The Meeting of the Board of Selectmen held on Tuesday, June 16, 2020 began at 5:30 p.m. Remote participation due to COVID-19.

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2020 OCT 28 P 4:00
TOWN OF LUDLOW

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

First Order of Business: The Pledge of Allegiance

Visitations:

5:45 p.m. – Kieffer Kalesnik-Orszulak, Ludlow Firefighter/Paramedic Interview

Mr. Silva: Good evening and congrats for coming to this room for an interview to become a Ludlow Firefighter which is probably something you've wanted to do forever and ever since you were a little kid. Most little kids want to be firemen. With that, what we do is have you give us an opening statement. Tell us a little bit about yourself, and then we'll have some questions asked by Board members, and then we'll give you a final statement at the end of the interview. With that, the floor is yours. Give us your spiel.

Mr. Kalesnik-Orszulak: Hi my name is Kieffer Kalesnik-Orszulak.

Mr. Silva: Say what?

Mr. Kalesnik-Orszulak: Kalesnik-Orszulak.

Mr. Silva: That's better.

Mr. Kalesnik-Orszulak: I grew up in Ludlow. Lived in Ludlow my entire life. I went through the Ludlow public schools. As you mentioned, I grew up wanting to be a firefighter. My grandparent's house was right across from a fire station. It's just always something I wanted to do. I'm interested in helping people and as I mentioned I've been a part of the community. It's just really something I'd really like to do, is to help people in my community. I've been a basic EMT for the past three, four years. I've been working in the Western Mass area. The next step moving forward is I got my paramedic recently in March. I love the job. I'm helping people every day. It's challenging, it's rewarding. I'm here today because I'm very interested in becoming a firefighter for the Town.

Mr. Silva: Good, thank you. Mr. Goncalves, some questions?

Mr. Goncalves: I know you've been working. It looked like you worked the whole time you've been going to paramedic school so you're juggling a lot of things all at the same time. References were incredible. Congratulations. Somewhere along the line, you had two or three ambulance services. No hiccups at all. That's fantastic. Two questions basically. You took a ton of calculus courses. Was there a reason for that?

Mr. Kalesnik-Orszulak: Um...so, in high school I took AP calculus, I also got the Mass Scholar Awards at STCC I grew up playing soccer in Ludlow. I went to school to play soccer and unfortunately, I didn't get a 3 on the test grade. You needed a 3 to get the credits so I got a 2 so I had to take the class.

Mr. Goncalves: So, you've been doing the EMT paramedic work and now the fire. Was it always the idea to become a fireman and the EMT was a good way to get in and get that paramedic and everything out of the way or was it an afterthought?

Mr. Kalesnik-Orszulak: I think it's like both we are kind of like firefighters, we are doing both jobs so one definitely goes with the other. So initially yes, become an EMT paramedic something I love doing. That's where I work now in Chicopee as a paramedic along side the Chicopee fire department but yes it is both.

Mr. Goncalves: Now this has nothing to do with your interview, was your grandfather or great-grandfather nicknamed Shoe, Shoes or something like that?

Mr. Kalesnick-Orszulak: It might be. I'm honestly unsure. I know he may have owned a shoe store.

Mr. Goncalves: I just remember. Manny, do you remember a gentleman?

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Mr. Silva: Yea, I remember. I'm not as old as you but, um.

Mr. Goncalves: Thank you.

Mr. Silva: Ok, Mr. DeBarge go right ahead.

Mr. DeBarge: Why thank you Mr. Chairman. How are you?

Mr. Kalesnick-Orszulak: Good. How are you doing?

Mr. DeBarge: Relax, this is a nice relaxed atmosphere. I've just got a couple of questions for you. Now, being an EMT myself for a number of years I understand that you have probably been on some very trying calls. I know getting onto the fire department, especially being a medic, you are going to go on some trying calls. Can you give us or cite any difficult or stressful times in your life or in your career that may be helpful with these types of trying calls you might be going on?

Mr. Kalesnick-Orszulak: Some date back to my sophomore, junior year here in Ludlow, a long time ago, it was at Western Mass. finals, the game before the semi-finals I scored so coming into the finals, I felt I did my job the day before so I opted out and took a "BK" and we ended up losing the game. Ever since that day no matter if it's trying, you have to show up and do it. So that's something I learned.

