November 5, 2019

RECEIVED
TOWN CLERK'S OFFICE
2020 SEP -2 P 1:43
TOWN OF LUDLOW

The Meeting of the Board of Selectmen held on Tuesday, November 5, 2019 began at 6:00 p.m. in the Selectmen's Conference Room, Town Hall.

Members Present: Chairman Mr. DeBarge, Mrs. Fernandes, Mr. Silva, Mr. Goncalves and Mr. Rosenblum

First Order of Business: The Pledge of Allegiance

Visitations:

Chief Ryan Pease, Fire Department and Kim Collins, Town Accountant

The Board met with Chief Ryan Pease, Fire Department and Kim Collins, Town Accountant to discuss Chief Pease's request to increase Ambulance Rates and to discuss collection services in unpaid ambulance bills. (Correspondence #260)

Chief Ryan Pease met with the Kim Collins, Town Accountant, Elsa Barros Town Treasurer, Ellie Villano, Town Administrator and Fred Pereira, Tax Collector and collectively suggest raising the BLS Rate from $560 to $800; ALS1 Rate from $960 to $1,350; ALS 2 Rate from $1,160 to $2,000; Mileage from $15 to $25; and ALS Intercep from $250 to $275 as of January 1, 2020. Chief Pease encouraged residents to participate in the Ambulance Subscription Program, a secondary insurance for $40.00, offered by the Fire Department which covers every member in the household for the calendar year should there be a need for an ambulance. The Fire Department covers the balance of an ambulance bill not paid by your insurance company if your household is a participant. Currently, a quarter of the Town participates. The revenue from the Ambulance Subscription Program goes to the Town General Fund.

Mr. Silva moved and seconded by Mrs. Fernandes to approve the recommendation of Chief Pease to increase ambulance rates as proposed by Chief Pease BLS Rate from $560 to $800; ALS1 Rate from $960 to $1,350; ALS 2 Rate from $1,160 to $2,000; Mileage from $15 to $25; and ALS Intercep from $250 to $275 as of January 1, 2020. Vote 5-0 all in favor.

Chief Pease also discussed Comstar, the ambulance billing company that offers a form of collection through a separate agency. Chief Pease and the Ambulance Committee requests to adopt the process of obtaining unpaid ambulance bills through the collection agency used by Comstar and to write off $223,359.19 through 2018 as uncollectable (Correspondence #260). The contract we signed with Comstar entitles the Town 33% of the money they collect and as a last-ditch effort, it also allows them to discount an outstanding bill at a certain price.

Ms. Collins stated since we started with Comstar, the Town has not been abating any of the unpaid balances. Chief Pease proposed to restructure the Ambulance Abatement Committee to include himself, the Town Accountant and Treasurer to be more efficient moving forward. Chief Pease also stated hardship letters would be accepted, reviewed and considered for approval on a case by case basis before going to collection.

Mr. Goncalves moved and seconded by Mrs. Fernandes to adopt the process of obtaining unpaid ambulance bills through the collection agency used by Comstar as outlined in the Advanced Collection Agency Service Option. Vote 5-0 all in favor.

Mr. Goncalves moved and seconded by Mrs. Fernandes to authorize the Treasurer to write off $223,359.19 which represents unpaid ambulance bills through 2018 as uncollectable. Vote 5-0 all in favor.

The Board agreed to schedule Chief Pease to return as a visitation to restructure the Ambulance Abatement Committee to include The Fire Chief, Town Accountant and the Treasurer at the November 19, 2019 Board of Selectmen meeting.

The Gremio Lusitano Club Liquor License Public Hearing

Moved by Mrs. Fernandes and seconded by Mr. Goncalves to open the Liquor License Hearing at 6:46 p.m. Vote 5-0 all in favor.

Mr. Silva: I am on the Board of Directors of The Gremio Lusitano Club and recuse myself from any decisions.

RECEIVED
TOWN CLERK'S OFFICE
2020 SEP -2 P 1:44
TOWN OF LUDLOW

Mrs. Fernandes: I also need to disclose that I am a member of The Gremio Lusitano Club, but I do not have a membership on the Board and I have no family members that are trustees, Board members or anything. We did check with ethics and it's... they recommended that it's ok as long as I disclose that, so I disclose it and have filed the proper disclosure.

Mr. Rosenblum: I want to disclose also that I am a member of The Gremio Lusitano and I do not have any family members or anyone else that works there and I did go through Town Counsel as well and sign a disclosure and I feel that I can perform my duties and make the appropriate decisions.

Mr. Goncalves: I too would like to disclose I am a member of the club. I've filed the proper disclosures with the Clerk's Office based on recommendations made and have no problem being fair and impartial. I have nothing to gain or lose from any decisions made here today.

Mr. DeBarge: Thank you very much. My name is Chairman DeBarge. I am the Chairman of the Board of Selectmen. I feel left out. I am not a member. Gentlemen, can you please state your name and address and place of business please.

Mr. Gomes: Joe Gomes. I live at 151 Moore Street and am the Vice President of the club.

Mr. Pinto: George Pinto. I live at 20 Skyridge Street, Ludlow, Mass. and I am the bartender and manager.

Mr. Correira: Celso Corriera. I live at 710 Center Street and I am the President of the club.

Mr. DeBarge: Thank you.

Mr. Grela: I'm Fred Grelha and live on 95 Center Street, Ludlow and I'm the bar manager at the Lusitano club.

Mr. DeBarge: Thank you.

Chief Madera: I'm Chief Madera, Ludlow Police Department and I am not a member of the Lusitano club yet.

Mr. DeBarge: Ok, I am going to go over simple rules. Ok, attendance has been taken. Just know that the Chair is responsible for running the meeting. Those that wish to speak just kind of acknowledge me. Once you are recognized by the Chair, I'll give you time to speak. Just so we are not speaking into each other because we are recording tonight. Ok, I'm sure that I understand that you all were given a notice to appear?

Mr. Gomes: Yes.

Mr. Pinto: Correct.

Mr. Correira: Yes.

Mr. Grelha: Yes.

Mr. DeBarge: Ok, do any of you licensees have a objection to any notice that you have been given to appear?

Mr. Gomes: No.

Mr. Pinto: No.

Mr. Correira: No.

Mr. Grelha: No.

Mr. DeBarge: Ok, again I am just going to run down a couple of rules. Licensee, that's you, we are going to give you the first opportunity to state your case. The Chair has the right to call any witnesses.

Witnesses may be questioned by the Chair or any of the Board members should the Chair call on the Board members to ask any witnesses questions. The Licensee will be given the final opportunity to respond, again that is you. The Board will close the hearing when it is ready to deliberate. Once the Board does that, we will vote. No party may cross-examine the witnesses. Only the Chair and if recognized by the Chair, the members of the Board of Selectmen may question the witnesses as I stated. Ok, gentlemen will you please raise your right hand. Do you swear to tell the truth, the whole truth and nothing but the truth so help you God?

RECEIVED
2020 SEP -3 P 1:13
TOWN OF LUDLOW

Mr. Gomes: (Raised his hand) I do.

Mr. Pinto: (Raised his hand) I do.

Mr. Correira: (Raised his hand) I do.

Mr. Grelha: (Raised his hand) I do.

Mr. DeBarge: Ok, please. Your opening statement.

Mr. Grela: Very good. What happened that night was very important. He was kicked out of the club. He was given a notice. He was given the no trespassing. But, unfortunately, the no trespassing expires every year. I got paper here that states he was kicked out in 2016. I was told he was in jail for a couple of years so, time goes by and he showed up out of the blue. Bartenders unfortunately there they did not know this individual and he came in and they served him like a normal person would be served. He got into an argument with someone that was very quickly stopped by the bartenders and some members that were there. Everything got quiet. Everybody went their separate ways and different tables. Everything got quiet. There was no need at this time to call the cops because everything got pretty much done if you will. Apparently, after they left when one party went one way, the other party went that way and outside the fight escalated. At that time, we called the cops. Obviously, something going on we call the cops right away, the club called the cops, some witnesses called the cops and that's pretty much it. As far as serving, I watch the video and I see the father purchase the drinks. He turns around, he goes back to the son's table and serves the drink. There were a lot of people there. It was hard for the bartender to see where he was going with the drink. You buy a drink, you assume it's for you. I'm not sure what else to say. (He looks at Mr. Gomes, Mr. Pinto and Mr. Correira) But, any of you have anything to say? Um, I can also say that any of our bartenders are TIP certified and recertified. We put a policy in place that they have to sign and they know the rules what to do or not to do. I'm not sure. George, do you have anything to say as far as this goes?

Mr. Pinto: Since this event, we have retrained all the bartenders as Fred mentioned, everyone was recertified, everyone has signed a policy and everyone agreed to follow it as well as we have met with the Board and we are looking for different solutions for in the future someone that is not allowed to be on the premises of the club to proceed a different way so that everyone knows who that person is and then we can deal with it right off the bat so it does not escalate to something of this unfortunate event.

Mr. Grelha: We have the pictures of these individuals. We have a screen on the club that I am going to be posting names and pictures of these people that we kicked out so in the future if they ever come in everybody will know, hey this guy is over here. What is this guy doing? So that way we can avoid a situation like that. I also have a letter from the bartender that was on duty that day. If you wish to read it, you are more than welcome to. Also, the...we have an accident report he also wrote. That's a plus. Can't write everything here. (Laughs) So, I don't know if you need to see this or not.

Mr. DeBarge: Which did you say that was?

Mr. Grelha: This is the incident report. The bartender, any time something happens, you write a report. This happens, this date, um...we also have this list that states all the people that not allowed or on probation or whatever it may be. I also have a letter that I sent out to Junior that he was kicked out and he knew that he was not supposed to be there. And like I said, I sent out a trespassing notice but it is only good for a year and then he disappeared so maybe he took it. This is the policy that we have in place for all the bartenders that they have to sign and if they sign, they are responsible and understand what the rules are. And that is pretty much it.

Mr. DeBarge: Ok, um as far as procedures go with the other Selectmen, I would ask if you are getting questions to write them down because I am going to read some things before we get into any questioning. Thank you for your opening statement. I am going to read your bartender's statement and I've got a couple of other statements to read and then we will get into any questions.

RECEIVED
TOWN CLERK'S OFFICE
2019 SEP 27 P 1:45
LUDLOW, MASS.

Statement from your bartender. I Alec Martins was one of the two bartenders on duty on Friday, August 23, 2019. The bar was fairly busy for a Friday night. There was a large quantity of young adults ages 24 to 34. Over the busy night, Junior walked in with a group of people through the front door. Junior came up to the bar with one of his older friends around his age. They ordered drinks and paid. That was the only interaction I had with Junior or any of his involved party throughout the whole night. The other bartender and I continued serving the crowd of people. About forty-five minutes later, Junior's party and a group of young adults came in from the balcony arguing. It lasted about one minute until it settled down and they went their separate ways. Ten minutes later around 12:15 a.m., another issue begun between them and they began exchanging words and pushing each other. Others got involved which caused a huge scuffle between the two parties. They were finally split up and settled down and we felt there was no need to call the police at this time due to the altercation ending. Us two bartenders asked them to leave just for further precaution and not to alarm other customers. The young adult party began to leave through the front door calmly with no issue. Once they left through the front door, the Junior party proceeded to exit through the back door as well. However, they begun to meet each other outside and the arguing in the parking lot started again until it escalated into physically fighting. About five to twelve people started physically fighting. The police were immediately called and notified. Junior's party ran away down the street. The police handled the rest of the young adult party. I am unsure of what caused the argument. Respectfully, Alec Martins.

First, gentlemen I am going to go through a couple of chapters and sections so that you understand what the Mass. General Laws as far as. . . and let me make one thing perfectly clear, what we are here for as the Board of Selectmen is the underage drinking. We are not here to discuss or deliberate about any fight. That is not, the fight is not under our prevue. That is a criminal matter now so that is not for us to discuss. It is just the liquor violation. So, the first thing I am going to give you is the actual number of the violation itself. The first one that we have is 204 CMR 2.05 which is no license for the sale of alcohol beverages shall permit any disorder, disturbance or illegality of any kind to take place in or on the licensed premise and the licensee shall be responsible thereof whether present or not. And then we have, Mass. General Law Ch. 138 § 64. The licensing authorities after notice to the licensee and responsible authority for him to be heard by them may modify, suspend, revoke or cancel his license upon satisfactory proof that he has violated or permitted a violation of any condition there of or any law of the Commonwealth. If the license is revoked, the license shall be disqualified to receive a license for one year after the expiration of the term of the license so revoked. And if he is the owner of the premises described, in such revoked license no license shall be issued to be exercised on said premises for the residue of the term thereof. What this Mass. General Law Rule 138 is just giving the Board of Selectmen the right to oversee the revocation or suspension of a license. And, finally there's one more. Mass. General Law Chapter 138 § 23. The terms, license and permits wherever employed are substantives in this chapter are revocable by granting authority. For any violation in this chapter or any regulation adopted by the commission or local licensing authority consistent with the terms of this chapter after opportunity for a hearing, the provisions of this issue of licenses or permits hereunder, are enacted with a view only to serve the public need in such a manner as to protect the common good and to that end to provide in the opinion of the licensing authorities an adequate number of places at which the public may obtain in the matter for the kind of use indicated in different sorts of beverages for the sale of which provision is made. Whenever in the opinion of a local licensing authority, any holder of such a license fails to maintain compliance in this chapter, they may after hearing or opportunity thereof modify, suspend, revoke or cancel such a license and may levy a fine in accordance with regulations which shall be promogulated by Alcoholic Beverages Control Commission. In case of modification, suspension, revocation, or cancellation of a license issued by the licensing authority, or a permit issued by the commission no abatement or refund of any part of the fee paid therefore shall be made. Sorry about that, but it must be read. Moving on, I have a statement from the Chief of Police.

Chief Madera: Mr. DeBarge, would you like me to read that?

Chairman DeBarge: Yes, please thank you.

