner notification on things, but this was based on the expertise of those that were involved with eradicating the situation as to the point is that this was in their professional opinion, the way to proceed with it, coming from state and federal as well as local. I understand that some people are like, well it would've been nice to know that we were gonna hear something at 11:30 at night or whatever it was. But, from what I understand is the decision to do what they did was actually pretty instantaneous to the point where we're gonna do this now and putting out anything just kind of slows the process. I want to thank our first responders, Ludlow Fire, Police. I know that we had some state involved as well. So, I want to thank them for taking care of the situation.

Motion made by Mr. Alves to file. **Mr. Rosenblum second. All in favor. Motion passed 3-0.**

25-228 Letter from Jeff Laing, School Committee – Requesting a member of the Select Board be present on the search committee for the next Superintendent. **Motion made by Mr. Rosenblum** pending his acceptance to name James Gennette to the search committee for the new superintendent. **Mr. Alves second. All in favor. Motion passed 3-0.**

UNFINISHED BUSINESS

Board to discuss and possibly approve increase the Common Victualler License fee for 2027.

Mr. Rosenblum: Mr. Chairman, I noticed what most of the surrounding towns, I would say that based, and Marc you can correct me if I'm wrong, cities are closer to a hundred. Smaller communities, Wilbraham is about the same as us at 25, but we're actually probably more busy than them, I would imagine with Common Vic. But generally seeing someone that's about our size, with probably our amount of traffic, I wouldn't be opposed to moving to 50. I wouldn't go to a hundred because that seems to be more like larger cities.

Mr. Alves: I wouldn't want more than double it in one shot anyways.

Mr. Rosenblum: And to go from 25 to 75 or a hundred's way too much.

Mr. Alves: So, my question Mr. Chairman, Marc, what changed? Cause this was on last meeting and we were gonna check, cause I think I interpreted it the same way you did that it needed to go to town meeting. So, I guess what changed between then and now that this is back and we're able to act on it?

Mr. Strange: After we read it again, it seems like unless town meeting is acted on it, then the Select Board has some leeway to increase the fee. If you want to take action tonight we can then double check with town counsel and if that's not accurate, we'll create a warrant article for it.

Mr. Alves: So, pending legal review. Alright, my initial thought was 40 or 50.

Mr. Rosenblum: I'd like to keep it round. I'm fine with 50. Fifty's a rounder number for me.

Motion made by Mr. Rosenblum to increase the Common Victualler License fee for 2027 pending Town Counsel review from \$25 to \$50. Mr. Alves second. All in favor. Motion passed 3-0.

NEW BUSINESS

Board to approve and sign minutes from meeting of December 2, 2025. **Motion made by Mr. Rosenblum to approve and sign minutes from meeting of December 2, 2025, with all members present. Mr. Alves second. All in favor. Motion passed 3-0.**

Board to open the warrant for the Annual Town Meeting to be held on Monday, May 11, 2026. All articles should be submitted to the Select Board's office by Friday, April 3, 2026. The Select Board will close the warrant on Tuesday, April 21, 2026.

Motion made by Mr. Rosenblum to open the warrant for the Annual Town Meeting to be held on Monday, May 11, 2026. All articles should be submitted to the Select Board's office by Friday, April 3, 2026. The Select Board will close the warrant on Tuesday, April 21, 2026. Mr. Alves second. All in favor. Motion passed 3-0.

Board to approve and sign 2026 Renewal Certification Form.

Motion made by Mr. Rosenblum to approve and sign 2026 Renewal Certification Form. Mr. Alves second. All in favor. Motion passed 3-0.

Board to approve and sign 2026 ABCC Seasonal Population Increase Estimation Form.

Motion made by Mr. Rosenblum to approve and sign 2026 ABCC Seasonal Population Increase Estimation Form. Mr. Alves second. All in favor. Motion passed 3-0.

Board to discuss New Year's Eve hours for liquor license establishments.

Motion made by Mr. Rosenblum to approve the New Year's Hours for liquor license establishments to be until 2:00 a.m. Mr. Alves second. All in favor. Motion passed 3-0.

Board to approve and sign Liquor Licenses: Cady Street Market, USave Food Store, Randall's Farm, Red Bridge Bait & Tackley, Four Seasons Wines & Liquors, Our Town Variety, Uncle Bob's General Store, Pop-N-Kork, Ludlow Shell convenience, Ludlow Tennis Club, TCO Party Occasions, Alexander's The Great Pizza, Blue Water Sushi, CMD Café, El Cid, Moonlight Café, Come e Cala Te, Vanished Valley, Open Door Café, Oscar's Pizza, Primavera, Tony & Penny's, Villa Rose, Casa Pizzeria, Bill's Garden, Elk Lodge, Gremio Lusitano, Ludlow Fish & Game Club, Unity Athletic Club, Ludlow Municipal Golf Course, Iron Duke dba Sole Syndicate, Ludlow Country club, The Lighthouse, Polish American Citizens Club, Mill's Tavern & Grill, Pizza Corner & Curry House, Barburitto.

Motion made by Mr. Alves to approve and sign the liquor license for above listed. Mr. Rosenblum second. All in favor. Motion passed 3-0.

Board to approve and sign Common Victualler Licenses: Cady Street Market, USave Food Store, Randall's Farm (Center Package), Four Seasons Wines & Liquors, Our Town Variety, Uncle Bob's, Pop-N-Kork, Ludlow Shell Convenience, Ludlow Tennis Club, Pizza Corner & Curry House, Barburrito, TCO Party Occasions, Alecander's The Great, Blue Water Sushi, CMD Café, El Cid, Polish American Citizens Club, Mill's Tavern, Moonlight Café, Come E Cala Te, Vanished Valley, Open Door Café, Oscar's Pizza, Primavera, The Lighthouse, Tony & Penny's, Villa Rose, Casa Pizzeria, Bill's Garden, Elks Lodge, Gremio Lusitano, Creative Cuisine (Ludlow Country Club), Ludlow Fish & Game, Unity AC, Westover Golf Course, Iron Duke dba Sole Syndicate, Big Y, Burger King, Chapin East, Chin's Kitchen, Cumberland Farms #0139, Cumberland Farms #0200, Cumberland Farms #0213, D'Angelo's, Dunkin Donuts, Evan's Egg House, First Church, Global Montello Group #852, Gloval Montello Group #853, Gung Ho, Holiday Inn Express, Ludlow Smoke Shop, John's Corner, Kentucky Friend Chicken, Ludlow Community Center, Ludlow Council on Aging, Ludlow Public Market, Lupa Game Farm, McDonald's (Gomez Enterprises), McDonald's (McBee Enterprises), Nouria, Papa Gino's, Poppi's Pizza, St. Elizabeth Parish, St. Peter/Paul Ukrainian Church, Subway, Taco Bell, Tandem Bagel, Christ the King, Family United Methodist, Ludlow Central Bakery, Ludlow Coffee Co., Ludlow Mobil, Starbucks #26040, Applegreen dba Starbucks, Applegreen dba Starbucks #2, Pride #613, Brigham Lodge, Palermo's, Cha's Ice Cream & Grill, Sakura (Winway), Our Lady of Fatima, Ludlow Pizza, J.R. Butcher Shop, Encompass Health, Exit Seven Players, Keystone Commons, Prime Meat Market, Subway of Ludlow, Wendy's.

Motion made by Mr. Rosenblum to sign the licenses listed above. Mr. Alves second. All in favor. Motion passed 3-0.

Board to approve and sign Entertainment Licenses: Ludlow Tennis club, Pizza Corner & Curry House, TCO Party Occasions, Alexander's The Great Restaurant, CMD Café, El Cid, Polish American Citizens Club, Mill's Tavern, Moonlight Café, Come E Cala Te, Vanished Valley Brewing, Open Door, Oscar's Pizza, The Lighthouse, Tony & Penny's, Villa Rose, Casa Pizzeria, Bill's Garden, Elks Lodge #2448, Gremio Lusitano, Ludlow Fish & Game Club, Unity AC, Professional Golf Management, Iron Duke dba Sole Syndicate, Creative Cuisine (Ludlow Country Club), Evan's Egg House, Happy Nails & Spa, Kentucky Fried Chicken, Ludlow Council on Aging, Poppi's Pizza, St. Elizabeth Parish, Christ the King, Family United Methodist, Ludlow Coffee Co., Starbucks #26040, Palermo's, Cha's Ice Cream & grill, Our Lady of Fatima, Ludlow Pizza, Wendy's.

Motion made by Mr. Alves to sign the licenses listed above except Vanished Valley. Mr. Rosenblum second. All in favor. Motion passed 3-0.

Mr. Rosenblum: To be honest with you, Mr. Chairman, I would move that we approve it. But in the same sense, I would like to have an opportunity for, honestly I don't mind doing it myself as sitting down with both sides and try to iron something out in the meantime to get it to where do we have some kind of because honestly if we say no to this entertainment license that means indoors as well. So that means everything. And the other aspect is yes, my other point that I made earlier is that we do have to wait on the Attorney General for, and I know that that's kind of neither here nor there, but we have to wait on the Attorney General for that portion of the Article from October Town Meeting. Once that passes, which it most, it'll be approved almost. I'm guessing it won't be a problem. Is that then we are in the process right now. I'm gonna rewrite it. I think we have the template from when we wrote the original article is that I want to institute because originally, I had written it in but as a Board we decided not to put it in, is put in decibel levels. And I think if those decibel levels are adhered to and if they're at the right, which we were at 65 would've been during, up until 10 o'clock and then it was 50 after. And understanding that there are some instances where the music might go a little bit past nine o'clock but understanding also that the establishment generally stops its music at nine and the establishment is closed at 10 is then put that Article to Town Meeting. Because unfortunately to this point is that we don't have the authority to sit there and just say decibel level. We have to go to Town Meeting. But I understand, and I've heard it, we had discussions after last Town Meeting. I have a friend that lives up there. I know the music can be loud at times. I've also done measurements myself. I've looked at December 16, 2025

all 18 police reports. I've looked at the liquor licenses. Premises does apply to, as the premises is includes, I believe the more than two acres of outdoor space with also signage every 10 feet saying no alcohol behind this point. I'm gonna be brutally honest. I think there's stubbornness on both sides. I think we need to come to the middle on this to where people we can work together on it and let the business still thrive. But at the same time, taking into consideration the people that live right there. And I've had some discussions with one of the owners before and I want to have further discussion with that person, people. It's just because if we don't come to a resolution with this one way or another, what's gonna happen is that does anybody really win? Not that anyone needs to really win, but the lifestyle of the people that live in that neighborhood are paramount. But it's also is that we have a good business in town. And so, I would say at this point, and we do have the opportunity that we could revisit it at any time. Right.

Mr. Silva: At this point, they've stopped. They have stopped until the spring, right? Until March.

Mr. Rosenblum: There's no outdoor music until the spring. I just don't want to do a total squash on it.

Ms. Byrne: Can I say something? I think that I don't think it should be approved based on well, we'll talk about it later. I think it should be tabled and the vote come up at another night for this one place after you have had a chance to sit down and negotiate or somebody has with both people. Like perhaps a sound wall being built or the band facing the other direction not down the wind tunnel of Higher Brook. I've suggested these things. We've been rejected almost every phone call that we've made to them. So, I don't think it's fair to us and I just wanna say that if they are a medium density overlay agricultural district, they are not paying the same taxes we do. So, your brunt of taxes are coming from the residential neighborhood. Three houses pay more taxes than Vanished Valley. They pay at 2025 they estimated for that one piece of property over \$940,000. They paid under \$17,000 in 2025. If I am correct in what I said. I pay \$7,400 a year just for my simple humble little home. So, when you're looking at, you need the business in Ludlow, you also need residents and the taxpayers in Ludlow to also support the town. And you're gonna raise the taxes again according to what I saw in the paper. But I mean, so it's not fair. It's true. And he can, I just said to him out there you can afford to make these changes to help us because you don't pay the taxes we do. Tony's house, my house and one other house, literally according to the records in 2025 and that one property and that one parcel, we pay more. Put that with 125 houses on our street. Where's your tax dollars coming from? From the residents, the residential property, not medium density overlay agricultural. And they grow a few hops. I get it. I get the whole, I get I understand the whole thing. They grow the hops. You can make your beer, you're growing something. I understand the whole thing. Trust me. And I'm not against business. I have a business. I'm totally not against agriculture. I love it. But I am totally against you all saying, well let's feel bad for em cause you don't wanna shut em down. It's got to be tabled because if you don't table it and you don't discuss it with people you've just blown us off again. That's my opinion.