Mr. DeBarge: In all my years of knowing all the firefighters in our department, and I have always said in all the interviews that I have done here, or anybody that I have spoken to, they have shown an incredible comradery and a sense of décor in our fire department. But, I'm sure they have disagreements. I'm sure there are conflicts though they have a great knack of not letting it out. I give them credit for that. So, being new, how would you deal with any disagreements or conflicts with a fellow fire fighter?

Mr. Kalesnick-Orszulak: I think with just a conversation you can solve a lot of issues that you are having with somebody. Just level both of your opinions and if you can't come to a common ground and need a third opinion or just seek guidance from somebody that's been around the issue for a while on how to handle the situation.

Mr. DeBarge: Thank you. That's all I have.

Mr. Silva: Mr. Rosenblum.

Mr. Rosenblum: Yes, congratulations. It's good to see that one of things I like is the fact that your home grown. I think that most of our departments, you see a lot of people that are on our force and on the fire, which are from town which is great. It shows that you have dedication to the town. I applaud you for that. My staple questions, where do you see yourself position wise or career wise in five to ten years?

Mr. Kalesnick-Orszulak: I see myself establishing a career here at the Ludlow Fire Department. There's a lot of training. I spoke to the Chief and Deputy Chief and with their guidance, I can learn a lot of things that will hopefully progress my career.

Mr. Rosenblum: What do you perceive to be your weakness? Be it personal, professional, I would say more personal than professional, what do you see to be your weakness?

Mr. Kalesnick-Orszulak: A lot of the calls we get you don't know exactly what's going to be on scene. So, I'd say a little bit of anxiety, happy nerves before we get there but once you get into the motion of doing it you start to become a little more comfortable. So, I'd say it's before we get to the scene, go over all my stuff and make sure I'm prepared. Just a little nervous before we get there.

Mr. Rosenblum: That's all I have. Thank you.

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Mr. Silva: Ok, I have a couple as well. The one I have is similar to the one Mr. DeBarge had for you, but I'd like to at least hear of a stressful time you've had. You said you've been an EMT for a while and you had to obviously go out on calls. Can you relay a situation where you came into and you really had to at a split moment make a decision on what to do and how stressful that was and how did you handle it?

Mr. Kalesnick-Orszulak: Like I mentioned before, we were dispatched a lot of complaints. One of the complaints I got in Springfield was someone calling from a halfway house. They called saying that one of their members of the house were sleep drunk. So, we get to the call and we assess him immediately. He's pulseless. It's unknown how long he's been there. Immediately we start CPR on him. My partner went and grabbed all our gear. Bystanders in the house were a little crazy so I just continued CPR and I had my partner deal with them because that was going to interrupt our work in doing what we are doing and called for backup.

Mr. Silva: The situation came out ok?

Mr. Kalesnick-Orszulak: Yes.

Mr. Silva: Good. Ok, you said you've been in Ludlow a long time. Are you interested at all in helping out local kids, whether it's coaching and doing a few civic duties?

Mr. Kalesnick-Orszulak: Yes, so definitely. I'd be interested in soccer. I know at the fire department, they do the same program through the schools which I had growing up as well, educating all the children how to call 911. So, I'd definitely be interested in being active in the community.

Mr. Silva: I ask this in every single interview I have. What intrigues you most about the Town of Ludlow?

Mr. Kalesnick-Orszulak: I grew up here. I just have a lot of hometown pride. The community here has been great to me. I enjoy everything about it.

Mr. Silva: Ok, thank you. Your final statement.

Mr. Kalesnick-Orszulak: This is something I really wanted to do for a long time. I grew up in Ludlow. As I mentioned, my grandparent's house was across the street from the fire department. I think it would be an honor to serve the Town as a Ludlow Firefighter.

Mr. Silva: Thank you. Anything else?

Mr. Goncalves: Just one more question. Are you planning on growing one of those big mustaches?

Mr. Kalesnick-Orszulak: Too be determined. (Laughter)

Mr. Silva: As soon as he can grow it. (Laughter)

Chief Pease: I'm still trying.