Chief Madera: On September 27th, I notified the Board of Selectmen in regard to an incident that occurred August 23, 2019 at the Gremio Lusitano Club. I'll read what I wrote. This document is available for you to review as well. I'm writing to inform you and fellow Board members that during the course of the department's investigation of a disturbance involving commission of an aggravated assault resulting in serious injury that occurred on August 23, 2019 at the Gremio Lusitano Club on Winsor Street in Ludlow. It was found that a liquor law violation had occurred on site. The violation came to light during review of surveillance recordings provided by the club of the disturbance in which an individual who was later identified as a minor is seen as being in possession of alcohol, a beer bottle during ensuing disturbance. I have included a summary review of the incident investigation that was submitted by

Acting Detective Sargent David Kornacki for review. This is an open case that has moved from investigative process through criminal complaint phase. The release of further information related to the criminal investigation must be authorized by the Hampden County District Attorney's Office. The attached summary documents that administrative civil evidence was obtained as a result of the initial investigation conducted at the Gremio Lusitano Club. Evidence shows an underaged patron in possession of alcohol on the date of the incident, a clear violation of the club's license to serve alcohol as documented by Acting Detective Sargent David Kornacki. After completing my review of the investigative materials presented, I have determined that a liquor law violation did occur and recommend that the Board schedule a meeting with club management to discuss the actions of the employees that led to the liquor law violation and take what action is deemed appropriate. I further recommend addressing the inaction of the club employees to call the police versus on the onset of the disturbance as noted by Acting Detective Sargent David Kornacki as being the preferred response in deescalating such disturbances and preventing further violence. In conclusion, I would like to note for the Board that I was advised by Detective Kornacki that the department received the full cooperation of the club representatives during the ensuing investigation of the reported incident. Also included are copies of call logs of police response activity from the Gremio Lusitano Club from 2015 to 2019.

RECEIVED
LICENSING OFFICE
2019 SEP -2 P 1:43
TOWN OF LUDLOW

So that pretty much documents the administrative civil infraction that has occurred and that is what we reported to the Board. There is no information that includes concerning the initial and continuing criminal investigation. This is strictly focused on video surveillance that I have observed that was provided by the club. I watched the video surveillance and I did see an individual with a beer bottle outside in the Gremio parking lot, that had been taken down a set of stairs, in hand out to the parking lot and observed that bottle being thrown to the ground during the ensuing argument. So basically, that is the evidence which I have viewed that I can present to the Board and say I viewed that as well. It was not known at the time that person was underage at the time, but the ensuing investigation showed that, that individual was a minor and should not have been in possession of that alcohol, beer bottle and also removing it from the premises to the parking lot itself. That is the reason why we are here. That's pretty much it.

Chairman DeBarge: Ok, thank you Chief. I have one more statement from Detective Kornacki which I will read and then I will be done with the statements. From Detective Kornacki: On September 3, 2019, the criminal investigation into the incident at the Gremio Lusitano Club was completed. After a complex and complete investigation involving multiple officers and detectives, and the cooperation of additional agencies and civilian witnesses, three individuals were charged. At your request, a review of the actions of the Gremio Lusitano (and the "your" in this letter is to Chief Madera by the way) at your request a review of the actions of the Gremio Lusitano Club and it's representatives on that day was conducted. This assessment which was primarily based on witness accounts and a review of available video surveillance, presents four main points with respect to the incident itself and the investigation that followed. The first point is that the Gremio Lusitano Club did serve alcohol to minors on the night of this event. Whether or not this service directly contributed to this event can not be determined with certainty. However, this is a clear license violation. Secondly, after reviewing the altercation, it is clear that a dispute began inside the Gremio Lusitano Club and continued into the parking lot a short time later. At the onset of the disturbance, a call to police 911 would have been the preferred response of the Gremio Lusitano Club representatives. A police response could have contributed to the de-escalation of the event and prevented the resulting incident. The third point relates to one of the subjects involved in the altercation. The Gremio Lusitano Club has taken proactive measures in banning this individual and others from time to time from the premises in an effort to prevent disruptive activity at the club. On the night of this event, this individual chose to disregard the ban, however, employees working that night may have not been familiar with the ban and/or this particular individual. A staff wide familiarity with this effective process would be recommended. Finally, following the incident, representatives of the Gremio Lusitano Club were completely cooperative and instrumental in the ability of the police to fully investigate the incident. They provided full and uninstructive access to the video surveillance system without regard to any repercussions to the club itself. In conclusion, the investigation has revealed that the Gremio Lusitano Club and its representatives took actions both detrimental and beneficial on this night. Both sets of actions should be considered.

Those are the final statements as the Chief mentioned. Here's a list of past calls. I was probably on some of these, but nothing that jumps out. Questions?

Mr. Goncalves: I think one of the things here probably is where the father had purchased something for minors is that it, you said at the beginning?

Mr. Grelha: Yes, we can see on the video that the father went to the bar. He had a beer. He turned himself around, he looked around and he goes towards the table where the son is, was sitting and you can see him give the beer to the son. That's called a third-party.

RECEIVED
TOWN CLERK'S OFFICE
2020 SEP -2 P 1:44
TOWN OF LUDLOW

Mr. Goncalves: Thank you. That's part of the TIPs training so that is something you guys are covering a little bit better with the bartenders where if somebody is getting a couple of drinks, a lot of times that they are watching where those things are going? And that's kind of, tell-tale right?

Mr. Grelha: Yes.

Mr. Goncalves: The other thing was you have that policy where the bartenders, maybe something to the effect that third-party drinks can be worked out a little bit better. As far as this person was banned from the club, so there was no pictures of any kind around of this person or any of the other people that are banned from the club right now? There's no way of knowing of what that person. . . because I do not know of anybody on that list. Maybe one or two people.
Mr. Grelha: I can only get pictures when it is made public. I can't just take a picture of you and post it. It is illegal. Now that I have pictures that are made public, I can post it. If they are in FaceBook, if they are not friends, I may not be able to go to these people and generate the pictures. A reason why we did not have pictures before. I thought it was illegal, but I was told that if it is made public you can.

Mr. Pinto: It is something that we already discussed, myself with the Board, to create anything that would help not just the bartenders but any Board of Director for that evening or day to be able to recognize someone who is not supposed to be there.

Mr. Goncalves: I've got a question Chief. Are there going to be demerits against the club if one of the bartenders was to feel uncomfortable in a situation and call and say look, I don't like what's going on here. Can we get some assistance?

Mr. DeBarge: It's applauded.

Chief Madera: We would encourage any request for police assistance. I think the issue is if you are constantly creating a situation one either by serving minors or allowing non-members to enter the club and drink and that is where your problems are happening, then obviously there's a good way to keep that down by not calling the police when you have problems. That's a way to hide it. Otherwise, until something drastic happens that's when the police become fully aware. When we take a look at our call logs the surrounding community will let us know if there is a problem going on as well because they will be constantly calling the police for assistance concerning the problems in the parking lot or anything outside. That's not the case. That is why I kinda showed you the call volume that had been there mostly for assistance and when there were issues it was the club that was calling to say hey listen, there's a problem we need police assistance. I think in this particular incident, there was a problem, it wasn't recognized, they thought hey we calmed it down and it resurfaced again. One of the things I can recommend is, the Gremio is a private club. Any member that subjects itself to membership should provide a photo to the club at membership time to be maintained on facility with an application. And then that picture can be used to be posted at the time somebody is suspended, put on probation or banned.

Mr. Grelha: That's an idea.

Chief Madera: You have every right, as far as I am concerned as a private entity you have every right to ask for a photo. That may be a process going forward. I don't know if once you become a member you're a member for life and you don't have to do it again or if it's something where you require everybody to provide that photo as a part of membership process. If there is a fee to be paid every year, and at the time that fee is being paid to get accepted, you need to include a photo for identification purposes for the reason is exactly this. I think that would help you increase your security concerning who should be there and who should not be there. And, that's strictly for the club's use, nobody else. And that's something you can decide whether you would want to do or not. That would be up to the Board of Directors and not everybody likes to provide a picture but there isn't much anywhere you go today unless you provide a photo id.

Mr. Goncalves: Vote.

Chief Madera: Yes, you don't need that. Thank goodness for that. But the fact is I think that's one issue. There would be no demerits for calling for assistance, particularly when somebody becomes unruly. As a matter of fact, you are being responsible. You're holding up the rules of the club to protect the members that are there. I would never see that.

Mr. Goncalves: Thank you.

RECEIVED
TOWN CLERK'S OFFICE
2020 SEP -2 P 1:43
TOWN OF LUDLOW

Mr. Grelha: I've called a couple of times, people that we've kicked out and they would show up. I'd call the cops, and they escort them out. That was the right thing to do.

Mr. Goncalves: That was most likely poor judgment on that night. It's more isolated.

Chief Madera: It's not a usual event. I can tell you that. We don't have those type of situations that occur. I've reviewed the call log, and as I have provided for everybody's review, there has been some incidences, but a majority of them have been reported by the club themselves or somebody involved. A lot of it has been medical or some type of domestic dispute or something like that. Nothing like this, this is not a norm.

Mr. DeBarge: Nothing is unremarkable for a liquor establishment.

Chief Madera: Exactly.

Mr. Goncalves: I'm good for now Mr. Chairman.

Mr. DeBarge: Questions?

Mrs. Fernandes: This club has been around for a long time, right? When was it opened?

Mr. Grelha: 1922.

Mrs. Fernandes: And I know in the last few years maybe at least twenty years, it has become more of a family, it's not . . .

Mr. Grelha: A family-oriented club.

Mrs. Fernandes: So, I know I have been there many times and it's nice that you see parents there with their kids. Today with society having the kids all over the internet and not socializing, it's actually a nice venue to bring your kids to and introduce them to your culture and etcetera. So if I, and you can correct me if I am wrong, they haven't had many events throughout the last ten years similar to this right?

Chief Madera: We've had incidences over the last thirty-seven years. I can only recall a handful that have occurred, and we've had to respond. This is a rare incident to this level.

Mrs. Fernandes: And after the bar, there is a venue where there are weddings and parties.

Chief Madera: There are hundreds of people that come to events there. Over the years there have been thousands. When you think about the volume, the fact that this is an incident occurring I think policy issues, that was one of the concerns is what are the policies, what recommendations have they made and maybe those policies need to be presented for review just to make sure they make a minimum standard, the best practices that are out there. The law is pretty clear. It tells you what the best practices are. So, if you design your policies to meet those elements, I don't think you are going to have any issues. I think one of them is that the police are called when you have a situation where, hey people argue and then walk away no problem, but when you have pushing and shoving that's the time to call the police. That behavior shouldn't be tolerated.

Mrs. Fernandes: TIPs training. What do they say when they are training a bartender for with regard to third parties?

Mr. Pinto: It's still not to be allowed. As you mention, it can be very hard to just keep an eye on 50, 60 people if it is upstairs it becomes a much larger number downstairs. This is another reason we met, and we discussed, and we expect not just the bartenders but the Board itself to be watching per se, and just keep an eye on everything to obviously not allow something like this to ever happen again.

Mrs. Fernandes: And in this incident, the bartender did not serve the minor directly, they served the parents but then, I believe in Massachusetts, a parent and you can correct me if I am wrong, the law permits adults to serve or bartend in venues selling alcohol for on-premises drinking. But a parent, guardian, grandparent, or legal-age spouse must give the alcohol. It is illegal for those under 21 to buy alcohol. So, I'm not sure about, how that, maybe you can. . .

Chief Madera: You cannot give an underaged person an alcohol drink in a liquor establishment no matter what.

RECEIVED
TOWN CLERK'S OFFICE
2020 SEP -2 P 1:44
TOWN OF LUDLOW

Mrs. Fernandes: Even as a parent?

Chief Madera: Not even as a parent. You can do it in your home, in your residence and even then you have to be very, very careful.

Mr. DeBarge: It's still considered to the delinquency of a minor.

Chief Madera: At any type of an establishment, a lot of people make that, they have that misunderstanding that well, they are with me. I can give my child a drink as long as they are with me and that is not the case. I think some education for parents who are bringing their young under 21 crowd into the club, because it is a family environment, and that includes being outside at the soccer field as well. When you have, because you do sell alcohol at the soccer field as well, again you are not allowed to give alcohol to minors period. Particularly, licensed establishments.

Mrs. Fernandes: Maybe put a sign, I don't know.

Chief Madera: I think maybe that should be in your membership newsletter and a sign as well.

Mrs. Fernandes: Or maybe a sign somewhere near where the alcohol is served. Parents are not allowed to buy alcohol for their minor children. Because a lot of people are not going to understand that. They are going to think that well they are with me, it's ok to do that.

Mr. DeBarge: Mr. Rosenblum.

Mr. Rosenblum: Well you kind of touched on it just now Chief. Is the fact that um, you know, policy to recognize those that are not allowed in the club bulletin board. I think the picture thing is great. If you have the picture of every person you can draw from it because you are doing it from membership cards or just for a directory that you hold yourself. Even if you want to do a membership book to the members. But, the point that you had touched on is I think not only is it educating the bartenders and anyone that is working there, and the Board it is also there to educate your members. As a member, if you send it out to me, we are helping self-police what is going on in there and as you also said, I mean it is a close-knit group of people in there, so they know who belongs and who might not belong. So if someone comes in that you know that picture is posted downstairs, the bartenders have it behind the bar, they're trained for it but also as members you can say, like you were saying before, hey we know that person is not supposed to be here. So, I think it is educating the members just as much and that's also the alcohol serving policy. So that when a member comes up, it doesn't put that bartender in that place, or the Board in that place, but that's also helping secondarily make sure that it doesn't happen at all. Parents shouldn't be doing it. But yea, a drink check, some kind of policy something to the effect that you go to anywhere it's a two-drink policy when you go out. Usually if you go to a ball game or something you are only allowed two beers. I mean that's pretty much, I mean there's no argument here that something did happen. There's no argument that someone was served underage. It's just the fact that I think that the policies and procedures and what happens over a period of time, ten, fifteen, twenty years, sometimes those policies and procedures become stagnant and it comes to a point where unfortunately something like this is going to be able to say okay now we really need to look at it. That's all.

Mr. DeBarge: Okay, I just have something quick. The most unfortunate part is that this led to something bigger. I've been in there a couple of times and I've been there when it is busy. I don't fault a bartender for a guy who I'm familiar with and I truly believe that if you wanted to get a minor a drink, he was going to do it no matter what. I honestly believe that. A bartender's job in a busy place is a tough job. So, I spoke to Detective Kornacki today. I talked to him in length about his statement and about what he thought. He sincerely thought that your surveillance system was one of the best he'd seen and the fact that because it was, they were able to get the information that they got. So, um your follow up measures, your willingness to go the great lengths that you are willing to go was a great positive as well. Listen, you can't stop everything. It's not possible. You can't 100% stop anybody from getting their kid a drink if they want to. It's going to happen sooner or later. We can only do the best that we can and I think the picture thing is a fantastic idea for your members. You can only get better with the suggestions that you get and the things that you do. So, um, I think we are going in the right direction. So, I will at this point, if anybody is ready to make a suggestion?