Mr. Silva: Let me just say something about tabling. Tabling would depend on when we get to it. Now, come the 31st you can't really operate without.

Ms. Byrne: But can you argue within your power to restrict outside entertainment until you table it.

Mr. Silva: That's the one thing I'm actually gonna question. Marc, what mechanism do we have to alter the entertainment licenses moving forward like moving it indoor one two altering to no outside entertainment after eight o'clock. I'm just throwing things out.

Ms Byrne: Throwing things out, I know. I understand that. I appreciate it.

Mr. Strange: I suspect that since you're the licensing authority you have the authority to reopen it and make amendments.

Mr. Silva: You think by and then go to Town Meeting for the next Town Meeting and propose that this is what's gonna happen.

Mr. Strange: I think the amendments, if you were gonna make an amendment it would just be on the. The amendments would be I guess the hours of the entertainment that's provided. Provided those hours are not currently listed on the entertainment license. It just says regular business hours. But we can ask Town Council about it.

Mr. Silva: See, and these are things by the way these are things that we as Selectmen have to look into. We can't just say no, we're gonna do this.

Ms. Byrne: Well, if you're voting tonight can you just as an attorney, you would know, can you just say for the short term, let's approve it but let's approve it with no outdoor entertainment until the situation is resolved.

Mr. Silva: Well you're not gonna have it for now anyways.

Ms. Byrne: Doesn't matter. There's still, it exists. You're showing the support of the taxpayers of the residential properties.

Mr. Silva: But at Town Meeting we could alter it if is what we're.

Ms. Byrne: But we have to wait until another meeting, get everything back there. If you stop it now, if you stop it now then perhaps he'll make a he'll be more able to discuss this.

Mr. Silva: That's what we had. Understand it's not just stopping it. They could just walk into litigation and now we gotta pay for litigation, which is not cheap.

Ms. Byrne: I know that. I also know that it's, I know he does wonderful things for the town. He sponsors, he does things. But those are also tax write-offs.

Resident 1: So, if you do a time limit of whatever, eight, nine o'clock is that something you can state tonight?

Ms. Byrne: So we go home from work, Lisa, we go home at six. We can't use our yard till after they're done.

Mr. Silva: Can we say it tonight? I don't know that we could do that. Limit him to.

Ms. Byrne: You're a smart attorney. He should know.

Mr. Silva: We'd have to do that. No, even though he is an attorney, the Attorney General rules on a lot of things and the statement rules.

Ms. Byrne: I'm talking about the permit, the entertainment permit, nothing else.

Resident 1: Could you limit it to verse from four days to you can only do this for two days.

Ms. Byrne: Yeah. This is every weekend.

Mr. Silva: Things we have to look at we have to find out

Ms. Byrne: That's why I'm asking you not to do this tonight. To wait and put a limitation on it. If you can do it. If he says that you can do it, put a limitation on it short term so that these discussions can be intelligently discussed between both parties and something can be resolved because it's not resolved right now. I mean it's not resolved and by you saying full blown yeah, he's got carte blanche that's really unfair to the taxpayers of the residential properties. It's not fair.

Resident 1: Once it's approved it doesn't come back for what a year for another renewal.

Mr. Rosenblum: Mr. Chairman, I would believe as the licensing authority that we could act on anything at any time when it comes to a license. We could suspend, revoke, amend at pretty much any time. Meaning that's why at this point is allowing it to go forward and then

in the meantime is because it's otherwise we'd sit here if we're saying we're restricting any entertainment that means it's indoor too.

Ms. Byrne: No, I don't want that. I don't want to harm them in that way. I want to be protected.

Resident 1: Can you state instead keeping it indoors?

Ms. Byrne: Keeping it indoors short until you have your next meeting. There's nothing wrong with doing that in my mind. Just, okay indoor until we get it resolved. Then your next meeting we can resolve it.

Mr. Silva: Is it because you're worried that he's gonna have some entertainment outdoors in the meantime?

Ms. Byrne: Our concern is the outside entertainment. That's where the problem lies, is the outdoor entertainment. Villa Rose has a porch. They don't, and they're in a neighborhood. They don't do that.

Mr. Silva: The issue is in my view is I wouldn't wanna restrict one entertainment license versus all the others.

Ms. Byrne: But they're not affecting the homes.

Mr. Silva: Understood. But they could tomorrow. You know what I mean?

Mr. Rosenblum: There are some because I can hear music from my house.

Ms. Byrne: Do they have outside entertainment? All of them?

Mr. Rosenblum: They do. There's entertainment and I can hear it from other parts of town myself.

Mr. Silva: So, when you do something in this

Ms. Byrne: You need to do something.

Mr. Silva: When you do something for one you have to really include all the others. You can't just, unless there's something really.

Ms. Byrne: Why? They're not paying the taxes we pay.

Mr. Silva: Well, that's taxes. That really doesn't.

Ms. Byrne: Taxes are of course

Mr. Silva: Understood that but that's something that doesn't come into play with this. And if he's not paying what you're paying that's an assessor's issue. Assessors well.

Ms. Byrne: Well, that's also district or that's district that's also how he's medium. Agricultural overlay district. But I think there's a way you cannot do this to us tonight and hold off on part of it. If the attorney says so.

Resident 1: When's your next meeting?

Mr. Rosenblum: Not til after the New Year.

Mr. Silva: I know. Could we say well that no cannot have outdoor entertainment until, I don't know, March. Was it March?

Ms. Byrne: We're asking for something to respect this us in some way.

Resident 1: If you say no outdoor entertainment until March, it gives us time.

Mr. Silva: And that's what we gotta do. Time. We have to take time. We have to research.

Ms. Byrne: But you were just going to vote on it a few minutes ago.

Mr. Silva: No, not necessarily. It's on the agenda to vote on it. But doesn't need.

Ms. Byrne: I appreciate you giving us this time. I really do. But, I can't sit in my backyard and enjoy anything most of the year. That's not right. And if they wanna play they don't understand it or they're not doing, it's not true. He has a friend that's a neighbor and she's complained to him. It truly exists.

Mr. Silva: I believe the Attorney General has a play on reviewing these entertainment license. Do they not?

Mr. Rosenblum: Well, I would imagine that if we altered this it would go to them and it wouldn't be approved in the same, probably the same manner that we're waiting on the article. Right? Does this have to go before ABCC and then go before the Attorney General? In the same sense in which time right now we're over two months on the article.

Mr. Silva: Should be due any time.

Mr. Alves: Mr. Chairman, I've been quiet for a while. So, I'm confused what the Town Meeting Article has to do with any of this.

Mr. Rosenblum: It's because, Mr. Chairman,

Mr. Alves: Hold on. Hold on. It's a business license. We're the authority. What does a Town Meeting Article about reasonable noise have to do with this when there's clearly an issue and we have the authority.

Mr. Silva: Agreed. But right now, we don't have a noise issue. There was nothing. Now we're putting in a reasonable noise, which means if it's unreasonable, then we have the Attorney General says yes you can do that. Then we have, or in our bylaws now we have a bylaws backing.

Mr. Alves: But if we're the authority on the license, we're the authority on the license.

Mr. Silva: Yes. Agreed. But it's something that you have to look at.

Mr. Alves: I'm just saying, I'm not in line with that line of thought. I also don't, Marc, are you of the mind that this could be approved with restrictions? Again, knowing that we are the authority.

Mr. Strange: So, I think you probably could. I'm reading the license now. A couple things. One is there's no other meeting before January 1st. So if the license doesn't get approved tonight, they can't, they would be approved for live entertainment, radio, and television. Technically they couldn't do any of those things.

Mr. Alves: You can't even turn the TV on?

Mr. Rosenblum: Yeah. You have to turn the TV off.

Mr. Strange: But it says live entertainment. It doesn't delineate between indoor or outdoor live entertainment. If the Board were to make some sort of vote defining that we'd have to generate another license and reprint it and then have you guys sign it.

Mr. Alves: And that's feasible before January 1st? Because if we voted now then it's paperwork. You reprint it.

Mr. Strange: You guys would come in and sign it.

Mr. Alves: We just need to sign it. So, there's been a lot said here tonight about history and how long this has been going on and okay. When I entered this fray, I've been here nine months. Okay. It seemed like a few complaints were coming in. That's what we saw. That's how it started. And there probably were other complaints, but that's what came before us. I was of the mindset of that time neighbors are gonna be neighbors, neighbors need to figure it out. Now I've been here nine months, neighbors haven't figured it out. There's clearly a problem. So, without some sort of limitation, I wouldn't vote for this the way it is. Full blown.

Mr. Silva: You wouldn't for, you mean

Mr. Alves: The full entertainment license without a limitation.

Mr. Silva: Yeah. That's where I'm at. I think we should somehow put a restriction on the outdoor and I'm at least till late eight o'clock is not that bad. Is it?

Ms. Byrne: Prolong but them also

Mr. Silva: Oh yea, limit the noise also. The noise is gonna come in.

Ms. Byrne: But I mean every Friday, Saturday. We literally cannot enjoy our backyard. I can't have people over for a cookout, a barbecue or listen to my own music. I go in the house and shut all the windows. That's not right.

Mr. Alves: The last thing I was gonna say was because in the same sense if you made, if you approved a license full blown and we were talking about coming back and putting restrictions on after, it can also operate the other way. You put the restrictions on now. The improvements are made and then you can reopen it to.

Mr. Silva: Right and I think putting a restriction now is not gonna be detrimental to em because he's not gonna have anything anyways until again, March. I don't know if it's March or April, whatever.

Mr. Rosenblum: Mr. Chairman, I don't think eight o'clock's gonna make a difference because there's calls. Listen, I have the same 18 calls. I have the same call log right here. I read this, I've gone through it. There's calls at 5:30 in the afternoon also. But what I'm saying the eight o'clock thing doesn't make a difference cause I'm seeing calls at 5:30 and I'm seeing a lot of the calls are coming almost at nine o'clock. I'm also seeing and I'm just going by what I see and I hear what you're saying and I'm reading these because I have to do my due diligence on this, is out of 18 of these I think three times they were asked to turn it down. And in these police reports too, at the same sense is that they're saying that the police officer that wrote it is also saying, I was standing there and I didn't find it unreasonable. I'm just saying what's in here. I'm saying what's in here. I gotta be fair to both sides of it. I mean, my whole thing is that I've looked at how much it costs to get the meters and things of that nature. I'm like sitting there going, let's buy em for the cars. I mean, put em in there. When they come on a call, they can do it themselves. They're regulated by the police, things of that nature. I've gone there once and I've measured and I got 65 at the band and I got 40 at the top of the hill. I understand that there's some bands that are louder than other bands. I know that. So, that's. My thing is I believe, I don't know. I see three instances out of 18. I think it's three or four saying to turn it down to where I think is that and I say that we approve it as is but I think in the same time is that we can go ahead and get this resolved beforehand because and then when we get to the next Town Meeting we're gonna put in decibel levels. Because to be honest, if it's 126 up at Mr. Vale's house, no one, there's bleeding ears, down in front of the stage. But what I'm saying is if it is 126 and we're keeping it at 65 during the early up until 10 o'clock or whatever which is the hours right now, is that that should help it. And I don't disagree with you flipping the stage, sound wall, those things. I don't disagree with that. Again, that's an expense. It would have to be borne by the.