Mr. Silva: Ok, anything else from the Board? Everybody good?

Mr. Goncalves: Mr. Chairman, I make a motion that we appoint Kieffer Kalesnik-Orszulak as a Ludlow Firefighter.

Mr. Silva: Can you do me a favor? I absolutely forgot we have someone in attendance that should make a statement. Chief.

Chief Pease: Chairman yes, I had the opportunity to interview Kieffer with Carrie, in HR and Deputy Fire Chief and we already asked the questions that we needed to and we recommend hiring him.

Mr. Silva: Thank you. Mr. Goncalves.

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Mr. Goncalves: Ms. Ribeiro?

Ms. Ribeiro: I don't have anything further.

Mr. Goncalves: I don't want to get stopped again just in case.

Mr. Silva: I know she's hiding behind the books and she didn't want to say anything. So, I knew it.

Mr. Goncalves: So once again, I make a motion that we appoint Kieffer Kalesnik-Orszulak as a Firefighter Paramedic at the Ludlow Fire Department.

Mr. DeBarge: Second.

Mr. Silva: Can you hold on a second. Chief when is the appointment?

Chief Pease: I would say effective tomorrow morning.

Mr. Goncalves: Effective tomorrow morning.

Chief Pease: Or immediately. It doesn't matter. As long as we get the process rolling.

Mr. Silva: Motion is seconded. Mr. Rosenblum?

Mr. Rosenblum: Yes.

Mr. Silva: Mr. Goncalves?

Mr. Goncalves: Yes.

Mr. Silva: Mr. DeBarge?

Mr. DeBarge: Yes.

Mr. Silva: Mr. Silva, yes. Thank you, Sir. You're a firefighter. Congratulations.

Mr. Goncalves: We'll shake hands another time.

Mr. Kalesnick-Orszulak: Sounds good. Thank you.

Mr. Silva: You're welcome Sir.

Chief Pease: Thank you.

6:15 p.m. – Kevin Vestal, President, Ludlow Rotary Club

The Board met with Kevin Vestal, Rotary Club President via teleconference to discuss concerns about safety signs around Town schools and parks. Mr. Vestal advised these signs would be placed near Whitney Park; the park across from the post office near Sewall and Winsor Streets; and near Cady Street Park. Mr. Vestal stated the purchase of the signs, poles, and hardware would be fully paid for by the Ludlow Rotary Club through their own monetary commitment as well as a grant from their Rotary Club District. Mr. Vestal stated the Town would need to be involved with the placement of the signs. Mr. Vestal stated the goal of the project is to promote and enhance the safety of children in these areas. Mr. Vestal stated he has also discussed the project with Sgt. Shameklis, Chairman of the Safety Committee who also supports the idea.

Moved by Mr. DeBarge, seconded by Mr. Rosenblum to move forward with the Ludlow Rotary Club signage in all places mentioned by Kevin Vestal, President, Ludlow Rotary Club, as long as it complies with our Town signage regulations. Vote 4-0. All in favor.

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6:25 p.m. – Shawn Lebeau, Interview for the Westover Golf Vacancy. Mr. McBride was also in attendance by teleconference for the interview.

Mr. Silva: Ok, Mr. McBride you're on there? You're on there?

Mr. McBride: Yes Sir. Good evening.

Mr. Silva: Ok, and Mr. Lebeau is online.

Mr. Lebeau: Yes Sir, I'm online.

Mr. Silva: Ok Mr. Lebeau, could you just tell us a little bit about yourself and your interest to serve on the Westover Golf Commission?

Mr. Lebeau: Yes, absolutely. So, I think my interest probably comes from my love and passion for the Westover Golf Course. I grew up learning to play the game and then to love the game so certainly close to heart in that perspective and I am really passionate about the long-term success of the golf course. That's probably number one. Secondly, I think my professional background kind of fits well into what may provide a good strategy for the golf course. I am a Strategic Consultant at MassMutual. I've been there for about four and a half years. Most of my work is around continuous improvements and project deployment, kind of winding into a more strategic project and strategic vision. So, I think it aligns well there just on that mindset of kind of always looking towards a larger vision and making at times difficult changes to better suit our cliental. I have a masters degree in organizational leadership from Western New England University which helps me lead and drive on the vision of how Westover Golf course fits into a Ludlow community and what it means. I just want to be a part of that future direction.