Mr. Goncalves: Mr. Chairman, I make a motion that we put the club on a 30-day probation um, insist that these best measures get taken, the programs are updated, you spend some time with your bartenders and if nothing was to happen in those thirty days, the probation be lifted.

RECEIVED
TOWN CLERK'S OFFICE
2020 SEP -2 P 1:43
TOWN OF EASTON

Mrs. Fernandes: I agree Mr. Chairman. If, I probably would take a different position if the bartender had actually sold the alcohol to the minor, you'd probably would be looking at a suspension for a time. I think here for the amount of clients you get there for events and things, you can't monitor especially parents, it's almost impossible to monitor every second and every drink. Oh, second for discussion, sorry. (Laughed) So, considering that, normally would be a suspension but because your bartender did not directly serve the minor, I think I agree with Mr. Goncalves that's a very fair.

Mr. DeBarge: Something you want to say?

Mr. Rosenblum: Yes, Mr. Chairman.
Mr. DeBarge: Mr. Rosenblum.

Mr. Rosenblum: I did some research on and I looked into the ABCC and kinda some, being a lawyer, looking at precedence on things of this nature and generally um you would see that one day suspension or a few days or whatever um, but I've seen some cases where it goes into abeyance which means that they put them on a probationary period which basically means into what Mr. Goncalves is saying is that what I would also like and I agree with a thirty-day probationary period. But, what I would like to see also is maybe is that um that you have your policies and procedures put together in that period to something that maybe comes back to the Board or anything of that nature just to kinda see that you are still making that move forward. I do recommend you taking the stance to go ahead and do these measures between the time and meeting with us. It shows your due diligence.

Mr. DeBarge: And for all the things I mentioned as well. I agree with the thirty days as well.

Mr. Goncalves: Chief, do you have anything to say?

Mrs. Fernandes: I should have asked for his recommendations.

Chief Madera: I think. . . I don't have. . . I mean I have to agree with the recommendations that are being made but I request and I think my request to follow along this road. . .correction is that they put together policies and procedures concerning when to notify or request assistance from the police concerning these types of instances into their policies. Policies for identifying their you know, their membership and also a policy for the procedure to be taken when somebody violates a suspension or trespassing or anything like that. They need to have that put in place so everybody knows what to do, when to do it, and how to do it and have that written out I think and have that sent back to the Board for review and if the Board can carbon copy the police department and we can have that reviewed as well by our detective agency to make sure they are in compliance with all of the best practices when it comes to chapters and sections, that would be requested. I think that should be sufficient. We can tell when somebody is violating those particular chapters and sections. We've dealt with that many times before. I think the information that was provided, of five years of history shows that's not a norm. Certainly not the norm. So, I think the response is appropriate. I think the thirty-day probation period is appropriate. I do recognize that there have been suspensions in place before, that have been placed in abeyance for a period of ninety days or sixty days and that usually had to do with direct service to a minor, not where a parent was sold alcohol and then turned around and handed over to a minor so I think I would have to defer to your view on that.

Mr. Goncalves: Thanks Chief.

Mr. Grelha: We had a visit from this gentleman, from the ABCC and he said everything was in compliance and didn't find anything wrong.

Chief Madera: Did you get a letter on that? Did you get it in writing from the ABCC?

Mr. Grelha: No.

Chief Madera: I think maybe the Board may be able to request a copy on that from the ABCC just to kinda for their own records, I don't know if you can or not.

Mr. DeBarge: We can try. They're not very easy. Um so, ok so they have their trespass notice right there. So are you saying, what was your part that you talked about?

RECEIVED
TOWN CLERK'S OFFICE
2020 SEP -2 P 1:44
TOWN OF LUDLOW

Mr. Rosenblum: I would for the notice itself for the names of people or. . .

Mrs. Fernandes: And a procedure also in place.

Mr. Rosenblum: Well yea, I think a procedure in place is that once someone has been. . . you are going to have the picture of your members and obviously more so than not, when you in on a busy night, everybody knows who the guests are most of the time and also the tough part too is that we've all been there for functions downstairs and people come upstairs so there's an influx there too. But I would just say for your policies and procedures, is that it's for the staff but it is also for your members to know but is once you get those pictures of members is that if it is a member that's been suspended or that goes on a board. I can't tell you if I've seen a. . . in the hallway going towards the bathrooms, I think there's a board with a glass door.

Mr. Grelha: Yes.

Mr. Rosenblum: You know you can post in there or maybe not downstairs but I. . .

Mr. DeBarge: I'm just. . .I'm a little confused. How many members do you have?

Mr. Grelha: About 2,000.

Mr. DeBarge: So, you are going to have pictures of 2,000 people this seems a little complex. I'd get your Board involved in this before we make it policy.

Chief Madera: I think it's their responsibility to establish policy, not ours so.

Mr. DeBarge: Right, so my point is this. They have a trespass list right, so they can forward that to the police department. Because you have a trespass list.

Chief Madera: Well if they follow a process for trespass individuals when they certify it, sent by certified mail, they have to accept it, you receive the receipt, at that particular point in time you could provide us a copy of that and we'll put it in the log, it is only good for a period of time. That goes in for that period of time. Have you set the policy that it's for a year or you set it for two years, five years, that's your responsibility, you can set it as long as you want. It's not our trespass on this, it's theirs.

Mr. DeBarge: Right, I understand. But I'm saying, for a working relationship. You have a good idea to get photos too, FaceBook, everybody knows. . .

Chief Madera: We wouldn't need photos.

Mr. Grelha: It's going to be tough for 2,000 pieces of pictures. I would suggest that like I wanted to do. All the people that I could tell. . . . we have a screen tv, put them on there.

Mrs. Fernandes: That's what he's saying.

Chief Madera: I think maybe going forward, with any new members that's when you institute this new policy going forward where you take a photo of the new member going forward. Going backwards I think you are going to have a hard time doing that. And, if you do trespass an individual I think the best practice would be because once you give us the name of the individual and once we have that as someone who has trespassed from the club, it's very easy for us to find out what he looks like. That's not a problem. We can retrieve that information and at that time we can share it with you. So the whole thing comes down to is . . .

Mr. DeBarge: Give them a phone call.

Chief Madera: Exactly. I think going forward with new membership, you should be photographing your new members. Anybody who gets trespassed at that particular point in time when you provide us with that information we are going to do our own check to identify the person so in case we have to respond, we know who the person is what they look like. So, I think going into. . .you should be thinking about this for the future not going backward and trying to bring everybody. . . that would be dreadful.

Mr. Grelha: Try to explain to my father-in-law you need to take a picture. What? No.

RECEIVED
TOWN CLERK'S OFFICE
2020 SEP -2 P 1:43
TOWN OF LUDLOW

Chief Madera: I think it's going forward.

Mr. Grelha: Yea, I know what you mean.

Mr. DeBarge: So, we have a motion on the floor. Are we going to stay with that motion?

Mrs. Fernandes: Yes, and I seconded it.

Mr. DeBarge: All in favor?

Mr. Goncalves, Mrs. Fernandes, and Mr. Rosenblum: I.

Mr. DeBarge: Motion carries 4-0.

Mrs. Fernandes: I would also probably put on the monitor, parents please do not serve the minors.

Mr. Grelha: That's a great idea.

Mr. Goncalves: Mr. Chairman, I make a motion that we close the hearing at 7:36 p.m. Vote 4-0 all in favor.

Police Officer Interviews:

7:35 p.m. - Adam Roach

Mr. DeBarge: Mr. Roach welcome to your interview for the Ludlow Police Department. We will start the interview with an opening statement from you. Please start with your name, where you are from and say what you like.

Mr. Roach: My name is Adam Roach. I currently reside in Ludlow, have been for the last approximately 16 years. I grew up in Holyoke, MA. I was born in Champagne, IL as a baby briefly. Moved to Granby. Went to Granby High School. Shortly after that, moved to Chicopee. Shortly after that, I lived briefly in Maryland for a couple of years for work. Came back and met my wife, Sarah McDonald-Roach who has been a life-long resident of Ludlow and we were shortly thereafter married in 2005. We have two children. My stepson Cameron who's 18 and my daughter Kylie who's 13 years old. I currently work at the Connecticut Department of Correction and have been for 9 years. I currently am also a member of the Connecticut International Guard and have been for approximately 5 years a little over, almost 5 years. I'm looking to definitely further my career in law enforcement. That is why I'm sitting here today. I feel like it's been a life-long goal of mine to become a police officer. And I feel like what better way to do so serving the town I live in. Thank you.

Mr. DeBarge: Thank you very much. Who's ready to start?

Mrs. Fernandes: I can.

Mr. DeBarge: Ok, Mrs. Fernandes.

Mrs. Fernandes: Tell us one incidence in your lifetime that has changed your perspective and that you think will greatly impact you as a police officer.

Mr. Roach: So, what you are asking is what incident changed that perspective for me?

Mrs. Fernandes: Yes, like one incidence that you can remember that you think is going to affect you as a police officer if you were to be hired.

Mr. Roach: Um, as far as when growing up, in my family my Dad and my Uncle were both police officers so at a very young age, it was instilled in me that law enforcement was always a positive thing. I always respected them and really looked up to them in that regard. As far as a specific moment that changed, I'd have to say probably my first, my daughter was born. I had a different perspective on life after that. That is when I really actively started looking into law enforcement. I did apply to certain places. I happened to get hired by the Department of Correction. I did apply other places during that time frame. Although it didn't work out, I kept trying and that's why I'm here today. As far as a certain incidence, I've always wanted to do it. Even at a young age in the back of my mind even though I was doing other

RECEIVED
TOWN CLERK'S OFFICE
2019 DEC 12 P 1:44

things, there was always something driving me towards this day, this moment. I can't really pin-point a specific moment. If I did, it would be too difficult. I believe the birth of my daughter just put a perspective on my life. I want to be a positive influence in both my community, to my children, and to my family. I just want to help people in general. I feel like this, for me being a police officer, it would be the most beneficial way for me as a person to do that. That would be the best answer I could give for that.

Mrs. Fernandes: And how does your experience do you think especially with the Connecticut Department of Corrections and your National Guard experience, how do you think that will benefit you in this position?

Mr. Roach: I definitely think it's definitely preparing me to become a police officer. Especially, being a correction officer although it's a member of the law enforcement community, two different things but at the same time it's a basis for training, use of force wise, interpersonal skills are imperative in corrections and having worked in very different facilities, whether its supermax or the current facility I work in now, I deal with a very diverse group of people. It really teaches you how to talk to people. There's so many types of people in those situations that, in order to avoid escalating, incidents it's sometimes better to just talk to the people. Earlier on in my career as a correction officer, it was a little different than now. Obviously getting more experience, I've definitely learned how to talk to individuals better. Have better outcomes. Treat them as human beings not just people that are in cells. As far as International Guards, and security forces which is a military police, they do. . . I have been through federal law enforcement type of academy with that. We do law enforcement admission, so we do a lot of patrol techniques and so that has definitely helped with preparing me a lot with this. I did go through the reserve academy recently. So that was definitely beneficial training. So, all those things combined, I feel are definitely positive attributes to becoming a police officer here.

Mrs. Fernandes: And one last thing because I want to pass it on to my colleagues here. As a police officer in a small town, in which you are a resident, you are going to come across situations where you are going to pull over a friend potentially, or a neighbor. How would you deal with that in a situation where a friend or a neighbor has violated the law?

Mr. Roach: Really, that's very broad. If I pull them over for a simple motor vehicle infraction, depending on their past driving history, unless it's obviously a severe breach of the law, and criminal activity, there's no, really at that point it doesn't matter if you are my friend or family member. If you are breaking the law you have to be held accountable for it. That being said, would i give a warning for someone a first offender running a stop sign by accident, it's a possibility. I may do that for anybody. So that's not something. Like I said specifically, for a family member would I go out of my way for a family member would I do that? In these times, in these days I do not think that is responsible policing. I hope my family members would be upstanding citizens enough to realize that.

Mrs. Fernandes: Thank you.

Mr. DeBarge: Mr. Goncalves.

Mr. Goncalves: Yes, thank you for your service.

Mr. Roach: Thank you sir.

Mr. Goncalves: I guess, the application process was very complete. Not a lot of stones left unturned, but nine years in the prison and other opportunities, why a local police department, why not stay within the system where you've already got some seniority or take that to State Police or federal why Ludlow?

Mr. Roach: Sure, I understand that question and I definitely contemplated that, but I do not as far as State Police, I do not want to move out of this State. I live in Ludlow and do not want to uproot my family especially my teenage daughter who is very rooted here. My wife who is going to school, and although it may ultimately make sense for me, I have to look at my family as well and see what's best for them. As far as staying where I'm at. At the end of the day, I want to be happy doing what I'm doing and as much as I do, I have seniority. I have been on day shift for a long time. Those things are important, but at the end of the day, I want to be happy going to work. I want to know I'm doing something that is meaningful. Not that I'm not proud of what I do, but I want to be happy doing what I'm doing and I'm taking a look at that, I'm taking basically the pros and the cons of everything and realize that the rest of life I want to live out doing what I love and that's why I'm here.

Mr. Goncalves: Thank you.

RECEIVED
TOWN CLERK'S OFFICE
2019 SEP -2 P 1:43
TOWN OF LUDLOW

Mr. DeBarge: Mr. Silva.

Mr. Silva: Thank you for your service.

Mr. Roach: Thank you sir.

Mr. Silva: Nice to meet you. However, I will not be asking questions of you, you got lucky cause mine are very, very hard, difficult. No. Unfortunately, I cannot attend tomorrow's meeting and there are other candidates and it would be unfair to ask the questions of you and not them so I'll just defer to my colleagues.

Mr. DeBarge: Mr. Rosenblum.

Mr. Rosenblum: Thank you for your service.

Mr. Roach: Thank you sir.

Mr. Rosenblum: I can appreciate your comment, I think we all at one point have been in a position of employment to where it takes us a little farther away from home and I can appreciate the fact that staying close to home is important because it is important to me so, but with that being said, where do you see yourself in five years?