Ms. Byrne: Is it not also an expense for the police department to have to regularly go out for these calls where there's so much more important things they need to be doing and should be?

Mr. Silva: That is true

December 16, 2025

page 23 of 39

Mr. Rosenblum: Well, it is true, but also I

Mr. Byrne: It's also unfair to the police department also.

Mr. Rosenblum: But I've talked to the police chief about this as well.

Ms. Byrne: Yeah, I feel bad for them

Mr. Rosenblum: Well, I've talked to him as well, and he said that any call that comes in they answer unless obviously there's something else that's more pressing. And almost every time, almost every time it seems that someone has answered to the call.

Ms. Byrne: Well, I only called Vanished Valley that time because I didn't want to bother the police department. And I thought they might just turn it down.

Mr. Rosenblum: Honestly, I would call the police because I mean obviously if they're having

Ms. Byrne: Well now I will because I've been told if I don't, I could be criminally charged.

Mr. Rosenblum: Well, and in all fairness to that one instance and what I read in the police report is that and I'm not belittling anybody or anything, but Mr. Vale told he wasn't home. I knew that he wasn't home. But he told anybody that if you hear music call.

Ms. Byrne: No

Mr. Rosenblum: It's written in the police report. Well, I know. I'm just saying what was written in here. It could be, I'm just saying that's what it was.

Ms. Byrne: I wanna go outside and sit down and enjoy a glass of wine and listen to the conservation and I can't.

Mr. Rosenblum: I'll have a glass of wine with you too. No, I get it.

Ms. Byrne: I'm saying I don't, I wish you would not go forward with this I wish that with you, this gentleman said to restrict it to some degrees so that the community knows your flexible and willing to work on it. By what you say it shows plus.

Mr. Rosenblum: No, it shows that we are gonna work, but here's the thing also too is that if we get to the point and we get to March or April and there's music out there and it's not being adhered to at that point then you know what if it's an issue and the police have to keep going there and we're finding issues with it then we.

Ms. Byrne: Why do we have to suffer more? Just because you could restrict it now. It's okay. You could restrict some of it right now. He just said so.

Mr. Rosenblum: Fine. I'll vote no for it because I think that we can fix this beforehand

Ms. Byrne: You don't live there. You go home.

Resident 1: Right. I think vote no, let's all meet.

Mr. Rosenblum: No, the thing is. No, no, no, no, no. I'm saying is that, I believe that it can be taken care of before the fact. And please, please, you did it after Town Meeting, you're looking at me like I'm being an idiot and I'm not.

Ms. Byrne: Oh, I didn't look at you like you're being an idiot.

Mr. Rosenblum: I know that. But what I'm saying is I'm trying to be fair to both sides. And when I ready 18 of these things here, and I see three times he's asked to turn it down. I get it though. Here's the other thing is that you're very, you're right there. I understand it and I'm sympathetic to it. You know what

Ms. Byrne: Please, please adjust it.

Mr. Rosenblum: We're gonna go ahead and vote on it and

Ms. Byrne: Please adjust it. Just short term. Please adjust it. He said you could do it, please.

Mr. Alves: I asked. I didn't say, I asked.

Ms. Byrne: I know. I appreciate that. It was open-minded.

Resident 1: Plus it sends a message to Vanished Valley that people need to pay attention and work with each other.

Mr. Silva: I will also say that while we're discussing, there's three of us here and I would like to actually have a formal vote when we have five members, which will be sometime after the annual meeting. But that makes it a little more, even though the new person might not know what's going on you can certainly research and you'll have a better vote. But whatever you gentlemen think we should do is.

Resident 1: I'll be quite upfront. I live three streets away, so I don't even live close to them, but I can hear it. So, that's why to me, there's got. I don't hear it all the time, but I hear it. So, if I'm hearing it.

Mr. Silva: I think at this point. But I think at this point, there's nobody here that doubts it, that you can hear it. And that it's loud and it's no there's nobody, nobody doubts it.

Resident 1: But again, a message needs to basically be sent to Vanished Valley to hey cooperate.

Ms. Byrne: And that's what you would be doing by doing this restriction.

Mr. Alves: Mr. Chairman, not to put the pressure on you but I think me and my friend Mr. Rosenblum disagree. And that's fine. So, if you'd like to give us a lens on which way you're leaning, we can make that motion to move forward.

Mr. Silva: No. Well, it's not which way I'm leaning. It's, I as Chairman and again if we had more members, we'd be just making motions and then we'd go from there. The problem here is unless as Chairman I can second a motion through Robert's rule of necessity.

Mr. Strange: You can step out of the chair.

Mr. Silva: Huh? I'd have to step out of the chair and second it. Because if you're gonna make a motion and he's not gonna second it, I would have to.

Mr. Alves: Well, not to open another can of worms, but I'm pretty sure I read something from MMA that says we don't operate by Robert's rules. But that's a whole.

Mr. Silva: That what?

Mr. Strange: It's not a requirement. It's their guidelines. But regardless you know.

Mr. Alves: It's not a requirement.

Mr. Silva: Oh no, I know.

Mr. Alves: So, you could second it.

Mr. Silva: But I would do it that way, it makes it a little more legal, I think. I wouldn't want to not do it and then get thrown out. We'd be back in the same.

Mr. Rosenblum: I just hate doing it with three people too.

Mr. Silva: Three people is tough.

Mr. Alves: This is what we're left with.

Chief Pease: I know this is not my place. I could just make a suggestion. He's not gonna have any outdoor entertainment until March. Right? So, if you put a moratorium on outdoor entertainment until March, I think you would satisfy these young ladies' complaints and you have time to deal with it.

Mr. Silva: Yeah, that's what I mentioned until March.

Mr. Alves: That's where I was going.

Chief Pease: I think it would satisfy the business owner cause he told you he didn't intend to do any outdoor entertainment until March. I'm not speaking out of turn. And then it'd give you all a chance to figure this out.

Mr. Silva: That's where I, that's virtually what I said is he's not gonna do anything until March. So, we'll just restrict it until March and move on from there.

Mr. Alves: So, again, back to where I was, I'd rather put the limitation till March or whatever period, knowing we can rework it rather than full blown open and trying to peel it back, cause either way you're reworking it. So, if you put the protection up front okay, and we say March or we say whatever the timeframe that allows discussion, whether it's an item at a meeting, we figure it out, we see what the remedies are, we see what happens. And then if whatever changes or warrant articles you guys are talking about happen, if we're satisfied at that point, or if we have five people at that point, we can change it at that point for March or April, whenever.

Mr. Silva: Done deal. That's all we can do at this point, I think.

Mr. Alves: Okay, I'd make a motion that we approve the entertainment license for Vanished Valley Brewery with the restriction that there be no outside entertainment until beginning of March or end of March?

Mr. Silva: Probably, March 30th probably. I don't know that they're gonna be out.

Mr. Alves: Until March 15th.

Mr. Rosenblum: St. Patrick's Day.

Mr. Strange: So, the license is for the year, right, I'm not sure that you can unofficially put a date in there that, I think you'd probably have to remove the outdoor live, do they have indoor entertainment? Live entertainment?

Mr. Rosenblum: Yes.

Mr. Strange: So, you might want to, I don't know if the residents can hear that. Maybe allow indoor entertainment in the license.

Mr. Silva: Yeah. I think he said only outdoor.

Mr. Alves: I said only restricting outdoor.

Mr. Strange: And then we can change the language of the license to say indoor live entertainment and then there would have to be a subsequent meeting in March or wherever on this issue. And then the Board can take it up again. It would have to be for the year.

Mr. Alves: Okay. I take that motion back. I would make a motion that we approve the entertainment license for Vanished Valley with the restriction of no outdoor entertainment for now, pending a meeting for us in January to reassess.

Mr. Rosenblum: I mean in all honesty I would be fine with the moratorium to a time but now it's like this could go on and on and then it could, I'm just saying, I was gonna go.

Mr. Alves: We amend the license before.

Mr. Rosenblum: I understand. It's just that.

Mr. Strange: There's gonna have to be an additional discussion regardless of what the motion is and what you guys decide. There's gonna have to be an additional discussion on it. So, I guess it's just a matter of what the restrictions or what the permissions are until that discussion happens.

Mr. Silva: You had two motions. This hasn't been seconded, but you didn't put in

Mr. Alves: I took the first one away.

Mr. Silva: Understood, but you didn't put the March 15th in your second one.

Mr. Alves: Because he said we can't.

Mr. Rosenblum: We can't put the date on it. So, in essence you're saying as of now, there's no outdoor entertainment next year, as of now. And the way it's written. I'm just saying the way it's written.

Ms. Byrne: And that could change.

Mr. Rosenblum: Yeah, no, I understand

Ms. Byrne: For now, that gives a little more bite to help the residents understand that you're trying to help work with us.

Mr. Silva: Yeah. But we can't just say there's no outdoor entertainment because if certainly if he's doing it in the afternoon entertainment, it can't be, you know, a problem.

Resident 1: So, but this is just a temporary order until.

Mr. Vale: I don't have a problem with his outdoor entertainment. I have a problem with his live music. That's what I have because he has food trucks there and he has events for the veterans and all that. I have no problem with that.

Ms. Byrne: I'm only asking what this gentleman suggested to go through tonight with the moratorium. As fire chief stated, he's a reasonable voice. He doesn't live there. He's not connected. But that was an excellent suggestion. I don't see what the problem is with taking his suggestion. He's a public servant in this town.

Chief Pease: I'm just a person. And if you can't put a date on it that throws a monkey wrench.

Ms. Byrne: But I mean you're gonna revisit it.

Mr. Strange: The licenses have the expiration date on it. Right. So, they're meant to be annual licenses. But we'd have to revisit and there would be a window between January 1st and whenever you guys revisited it, where they technically wouldn't be allowed any entertainment.

Resident 1: But what if you state on there no outdoor entertainment and just put an expiration date of April or March 31st.

Ms. Byrne: That's the basis of the whole problem is the outdoor entertainment. Granted, not the business.

Resident 1: It's not an annual license, it's not a one year license, but they get a license. It's just a shorter term.

Ms. Byrne: I truly believe by you doing that, a moratorium on it, is that it opens the door for more conversations between Vanished Valley and the residents because now they have something they want to work towards also. Not just us.

Resident 1: That's what I'm saying, cooperation.

Mr. Silva: Quite honestly, this is where you're gonna have to go, is to Vanished Valley and work something out. I know it can be difficult, but you really have to.

Ms. Byrne: We've been trying that for three years.

Mr. Silva: Understood. But you know I worked a long time in Wilbraham and residents came in all the time with problems. My neighbors got his fence over here. This one's got a and you, we just can't get in between that stuff, unfortunately.

Ms. Byrne: But you can make the law here for the permit.

Mr. Silva: And I used to tell em all the time, work it out guys. Work it out. The best solution is to talk and work it out.

Ms. Byrne: Then I ask you to please put forth ... give us an opportunity to do that in the interim.

Mr. Vale: That's a great suggestion, Manny. I just came in because I've spent the last hour with the two owners out there. It didn't go well. So, I have proof of all the videos that I've taken, pictures of decibels. They say I'm totally making stuff up. They're like, that's not from your house. I mean, it's my patio. How am I making this up? They're fines.

Ms. Byrne: I think the moratorium gives us time. The respect, everybody.