Mr. Silva: Thank you. Does the Board have any questions for Mr. Lebeau?

Mr. DeBarge: Mr. Chairman.

Mr. Silva: Mr. DeBarge.

Mr. DeBarge: Good evening Mr. Lebeau.

Mr. Lebeau: How are you Mr. DeBarge?

Mr. DeBarge: Doing very well. Thank you. I appreciate you applying for this position. Your qualifications are impressive for this position to say the least. My question for you is obviously which is on every Board members' mind is finances. We have obviously taken a hit due to COVID-19 not being able to play for a certain amount of time when the season opened and we have also taken a hit over the past couple of years due to the decline in players basically. So, with a very small to maybe nonexistent marketing budget, what kind of ideas would you bring to the table in attracting more players to Westover Golf Course other than local golf courses without being able to spend any if not a small amount of money?

Mr. Lebeau: Yea, no, absolutely a great question yea. So, I mean obviously I think every organization across the United States and globally are faced with a lot of the same things in the state of the world of COVID-19. Obviously from my perspective and my world currently we have similar conversations. I think there are a few things. At the end of the day, it comes down to customer experience. I think the Western Mass market is pretty congested when it comes to golf courses or I think a lot of golf courses are in close proximity so people have lots of options to go to but it comes down to what are our clients looking for to choose Westover Golf Course over other golf courses. From the moment they step on the golf course to the moment they leave, what kind of experience can we offer. So, there are a few options there. How do we get people to really enjoy their stay whether it's on the golf course or whether it's

more holistically about staying afterward and having an environment they appreciate staying in. It kind of aligns with the overall vision of whether it be about people staying at the bar, or activities outside, or a promotion of food and golf. Also, I would probably take a closer look at the pricing model. I think there's some opportunity there if you look at the overall market. To be honest, we might be underpriced so I think there is some opportunity there to explore that as well. But, I think we are largely about how do we drive an experience that clients want to come. So, new golf carts. That might be part of it. Just overall, how do we drive the experience, whether it is digitally or on the phone and how do we just have all this enablement that meets everyone's needs.

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Mr. DeBarge: Ok, I appreciate that. I have one more for you. Do you believe that membership is advantageous to a golf course as opposed to just basic greens fees and if so, why?

Mr. Lebeau: I do believe that membership is advantageous because I think you want people to feel that they have a home, a place that they can come to, they get to pay once, they don't have to worry about week to week, oh I don't want to go play today because I don't want to pay again, or I've already been there twice this week, it's really a place that people call home that they are going to recur and want to go back to. The big piece of that is, how do I bring my friends. People don't play golf alone. So, if I am a member and my friends call me up, they are going to say hey, do you want to play? Let's play at Westover. So obviously, that one person is already paid but if there are three other people with them, they see the golf course, they tell their friends, it's really an opportunity to get that word out there to gain more cliental because you have people that have a home like I said, with the suggested market in Western Massachusetts if I don't have a home, maybe I'll play at Westover this week, maybe Chicopee the next. So, having membership certainty is a way to drive cliental and get people bringing in more of their friends coming into town, co-workers or whoever it might be.

Mr. DeBarge: I actually couldn't agree more. Thanks very much. That's all I have.

Mr. Lebeau: Thank you.

Mr. Silva: Anybody else have any more questions?

Mr. Goncalves: Do you want to go Mr. Golf Pro?

Mr. Rosenblum: How are you Mr. Lebeau? This is Bill Rosenblum.

Mr. Lebeau: I'm doing well. Thank you.

Mr. Rosenblum: The course does have pass holders at this point right now. So, you do have season pass holders. It's just a point that it is difficult sometime to discern between if you are semi-private just because sometimes the big thing with anything that comes with any business or golf course is that you are trying to figure out what your mission statement is and who you are. That's just my thought on that. How would you go about filling the tee sheet? Right now, we also use an online tee time system. I want to know what your thoughts are about an online tee time system because there's different views on it. At this time, using GolfNow it's basically, the big elephant in the room. Its database is unreal. I was wondering what your thoughts were on the online tee time system and how would you go about filling the tee sheet in some of those down times?