Mr. Roach: If I am selected to become a police officer in this town, unless barring something extreme happens I don't see myself leaving. That's why I'm sitting here. I don't have any. . . I'm making this decision to come to this department because this is where I wan to be, this is where I want to live, police my own community and I want to be a part of it. Because there are definitely other places I can go and this is what I am choosing to do.

Mr. Rosenblum: And I only have one more. What do you see to be your weakness?

Mr. Roach: That's always the toughest question.

Mr. Rosenblum: I'm glad no one stole it from me.

Mr. Roach: Weaknesses, I'm very hard on myself. As far as when, I say maybe at a perfectionist level, when some things don't go my way, I'm my own worst critic and sometimes I think that can be a learning experience as well. As far as other weaknesses, I mean maybe I can ask my wife.

Mrs. Fernandes: That works.

Mr. Roach: You know, a little hangry stuff like that. Weaknesses wise, I guess that's always been a tough question. I'm a very loyal person. Like I said, I'm my own worse critic and I think that's my biggest weakness. I don't know if that's a fault in some people's eyes, maybe it is, but I think that is my biggest weakness.

Mr. Rosenblum: Thank you.

Mr. DeBarge: I can relate to a lot of what you were saying about wanting to go no matter what the situation was at that one job and wanting to be where you felt like you needed to be and wanting to be happy. I worked at the Susan Baronowski in the Shirley Complex at Mass. State and I hated it. I would have left there for any job in the world. And I ended up coming here at Ludlow PD. I couldn't stand it and needed to be happy so I know what you mean by that. Being inside of prison for as long as you were, you had to have seen cliques amongst the COs not the cons. You see cliques everywhere at work I don't care what office you are in.

Mr. Roach: Absolutely.

Mr. DeBarge: If you start seeing that anywhere, how do you deal with that, if you start seeing a divide of groups?

Mr. Roach: So, obviously not first hand, not at the current facility I work at because it's so big, but the last one which was pretty similar to Susan Barnowski, supermax-wise similar, I just generally get along with most people. I don't fit into one click or another. I just make sure that people are being treated

appropriately. And not that there were many issues with that, but I see people being kinda left out of some groups. I always pride myself on putting myself around those people and not getting set in one group or another. At the end of the day, we are all brothers and sisters because when stuff goes down, you know this, I'm sure you know from first-hand, that we all have each other's back at that point. Whenever there's down time, you have people who have their certain friends, that's fine. But segregating people, I don't agree with it. I don't like it. So, I just try to get along with everybody and stay positive. That's what is getting me through till this day. This is my career field. Because, if not, without that, without humor, without staying positive, those people don't survive.

Mr. DeBarge: Alright, I noticed there's a lot always made in these interviews about stress, handling stress, questions about stress, there's a lot of compliments about your answer to stressful situations, um let's talk about de-escalation of stress.

Mr. Roach: Sure.

Mr. DeBarge: You know through your military experience, you're going to see some nasty stuff. It's a part of the job. Who is your outlet? What is your outlet and you don't need to be specific, that's for you but do you have one at your beck and call for when you do see that dark side of the job?

Mr. Roach: Absolutely. I workout a lot. I go to cross-fit gym. It's a pretty tight-knit community. My wife does the same thing. She's very understanding. Having seen a lot of horrible things already in my current job field already, you know, you need to talk to somebody about it. Also, I have friends, one of my best friends is a correction officer too. Having someone to talk to, just to even talk to about it. To go through the steps of what happened is definitely. . . you need that. You can't bottle it up inside. I feel like that is dangerous. Letting it out and just talking about it is important. I feel like I do handle stress very well. If I didn't, I probably wouldn't still be in this job at all. Especially, early on in my career, there was a lot of crazy things happened. In that environment is definitely interesting. It gave me a lot of experience and I really value it actually. Working out is my main outlet for me anyways.

Mr. DeBarge: It's a great de-stresser.
Mr. Roach: You can do it anywhere. You don't need equipment really. I like equipment.

Mrs. Fernandes: I know it stresses me out. (Laughter)

Mr. DeBarge: You're doing it wrong. (Laughter)

Mrs. Fernandes: I guess.

Mr. DeBarge: Chief?

Chief Madera: Mr. Roach, I appreciate you coming out for this position. I think today law enforcement policing, it's at a time where it's being viewed by many as not the most advantageous position to acquire. Those who do it love it. Don't want to leave it, been doing it for many, many years. Ludlow Police Department has a high retention rate. Its turnover is low. So, we strive to do the best we can to have a good working environment and a lot of the questions that you see have a lot to do with how you integrate yourself into the community, the police department, how you deal with those you come in contact with. I do a summation of every candidate that comes before the Board and I read that summation to the Board of what I see from everything that I've had at my disposal and that is from oral Board reviews, to physical fitness reviews, to the investigative backgrounds that are done concerning the candidates and one of the things that we do purposely, is separate those entities so not two are talking to each other which gives me a really good clear picture of what our candidates who are coming before the Board. I'm just going to do a quick summary of what I've learned about Mr. Roach during that process.

Mr. Roach is a Ludlow resident. He has an education, he has an Associates in Criminal Justice University of Phoenix. He has a second Associates in Criminal Justice at University of OCF, obviously you've taken advantage of your educational opportunities there as well. Graduated from high school from Granby. Been a Connecticut State Corrections Officer from 2010. These are important statements that people make about their employees when you do ask these questions. One of the things we do ask is what can you tell us about this person. It comes back they're usually pretty good and open about it. Mr. Roach has been found to be well respected by both staff and inmates for being both firm but fair, firm but fair is probably one of the most critical parts of what we do out there. We need to be firm in policing but we also have to be fair because we do not know what someone else could be going through at that particular point and time that you are dealing with them. So, that is an excellent trait. Dependable,

needs little supervision, organizational, is seen as an asset to the organization, well versed in facility operations and continuously rates excellent on all assessments. I was able to review those assessments and they were impressive. Thank you for your service. 2015 to present, International Guard Airman with deployments. And, previous to that, from 2006 to 2015 you were in construction. So, you have been constantly moving up your career moving to where you want it be and I can see that. You have the Western Mass Police Academy Reserve Training which you have completed in 2019 in Fleet C federal law enforcement training centers. That is one of the well-recognized federal agencies that trains police officers for all federal agencies, not strictly for the military but they do it for many of the Homeland Security Departments as well. So, it is excellent training. Then we come to other issues that I have to ask and it is my responsibility to ask. There is some driving history information concerning you during the period from 2000 to 2007 and I would like an explanation and I think maybe the Board members might want to hear that as well as what was going on during that period in your life because it is significant, and it has to be asked because that's one of your biggest responsibilities as a police officer we are out there to ensure that traffic flows smoothly, that we hold those accountable who create hazardous conditions out there with their driving behavior and if we see something that is dangerous we need to prevent it and stop it. It is not the primary thing that we do, but is one of our core responsibilities. So, what's your thoughts? What can you tell us about that period in your life where there is a significant volume in there?

Mr. Roach: During that time, you know, even before that probably, I'd say 1998 to approximately 2001, was that I did have quite a few motor vehicle infractions and I think that partially had something to do with the kind of car I was driving at the time, 4-door Honda Civic. At the time, it was pretty popular. I did get a few violations for an inspection sticker being expired. Um, that being said, I have not, there's no excuse for what happened. All I could do was learn from those experiences. Mature as a human being. And believe I have. I have definitely learned from those experiences. I do not remotely drive like that anymore. I make sure I obey the law all the time now. It's just. . . at that young age . . . I feel like the turning point for me was when I met my wife things really changed for me at that point. Responsibility set in. Maturity set in. Like I said, I'm not making. . . there's no excuse for what had happened. All I can do is learn from those mistakes and not repeat those mistakes at all. I knew I had a speeding ticket in 2007 in Belchertown. I was approximately doing. . . I can't remember the exact speed I was going. It was from Belchertown into Ludlow. I was coming from a job site. I believe I was doing approximately 48 m.p.h. in a 35-40 I can't remember. There's no excuse for that. Can't really. . . I think I was doing 48 into a 35. I can't remember.

Chief Madera: I don't focus on the specifics of that. What I was looking for is obviously, from 2007 there is no history whatsoever. I just wanted to see what caused that period in your life. . . you know, because that's the only thing that stood out to me that needed to be explained. Beyond where you are, . . .that's something that ahh. . .

Mr. Roach: I absolutely understand that it is public record. I understand that it can be looked up by almost anybody. And I don't want it to reflect fully on the department, definitely. I have made it my priority to be a safe driver at this point in my life knowing that I've had that kind of previous history I can't responsively enforce a motor vehicle law and drive like that. It just doesn't make sense. Although having those things happen in my life, I definitely have learned from those experiences and like you said, nothing has happened since because I've become a responsible driver to this point.

Chief Madera: And that would be one of your core responsibilities as a police officer is to hold others accountable for being safe responsible drivers in case you see that occurring in front of you so that goes back to the question that Ms. Fernandes asked you and the fact is that no matter who we stop, we are going to take everything into consideration making a decision on what type of action is going to be taken and every encounter is. . . any encounter the police officer has with our. . . with the community is an opportunity to educate and sometimes it means writing a citation and sometimes it doesn't. So, I think that was a good response and I'm satisfied with your explanation. I think it just shows a level of maturity and the rest of your progression through your career has shown that. So, I don't think. . . I don't have any concerns. I just wanted the Board to make sure that that question was, if it wasn't asked by you, I was going to ask to discuss that.

Mrs. Fernandes: Women are always the solution as you can see. (Laughter)

Chief Madera: Community service. That's a big part of what we do. I mean we're a community-oriented police organization. We are involved in our community at many different levels. I can see that you have some involvement. You are a softball coach, you've done that and if nobody understands EITC Diamond Jaxx it's a New England baseball league. So, it's kinda interesting. I educated myself as it exists in our community.

RECEIVED
TOWN CLERK'S OFFICE
2020 SEP -2 P 1:44
TOWN OF LUDLOW

Mr. DeBarge: What is it again?

Chief Madera: It's called EITC Diamond Jaxx New England. It's an elite baseball league.

Mr. Roach: Softball team. It's my daughter's softball team.

Mr. DeBarge: Oh, ok.

Chief Madera: So, community involvement. It's also one of the things that also has an impact when we start. . . as a police officer in our community, it's pretty hard not to be involved. It kinda shows that you have that mindset.

Mr. Roach: If anything, I'd like to get more involved. This past year it was a little tough with the reserve academy and they are at the same time. So, I'd definitely like to get more involved in the community at any rate.

Chief Madera: So, I think that's my summation of Mr. Roach concerning all the information that we've gotten and I think the Board also has a lot of that as well. I just want to share some administrative information concerning the position just so that you are aware of what you may be facing if you were to be appointed by the Board as an entry level officer. Please be advised that in accordance with provision Chapter 41 Section 101a, police officers and firefighters in regards to tobacco smoking subsequent as of January 1, 1988 no person who smokes any tobacco products should be eligible for appointment as a police officer or firefighter in a city or town. No persons so appointed after that date should continue in such office or position if such person thereafter smokes any tobacco products. Understand that it's a statute. As a student officer, the entry level salary is $964.63 per week. There's a potential academy start date which at this time is Boyleston, MA which is about 45 minutes from Ludlow. You would be expected to travel there on a daily basis back and forth. That date is February 24, 2020. Deadline for enrollment is January 20, 2019. If you were appointed, this is a 20-week training program, approximately 6 months. Conditional appointment it would be based on passing the PAT State physical agility test, passing the State approved psychological exam, completing a 20-week MPTC Police Academy, completing 12-week field training program and after that a one-year probationary period with the Ludlow Police Department. The assignment would be based on a seniority basis, beginning assignment would be 12 to 8 shift midnights at the conclusion of field training program. Any concerns or issues with anything I have advised you of?

Mr. Roach: No sir.

Chief Madera: Thank you.

Mr. DeBarge: Ok Mr. Roach. You gotta chance to do a closing statement before we part our ways.

Mr. Roach: Thank you for hearing me today. I really appreciate this opportunity to be heard and I've very grateful to be in this position because it's really my dream to be here. Hopefully be selected as a police officer for this Town that I live in. That being said, I'll make it very short. And, thank you very much.

Mr. DeBarge: Alright, thank you.

8:00 p.m. - Timothy Goodchild

Mr. DeBarge: Mr. Goodchild welcome to your interview for the Police Department.

Mr. Goodchild: Thank you sir.

Mr. DeBarge: The way we do this is. . . first thing is you'll be given a chance to make an opening statement, and once that's done, we will get into the questions from the Board of Selectmen. So please, introduce yourself, tell us where you are from, and go ahead and start with whatever you'd like to say for your opening statement.

Mr. Goodchild: I'm Timothy Goodchild. I was born in Springfield, Massachusetts, grew up in East Longmeadow, went to East Longmeadow High School, graduated there, did four years at Western New England before leaving the area, joined the Navy after college and I did that for six years on active-duty so it was mostly in Virginia, Washington, DC. I went on deployment after that and then I came off active

duty about a year ago, a little over a year, and we moved back to Ludlow. My wife has a lot of family in the area and my family is only twenty minutes away as well. We really like it here thus far, and brings us to right now.

RECEIVED
TOWN CLERK'S OFFICE
2020 SEP -2 P 1:43
TOWN OF LUDLOW

Mr. DeBarge: Ok, does anyone else want to start?

Mrs. Fernandes: Mr. is it Lanucha?

Mr. DeBarge: Goodchild.

Mrs. Fernandes: Oh, I'm sorry. I'm looking at the wrong one, oh my God sorry. Um, can you tell us one incident in your life that you think would have an effect on becoming a police officer. Something that's unforgettable or had the most impact?

Mr. Goodchild: Well the singular event I always seem to go back to is just deployment. We got extended out there for eight months, ten months of work ups and I think when you work that closely with people and you don't always have the resources you need, you kinda just have to get together and figure out the best way to, you know, figure out the problem or solve the problem. Um, so, out there I think I learned a lot about myself and I learned a lot about what it was like to work with other people you might not agree with on everything. So, in terms of teamwork, you are not always the leader sometimes you follow, sometimes you listen and eventually through working together you can figure out the best solution to it.

Mrs. Fernandes: Ok, how will your experience um, especially in the military, but your experience in general, even your experience in college, how do you think that will contribute to you becoming a good police officer.