Mr. Rosenblum: How do you word it? Wording it is it's an annual, I don't

Mr. Silva: Yeah, but if you put on a restriction until March, I mean, whether or not it's, why wouldn't it be

Mr. Alves: We can't set the expiration date in the end of March.

Mr. Strange: So, you can

Mr. Alves: Three-month temporary license and don't charge them another fee

Mr. Strange: I would, if you wanna make the motion to a date certain. We'll check with Town Council and see if we can do that, make it sort of a partial year license renewal. But the expiration date is March 31st, March 15th, whatever you want to do. There'd also have to be probably a reduction in the fee, because it's not a lot of money, but that's a partial year.

Mr. Alves: You just waive the fee the next time when they make the one for the rest of the year.

Mr. Silva: But then they'd have to pay the rest of the year anyways on it, right?

Mr. Alves: Yeah. just waive the fee when they reapply.

Ms. Byrne: How much is the fee for that license?

Mr. Strange: 50 bucks.

Ms. Byrne: I'll pay it. I'll pay for their \$50 renewal at my expense if you do this.

Mr. Vale: Just as an FYI guys, the last word he said to me as he was walking down the stairs, he goes, do whatever the heck you want. I'm gonna play music now until midnight and I'll go out there with a chainsaw.

Mr. Silva: That's just, you know, Tony, that's just craziness.

Ms. Byrne: But I'm willing to pay the \$50

Mr. Silva: No. don't take it to heart.

Mr. Vale: I know how he is trust me. When he threatens my wife, I know how he is.

Ms. Byrne: I just want peace and I will pay you that tonight.

Mr. Strange: Can't accept that.

Mr. Silva: That's not good. Saying that kind of stuff.

Motion made by Mr. Alves to approve the entertainment license for Vanished Valley to expire on March 31st that restricts outdoor recorded or live music, pending a further meeting to extend the license for the rest of the year. **Mr. Rosenblum second. Motion passed 2-0-1.**

Mr. Rosenblum: So, as I said to you, when you were outside before is I want to sit down with the owners myself because I want to talk to em and I'll communicate between yourself also. I am sympathetic to what you're saying. It's just I'm kind of looking at it from both sides. Like I said, I read all 18 of the police reports and things of that nature. Obviously you're saying is that the two, it's like oil and water right now. I'll reach out.

Mr. Alves: I was gonna say if you know both parties let's get an agenda item in January and figure it out so we're not up against it at the end of March.

Mr. Rosenblum: The idea is to take care of this now. We don't have a meeting till. I can go to the establishment

Ms. Byrne: We're willing to sit down with you at any time. I would do it tonight actually.

Mr. Rosenblum: I know, I know. But I'd like to go speak to the establishment myself first.

Ms. Byrne: But I mean you can call us anytime and we'll be happy to join you.

Resident 1: Can I ask what your hesitation is?

Mr. Rosenblum: It's a year-long license and if we'd sat there and said okay now, I read the police reports. So, I'm looking at the police reports and I'm looking at what everyone's saying. I think there's more there. I don't know what it is. And I think it needs to be rooted out a little bit because when I look at 18 police reports, and again I'm looking at both sides of it. 100% understand what you're saying. Is that here I'm seeing in 18 reports, three instances of turning down the music. So, okay it's loud. Sometimes it needs to be turned down. Other times in the police reports it's been said that the police officer at the time didn't find it too loud. I'm going by what you're saying. I'm taking that into consideration and I'm taking into consideration what the police reports are saying.

Ms. Byrne: The police officer visited my home also stated that they have dug their heels in and they're not going to do anything. And that was said in front of four neighbors.

Mr. Rosenblum: I think a conversation being had and I'd like to approach them first by myself. To be honest, if you're telling me, it's like oil and water all the time. It's gonna be the presence. I have some ideas. I have some suggestions because I want this to work for both parties. My abstention isn't a no, and you asked me last time why did I abstain? Is because I want to put the decibel levels in. Because if you put the decibel levels in and if they're at 65.

Ms. Byrne: I only asked you why you didn't stand to vote for the thing you wrote.

Mr. Rosenblum: No, I wrote it a different way. I originally, pretty much was going back and forth and wrote it. I wrote it with decibel levels.

Ms. Byrne: I know that. My confusion at the meeting was you didn't stand for something you wrote.

Mr. Rosenblum: No, I didn't stand because I agree with it but I didn't agree with how it was written. I agreed that the decibel levels should have been in there, but I also understood that I don't think that it would have passed with the decibel levels. So, that's why now we got the first step there, is that the next step is get this fixed and then get the decibel levels put on the next step. Once we put in another guideline and you actually put the decibel levels, then there's something to go by.

Ms. Byrne: Well, that's alright because tonight it's been resolved. We're not going to have outdoor entertainment for a period of time. And we do have time to sit down and talk together and work it out. We're not unintelligent people. We are business owners, we like business, but we first do no harm. First do no harm as a business owner and then you'll be successful.

Mr. Rosenblum: I just personally want it to work out for everybody. I don't want to hurt your feelings. I don't want to hurt his feelings. But in the same sense, I think that there's a common ground. My skin's gotten thicker in six and a half years. I had a hard time with this. Only because I think there's a common ground and I really want to sit down with Mike and Manny and sit down and say guys we gotta do something. Because what's gonna happen if nothing ever happens, it's gonna get uglier. And it doesn't need to be. I've seen the email on the petition, attorney general, the state, the attorney and all that stuff. The point is I don't want it to get to that. I think that we're a good community and I think that we need to work together.

Ms. Byrne: Well, I think this step will go in that direction.

Mr. Rosenblum: So, I want to try and help. If they say to me sorry, then, I wanna try.

Mr. Vale: I appreciate that. You really think they're gonna tell you they're gonna try? They're not gonna do it.

Mr. Silva: Very difficult spot here. Very difficult.

Mr. Vale: They're gonna keep doing what they're doing and they're not gonna care.

Mr. Rosenblum: I like to think that there's a good spot in everybody. So, I'm looking forward to trying to fix it.

Mr. Vale: I'm in sales and I talk to people every single day and I read people every single day. So that's my job to read people and to determine, hey, this guy is gonna buy from me or not or walk out. What I witnessed there for the past hour from those two. They're adamant as they were from three years ago, four years ago, since we've all been complaining. They're not gonna change.

Mr. Silva: No, quite honestly that's not possible.

Mr. Rosenblum: And to be honest, a lot of this hasn't come to us until the last year.

Ms. Byrne: Well, things do have to change because the town is paying attention now and the votes are being taken. And so, I think more people will be open to discuss things because the town has taken notice. The newspaper has taken notice, and people are now talking about it. So, it's the beginning of discussion.

Resident 1: Do people at Rosewood complain?

Mr. Rosenblum: Honestly, I asked for any police calls. I've got 18 since 23. I think there was nine since this past June.

Ms. Byrne: Is mine on there?

Mr. Rosenblum: To be honest, 15 of the 18 were Mr. Vale and there was three other ones. For the calls that I asked for, and this goes back to I think 23. And I think a lot of the time the calls have been between the establishment and you.

Ms. Byrne: I appreciate all of the conversations this evening and you're welcome to call anytime.

Board to approve and sign Class I, II, III Licenses: MDS Auto Sales, A&B Classic Cars, Avid Auto Sales, V.I.P. Motors, T&J Auto Body, Autohaus of Ludlow.

Motion made by Mr. Alves to approve the motor vehicle license for MDS Auto Sales. Mr. Rosenblum second. All in favor. Motion passed 2-0-1.

Motion made by Mr. Alves to approve the motor vehicle licenses for A&B Classic Cars, Avid Auto Sales, V.I.P. Motors, T&J Auto Body, Autohaus of Ludlow. Mr. Rosenblum second. All in favor. Motion passed 3-0.

Board to consider employee reclassification and new position requests for FY27.

Mr. Silva: The chief is here to do some requests for the fiscal 27 budget.

Chief Pease: So, I'll just read my letter just so we put it out there. I'm respectfully requesting funding for two additional firefighter paramedic position for fiscal year 2027. Since the year 2000, the Ludlow Fire Department has experienced 195% increase in medical responses and 140% increase in total emergency responsive responses. While staffing has grown only by six firefighters in that same period of time. This limited gross and personnel has made it increasingly difficult to meet the community's rising demand for services while maintaining the safety of both residents and first responders. As emergency calls have continued to climb, driven by new housing developments, expanding senior population, additional medical facilities, our firefighters are handling more incidents per shift. This level of stress on limited personnel will impact both performance and safety. When staffing levels don't keep pace with call volume, fewer firefighters must manage a growing workload. This situation can lead to extended response times, increased strain during simultaneous incidents, reduced capacity to provide timely and effective care and firefighter injuries. Balance staffing is essential to ensure that our crews can operate safely and efficiently while continuing to deliver the high standard of service our community deserves. It's important to note that our ambulance revenue has risen 95% over the past decade, now exceeding \$2.25 million annually with those funds deposited into the town's general fund. This increase reflects both the community's reliance on our services and continued productivity and dedication of our firefighter paramedics. Currently, our four groups are staffed as following: two crews with eight firefighters, two crews with nine. My goal is to bring each crew to nine members creating consistent and balanced staffing across all shifts. The adjustment will improve response reliability, strengthen our ability to manage concurrent emergencies and enhance overall safety for both residents and firefighters. 2001, I presented a staffing plan to the Board of Selectmen outlining this need. At that time, the Board recognized and supported the department's concern, resulting in two additional positions. I'm deeply appreciated of the support. However, despite this process our staffing levels have not increased enough to match the continued rise in emergency activity and community growth. Again, I look forward to talking to the Board to discuss this further and ensure that the Ludlow Fire Department remains properly equipped and staffed to protect our residents of our town with professionalism, safety, and efficiency they deserve. I know that times are tough and the budget's a problem. That's no secret. Upon note to anybody here we look at page two of this you can see I have from fiscal 2016 to 2015 our revenue went from \$1,141,916 to 2,229,624. Like I said, an increase in 95% over that period of time. As you can see this is a reoccurring, sustainable, increasing, funding source that's listed here. And I think we have to be creative in how we look towards funding these positions. If we were to forward to fund two new positions by maybe creating an either revolving account or an enterprise account using enough money to fund two positions, which would probably be less than 10% of this overall revenue, we should be able to sustain that into the future. This year only our call volume is up 5%. So, I would think that we would expect our revenue to be up another 5% into this year going forward. We just increased our rates again January 1st so that will also result in some increases over time. And as you can notice over the last three or four years,

we've had a substantial increase to the ambulance revenue. And the fact is that operating at our minimum staffing standards, there are times when we don't have enough people in the building to even respond to the amount of emergencies that we have. And I've categorized that and I do keep stats on that if anybody would like to see that. And my goal here is not to scare the public, you or anybody else, it's just to be on the record as showing that we have a sustainable funding source here and we have a substantial need for more firefighters in our station due to the growing needs of our community.

Mr. Strange: Can I just add onto that, Mr. Chairman? So, we'd spoken to Chief Pease about creating a revolving fund similar to some of the funds that we created at the last Town Meeting and designate a certain amount of money that can be used from the ambulance revenue as opposed to the ambulance subscription revenue and to be dumped into that fund and paid for the new firefighters. So, it's not coming out of the operating budget, it's not falling on taxpayers.

Mr. Silva: Question I have, insurance benefits I mean.