Mr. Goodchild: Well college is another time-period where I learned a lot about myself. I think there's not really any short cuts, I've kinda learned the value over time of just need to out work. . .you need to work hard. You need to put in more work than anybody else and be as good as you can get at something. I think I work really hard at everything that I do, and I try to be the best at it. Um, and I think that's probably the greatest lesson I've learned in terms of just life in general, but that's definitely college. I started off a little rocky grade wise and once I got it all ironed out, time management and everything else, I did very well so.

Mrs. Fernandes: So, you did very well. (Laughs) How do you um, . . . you say that you try to be the best at what you do. If you don't get to be the best, how does that affect you?

Mr. Goodchild: Well, it's not that I'm comparing myself to everyone else, it's more like I'm comparing myself to how I was. And, if I can do better than you know, what I did two months ago, then that's a win for me. I'm not, I'm trying to be as good as I can be, but I'm trying to not also compare myself to everybody. If that makes sense.

Mrs. Fernandes: And, as a police officer in a small town like Ludlow, um, you are going to come across situations where you might have to pull over a friend or a neighbor or a friend of your parents. How would you approach that situation of they committing a crime?

Mr. Goodchild: I already. . . it's funny they asked me that question jokingly because they know the process that I'm going through, and I think they all already know the answer that it's going to be the same as anyone else. I really believe in that. I don't, I don't like. . .sometimes you see the preferential treatment you hear about it, and its. . . sometimes unfortunately that's how it goes, but I don't see that being the way it is for me. Most of my friends, relatives, family they are responsible. I don't see myself having an issue with that. But if I were to pull them over, then I think they would get the same treatment as anybody else.

Mr. Goncalves: Hi, how are you?

Mr. Goodchild: Good, Sir. How are you?

Mr. Goncalves: Thank you. Thanks for your service.

Mr. Goodchild: No problem.

RECEIVED
TOWN CLERK'S OFFICE
2020 SEP -2 P 1:44
TOWN OF LUDLOW

Mr. Goncalves: You've got a great resume and I think we are fortunate that you have applied here. Thanks.

Mr. Goncalves: State Police, you've gone through the entire process there. You weren't hired. Is that something you are still waiting on?

Mr. Goodchild: It's an ongoing situation with the State Police. They haven't. . . they very distinctly said it's not a job offer. We are on a giant list of people. Whether that happens next year or the year after, I'm just sitting on that list at this point. They've cleared me from everything that I needed to get cleared for, so background investigations, psychological evaluation, background PT tests, I've gone through all that, medical but I'm basically,. . .they haven't said anything past that. I just want to explore other avenues as well and wait for that.

Mr. Goncalves: Just out of curiosity, if that was to come around the corner at the same time this was offered, what would you be thinking honestly?
Mr. Goodchild: Honestly, I've had this exact discussion with my wife at home and I think we would need to have another discussion and really lay it out. Go over the plus and minuses which we have already done but, if there were an offer on the table, I think that would change things. We would need to revisit it in a lengthy discussion, but I could see myself being very happy in either career field in either area.

Mr. Goncalves: That's good. I love this Imagery Intelligence Analyst. Tell me what that is.

Mr. Goodchild: So, I guess it depends on who you ask. Some people just tell you we stare at pictures all day. But um, sometimes we have to troubleshoot. We're basically receiving images from satellite and getting them onto the boat. Or if I was in DC, I'd get it to my workstation in DC and it really depends on the mission as well. So, we could be doing workups on a compound, you know um, plotting entrances, exits, we could be doing an overwatch mission where we are watching from like a predator or a full motion video vehicle and were supporting the operators on the ground. But a lot of it is maintaining a database of positions of enemy units in the military or anything that can hurt our guys. I think that's the short version of it.

Mr. Goncalves: Seems real interesting. I'm good. Thanks.

Mr. DeBarge: You want to say your spiel?

Mr. Silva: My spiel is just that it's nice to meet you. Thank you for your service.

Mr. Goodchild: Thank you.

Mr. Silva: I won't ask you questions because unfortunately I cannot attend tomorrow and there's candidates tomorrow, so it would be unfair for me to really ask questions of you and not the others, so I pass it on to my colleagues and you're in good hands I'm sure.

Mr. Goodchild: Thank you.

Mr. DeBarge: Mr. Rosenblum.

Mr. Silva: Oh, and you'd make a good politician because that question he asked was never answered but it was skirted around pretty good. Just saying.

Mr. DeBarge: It was answered. It was great.

Mr. Rosenblum: Thank you for your service. I had the opportunity to be appointed to Indianapolis. I didn't take it because I didn't think I'd have the discipline to be able to do it at that age.

Mr. DeBarge: That's honest.

Mr. Rosenblum: And I was right. Anyways, kind of piggy backing from what Mr. Goncalves had said, where do you see yourself in five years if you were to be selected for this position?

Mr. Goodchild: That's a tough question. I'm more of a short-term kind of guy. But ahh, five years, I figured I'd be on the job for five years. I always knew my timeline was a little late with the service which is ok but I knew by the time I was thirty, I needed to be in the Criminal Justice system in one capacity or another. So, I would say in five years, I'd be a police officer for five years, starting a family, doing all the

good things that goes along with doing that. I'd say that, those are my main goals. Health, job, I think that pretty much sums it up.

RECEIVED
TOWN CLERK'S OFFICE
2020 SEP -2 P 1:43
TOWN OF LUDLOW

Mr. Rosenblum: I have one more. What do you see to be your weakness?

Mr. Goodchild: Um, public speaking for one thing.

Mr. Rosenblum: You did good with Mr. Goncalves again, so. . .

Mr. Goodchild: My weakness, let's see. Sometimes, you know, I get a little burnt out sometimes in terms of not just the job but sometimes I'll push a little hard in terms of PT or I'll take on a lot and I'll be trying to juggle a million things, plus the home life, and trying to keep it all up in the air and sometimes I just need to take some time off and just recoup and just reorganize, sit down and kind of re-attack if that makes sense.

Mr. Rosenblum: No, it does. Sounds like my life. Taking a break once in a while. Thank you.

Mrs. Fernandes: I always say, if you somebody to do something, get the person that's the busiest.

Mr. Rosenblum: True.

Mr. DeBarge: First off, congratulations for getting in the room. Thanks for your service. I'm wondering why with your resume, you're not in the NSA.

Mr. Goodchild: That's funny. My CO for the reserves right now and one of my buddies that I work with is also in the NSA. But, we love the area. I always wanted to come back to New England. My wife especially wanted to come back to New England. That was important to us. And I did a little counter terrorism work up here out in Shirley, Mass. But the commute was a bit much.

Mr. DeBarge: Yea, I happen to know.

Mr. Goodchild: So that didn't last very long.

Mr. DeBarge: Your Masters in Science and your Navy record is pretty stellar. Alright, so being on ship as I was and you have been, you are familiar with I know cliques, as with the Navy, the Marines, and anywhere you go, the Police Department, sometimes there are especially cliques. So, how would you deal with either being one on the outside of a clique or let's take that.

Mr. Goodchild: Okay, on the outside of a clique?

Mr. DeBarge: On the outside. How would you deal with that?

Mr. Goodchild: Um, so. . .I think it's an interesting question but, I guess it would determine, . . .it would matter to me whether it was affecting the job getting done, if it was impacting the mission, because that would be an issue, but if it's more of just a socialization clique type thing, I'm more the type of a person I don't tend to get involved with the politicking or the drama of the cliques or anything like that. I tend to just do my job and that's enough for me at the end of the day because I've seen that happen on the boat and it happens everywhere. I work at Big Y right now as a manager and it happens there and I'm just not going to deal with it. I'm more just focused on what I'm doing and eventually if it becomes a problem, then you have to deal with it but, usually in my experience. . .

Mr. DeBarge: Do you have a way that you deal with it?

Mr. Goodchild: I usually confront it. I usually. . .so you don't. . . I kind of just walk in and say, 'What's going on? Is it something I did? Is it something else? Do I look weird? What's the problem here? Can we just squash it so we can just have a normal work environment?' I guess I'm a little blunt when it comes to that kind of thing cause it's annoying. It's not really a place for it. Your just trying to do the job and do it well. It involves everyone being involved.

Mr. DeBarge: A lot of police interviews they deal with a lot about stress. How do you handle stress? Stressful questions. As a matter of fact, yours in the interview with the police department I think it said, appears to have a good mindset for handling stressful situations. I would think so with your background. I want to talk about de-escalation of stress. You actually mentioned sometimes you push yourself too much whether it be working out or what have you, you put yourself, give yourself too much to do,

something like that, so what are your avenues of de-escalation of stress because you are going to hit this on the job obviously? If they are personal, you don't have to say them. You can just paraphrase so to speak.

Mr. Goodchild: I understand. The biggest thing for me is kinda to recognize it. You know if I, you know maybe I did take on a extra project. Understand that I can't do everything at once. So I have to, for me, I really have to break it down and prioritize what I'm doing and if I can organize it, it usually makes it easier for me to deal with it. But, in terms of de-escalation, I like. . . I love to run. So, I'm always running around Ludlow. So that for me is huge. I'll go. . .yea I've got the bright green shoes on so you can't miss me. But I'm always an hour an hour and a half. It's kinda like my zen if you will. So that's a big one. I enjoy reading in my off time. Sometimes I just like to watch a couple of episodes of whatever on Netflix and it just kinda calms my brain down. That usually does the trick. I'm not a very stressed out individual. I don't usually show that I'm very stressed. I'm not usually feeling very stressed. I'm usually pretty calm. When I do feel it though, I try to take steps. . . you know working out, change my diet maybe, sometimes that may impact it, lay off the caffeine. Just little things that might be making it worse, I try to correct.

Mr. DeBarge: Ok, alright. Chief.

Chief Madera: Congratulations. Thank you for your service. Mr. Goodchild I go over a review summary of what I've learned from the backgrounds and the overboard assessments and what's been brought to my attention concerning physical testing as well too. So, education wise, this was interesting for me as you are an EMT recently as of 2019.

Mr. Goodchild: I did graduate the class. I did not get the certification.

Chief Madera: And you did that for your own personal growth?

Mr. Goodchild: Yes.

Chief Madera: It's not an easy course.

Mr. Goodchild: It was a lot harder than I was expecting.

Chief Madera: It requires a lot of work. On top of that, your Masters in Criminal Justice from the University of Cincinnati obviously focused your application seedings and analyst abilities. 2012 Western New England College BA in Criminal Justice. I noticed some classes that I'm familiar with. Were you a student at one point in time?

Mr. Goodchild: At Western New England?

Chief Madera: I've taught some of those classes so I'm wondering. . .

Mr. Goodchild: Actually, now that I, yes 100% I was.

Chief Madera: I looked at the grades too so. . .I'm impressed. So, it's a small world. And, a high school diploma from Longmeadow High School. I can echo at your position as an Assistant Manager of Big Y in Wilbraham. The remarks that were made during the background interviews with some of the management personnel kind of echoed the same thing. Calmness, well composed, don't get stressed about much of anything. It just shows again, what you have brought here forward and what your overboard assessment also kind of shows that you have all of these qualities and they continue to emphasize that. Obviously, your military record speaks for itself. It is exemplary. There's no question about that. As a Naval Intelligence Specialist. I think that is a great asset to bring to this position in policing as well today. Particularly today when we are focused on a lot more than just policing our community but the homeland security aspect of what we are doing and that becomes part of our mission as well that we have to be making our community safe not just from just what is happening around here but what could potentially happen too so that would bring a lot to our agency. Driver history, I didn't see anything. I think there is one traffic violation that you were found responsible for and an accident that occurred back in high school nothing major, nothing that stands out so and I think as far as I'm concerned on that point there, you have, there's no doubt about it and Mr. Goncalves will tell you, you have an excellent resume and your package shows that. I think the only thing I have left to do is kind of go through some housekeeping information that I have to share with you concerning the position. And I think. . . as an entry I have to give you this information here as an entry level public safety candidate, you have to be advised that under Chapter 41 Section 101a, police officers or firefighters concerning tobacco smoking subsequent to January 1, 1988, no person who smokes any

tobacco products should be eligible for appointment as a police officer or firefighter in a city or town. No persons so appointed after that date should continue in such office or position if such person thereafter smokes any tobacco products. You understand that. I don't think that was a concern or issue. As a student officer, the entry level salary is $964.63 per week. There's an academy start date in Boyleston, MA which is about 45 minutes from this location which you will have to travel back and forth every day for a 20-week period. It starts February 24, 2020. The deadline for enrollment is January 20, 2019. Conditional appoint if you were appointed by the town, you would have to pass a PAT, which is a State physical agility test, pass the State approved psychological exam, complete the 20-week MPTC Police Academy, complete the LPD 12-week field training program and complete a one-year probationary period subsequent to that. Based on seniority, as appointment, more than likely your appointment would go to patrol at 12mid to 8am shift and at the conclusion of field training program. Is there anything here that you've heard that would preclude you from accepting a position if you were to be appointed?

RECEIVED
TOWN CLERK'S OFFICE
2020 SEP 22 P 1:43
TOWN OF LUDLOW

Mr. Goodchild: No Sir.

Chief Madera: Ok. Mr. DeBarge, I think that is all I have.

Mr. DeBarge: Ok, Mr. Goodchild do you ah. . .you may make a closing statement if you wish.

Mr. Goodchild: I just want to thank you guys all for your time. It's really a pleasure to be here and I'm lucky to be here. That's it. I hope you have a good night.

Mr. DeBarge: Alright, thank you very much.

Mr. Goodchild: Thank you.

8:35 p.m. - Joseph Lanucha

Chief Madera: You can introduce yourself to the Board

Mr. Lanucha: Hi, I'm Joseph Lanucha.

Mr. DeBarge: Lanucha.

Mr. Lanucha: Yes.

Mr. DeBarge: Ok, nice to meet you.

Mr. Lanucha: Nice to meet you too.

Mr. DeBarge: Welcome to the interview for the Ludlow Police Department.

Mr. Lanucha: Thank you very much. Thank you for having me.

Mr. DeBarge: The way we do this is, you will be allowed to make an opening statement and once that is completed, each member of the Board of Selectmen will ask you a series of questions.

Mr. Lanucha: Ok.

Mr. DeBarge: Once that's concluded, you will be given time to make a closing statement and then we'll be finished.

Mr. Lanucha: Ok.

Mr. DeBarge: So please, please state your name, where you are from, and what ever you'd like to say as an opening statement.

Mr. Lanucha: My name is Joseph Lanucha. I was raised in Wilbraham. Graduated from Minnechaug Regional High School and then I got my Associates in Criminal Justice from Asnuntuck Community College in Enfield, CT. I moved to Ludlow five years ago. I purchased a house here and it's where I've chosen to raise my family and me and my wife like I said we purchased a house and I've been interested in pursuing a career in law enforcement from when I went to college, my parents kind of forced me to

go to college and I figured I might as well take something that was interesting. And, as soon as I walked in there and I took my first class, I was fascinated by it and it clicked. When I graduated with my Associates, I was given an opportunity from a family member to possibly take over his business and that didn't pan out. So I've been exploring other avenues in the career I had, just because I was concentrating on building my life with my wife and raising a family and she has been very encouraging as far as now, we feel we are in a place where we can afford and sustain through a career change for me and that's kinda why it took so long for me to get to this point after being ten years in construction. I guess the last thing I'd like to say is, I apologize for my voice. It is out of my control, I've been fighting a cold for a week but I'll do my best to get through it.

RECEIVED
TOWN CLERK'S OFFICE
2019 SEP -2 P 1:44

Mr. DeBarge: Mr. Goncalves.

Mr. Goncalves: Yes, thank you. Thanks for applying. I appreciate it. I guess I'm looking at Mass Environmental Police, you've taken the exam. Where are you with that process?

Mr. Lanucha: I never even got a phone call. I follow them on FaceBook. I saw that they graduated a class so I'm assuming as far as that goes with this test, I'm out of the running.

Mr. Goncalves: How long ago was that?

Mr. Lanucha: That was the March previous to this past March, so that's March of 2018.

Mr. Goncalves: And then I guess you've answered the question, so you went to school and then you took 10 years off and you never pursued any other law enforcement anywhere?

Mr. Lanucha: No, no like I said, I was in business with my Uncle and I was eventually supposed to take over the business and it's just working for family can be difficult and I made the choice that it was just better for us to be uncle and nephew as opposed to business partners and like I said I was so deeply invested in that career at that time, I just continued with it and tried to make it through but, this has always been what I wanted to do and like I said, now I feel as though I'm in a position where I can make the change and I don't need my job as much as I did previously when I was trying to get a mortgage, you can't go and change a job and because they don't like that. Now I'm established and we're in Ludlow. We want to stay in Ludlow. We have no interest in going anywhere so we feel as though, or I felt as though that this is the time that we could do it, I could do it.

Mr. Goncalves: Very good. Thank you. Nothing further.

Mr. DeBarge: Mr. Silva.

Mr. Silva: Well, I'm just here to meet you actually I don't have questions because I cannot attend tomorrow and there's other candidates so it would be unfair to ask questions of some candidates and not the others. So I am just here listening to.

Mr. Lanucha: Ok, well it's very nice to meet you.

Mr. Silva: Nice to meet you.

Mr. DeBarge: Mr. Rosenblum.

Mr. Rosenblum: Thank you for applying. Thank you for making it this far. Congratulations. If you were to be selected to serve on the Ludlow Police Department, where do you see yourself in the next five years?

Mr. Lanucha: I see myself as. . .like I said, this is where my family lives. This is where I've been established. It's not that I wouldn't have a desire to move up, but I would want to move up through Ludlow if the opportunity presents itself. I don't really see myself having interest jumping into the State Police or anything. I would like to be in Ludlow being the most successful, best officer that I could be if it was officer or if the opportunity down the road within five years presented itself to make the jump to Sergeant, or what have you, Ludlow is where I'd like to be just doing the best job for the Town.

Mr. Rosenblum: I've got one more. What do you see to be your weakness?

Mr. Lanucha: My weakness is. . .my weakness is definitely um. . .I guess the best way to say that is use my current job as an example. I guess I'm a little bit of a control freak. I know everybody wants to come

in and say my weakness is I'm a perfectionist. I feel as though that's kind of a canned answer, but I like when. . .I'm a foreman as a. . . for a glazing commercial window crew. I want to make sure things are done right because it's my name that's on it and I have trouble relinquishing control to other people. And when I'm on a job with fifteen guys under me, I understand that I have to do that, but it was a very hard adjustment for me to make to allow other people to just, to just let me, for me to blindly allow them to just do their job without, and trust them, without me being able to stand there and watch them every step of the way because I want to be in control and if my name is what's, if something leaks or if something's wrong, it comes back on me and me personally being the one who doesn't do it and relinquishing that control to someone else, is very difficult for me and I feel that's my biggest weakness.

RECEIVED
TOWN CLERK'S OFFICE
2019 SEP -2 P 1:43
TOWN OF LUDLOW

Mr. Rosenblum: Actually, I've come up with another question. Do you see there being a problem in the aspect of teamwork with other people in the department?

Mr. Lanucha: Absolutely not. As an. . .I've been a foreman for probably five years now. That was a problem at the beginning. I'm much better at it now. I feel as though I can, especially as an equal or as a. . . someone who answers to a superior, I definitely feel as though I'm much better. Definitely as an equal I've never had a complaint as far as being a member of an actual working team. No, I don't foresee it being a problem just based on the fact that I try very hard at it, and I'm successful at it but inside my own head, I wrestle with it because, I don't let other people see it, but I have a hard time dealing with it on my own. As far as what other people see and being a part of a team, I don't think it would be a problem.

Mr. Rosenblum: Perfect. Thank you.

Mr. DeBarge: Ms. Fernandes.

Ms. Fernandes: Thank you. Can you name one incident in your life that you think will have an impact on you as a police officer if you were to be hired?

Mr. Lanucha: I think one thing that would. . .something that would have an influence on me being a police officer would be. . . my brother-in-law is a police officer and he told me this story one time, he's a detective now but he was on patrol and he answered to a car accident and it was an accident where the person hit a telephone pole on the driver's door and um, in the end he didn't make it. When he was picked up by the ambulance he was brain dead but he was still alert when my brother-in-law got there and he was kinda. . . my brother-in-law was the last person that this gentleman ever saw and my brother-in-law was the only source of comfort and he was the only person that that gentleman had at the time and I think that really impacted me as far as, you know everybody sees that policemen are out there giving tickets, making arrests for this, that, and the other thing but there's another side to it where they're very, very important people to the community as well, not just in that situation but as far as everything. I think that really kinda sticks with me as far as just how important a police officer can be outside of enforcing the law. They really have other important aspects of the job as well.

Ms. Fernandes: And, um, how do you think your, the experience you do have, you know whether it's educational experience or your experience in construction even, how do you think all that experience that you have will prepare you to be a better police officer?

Mr. Lanucha: Well I my, my experience in my education like I said it was in criminal justice being ten years ago but, ah. . .and since then, I actually feel as though I guess I've grown up a lot in the last ten years, I feel as though I have excellent person to person skills, not just, not necessarily customer service but I feel as though in the last ten years working in construction, my personal skills have come a long way. Construction workers can be salty, and difficult, and angry, and you can't just go getting in fist fights on construction sites. So I feel as though learning how to de-escalate situations like that and just deal with difficult people in general and get along go on with the get along in those kinds of situations, and also earlier in my career, I mean when I first got hired, I was a kid and I learned through that having never been in the military, I learned it was really my first time ever having a real boss. Ever having anything where I had to take, where I had to listen, and I had to do, other than my parents, told me to do and um, obviously that's very important, you have to listen to your superiors and you just, you have to you know be pleasant and do what you are told to do and to continue on and do your job properly.

Ms. Fernandes: And my last question um, being a police officer in a small Town like Ludlow, you are going to come across an incidence where you are going to see a neighbor or a friend committing a crime, a speeding crime for example. How would you address that?

Mr. Lanucha: I believe that, obviously if it is a real crime and it has to be dealt with, not a real crime, I shouldn't say that. If its something other than, like you say a speeding infraction. If it's a breaking and entering, or an assault or something like that it absolutely positively has to be dealt with as it needs to be, but I believe that officer discretion is something that is very important. And, it's one of the most important tools that an officer has at his disposal as far as if I see my neighbor going over the speeding limit, I don't believe if I was someone hiring a police officer I don't think anyone wants super cop. I mean, maybe I'm wrong, who's going to be out there giving his mother a ticket for one mile over the speed limit but, . . .

RECEIVED
TOWN CLERK'S OFFICE
2019 SEP 27 P 1:44

Ms. Fernandes: (laughter)

Mr. Lanucha: Or a selectman member (laughter)

Mr. Silva: No, no, no don't lie because nobody is going to give their mother a ticket.

Ms. Fernandes: That's what he's saying.

Mr. DeBarge: That's what he means.

Mr. Silva: Oh, I thought he was saying (laughter)

Mr. Lanucha: I just believe that officer discretion and like I said, I don't want to keep repeating that word over and over again, officer discretion but it's like I said, it's one of the most important things they have at their disposal and they have to learn to use it properly. You also can't let everybody that you know go if they are doing something serious. Basically, I would hope that would be something I would develop in the academy and through field training so that by the time I was on my own, I would be able to properly use that. I don't pretend that, I don't pretend to say that I would know how to go jump in a car right now and use it to its fullest extent, but I believe that is something over time can be developed and used properly.

Ms. Fernandes: That's all I have.

Mr. Lanucha: Thank you.

Mr. DeBarge: You are absolutely right. Police discretion is the greatest tool so don't be afraid to say it. You are absolutely right.

Mr. Lanucha: Thank you.

Mr. DeBarge: I like how you answered that question. Ok, alright how do I say your last name again?

Mr. Lanucha: Lanucha.

Mr. DeBarge: Lanucha, sorry. Alright, I've got a couple of questions for you. You've worked in quite a few places so, what's the most amount of employees that you've been around?

Mr. Lanucha: Absolutely, my current place of employment at Chandler Architectural is an enormous, not enormous but it is a very large glazing firm out of West Springfield. I would say right now, glaziers, carpenters, and iron workers they probably have 100 people in the field and another 50 in office personnel.

Mr. DeBarge: Ok, so in all the places that you've worked, you've seen amongst employees you've seen cliques?

Mr. Lanucha: Yes.

Mr. DeBarge: Ok, so within these cliques if you are let's say outside of one, how would you deal with, or if you have or if you were outside of one or if there were two cliques and you were not part of that and you were going to work everyday, how would you deal with that?

Mr. Lanucha: Five years ago, if I was asked what my greatest weakness was, it would have been that I wanted to be friends with everybody. Now as far as work goes, I believe that work is just that, it's work. You don't have to be friends with everybody you work with. You have to get along with them at work

and you have to respect them, but you don't have to go out and go down to wherever and have adult beverages with them after your shift. I think you can be friends with your work acquaintances outside of work, but I don't think you have to and at this point in my life, my most important thing to me is my little boy and my wife and as long as they like me that's all I care about. If people at work want to be cliquee and not include me in their cliques, that really doesn't bother me anymore. As for how I dealt with it, I would be respectful and pleasant to everybody, and honestly if there was a disagreement between the two, I would just stay out of it. I just want to get along with everybody. I used to want to be liked by everybody, but now I just want to get along by everybody and as long as we can do our jobs and go home at the end of the day, that's what I want to do.

Mr. DeBarge: Ok, thank you for that. This job has a lot of stressers, there's no doubt about that. In your interview with the police side of the house there is emphasis on stressful situations, a matter of fact, one of their questions was about handling stressful situations. . . let's see, there was not. . .ok, not too much mentioned about that in yours. . .my concern is about de-escalation of stress because of the amount of stressers that comes with the job both inside the police department, outside the police department there's stressers everywhere on this job so how do you de-escalate your own stress and I don't mean to. . . you don't have to get personal if you have a personal way that you do it but if you can tweak it however you want but if you have a stressful day, how do you come down from that?

Mr. Lanucha: So, you're talking as a long-term stress when I go home, not as. . . not an acute situation that goes from zero to a hundred.

Mr. DeBarge: You have a bad day at work, you're stressed out, you just. . .a car accident or whatever, rough day at work. . . something like that at the police on the job. . .when you come home, you need to let that go and be with your family, how do you let that stress out?

Mr. Lanucha: If it was. . . if I got out of work at an open time, where I could, I would probably head over to Fenway Golf and hit a few golf balls just to relax and I think I enjoy golfing. As frustrating as it can be, it's a very relaxing thing. But as far as anything goes, as soon as I walk into my door and I see my little boy, nothing from the day sticks with me. He's the best thing that ever happened to me and I wish I had a better answer to that I guess because I don't have to do anything anymore because he is just the coolest thing and when I'm with him I don't worry, I don't carry anything else with me. As long as the bills are paid and the roof over his head is taken care of, he's just, he's the coolest thing and he puts me in such a good mood as soon as I walk in the door that I just. . .I don't need. . . just going home and being with him is just how I would deal with it. He's the coolest thing ever and like I said, I don't need to do anything else with him around.

Mr. DeBarge: How old is he?

Mr. Lanucha: 18 months. As soon as I. . .he's walking and talking, as soon as I walk in the door he comes running over, Da-Da-Da-Da, and it's just. . .everything melts away as soon as that happens.

Ms. Fernandes: Wait until he's 18 years old. It all changes.

Mr. Lanucha: Well, yea.

Mr. DeBarge: I knew somebody was going to say that. My 18 still does that. (Laughter) Actually, he's 20 now and still does that at 20. Melts my heart. So it doesn't stop.
Mr. Lanucha: That's good to know.

Mr. DeBarge: Ok, that's all. . .sorry, Chief.

Chief Madera: That's ok. Alright, I've done this with everybody. I kinda go and review for the Board what I've learned through background investigations, the oral boards, physical fitness, testing and I put a summation together. So, I'm just going to go over some of the information that I have gathered here. Mr. Lanucha, for your education, you have an Associates Degree from Asnuntuck Community College back in 2010 which you've shared with the Board. High School diploma from Minnechaug Regional High School. Currently you are at Chandler Architectural Products in West Springfield.

Mr. Lanucha: Yes.