Chief Pease: So, that number that I gave you, that roughly 10% of the revenue would include a firefighter with benefits. I'm told to add about 25 to \$30,000 onto what did I say here. It's depending on what level we hire them and their qualifications, now we have another option through civil service, which the last firefighter that we hired was already a 10-year firefighter. So, we start em at a little bit of a higher step rate then we would a brand new one. The caveat to that is we don't have to send them away for 12 or 11 weeks to the fire academy and the training is minimal. And I couldn't tell you exactly who we were gonna hire. I don't have a crystal ball. But you guys read the injuries every week. People are getting hurt all the time. We're doing more calls. It happens. It's the nature of the business. But again, I just wanted to get in front of you and hopefully offer a source and again this is reoccurring, it's not a one-time grant that we're funding these positions out of. I think that there's a method to do this if there's a willingness of the Board to do this and seeing the increase every year if we were just to take that out of the increase and if you don't think it's prudent to just go ahead with two right off the bat I'd certainly be willing to consider one at any rate, anything that would help our department at this particular time going forward.

Mr. Alves: Mr. Chairman. So, the question I have is revolving funds, aren't they self-fulfilling as to when you take in the money they need to be used for that purpose?

Chief Pease: There are two different things here. We could create an enterprise fund which other departments have specific enterprise funds to fund a certain amount of paramedic positions out of the ambulance revenue that is generated. I am not a lawyer and I'll state that upfront.

Mr. Alves: So, I understand that part of it, chief but would we be able to move the money from one to the other, I guess is where my concern is.

Mr. Strange: It would be the ambulance revenue that comes in now, there's no account for it to land in. So, it just goes into our general fund, quote unquote. And then it closes out the free cash. So, similar to the purple bag fund and others, we would put a limitation on how much revenue can be sort of appropriated to the, they call it the firefighter revolving fund. We'd probably have to adjust that up every year for raises and what not, colas. But it's not different than any of the other revolving funds that we have.

Mr. Alves: I don't have a hesitation I'm just. I wanna make sure that we don't get stuck, you know.

Chief Pease: You know we kind of brought this up at a budget meeting. Members of the finance committee were also present there. And I think everybody at that particular meeting was.

Mr. Rosenblum: You got kind of a favorable response from finance?

Chief Pease: The two members that were there. It wasn't the entire finance committee. But I don't mind going in front of them and speaking on this or whoever.

Mr. Rosenblum: Well, Mr. Chairman, it might be something worth going to them too, just because of the fact is that when we're doing, they're having department heads come to them anyways and talk with them. Is if you have in front of the, I mean, I don't have a problem with it either. I would just like, we try to always incorporate finance because they're kind of like our, we work together on the budget. So, if they feel as a Board that this is something that's viable, fine. One, two, it's you know, probably feel more comfortable with one. But if the Board's so inclined to do two, then so be it.

Chief Pease: You know, two important, just important to us because it would round out the four groups and it would certainly help globally across the department. But, understanding the fiscal year that we're in, I mean we're all, we could also look at it again next year and see if it's sustainable and revenues still increasing. You can make that decision next year.

Mr. Silva: Here's the big problem I see. We are faced with an override. As a matter of fact, we're gonna discuss something today about an override community. As soon as the community finds that we're hiring an additional firefighters and we're asking for an override, they don't know where it's coming from. They don't know what's happening. And they're gonna say, what, how can that be possible?

Chief Pease: I totally understand that aspect of it and I am here to let you know that we're operating on a shoestring staffing right now. So, we've seen incidents happen in other areas of the state and I hope that nothing like that happens anytime soon, but we are certainly vulnerable to that. And this will help increase our ability to protect our residents. And one of the most I guess when we're talking about emergency services, we're not talking about people just losing a few things. It's our jobs. I can't underestimate it and that it's life and death a lot of times. And people expect us to respond when they call and hopefully, we can continue to do that with what we have.

Deputy Chief Lavoie: We're really just trying to keep up with the volume of emergencies that are coming in. They're outpacing. The emergencies are outpacing the staff and as the Chief alluded to we certainly don't want panic set into the town cause we're not there. But to run more efficiently and safely these two positions would greatly help.

Chief Pease: It would certainly help out a lot. And that's my job. You guys have a much bigger job and bigger decisions to make at the end of the day. But I'm here to of course let you know where we're at the fire department and help you guys all make an informed decision on what's best for the town and I understand that. And this can just be a conversation starter. I know it'll be a long budget season for all of us and hopefully we will be in the shape that the worst case scenario that we think we're, you know.

Mr. Rosenblum: So, Mr. Chairman, I, through you would make the recommendation then to set up something with finance and see what. We work with them and the school department and in the bigger departments and is just getting their input as well. That's my feeling. So if they're good with one, two, then, whatever recommendation they make and then we'll, it comes back to us as to what we decide to budget it.

Deputy Chief Lavoie: Very comfortable with the justification. We're happy to meet with anybody.

Mr. Rosenblum: Yeah. Oh no, no, I know. Always well-prepared chief. Probably the most well-prepared department head we have, so we appreciate the information.

Chief Pease: And I appreciate, I know you guys have had a very long night and I certainly don't want to add to that any further if I don't have to. I appreciate your ears and your time. One more thing. I know Chief Brennan couldn't make it, but I know moneys tight. We talked about adding a supervisor position but maybe not creating a new dispatch position but making one of them a supervisor which we all think would really benefit our dispatch and hopefully help us become a host to other communities. But without having somebody in charge of that one dispatch center I think for short money we could certainly make the promotion and keep that person in a working seat in dispatch at the same time. And I think that was sent to you through Chief. I don't handle the budget for that, but I think it could relatively short money

cause we wouldn't be adding an additional dispatcher we would just be making one of them a supervisor which would certainly help because they do work for the entire town and making one of them the supervisor would certainly help the continuity of operations within that department. And I have to say, they do a wonderful job with coordinating the emergency response between the fire department, the police department, and the DPW at times. And it's nice having that one set of folks there that know what's going on in our town and they're the unsung heroes of the emergency response that probably don't get the credit they deserve of all the time. I appreciate your consideration. Thank you.

Mr. Strange: So, you've already heard from Chief Pease and Deputy Chief Lavoie on the new position requests, which is the dispatch supervisor and the firefighters. There were four other reclassifications that were submitted. One was a reclassification, essentially an upgrade for the cable TV manager, one for Accounting, a pay rate increase for Special Police, and then a classification for the library Youth Services Assistant, who's not currently on a scale and this would put her on a scale.

Mr. Rosenblum: We had a youth librarian who's leaving. So, we need a full-time assistant in the youth room, right? She asked last year and was, I think, denied.

Mr. Strange: Yeah. So, the request is only for a small upgrade in pay right now. This particular employee is about 19 and a half hours a week. We suspect that person will probably need to go to full-time at some point considering the changes in staffing. But the request that's in front of you is just a small increase and then cause this particular employee is not on an annu scale or a management scale or a union scale.

Mr. Rosenblum: Mr. Chairman, is this anything that we need to act on now or is this just kind of getting out in front of us? Because also in the same sense of Special Police, I'd like to actually hear from Chief Brennan.

Motion made by Mr. Rosenblum to table. Mr. Alves second. All in favor. Motion passed 3-0.

Board to appoint Special Police Officers: David Belanger, Quashawn Branch (pending completion of required prerequisites for full-time employment as a regular officer), Joseph Fontaine, James Harrington, Edward Hiney, Joseph Metcalfe, David Powers, Nelson Ramos, Steve Ramos, Fernando Ribeiro, Juan Rivera, Nelson Rodrigues, Tony Rubner, Armando Saraiva, Kyle Sorensen, Melissa Stokowski, Albert Witkowsky, Daniel Valadas.

Motion made by Mr. Alves to appoint the Special Police officers listed above. Mr. Rosenblum second. All in favor. Motion passed 3-0.

Board to accept MIIA rewards grant.

Motion made by Mr. Alves to accept the MIIA rewards grant in the amount of \$99,025.31. Mr. Rosenblum second. All in favor. Motion passed 3-0.

Board to approve Town Administrator contract extension.

Mr. Silva: Did we not approve that already?

Mr. Rosenblum: Mr. Chairman, it was discussion in Executive. Just a little background on this. I can discuss it, right? The extension is gonna be a six-month extension to go until the end of June because this current contract ends December 31st, 2026. So, in looking at it, there was some concern with the fact that contract negotiations happening with a contract that ends in the middle of a fiscal year is kind of difficult in the fact of whichever way it goes is that we could possibly be with or without a Town Administrator during the time of the middle of the budget. So, the idea was, let's get it to where if we extend it to June 30th, 2026, 2027 instead of December 31st, 2026, that gives us a timeline in which we fall to where negotiations are completed during a time in which we're not in budget season. So that was the discussion, just to clarify it out in TV land.

Mr. Alves: And I think also to note that there's no monetary impact, there's no increase to salary, there's no.

Motion made by Mr. Rosenblum to approve the Town Administrator contract extension to June 30th, 2027. Mr. Alves second. All in favor. Motion passed 3-0.

Board to discuss a possible FY27 Prop 2.5 operational override.

Mr. Strange: Thank you Mr. Chairman. As we've been discussing essentially our health insurance, our expected health insurance increases are gonna put us in a position where we really need to at least request an operational override so we can pay those additional costs. I did write a memo for the Board and if you'll indulge me, it's a little bit lengthy but I'd like to read it. So, for the public's benefit as well. And that memo says Dear Board Members, as we have discussed the anticipated health insurance cost increases for fiscal year 27, which are 18%, create an unprecedented shortfall in the town's operating budget. After completion of the level one budget submissions, the budget is approximately \$2.6 million over budget due to line-item reductions and adjustments. That number will change as we move from level one to level two. Level two being the budget they actually get sent to Town Meeting. However, without paradigm changes we likely will not be able to balance the fiscal year 27 operating budget. And the memo goes on to discuss really a two-pronged approach here. One is negotiating health insurance splits and plan design changes with employees. And then a discussion of the proposition two and a half override. With respect to health insurance, the town has proposed two options to the Insurance Advisory Committee, the IEC, which is comprised of one representative from each collective bargaining unit. I some, those two options are as follows, a premium split change from 78%, 22% to 75 25 for existing employees. That means the town currently pays 78% of the health insurance costs and the employees pay 22%. The proposal would reduce that to 75 25 for existing employees and then for new employees into the future, a 70 30 split for those who subscribe to the HMO and a 60 40 split for those who subscribe to the PPO, plus an increase in the overall deductible that all employees would pay from 500 for singles and doubles and a thousand for a family, up to a thousand for singles and doubles and two thousand for a family. That was one proposal. The second proposal does not include any deductions in the splits, the premium splits. It's just an increase in the overall deductible from 500 for a single and a double and a thousand for a family to two thousand for a single and a double and four thousand for a family. We still have plenty of discussions ahead of us, but it sounds like the leader in the clubhouse is proposal number two which includes only the deductible increase. Part of the of the plan design change process requires the town to share a portion of the savings with the impacted employees, IE subscribers. We are reserving an amount of free cash to fund that compensation to employees. So, any savings from these plan design changes will be realized dollar for dollar in the fiscal year 27 operating budget. We are estimating that the amount of those savings to be between 800 and \$900,000. With regard to the proposition two and half override, even with those large savings from the plan designs changes we will still need to bridge a estimated \$1.5 to \$1.75 million budget deficit. Those are rough numbers and are subject to change but a deficit that large cannot be closed by reducing line items. It will either require an override or staff program cuts and or increased fees. Our plan is to request a \$3 million override at Town Meeting in May. If the override is authorized by Town Meeting, we would need to have a special election on the override question in early June for the whole town to vote on it. A \$3 million override would increase the fiscal year 27 tax bill for the median assessed value property, which is about \$369,000, by approximately \$325 a year. However, we would also eliminate the \$200 trash fee for all residents, which means the net increase relative to the \$3 million override would be approximately \$125 a year for the median assessed property. This approach has two advantages. One less payment that residents need to make and the town needs to administer and two it creates a more equitable costing structure with for example, seniors living in smaller, less expensive homes and generating less trash, paying less for their trash service than others who may generate more trash and live in larger homes. If the override request is not approved by Town Meeting or town voters, then we will be left with difficult decisions on what services programs are staffed to cut and or how to raise revenue from other limited resources. Some of those possibilities include not funding or not fully funding trash and recycling service, which would be complicated for a few reasons including number one, we would probably need to fund the service for some time into fiscal 27 to allow residents to secure their own service provider, which would mitigate the cost savings from

eliminating the service. It also creates a question of whether to send a trash bill to residents in fiscal 27 for partial service for the year and if so, by how much? If for example, the town were to send out a hundred dollar bill for half of the year, then the town would be losing approximately \$700,000 in revenue, which would mostly mitigate the fiscal year 27 cost savings from eliminating the trash service. Another option would be to reduce the trash service to, for example, biweekly pickups. We could also explore transitioning the golf course into the town budget and eliminate the enterprise fund. Certainly we'd be looking at cutting staff both on the town side and the school side, potentially cutting back on hours for town offices, including Town Hall, Hubbard Memorial Library, the Senior Center, and the Vet Center. We would certainly look at; we would be compelled I think to increase the trash fee again. And one other option is bonding for the amount of the deficit. As a practical matter in our approach to the budget proposals, we would plan to create and present two different fiscal year 27 budget proposals for the Board's consideration. One that assumes the override passes and one that assumes that it does not. Both budgets would be presented to the Select Board, the Finance Committee, then eventually Town Meeting. In the meantime, we need to start thinking about and discussing what the town's preferences are for staffing cuts and service reductions in the event that the override does not pass. So, there's a lot of information there. I might have been into the weeds a little bit, so if there's anything that you all have questions about, obviously that's not a great report to give to people but happy to answer questions that you might have.