Chief Madera: You shared some of your experiences there as well. The things that came back from our backgrounds and from speaking with your employers, one of this was you are reliable, you are a good worker, just finished an apprenticeship program with them, good attitude, on time to work. It was

interesting. Common employee. That kind of shows your own statements in response to the Board's questions concerning where you worked many years ago as a young individual to where you are today as a foreman on a jobsite and that does show in the responses that we have gotten. Again, other companies that you've worked with. . .worked hard, good temperament, made good work decisions, reliable, following instructions, got along with most people he works with, calm demeaner, and it was interesting cause you mentioned something about at one time it was like very important that you be part of that. . .the group, Mr. DeBarge had asked you that question and it comes out where today even though you may not be part of that group you're still able to function and be sociable as long as the job's being done so I think that kinda shows and is validated by your employers. Obviously, there's been some bumps in the road and you did mention the issue about working for family and it didn't work out, but it did come out that you were a hard worker, trustworthy by those who you were surrounded at during that time. Even though it didn't work, it showed your progression and development and maturity so obviously, that's been shared with the Board and your experience in managing others. I look at driver history as well. There isn't much there. I think there was a couple of speeding tickets during your lifetime. I think the last one was in 2008 at which you were found not responsible. It didn't raise any concerns for me concerning that.

RECEIVED
TOWN CLERK'S OFFICE
2020 SEP 22 P 1:44

I just have some housekeeping information I have to share with you particularly to the position and make you aware of these as an entry level officer you are subject to Chapter 41 Section 101a, police officers or firefighters concerning tobacco smoking subsequent to January 1, 1988, no person who smokes any tobacco products should be eligible for appointment as a police officer or firefighter in a city or town. No persons so appointed after said date should continue in such office or position if such person thereafter smokes any tobacco products. You understand accepting a position, if you were appointed, you would not be able to use tobacco products.

Mr. Lanucha: Yes, okay.

Chief Madera: Student officer salary is $964.63 per week. The academy start date is February 24, 2020 which would be in Boyleston. That is the open academy right now. Boyleston, MA about 45 minutes from here. You would have to drive there back and forth on a daily basis for approximately 20-weeks. The deadline for enrollment is January 20, 2019. If you were to be appointed a conditional appointment would be based on you passing the PAT physical agility test, which is the State physical agility test, passing the State approved psychological exam, completing the 20-week MPTC Police Academy, completing the LPD 12-week field training program and then upon that is the one-year probationary period that you'd be subjected to during that period. Assignment would be patrol 12 to 8am based on seniority and it would be at the conclusion of your field training program. Anything that you've heard here mentioned would have any issues for you concerning if you were to receive an appointment?

Mr. Lanucha: No. I guess the only question I would have is does Ludlow participate in the Quinn Bill?

Chief Madera: Ludlow does participate, and it is a at this particular point in time, your particular degree is at 50%. I think it's at 50%. 50/50 so you would be responsible for, you'd only get half of that under Massachusetts under our contractual agreement right now. It's not a full Quinn Bill. So you would get a 10% for an Associates degree, it's 5% for Associates and 10% for a Bachelors and 12% for a Masters. So currently you have an Associates which if the State was funding it completely, then you'd get more but because contractual agreement here for new entry police officers it's only 5, 10, and 12.

Mr. Lanucha: Ok.

Chief Madera: It's not reflective of any other communities around here.

Mr. Lanucha: I had never had an opportunity to ask the question.

Chief Madera: It's contractually agreed to here is for new hires that it's 5, 10, and 12. It referenced to what the state would fund the rest of it but it's not here. Any other questions?

Mr. Lanucha: I don't think so.

Chief Madera: I'll turn you over to the Board.

Mr. DeBarge: Ok, you may go ahead and make your closing statement.

Mr. Lanucha: First off, I'd like to thank you all for your time and the opportunity to be here tonight and as far as closing remarks, I think I'd just like to say I may not be the most athletic or everything that

would be looked for in a police officer but I could tell you I'm going to come to work everyday and be the hardest worker in the room. This is what I wanted to do not since I was a kid, but like I said since I sat down in college and really dug into the meat of what being a police officer meant and it interested me and my work history, I've been a bit of a wanderer but I've always believed that was because I wanted to be a police officer and I went looking for the answers jumping from job to job in the construction world and I believe that being a police officer is where I belong and what I'd really like to do with my life and thank you for your time. I think that's all I have.

RECEIVED
TOWN CLERK'S OFFICE
2019 SEP 12 A 8:43
TOWN OF LUDLOW

Mr. DeBarge: Ok, thank you very much.

Mr. Lanucha: Thank you.

9:05 p.m. - Anastasia Arnold-Efremides

Mrs. Fernandes: Finally, a woman.
Ms. Efremides: (Laughter)

Chief Madera: Is Efremides ok or Arnold-Efremides?

Ms. Efremides: No, Efremides is fine. I know it's a mouth full.

Mr. DeBarge: Ms. Efremides, welcome to the interview for the police department. How it's going to go is you are going to start with an opening statement and then we are going to get into questions from the Board of Selectmen which after that, the Chief will have some questions for you and some administrative stuff and then you will be able to finish with a closing statement. So, go ahead and start with your name and where you are from and whatever you'd like to say for your opening statement.

Ms. Efremides: My name is Anastasia Arnold-Efremides. I'm from Springfield, Massachusetts. I moved to Ludlow about five years ago. I currently work in EMS. I've been doing that for about four years now. I work in Holyoke right now. I've been there for about three years. I graduated with my Bachelors from Baypath University in Medical Science. That's about it.

Mr. DeBarge: Ok, alright let's get into it. Mr. Rosenblum.

Mr. Rosenblum: I'll go first. Congratulations making it and getting to sit in front of this pristine crowd. If you were to be appointed to be a Ludlow Police Officer where do you see yourself in five years?

Ms. Efremides: Well, first of all I see myself owning my own home in Ludlow. That's been a goal of mine for awhile now. I currently live with my grandmother, and continuing my training and my education and maybe potentially starting a family in Ludlow as well.

Mr. Rosenblum: That's fine. What do you see to be your weakness?

Ms. Efremides: So actually, I feel that me not being fluent in a second language as proven to be a huge weakness for me, especially working in the public like I do right now. There are a lot of times where I'm like you know what would be very helpful, knowing another language, so that's definitely a weakness. Do you want more?

Mr. Rosenblum: No, that's fine. You came back with the answer quick so then you know it's your weakness.

Ms. Efremides: I was talking to my partner the other day about it the other day. We had a patient the other day who didn't speak English or Spanish and I was like, I have no idea what language this even is.

Mr. Rosenblum: Thank you.

Mr. DeBarge: Mr. Goncalves.

Mr. Goncalves: Hi, thank you for applying and congrats on making it this far. Just looking at some of the investigative stuff that was done a couple of your previous employers might have called you a "partier".

Ms. Efremides: A "partier"?

Mr. Goncalves: Yea.

RECEIVED
TOWN CLERK'S OFFICE
2020 SEP -2 P 1:44
TOWN OF LUDLOW

Ms. Efremides: That's funny. I don't even actually drink. So. . .

Mr. Goncalves: About 2-3 years ago when you were doing the hoping around with the restaurants.

Ms. Efremides: Oh, when I was waitressing?

Mr. Goncalves: Yea.

Ms. Efremides: Yea, I mean so I haven't really drank since I turned 21. Everyone drinks at some age I guess. I was probably in my senior year of high school, beginning of college. I wouldn't really consider myself a partier. I'm actually a very boring person. But, I mean yea, everyone kinda has a point of life where they I feel go out with friends and party a little bit, but I was never huge into it.

Mr. Goncalves: So, you've got a medical education, medical background type of education, why such a drastic and not pursue something on that side?

Ms. Efremides: So, I'm actually in the process of getting my paramedic right now which is kinda the last step in the EMS and the step after that would be to go work as a fire medic and that just isn't what I want to do. I've honestly always wanted to get into law enforcement. I was very uneducated on the process. I had no idea about taking the tests, and then picking the cities and stuff like that. After working in the EMS and talking to some of the police departments and asking questions, now that I have a better understanding, this is what I want to pursue. I feel like law enforcement is one of the most rewarding careers and it has so many aspects of it that include things that I'm passionate about and good at. I want to work with people. I want to be involved in the community and I can see myself doing that for the rest of my career and I don't see myself being a fire-medic and there's no career in private EMS.

Mr. Goncalves: Thank you. Good answer. All set.

Mr. DeBarge: Ms. Fernandes.

Ms. Fernandes: Hello, Ms. Efremides. Are you related to Susan, Elaine and Teddy?

Ms. Efremides: I am, yes, yes. Are you Carmina?

Ms. Fernandes: Yes, wonderful grandparents. Teddy was an amazing person.

Ms. Efremides: Yea, yea. . .he's the reason we live in Ludlow.

Ms. Fernandes: He did a lot here in Ludlow. He was an accountant here in Ludlow. Remember Teddy?

Mr. Goncalves: I remember Teddy well. Down behind Charlie's.

Ms. Fernandes: If you could share an incident in your life that you think will have the greatest impact on you if you were to be a police officer, what would that be?

Ms. Efremides: Like a call from work or like a life event?

Ms. Fernandes: A life event. Anything in your life. It could be work-related, personal, something that you think is going to have an impact on you out in the field?

Ms. Efremides: Oh, so um, I mean I deal with a variety of people and people that don't necessarily want us to be there. Not everyone that calls 911 is calling for themselves. Sometimes people call as like concerned bystanders, and I've learned to really learn how to talk to different types of people and like I guess read the room type of thing if I think someone is going to be a little bit more hostile, I have to understand that it's going to take a little more time to get through some calls than others. And some people are going to take a different approach than talking to you versus talking to an irate like 15-year old who doesn't want to go to school. Some calls are going to take more time, a different way of communicating. So, I guess just really, the amount of things I learned as far as how to communicate with people and how to understand and like read people.

Ms. Fernandes: And, the experience you've had, whether it's the current job, at school, just personal experiences, how will that prepare you for a police officer, do you think?

RECEIVED
TOWN CLERK'S OFFICE
2020 SEP 12 P 1:23
LUDLOW, MASS.

Ms. Efremides: So, every job I've had has actually involved, not necessarily a community but I've been, I've worked with people. I've been a waitress, so dealing with people there and then I was a chairvan driver and then I got my EMT so I've always been working with the community. I feel that everything I've learned, especially from EMS, I want to say, really learning that how to be compassionate and at the same time like educating people on things, like a lot of times we get people that think we can bring them places other than the hospital and you have to understand they are having an emergency but you also have to be professional and explain to them that this is what we are here to do. This is what we have to do we also have rules to follow. So, I really feel that just working, EMS has prepared me I feel like a lot for a position in law enforcement just learning how to handle a variety of situations.

Ms. Fernandes: And I bet you deal with a lot of stressful situations.

Ms. Efremides: Oh yea.

Ms. Fernandes: If you were to be hired as a police officer and especially, your grandparents lived here in Ludlow and know a lot of people, if you had to either pull over or saw a friend or neighbor or friend of your grandparents committing a crime, how would you address that?

Ms. Efremides: Um, I would address that just as if it were any other person really. That's the equivalent of me showing up to a call with a family member versus a normal patient. You know everyone is going to get the same systematic approach until it can't be a systematic approach. If someone is committing a crime, that's, as a police officer that would be what I'm there to prevent so I would have to follow my standardize approach.

Ms. Fernandes: That's all.

Mr. DeBarge: Ok, so just a statement first. So, you know the police department pays their EMTs a stipend? Did you know that?

Ms. Efremides: No.

Mr. DeBarge: But paramedic they don't.

Ms. Efremides: Um, hmm.

Mr. DeBarge: So, all the classes and all that, if you want to keep your paramedics status up you'd have to do that on your own.

Ms. Efremides: Yeah, yeah.

Mr. DeBarge: Ok, just so you know that.

Ms. Efremides: I don't know of any police department that pays you to be a paramedic.

Mr. DeBarge: Well we were, well when I was on the police department here, there was a chance that we were going to for someone so I was hoping maybe they did that but, just wanted you to know that.

Ms. Efremides: Yea, thank you.

Mr. DeBarge: So, you've been around the medical field so you definitely have seen cliques, cliques of people. Oh, I'm sorry. Go ahead Manny. I totally forgot about you. I have to defer to Manny.

Mr. Silva: I know it's a small spiel, but he forgot. I am actually not going to ask you questions but I do have one though, but since I cannot attend tomorrow, and there's other candidates, it wouldn't be fair to ask some questions and not the others. Nice to meet you.

Ms. Efremides: Nice to meet you, thank you.

Mr. Silva: Good for you to come in. And I do have one question. What did you think of Baypath?

Ms. Efremides: I honestly, so it's a funny story, I didn't know it was an all-girls college until my first class. My friend was in the class. We went through EMT school together and after the class I was like, there's no guys like anywhere on this campus. I was like, I kinda like it. She was like, are you serious? And, I was like yea, um is it like separate campuses? She was like, no it's an all-girls school. I was like wow, I'm not sure I'll feel about that because girls can be clique and stuff like and I actually really enjoyed it. I feel like I learned a lot more. They had like a WELLS program which is like women empowered learners which I was not excited to take and then I took it and it was a very great experience all around.

RECEIVED
TOWN CLERK'S OFFICE
2019 SEP -2 PM 1:44

Mr. Silva: I am just asking because I have twins going there now and they actually like it, so I was just. . .and I ask everybody. I have yet to find one person that does not like going to that school. Whether it's now or whether it's older people and they've all said great things about it.

Ms. Efremides: The professors are great.

Mr. Silva: Thank you and good luck.

Ms. Efremides: Thank you.

Mr. DeBarge: So, you just mentioned cliquey, and that's my first question, if you've had experience with seeing cliques, let's say that you are outside of that clique, not being a part of it but being around it all the time. How would you deal with that?

Ms. Efremides: You mean like in a work setting?

Mr. DeBarge: Yes.

Ms. Efremides: Again, if I am hired as a police officer, I am here to show up to work and do my job. I don't need to, not to sound rude, but I don't necessarily need to make friends at work if people don't want to hang out with me, they don't have to hang out with me. I can't force them. I'd obviously be nice to everyone, try to involve myself, but um. . .I don't know how else to put it. I'm perfectly fine with not being part of clique. I honestly, there's quite a few cliques at work and I feel that I am a very neutral person. I purposely don't put myself inside of any group. I'm friends with everybody. We all hang out separately or together and if it's a situation I am uncomfortable with, I'll just remove myself.