Mr. Rosenblum: Mr. Chairman, so the trash, would that be a onetime, no 200 or does it come back if we can balance the following years budget?

Mr. Strange: As a practical matter, I'm not sure because I know USA had to reserve a certain amount of trucks for Ludlow, which they didn't have to get into service before. So, we would have to talk to USA about it.

Mr. Rosenblum: I'm talking the \$200 fee. Like if we put it into the override, we absorb it in the override, and the \$200 fee goes away.

Mr. Strange: It would go away.

Mr. Rosenblum: So, the following fiscal year it's gone?

Mr. Strange: Yes.

Mr. Rosenblum: So, it's gone, gone, gone, gone.

Mr. Strange: It's gone until and unless in the future.

Mr. Rosenblum: I just wanted it to be clear.

Mr. Silve: How much is that actually the trash fee? Like what was the total amount of the contract?

Mr. Strange: It's like 2.1

Mr. Silva: So, 2.1 is actually in the override to eliminate the trash fee, actually.

Mr. Strange: Comparable. Yeah

Mr. Rosenblum: So, then that goes to my next question. If we did biweekly, how much does that save? Do you know?

Mr. Strange: I'm not sure.

Mr. Silva: Yeah, but don't we have a contract with them and

Mr. Strange: We have a contract. State law says, municipalities are not obligated to any contracts that aren't funded essentially.

Mr. Rosenblum: It turns that 60-gallon barrel into a difficult barrel which means you're probably gonna put em back in the purple bags just cause I don't fill it all the time, but I'm close. I can see if I had another week I would fill it easily. The two weeks with trash. I mean and the recycling two weeks right now is about right. And explain how the golf enterprise fund would work. Cause I was looking at it all day and I know that I had messaged you about it and just kinda saying it's not anything that we can transfer out from enterprise to general fund or free cash by State law in Massachusetts.

Mr. Strange: Yeah. We'd have to do more research on it. I think we'd have to have Town Meeting; I guess rescind the enterprise fund. That's my guess. The golf course is doing a great job. They're very busy. They clear about 900,000 or so every year which would theoretically become free cash or add \$900,000 to the town's local receipts or revenue.

Mr. Rosenblum: So, they operate as a break even then, pretty much? Well, I mean, I know but in our enterprise fund, I know some enterprise funds, like especially the one I work with, you're not allowed to do capital improvements with it. This one you're allowed capital out of this enterprise fund, reading up on it. So, it's just because I know that we're gonna get the question soon about the pump house, something new that goes into the pond so that it doesn't suck up all the junk that's in there. And then also irrigation and lines and everything cause it's getting old. The enterprise fund's never gonna be able to fund that whole project. We just did one, new pumphouse, \$5 million. On the low end if you're doing just replacing maybe part of the pumphouse and maybe three and a half or four or whatever, that's a tough one. One more for me. Which option saves more money? The deductible option one or option two?

Mr. Strange: I think option two does for next year. I think long term option one.

Mr. Rosenblum: Well, long term, yeah. I would think so. That's basically what with your deductible I guess you're just rolling the dice with your health instead of paying out of your paycheck. No, I know. And listen, we're sitting here talking about it right now and obviously we still have time to find something somewhere. So, this is a discussion, but it's also, it's like near year, guess what? We get hit again with insurance.

Mr. Strange: And just for some perspective, and we're really gonna have to, we, meaning me and our team, we're really gonna have to do a good job of messaging on this. And part of that is to your point Manny, so the health insurance, the cost of health insurance increases over \$2 million. We can only raise 1.3 from two and a half. Our state aid is probably gonna be a 1% increase. Really the only place we can really make a difference is increases in local receipts. We could probably adjust that a little bit but not enough to overcome the issue. I mean, the health insurance is just with our splits at 78 22, the town has to take on so much of that burden, that financial burden. So, \$2 million just for health insurance before we pay a contractual salary increase, utility increases, retirement assessment increases and we can only raise 1.3 million.

Mr. Silva: Yeah. It just certainly doesn't make any sense to me that our increases, the two and a half increases, the insurance is over that, and the two and a half increase was for the increases during the year for everything, whether it be insurance and all other things. And just the insurance is over that and so that means we can't increase anything else. Zero. Plus, we gotta find more money. And if it's each and every year, how are communities gonna, it's not gonna be possible. It's not gonna be possible unless State somehow the legislate, I hope they're working on this.

Mr. Strange: They are. The MMA, which is the Municipal Lobby Group, they're working on a solution. It's everywhere. Again, it's not just Ludlow. It's not just Massachusetts. It's not just municipalities. The whole system is broken. There's really no good answers for it right now. Even when you ask MIA and Cabot as our underwriter, they don't have an answer.

Mr. Silva: And then I don't understand how the cost can go up 18% yearly. Used to be, we've had a few years if I recall five something, 7%, justifiable. But now you're three times that. The costs can't be going up as much as that. And I did see something where the insurance companies are getting bombarded with the weight loss, they're really getting killed. But it's still, I don't understand how it can be so much more. It's amazing.

Mr. Rosenblum: So, off the path, Mr. Chairman, the GLP-1's, that's Blue Cross Blue Shield, right? Are we still funding, are we still allowing, I know that there's some at the end of this year that I think Blue Cross Blue Shield's dropping GLP-1's unless it's based on diabetic or health reasons.

Mr. Strange: So, yeah, Blue Cross Blue Shield is our insurance provider. They are dropping coverage for GLP-1's unless there's a diagnosis of diabetes. Where with MIIA and MIIA is such a big, big client, that MIIA can make its own decision. In fact, I have to follow back up with our MIIA rep cause the Board was supposed to vote in November on whether or not to stop coverage January 1st, 26 as well. I'll follow up with them. That would certainly help. Right now, I think we have a little more than 100 subscribers who are on GLP-1's. Only a third of which are diabetic. So, two thirds of those would probably lose their coverage. That would help. That would certainly help.

Mr. Silva: I fear that an override in this community, I wouldn't hang our hats on that. Maybe if we got it to even, where okay, the trash bill is gone. We're not gonna pay the \$200 via the tax, that might be viable. But anything else, I honestly doubt it. So, I think we have to work very hard on doing that.

Mr. Alves: Mr. Chairman, I don't have questions. Just a couple statements. So, I can only speak for myself, but just to be clear having this discussion is not an endorsement of an override for me or against an override for me. Again, I can only speak for myself. And I'm not saying you guys are, this is a discussion, this is fact finding, exploratory, whatever you want to call it because all options need to be on the table. Now, Marc, thanks for this. I think this is really good. I think I said it at Town Meeting, I forgot what topic, but I don't think I'd be doing my job here in this seat properly if I wasn't affording the people of this town options. Okay. And it's again, not an endorsement for or against any of this. Because ultimately a two and a half override is not decided by me or you. Or you. Or you. Okay. It would go to Town Meeting, it would go to popular vote for a town wide vote. Going back to doing the right thing, doing what's transparent, allowing the community to have an opportunity to decide what path they want to go down, is in my opinion the best mechanism. Now, if the community decides they want a two and half override or whatever is concocted, then we have our charge to move forward, right? We have path A. If it's rejected, we have path B, right? And that's where we come in where okay, here's what's gonna be impacted and here's what jobs are gonna be lost or so on and so forth. So, I just wanna make clear that this is not an endorsement for and against an override. I think this is a very good example of transparency showing folks what the reality is cause this is real. This is real, right? Two plus million dollars, that's gonna be someone's job and possibly loss of services and I think that's something that again both sides should be availed to all 19,000 people or whatever the number on that form was, for them to decide. And once that decision's been, I think what would happen, I know we have a budget hearing what in February. And I would imagine by that time we have here's path A, right with an override. Here's what it gets you. Here's what it doesn't. Here's the impact and here's a proposed path B. I say proposed because that wouldn't be finalized until we go through it and then I guess theoretically Town Meeting could pick it apart and make whatever changes they want to it, right? Because that's part of the process. But I think the most important part of a situation like this is here's the two options, what do you wanna do? And that's that. And then we have our information to move forward based on the decision. That's all. I do have one question. I lied. Marc, on this we don't have the capital request, that's not on here, right?

Mr. Strange: I can send you guys the workbook.

Mr. Alves: And that's a five-year outlay projection for all departments? I mean, we're not at that point that decision's what, not until March, April probably because I voted on it the last time around and I didn't start till April.

Mr. Strange: I think the Capital Committee makes a recommendation in like February. It comes up to the Board, to you guys and then you can make your own recommendation.

Mr. Rosenblum: That's strictly, well isn't that something where we, well, didn't we, was there a revolving fund for that that we voted at Town Meeting?

Mr. Strange: Yeah. So, the way we set it up this year is to do a straight fund from free cash for this year's capital and then drop money into the stabilization fund for next year. Same thing with the Park and Rec stabilization. I think this year we should have enough money to do that.

Mr. Alves: Is that memo included with the meeting information or is it on the website somewhere?

Mr. Strange: The one I read? I don't know if I got it in on time. I can certainly post it on the website.

Mr. Alves: I just think it's important and transparency, right? There's reality and there's conjecture and you can't have conjecture become the reality.

Mr. Rosenblum: I would hope that when people see this or they do some research, the people in town, and again going back to Town Meeting, is my hope is that precinct members at this point start to tune in and start to get an idea of what's going on now. And also trying to find a way to relay this towards their constituents in their precincts. There's six precincts averaging anywhere from two to three thousand people, I think. And I understand there's 15, they need to reach out to the people in town, because to be honest, that's how I feel when I was a precinct member and now as a Selectman, I ask people. And I would hope that they would go out and ask people what their thoughts are on it, because it's really gonna be on the 70 some odd people that go into Town Meeting and say yes or no to this. And I don't want them to do it based on personal feeling. I mean, if they get 60 out of 100 people telling them yes, I want, yes put it on the ballot then I would hope they would vote for it. if they get 80 to tell em no, then again that's our form of government. So, I'm not saying put it on the ballot. I'm not saying don't put it on the ballot, but for me, as I've always said, is that the pure democracy is that the electorate makes the decisions and not the representatives of the electorate, cause I think 15,000, 16,000 registered voters probably dropped now that we're at 19 should make this decision if we put it out there. That's just me getting it out there early for people and again my hope is that we don't have to do this. Somehow the pot of gold shows up at the bottom on St. Patrick's Day. There's a pot of gold sitting right here.