Mr. DeBarge: Ok, the other question I have for you is about stress which you know a lot about with your employment and it's been talked about when you interviewed with the police officers, I'm just looking at some notes here from your interview with them. Ok, so like I said, with you being an EMT, being in the medical field you have definitely had some stressful days. If being hired here, you are going to work as an EMT while in the cruiser and also do your job as a police officer, so you're going see both sides. So, you are going to see a lot of stressors. What I would like to talk about is de-escalation of stress. So, do you have a way that you can come home from work and just destress. Now if you have a personal way I don't want you to get into it but if you have a way around it then fine.

Ms. Efremides: I definitely have a lot of different ways and its always kind of, it depends on how stressful the shift was. I have two dogs at home that are very energetic, so I bring them on hikes separately because I enjoy my shoulders being in place so um. . .typically, we work 24 hour shifts right now and just that alone is a stressor to me. Kind of coming home and not being in my home for 24 hours so I bring the dogs out for walks and hikes I find that very stress relieving. I read a lot. That's very relaxing to me. I fall asleep within thirty minutes, so I can never finish a book in less than three months. I also like to bake. That's stress relieving to me. My boyfriend and I actually just got into bicycle trails. It's getting a little cold for it now but at first, I was like yeah whatever, it's just riding a bike but I actually really enjoy that now, and we do that because he also works 24 hour shifts, so it's nice to go out and kind of enjoy the day. We also do not bring the dogs on that because it didn't go well when we tried that. I feel like it depends on the degree of stress sometimes. I feel like going to the gym and hitting the punching bag for a few hours and then going home and bringing the dogs for a walk, it really depends but I have plenty of ways to just kind of unwind.

Mr. DeBarge: Ok, thank you. Chief.

Chief Madera: Anastasia, congratulations and being an EMT. Selectman DeBarge was also an EMT. I've been an EMT for my whole career as well and back in the day when we actually drove the ambulance, crews would show up, the fire department would show up and we'd take care of it and we did that for many years.

Ms. Efremides: So, wait there weren't EMTs?

RECEIVED
TOWN CLERK'S OFFICE
2019 SEP 20 P 1:43
TOWN OF LUDLOW

Chief Madera: No, they were police EMTs. We were, and then the fire fighters showed up and then there were the EMTs as well. Today they are a paramedic service. We still have maintained our EMTs so there's an open position, so you still have an opportunity to continue that within the police department if you are to be appointed.

I do a review of the backgrounds and the oral boards and they're all kept separately so nobody talks to each other while they are doing those so I get a good picture of who you are and what you have accomplished and what you've done so I share that with the Board and that's basically what I'm doing now, a summation right now at this time.

Ms. Efremides: Ok.

Chief Madera: So obviously we know you have a B. A. in Medical Science from Baypath University in Longmeadow. Also, you were at STCC and transferred some credits from there in obtaining that degree and you have a high school diploma from Springfield. And, obviously, you are an EMT and that takes a lot of training and maintains a lot of hours of training too, so it takes a lot of commitment to do that. As far as your employment history, we looked at and we got feedback from your employers and they kinda paint the picture of who you are, and it came up quite a bit. Excellent employee, a stand out employee, liked by coworkers, confident in your abilities and obviously your answering to the Board here to their questions and the way you answered them it showed that. I did see the issue that Mr. Goncalves brought up but apparently it was a long time ago but one of the things that was said is that you worked hard when you were there, so the focus wasn't completely on there were a couple of issues, but you are a hard worker. But that's a good question, that is something that had to be brought out. And like you said, you were a young person at that time and just beginning your life experience.

Ms. Efremides: I think that was my year of being 21 a few years ago.

Chief Madera: So, I think that kind of shows but there is. . . it shows some development, maturity in the way you've continued your path interesting because a lot of people who do become paramedics become firefighters. So, you choosing to become a police officer. . . and that's happened before. We've had a paramedic who came on here and wanted to become a police officer. That was the same question that was asked. Why do you want to do that? Some of the responses to that were, why? It's the job. And, you mentioned something that really clicked for me and I do think that policing today needs a compassionate side to it in what we do and when we are dealing with the community. Compassionate policing goes a long way, and, in our community, we are involved in providing a service not just for law enforcement because that is a small component of what we do but we do work with community organizations in Town and one of the biggest issues is responding to the opioid epidemic. And, I'm sure you understand that pretty well in what you do in your field. So, that is a huge part of what we do and that is important to note that compassion is required in this profession and having that to do to bring that into the field. So basically, and in driver history, there wasn't much there. I did notice there was a speeding ticket and you weren't found responsible and again an accident back in 2013. Nothing out of the ordinary there.

Ms. Efremides: Yeah, my first car.

Chief Madera: What I have to do is have some housekeeping information that I have to share with you. I'd like to do that for you right now. And that's as an entry level public safety candidate, I have to advise you that under Chapter 41 Section 101a, police officers or firefighters, and this is in reference to tobacco smoking subsequent to January 1, 1988, no person who smokes any tobacco products should be eligible for appointment as a police officer or firefighter in a city or town. No persons so appointed after said date should continue in such office or position if such person thereafter smokes any tobacco products. So, you can't smoke. You understand that. We have an academy start date that is February 24, 2020 in Boyleston, MA which is about 45 minutes from here. That's the academy of choice right now and deadline entry is January 20, 2019 so it's going to be a fast process going forward. It's a 20-week program approximately six months and it's a conditional appoint so if you were selected by the Board and given a conditional appointed, you would have to pass the State physical agility test, State approved psychological exam, 20-week MPTC Police Academy, complete the 12-week field training program after the police academy with the police department and then you have a year probationary period after completing that. Due to seniority base, your assignment will be more than likely patrol on a 12mid to 8am shift. It's only an 8 hour shift not 24 at the conclusion of field training program. Anything that I've shared with you here do you have any questions? Oh, and one more thing, the starting student officer

salary is $964.63 a week in the beginning. So, any concerns that you have with anything that I've shared with you?

RECEIVED
TOWN CLERK'S OFFICE
2020 SEP -2 P 1:44

Ms. Efremides: What was the date you said?

Chief Madera: We would be looking at a February 24, 2020 start date at the police academy.

Ms. Efremides: I just wanted to make sure.

Chief Madera: Ok, thank you. I'll turn you over to Mr. DeBarge.

Mr. DeBarge: Ok, time for your closing statement.

Ms. Efremides: Um, I feel like if I talk too much I'll mess something up and say something so, I just really want to thank you all especially for your time tonight. I have been considering getting into law enforcement for quite some time it's not a rash decision I made. I know it looks weird that I'm finishing up my paramedic and going into law enforcement, but this is really actually what I want to do and I hopefully look forward to doing that very soon and thank you all again.

Chief Madera: I think I just have to have one request that I want to make to the Board.

Mr. DeBarge: Ok.

Chief Madera: That the meeting tonight not be televised until after tomorrow evening.

Mr. Goncalves: I was wondering about that.

Chief Madera: I just wanted to ask and make sure that request . . .

Mr. DeBarge: We decided to tape it.

Chief Madera: Thank you.

Mr. Goncalves: Good bunch of kids.

Chief Madera: Incoming applicants.

Mr. DeBarge: We'll see you tomorrow night.

Mr. Silva: I will not see you tomorrow.

Chief Madera: That was really classic, you sitting there...I had to keep my smile to myself because

Mr. DeBarge: Like a spector floating around. (Laughter)

Chief Madera: He's like, did you forget about me? (Laughter)

Mr. Silva: I was going to let you finish and then and she would look at me funny like what is he doing here?

Mr. DeBarge: Exactly.

Ms. Fernandes: Your two minutes of fame.

Mr. Rosenblum: You could almost have stayed home tonight.

Mr. Goncalves: I asked him, what are you still doing here? He could have left a half an hour ago.

Ms. Villano: Are we on a break?

Mr. Silva: No, we are not. We've got more stuff to do.

Ms. Villano: Yea, you are not done.

Chief Madera: I am done. Thank you for your time. I know this is a lot of work but I really appreciate you taking the time to do this. I really do.

RECEIVED
TOWN CLERK'S OFFICE
2020 SEP -2 P 1:43
TOWN OF LUDLOW

Mr. Rosenblum: No, thank you.

Chief Madera: See you tomorrow.

Mr. Goncalves: Thanks Chief.

Mr. DeBarge: See you tomorrow.

Correspondence:

252. Chief Ryan Pease, Fire Department – informing the Board of a $25.00 donation received from Anthony T. Torres to the Ambulance Grants and Gifts Account. Board to accept the donation.

Moved by Mr. Silva and seconded by Mr. Goncalves to accept a $25.00 donation received from Anthony T. Torres to the Ambulance Grants and Gifts Account and send a thank you letter. Vote 5-0 all in favor.

253. Michael G. Suprenant, P.E. Temporary Director of Public Works/Town Engineer – informing the Board that the Board of Public Works set the sewer rate for the billing period of July 1, 2019 to June 30, 2020.

Moved by Mr. Silva and seconded by Mrs. Fernandes to file. Vote 5-0 all in favor.

254. Amy Priest, DPW Business Administrator – informing the Board that at their meeting of October 22, 2019, the Board of Public Works voted to request that the Board of Selectmen designate Michael Suprenant, Temporary Director of Public Works/Town Engineer as the Trench Permit Authority for the department.

Moved by Mr. Silva and seconded by Mr. Goncalves to appoint Michael Suprenant, Temporary Director of Public Works/Town Engineer as the Trench Permit Authority for the department. Vote 5-0 all in favor.

254(a) Kenneth Batista, DPW Operations Supervisor – informing the Board of his resignation of his appointment as Trench Permitting Authority effective immediately since the Board of Public Works voted 5-0 at their October 22, 2019 meeting to have the Temporary Director of Public Works/Town Engineer sign all sewer and trench permits.

Moved by Mr. Silva and seconded by Mrs. Fernandes to accept the resignation of the appointment of Kenneth Batista, DPW Operations Supervisor as Trench Permitting Authority and file. Vote 5-0 all in favor.

255. Joe Teixeira, Red Caravel Antiques – inquiring if he can purchase and re-sell "History of Ludlow" books for a profit.

Moved by Mr. Silva and seconded by Mrs. Fernandes to allow Joe Teixeira, Red Caravel Antiques to purchase and re-sell "History of Ludlow" books at a 20% discount of the Town's actual asking price of $26 unless the Historical Committee objects. Vote 5-0 all in favor.

256. John R. Maher, Director of Government Affairs, Charter Communications – informing the Board of changes in the channel line-up and programming information.

Moved by Mr. Silva and seconded by Mr. Goncalves to file. Vote 5-0 all in favor.

257. Christopher W. Bruce, Crime Analysis Consultant to the Massachusetts Gaming Commission – informing the Board of the draft analysis entitled, "Assessing the Impact of Gambling on Public Safety in Massachusetts Cities and Towns".

Moved by Mr. Silva and seconded by Mrs. Fernandes to file. Vote 5-0 all in favor.

258. Bill August, Esq., Epstein & August, LLP – providing a response to a resident's question regarding the cable company being both the local distribution company and the party controlling the sale of delivered programming.

RECEIVED
TOWN CLERK'S OFFICE
2019 SEP -2 P 1:44
TOWN OF LUDLOW

Moved by Mr. Goncalves and seconded by Mr. Silva to file. Vote 5-0 all in favor.

259. Justine Larivee, C.B.O., Building Commissioner and Zoning Enforcement Officer – informing the Board that upon completion, the address of the Harris Brook Elementary School will be 209 Fuller Street and the Ludlow School Department will be 205 Fuller Street.

Moved by Mr. Goncalves and seconded by Ms. Fernandes to file. Vote 5-0 all in favor.

260. Ambulance Abatement – Request to charge off $223, 359.19 from 7/2015 to 6/2018 as uncollectable.

This correspondence was discussed during the visitation with Chief Pease earlier at this meeting.

Unfinished Business:

Board to approve and sign the IBPO, Local 374 Police Patrolman's collective bargaining Agreement.

Moved by Mr. Silva and seconded by Mr. Goncalves to table this item since it is still under review. Vote 5-0 all in favor.

Board to approve and authorize the Chairman to sign Change Order # 2 for the Harris Brook Elementary School (Chapin Street) project.

Mr. Silva moved and seconded by Mr. Goncalves to approve and authorize the Chairman to sign Change Order #2 for the Harris Brook Elementary School (Chapin Street) project. Vote 5-0 all in favor.

Board to approve and sign the contract between Wright-Pierce and the Town for the Riverside Drive project.

Mr. Rosenblum moved and seconded by Ms. Fernandes to approve and sign the contract between Wright-Pierce and the Town for the Riverside Drive Project. Vote 5-0 all in favor.

New Business:

Ms. Fernandes moved and seconded by Mr. Silva seconded to sign the gravel bank permit due to a company name change for Raymond Haluch & Corey O'Sullivan Ray Haluch Excavating Company, 755 Lyon Street, Ludlow. Vote 5-0 all in favor.

Ms. Fernandes moved and seconded by Mr. Rosenblum to approve and authorized the Town Administrator to execute the Mass Works Contract - Addendum #1 to Attachment A – Additional Terms and Conditions. Vote 5-0 all in favor.

Mr. Goncalves moved and seconded by Mr. Silva to approve and sign the Intermunicipal Agreement between the Town of Ludlow and the City of Chicopee for sewer tie-ins for Bluebird Acres. Vote 4-0-1 abstention.
Board perused the Selectmen Meeting Minutes of August 6, 2019.

Board perused Executive Session Meeting Minutes of October 1, 2019.

Chairman approved and signed all bills, warrants and abatements.

Closing Comments:

None made by Mr. Silva.

None made by Ms. Fernandes.

None made by Mr. Rosenblum.

RECEIVED
TOWN CLERK'S OFFICE
2019 SEP -2 P 1:44
TOWN OF LUDLOW

Mr. Goncalves stated to include the next Track and Field fundraising committee event scheduled for December 4th at the Villa Rose on the event calendar. Villa Rose will donate a percentage of the proceeds to the new Track and Field fund. A good friend and pillar of the community, Charlie Queiroga brother of Joe Queiroga a member of the Planning Board, who worked at Ludlow Auto Sales as a mechanic passed away and will be sadly missed.

Mr. DeBarge stated he attended the Planning Board Meeting where a drive thru bank/ATM is going to be built by Colvest Group near Starbucks on Center Street.

Moved by Mr. Silva and seconded by Ms. Fernandes to adjourn this meeting at 9:45 p.m. Vote 5-0 all in favor.

Ludlow Board of Selectmen

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