Mr. Alves: I just can't emphasize enough that proposal of an override is not an endorsement. Again, in my opinion is not an endorsement of an override. It's availing the public of their options and allowing them to make a decision. Because we don't make that decision.

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.

CLOSING COMMENTS

Motion made by Mr. Rosenblum to close the Select Board meeting at 8:34 p.m. Mr. Alves second. All in favor. Motion passed 3-0.

Chairman

Ludlow Select Board

All related documents can be viewed at the Select Board's Office during regular business hours.

Part I	ADMINISTRATION OF THE GOVERNMENT
Title IV	CIVIL SERVICE, RETIREMENTS AND PENSIONS
Chapter 32B	CONTRIBUTORY GROUP GENERAL OR BLANKET INSURANCE FOR PERSONS IN THE SERVICE OF COUNTIES, CITIES, TOWNS AND DISTRICTS, AND THEIR DEPENDENTS
Section 21	MANNER OF CHANGING HEALTH INSURANCE BENEFITS; ESTIMATION OF SAVINGS; APPROVAL OF AGREEMENT; IMMEDIATE IMPLEMENTATION; TIME FOR REVIEW; DISTRIBUTION OF SAVINGS; REGULATIONS

Section 21. (a) Any political subdivision electing to change health insurance benefits under sections 22 or 23 shall do so in the following manner: in a county, except Worcester county, by a vote of the county commissioners; in a city having Plan D or a Plan E charter, by majority vote of the city council and approval by the manager; in any other city, by majority vote of the city council and approval by the mayor; in a town, by vote of the board of selectmen; in a regional school district, by vote of the regional district school committee; and in all other districts, by vote of the registered voters of the district at a district meeting or by vote of the district's governing board. This section shall be binding on any political subdivision that implements changes to health insurance benefits pursuant to section 22 or 23.

(b) Prior to implementing any changes authorized under sections 22 or 23, the appropriate public authority shall evaluate its health insurance coverage and determine the savings that may be realized after the first 12 months of implementation of plan design changes or upon transfer of its subscribers to the commission. The appropriate public authority shall then notify its insurance advisory committee, or such committee's regional or district equivalent, of the estimated savings and provide any reports or other documentation with respect to the determination of estimated savings as requested by the insurance advisory committee. After discussion with the insurance advisory committee as to the estimated savings, the appropriate public authority shall give notice to each of its collective bargaining units to which the authority provides health insurance benefits and a retiree representative, hereafter called the public employee committee, of its intention to enter into negotiations to implement changes to health insurance benefits provided by the appropriate public authority. The retiree representative shall be designated by the Retired State, County and Municipal Employees Association. A political subdivision which has previously established a public employee committee under section 19 may implement changes to its health insurance benefits pursuant to this section and sections 22 and 23.

Notice to the collective bargaining units and retirees shall be provided in the same manner as prescribed in section 19. The notice shall detail the proposed changes, the appropriate public authority's analysis and estimate of its anticipated savings from such changes and a proposal to mitigate, moderate or cap the impact of these changes for subscribers, including retirees, low-income subscribers and subscribers with high out-of-pocket health care costs, who would otherwise be disproportionately affected.

(c) The appropriate public authority and the public employee committee shall have not more than 30 days from the point at which the public employee committee receives the notice as provided in subsection (b) to negotiate all aspects of the proposal. An agreement with the appropriate public authority shall be approved by a majority vote of the public employee committee; provided, however, that the retiree representative shall have a 10 per cent vote. If after 30 days the appropriate public authority and public employee committee are unable to enter into a written agreement to implement changes under section 22 or 23, the matter shall be submitted to a municipal health insurance review panel. The panel shall be comprised of 3 members, 1 of whom shall be appointed by the public employee committee, 1 of whom shall be appointed by the public authority and 1 of whom shall be selected through the secretary of administration and finance who shall forward to the appropriate public authority and the public employee committee a list of 3 impartial potential members, each of whom shall have professional experience in dispute mediation and municipal finance or municipal health benefits, from which the appropriate public authority and the public employee committee may jointly select the third member; provided, however, that if the appropriate public authority and the public employee committee cannot agree within 3 business days upon which person to select as the third member of the panel, the secretary of administration and finance shall select the final member of the panel. Any fee or compensation provided to a member for service on the panel shall be shared equally between the public employee committee and the appropriate public authority.

(d) The municipal health insurance review panel shall approve the appropriate public authority's immediate implementation of the proposed changes under section 22; provided, however, that any increases to plan design features have been made in accordance with the provisions of section 22. The municipal health insurance review panel shall approve the appropriate public authority's immediate implementation of the proposed changes under section 23; provided, that the panel confirms that the anticipated savings under those changes would be at least 5 per cent greater than the maximum possible savings under section 22. If the panel does not approve implementation of changes made pursuant to section 22 or section 23, the public authority may submit a new proposal to the public employee committee for consideration and confirmation under this section.

(e) Within 10 days of receiving any proposed changes under sections 22 or 23, the municipal health insurance review panel shall: (i) confirm the appropriate public authority's estimated monetary savings due to the proposed changes under section 22 or 23 and ensure that the savings is substantiated by documentation provided by the appropriate public authority; provided, however, that if the panel determines the savings estimate to be unsubstantiated, the panel may require the public authority to submit a new estimate or provide additional information to substantiate the estimate; (ii) review the proposal submitted by the appropriate public authority to mitigate, moderate or cap the impact of these changes for subscribers, including retirees, low-income subscribers and subscribers with high out-of-pocket health care costs, who would otherwise be disproportionately affected; and (iii) concur with the appropriate public authority that the proposal is sufficient to mitigate, moderate or cap the impact of these changes for subscribers, including retirees, low-income

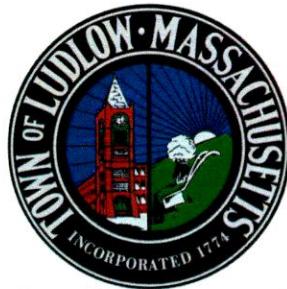
subscribers and subscribers with high out-of-pocket health care costs, who would otherwise be disproportionately affected or revise the proposal pursuant to subsection (f).

(f) The municipal health insurance review panel may determine the proposal to be insufficient and may require additional savings to be shared with subscribers, particularly those who would be disproportionately affected by changes made pursuant to sections 22 or 23, including retirees, low-income subscribers and subscribers with high out-of-pocket costs. In evaluating the distribution of savings to retirees, the panel may consider any discrepancy between the percentage contributed by retirees, surviving spouses and their dependents to plans offered by the public authority as compared to other subscribers. In reaching a decision on the proposal under this subsection, the municipal health insurance review panel may consider an alternative proposal, with supporting documentation, from the public employee committee to mitigate, moderate or cap the impact of these changes for subscribers. The panel may require the appropriate public authority to distribute additional savings to subscribers in the form of health reimbursement arrangements, wellness programs, health care trust funds for emergency medical care or inpatient hospital care, out-of-pocket caps, Medicare Part B reimbursements or reimbursements for other qualified medical expenses; provided, however that in no case shall the municipal health insurance review panel designate more than 25 per cent of the estimated savings to subscribers. The municipal health insurance review panel shall not require a municipality to implement a proposal to mitigate, moderate or cap the impact of changes authorized under section 22 or 23 which has a total multi-year cost that exceeds 25 per cent of the estimated savings. All obligations on behalf of the appropriate public authority related to the

proposal shall expire after the initial amount of estimated savings designated by the panel to be distributed to employees and retirees has been expended. The panel shall not impose any change to contribution ratios.

(g) The decision of the municipal health insurance review panel shall be binding upon all parties.

(h) The secretary of administration and finance shall promulgate regulations establishing administrative procedures for the negotiations with the public employee committee and the municipal health insurance review panel, and issue guidelines to be utilized by the appropriate public authority and the municipal health insurance review panel in evaluating which subscribers are disproportionately affected, subscriber income and subscriber out-of-pocket costs associated with health insurance benefits.



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

January 7, 2026

TO: On-Premise Liquor Establishments
FROM: Marc Strange, Town Administrator
RE: **Liquor Hours for Super Bowl Sunday**

At their meeting of January 6, 2026, the Select Board discussed liquor hours for Super Bowl Sunday, February 8, 2026.

As you are aware, the existing hours within the Town of Ludlow allow establishments to remain open until 2:00 a.m. on weekends. This time will also apply to Super Bowl Sunday, February 8, 2026.

We stress that all alcoholic beverages are to be removed by 2:00 a.m. and everyone, with the exception of employees, must be off the premises no later than 2:00 a.m.

We remind you that no "Open Bars" are allowed in accordance with the ABCC's "Happy Hour" regulations which took effect in December 1984. If you have any questions regarding liquor hours for Super Bowl Sunday, please contact this office at 413-583-5600 x 1202. Thank you.

cc: Provisional Police Chief Brennan

INFORMATION

**Ludlow Planning Board
488 Chapin Street
Ludlow, MA 01056
583-5600 ext. 7**

RECEIVED
DEC 12 2025
SELECT BOARD
LUDLOW, MA 01056

Memorandum

To: ASSESSORS, BOARD OF HEALTH, BUILDING COMMISSIONER, DPW,
FIRE DEPARTMENT, SAFETY COMMITTEE, SELECT BOARD, TOWN CLERK

From: PLANNING BOARD

Date: December 12, 2025

Subject: APPROVAL OF CHANGE OF OCCUPANCY / DBA APPLICATION

NAME OF OWNER OF NEW BUSINESS: Raquel Riopelle

NAME/TYPE OF NEW BUSINESS: La Vela by Mimi LLC
(candle business)

NAME OF OWNER OF BUILDING: Angelo J. Scuderi

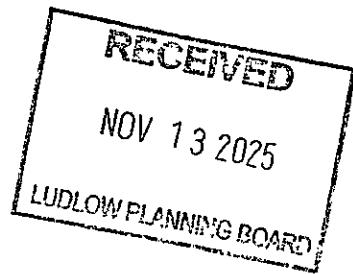
ADDRESS OF BUSINESS: 79 East Street

APPROVAL DATE: December 11, 2025

Susan Urban
Administrative Assistant



Town of Ludlow
Office of the Planning Board
ludlow.ma.us/planning
488 Chapin St., Ludlow, MA 01056
Phone: (413) 583-5600 ext. 7



Master Application

Date submitted to Planning Board: 11/11/2025

(Col East.) Location of Property: (address) 79 EAST ST, Assessors' Map BC, Parcel 47

Zoning of Property: Business A

Is this property in the East Street Revitalization Overlay District? YES NO

Is this property in the Aircraft Overlay? YES NO

Name of Business (if any): LA VELA BY MIMI LLC

Type Of Application (Check All That Apply):

* denotes supplemental application sheet required

Site Plan Control:

Change of Occupancy
 Site Sketch
 Site Plan Approval

Other:

Zone Change *5

Subdivision Control:

ANR *3
 Preliminary Subdivision Plan *3
 Definitive Subdivision Plan *3
 Waiver of Frontage *4

Special Permitting:

Special Permit
 Home Occupation *1
 Home Professional Office
 Accessory Apartment *2
 Comprehensive Plan (MRD)

Please note that incomplete submittals are subject to denial without any further review and any fee paid will be considered forfeit. Completeness is the responsibility of the applicant. Please check all forms and plans for completeness prior to submission. Signing this application indicates your understanding of this policy.

Contact Information:

Applicant:

Name:

Address:

Phone:

Fax:

E-Mail:

Signature:

RAQUEL RIOPELLE
79 EAST ST 15 ESSEX ST
413-306-8791 01056
rrriopelle@velabymimi.com

I have read the above statement and have personally verified both the completeness of this entire application and all supporting documents.

from tattoo shop to Candle business

Contact Person (if different):

Name: _____
Address: _____
Phone: _____
Fax: _____
E-Mail: _____
Signature: _____

Property Owner (if different):

Name: _____
Address: _____
Phone: _____
Fax: _____
E-Mail: _____
Signature: _____

Building Owner (if different):

Name: Angelo J. Scardari
Address: 79 East St Ludlow Ma. 01056
Phone: 413-330-2618
Fax: _____
E-Mail: cdm properties1@yahoo.com
Signature: Angelo J. Scardari

Detailed Description of Proposal:

Candle Business

All applications require a completed certificate of ownership / authority.

Publication cost for any public hearings required is the responsibility of the applicant.

All applications requiring a public hearing with newspaper publication and notification of abutters (all special permits, site plans and sketches, zone changes, waivers of frontage, and definitive subdivision plans, unless waived) must be received and reviewed for completeness by the Planning Board or its agent by the fourth Thursday prior to a hearing date.

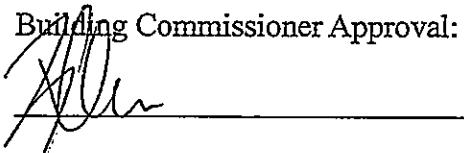
Applications NOT requiring a public hearing (all changes of occupancy, ANRs, preliminary subdivision plans) must be received and reviewed for completeness by the Planning Board or its agent at least 10 days prior to a meeting date.

Persons wishing to discuss issues with the Planning Board outside the application process must submit a letter of explanation at least seven (7) days in advance of a meeting date.

The Planning Board or its agent shall determine the actual completeness of an application and reserves the right to schedule applications based on the Planning Board's workload within the obligations of the Ludlow Zoning Bylaw, Subdivision Rules and Regulations, and MGL Chapter 40A (State Zoning Act.)

For Office Use Only:

Building Commissioner Approval:

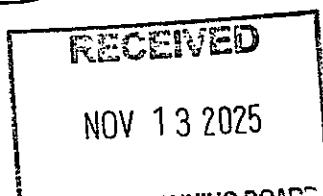


Fee Amount Received: 100.00 Fee Doubled: no

Supporting Documents? YES / NO

Verified By: SW

Date Received: _____



**Ludlow Planning Board
488 Chapin Street
Ludlow, MA 01056
583-5600 ext. 7**

RECEIVED
DEC 12 2025
SELECT BOARD
LUDLOW, MA 01056

Memorandum

To: ASSESSORS, BOARD OF HEALTH, BUILDING COMMISSIONER, DPW,
FIRE DEPARTMENT, SAFETY COMMITTEE, SELECT BOARD, TOWN CLERK

From: PLANNING BOARD

Date: December 12, 2025

Subject: APPROVAL OF CHANGE OF OCCUPANCY / DBA APPLICATION

NAME OF OWNER OF NEW BUSINESS: Kathleen Shea

NAME/TYPE OF NEW BUSINESS: massage therapy

NAME OF OWNER OF BUILDING: Lavoie Properties

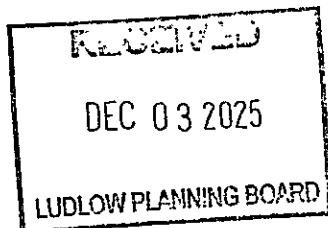
ADDRESS OF BUSINESS: 733 Chapin Street, Suite 200B

APPROVAL DATE: December 11, 2025

Susan Urban
Administrative Assistant



Town of Ludlow
Office of the Planning Board
ludlow.ma.us/planning
488 Chapin St., Ludlow, MA 01056
Phone: (413) 583-5600 ext. 7



Master Application

Date submitted to Planning Board: 12/2/2025 Suite 200B.
Location of Property: (address) 733 Chapin St, Assessors' Map 110 Parcel 123A
Zoning of Property: Commercial
Is this property in the East Street Revitalization Overlay District? YES NO
Is this property in the Aircraft Overlay? YES NO

Name of Business (if any): _____

Type Of Application (Check All That Apply):

* denotes supplemental application sheet required

Site Plan Control:
 Change of Occupancy
 Site Sketch
 Site Plan Approval

Other:
 Zone Change *5

Subdivision Control:
 ANR *3
 Preliminary Subdivision Plan *3
 Definitive Subdivision Plan *3
 Waiver of Frontage *4

Special Permitting:
 Special Permit
 Home Occupation *1
 Home Professional Office
 Accessory Apartment *2
 Comprehensive Plan (MRD)

Please note that incomplete submittals are subject to denial without any further review and any fee paid will be considered forfeit. Completeness is the responsibility of the applicant. Please check all forms and plans for completeness prior to submission. Signing this application indicates your understanding of this policy.

Contact Information:

Applicant:

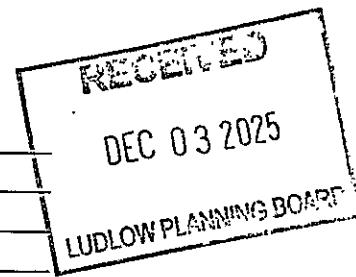
Name: Kathleen Shea
Address: 208 Reynolds St
Phone: 413-537-8799
Fax:
E-Mail: Katiebug624@gmail.com
Signature: Kathleen Shea

I have read the above statement and have personally verified both the completeness of this entire application and all supporting documents.

From Home Care Staffing to Massage Therapy.

Contact Person (if different):

Name: _____
Address: _____
Phone: _____
Fax: _____
E-Mail: _____
Signature: _____



Property Owner (if different):

Name: LAVOIE Properties
Address: 733 Chapin St
Phone: 413 589 1888
Fax: _____
E-Mail: _____
Signature: _____

Building Owner (if different):

Name: Lavvie Properties
Address: 733 Chapin St
Phone: 413 589 1888
Fax: _____
E-Mail: Lavvie properties 2@gmail.com
Signature: David R. Lavvie

Detailed Description of Proposal: Renting a room for the purpose of massage therapy

All applications require a completed certificate of ownership / authority.

Publication cost for any public hearings required is the responsibility of the applicant.

All applications requiring a public hearing with newspaper publication and notification of abutters (all special permits, site plans and sketches, zone changes, waivers of frontage, and definitive subdivision plans, unless waived) must be received and reviewed for completeness by the Planning Board or its agent by the fourth Thursday prior to a hearing date.

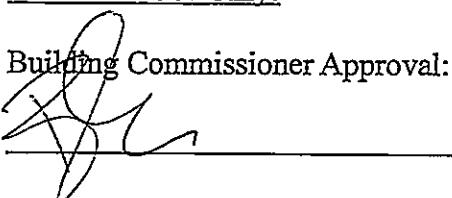
Applications NOT requiring a public hearing (all changes of occupancy, ANRs, preliminary subdivision plans) must be received and reviewed for completeness by the Planning Board or its agent at least 10 days prior to a meeting date.

Persons wishing to discuss issues with the Planning Board outside the application process must submit a letter of explanation at least seven (7) days in advance of a meeting date.

The Planning Board or its agent shall determine the actual completeness of an application and reserves the right to schedule applications based on the Planning Board's workload within the obligations of the Ludlow Zoning Bylaw, Subdivision Rules and Regulations, and MGL Chapter 40A (State Zoning Act.)

For Office Use Only:

Building Commissioner Approval:



Fee Amount Received: 100.00 Fee Doubled: 200
Supporting Documents? YES / NO
Verified By: SD
Date Received: 12/3/2025

CT #2280

RECEIVED

DEC 17 2025

SELECT BOARD
LUDLOW, MA 01056

TOWN OF LUDLOW
PLANNING BOARD
488 CHAPIN STREET
LUDLOW, MA 01056

**NOTICE OF DECISION
SPECIAL PERMIT**

RECEIVED
TOWN CLERK'S OFFICE

2025 DEC 16 A 10:05

TOWN OF LUDLOW

DATE: December 16, 2025

APPLICATION: SPECIAL PERMIT / HOME OCCUPATION

APPLICANT: Johnathan Chenier / John Chenier
335 Munsing Street, Ludlow, MA

Following a duly advertised public hearing held on December 11, 2025; the Planning Board, acting as the Special Permit Granting Authority, at its meeting on December 11, 2025, with the following members present: *Christopher Coelho, Joel Silva, Kathleen Houle, William Ellison, Haley Rivers, voted 5-0* to GRANT a Special Permit in accordance with Section 7.0 of the Ludlow Zoning Bylaws for: Home Office – junk removal.

REQUIRED FINDINGS:

Upon motion duly made and seconded, the Board finds that the Special Permit application as presented meets and/or exceeds all of the requirements imposed under Section 7.0.4 of the Zoning Bylaws:

- a. The Planning Board finds that the proposal is suitably located in the neighborhood in which it is proposed and/or the total town, as deemed appropriate by the Special Permit Granting Authority;
- b. The Planning Board finds that the proposal is compatible with existing uses and other uses permitted by right in the same district;
- c. The Planning Board finds that the proposal would not constitute a nuisance due to air and water pollution, flood, noise, dust, vibrations, lights, or visually offensive structures and accessories;
- d. The Planning Board finds that the proposal would not be a substantial inconvenience or hazard to abutters, vehicles, or pedestrians;
- e. The Planning Board finds that adequate and appropriate facilities would be provided for the proper operation of the proposed use;
- f. The Planning Board finds that the proposal reasonably protects the adjoining premises against any possible detrimental or offensive uses on the site, including unsightly or obnoxious appearance;
- g. The Planning Board finds that the proposal ensures that it is in conformance with the sign regulations of the bylaw. (See Section 6.5)

- h. The Planning Board finds that the proposal provides convenient and safe vehicular and pedestrian movement within the site, and in relation to adjacent streets, property or improvements;
- i. The Planning Board finds that the proposal ensures adequate space for the off-street loading and unloading of vehicles, goods, products, materials, and equipment incidental to the normal operation of the establishment or use;
- j. The Planning Board finds that the proposal provides adequate methods of disposal and/or storage for sewage, refuse, and other wastes resulting from the uses permitted or permissible on the site, and methods of drainage for surface water;
- k. The Planning Board finds that the proposal ensures protection from flood hazards, considering such factors as the following: elevation of buildings; drainage, adequacy of sewage disposal; erosion and sedimentation control; equipment location; refuse disposal; storage of buoyant materials; extent of paving; effect of fill, roadways or other encroachments on flood runoff and flow;
- l. The Planning Board finds that the proposal is in general harmony with the general purpose and intent of this bylaw;
- m. The Planning Board finds that the proposed use complies with any and all additional Special Permit Criteria or special use regulations imposed on individual uses in Section VI of this bylaw.

CONDITIONS SEE ATTACHED

VOTED FOR:

AGAINST:

ABSENT:

Raymond Phoenix

Christopher Coelho

Joel Silva

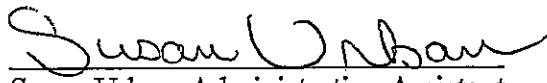
Kathleen Houle

William Ellison

Haley Rivers, Associate Member

ANY APPEAL FROM THE DECISION OF THE PLANNING BOARD CAN BE MADE ONLY TO THE COURT AND MUST BE MADE PURSUANT TO SECTION 17, CHAPTER 40A OF THE GENERAL LAWS OF THE COMMONWEALTH OF MASSACHUSETTS, AS AMENDED, AND MUST BE FILED WITHIN TWENTY (20) DAYS AFTER THE DATE OF FILING OF THE DECISIONS WITH THE TOWN CLERK.

Filed with Town Clerk On: **December 16, 2025**


Susan Urban
Susan Urban, Administrative Assistant