Mr. Lebeau: Absolutely, great question. I think one of the keys, with the way the market is going, I think all golf courses across the United States at this rate, if the golf course is going to survive long term, they are the ones that are going to view things differently. Specifically, when you start looking at younger clientele or actually, even holistically, the age of digital kind of usage has continued to grow, especially in this day and age with COVID, everybody is starting to get more comfortable with doing things remotely and ordering their shopping items so I think a digital tee time is from my perspective, I don't want to call a golf course to make a tee time. However, I do want to click on my iPhone and I want to say I have 4 people, I want to do it quick and easy...digitally is key...how do we look at that data...who's reserving tee times and how do we use that data to our advantage to help fodder an environment to bring people in. A client reserves at 9 a.m., assuming a spike, how do we push two rounds of golf at 9 a.m. because when know that's when people reserve tee times. So, establishing that tee sheet helps to guide us when at certain times when we get people on that site and a quick checkout because I don't

want to call. So, if I'm looking at a golf course, if they only have a type of phone app or their site is really hard to use, I'm just going to move onto the next golf course so I highly recommend using a couple of quick keystrokes to book my tee time on an app.

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Mr. Rosenblum: And I agree with you on the cellphone app because the fact is, a lot of times it's spur of the moment that people play golf. If you are out to dinner on a Friday night, hey let's play golf tomorrow morning at...you know let's get. . .oh well, Pro Shop's closed. Mobile apps are great. I had one developed at a club I worked at. It was awesome. Also, you can track those emails and all the data that goes with it. I'm good, thank you.

Mr. Silva: Is that everything?

Mr. Goncalves: Yes, thank you Mr. Lebeau for your interest. Have you had any experience with running tournaments number one, and what would your feelings be if you were to have the ability to have a tournament on a Sunday? Where it seems to be a popular day for the individual golfer to go out and sometimes it's the only day people can go out versus being able to grab a couple hundred to hundred fifty people for a Sunday tournament?

Mr. Lebeau: Absolutely, also a good question. Let me restate my background a little bit. I am a scratch golfer so...

Mr. Goncalves: I'm sorry?

Mr. Rosenblum: Scratch.

Mr. Lebeau: I've obviously played a lot of golf, but that is where my career was kind of going initially. I was going to do some kind of golf course stuff and actually Bill Kopinsky was a big mentor of mine as I was in college trying to decide what I wanted to do so I definitely learned a lot from him and then I just decided I really kind of wanted to keep golf as a hobby and enjoy it a bit more than work. I think that has always been a conversation of golf but a constant golfer at Westover may luck out on Sunday because there is a tournament, but I think it's really how do we drive understating, because you can't....if it's around 140 players in a shot at a 12:30 episode it affects things right? You have a lot of clients coming in to enjoy the golf course with exposure to people that you might not have seen before, so that's kind of what you want. You want those people coming in enjoying the golf course so it's one of the biggest things I've always realized even the more average golfer always with the understanding if you have a 12:30 p.m. time, but you have a perfect warning shot, that doesn't mean it changes anything in your experience, you might start on a different hole, but you could play golf just as you normally would so you don't have to feel like during a tournament because it's a shock dead in the morning but how do you drive that awareness, no, it's still golf, you're just playing at a different time because there's a tournament in the afternoon so you just try to get everyone off and still enjoy the golf course. I think tournaments are great. It's a great opportunity to like I said to get people on the golf course and enjoy it and hopefully earn some repeat business.

Mr. Goncalves: And you've run tournaments before?

Mr. Lebeau: Is the question have I run tournaments before?

Mr. Goncalves: Have you been involved with organizing tournaments?

Mr. Lebeau: Yes, absolutely. Many of them. For a number of years, I have helped run some golf tournaments at Westover Golf Course.

Mr. Goncalves: That's great, I think maybe with the current Board and maybe even with Bill everybody is a little bit busy. I think it would be really neat if the course could go after that a little bit more actively, and it sounds like something you could maybe spearhead.

Mr. Lebeau: Absolutely. I would love to.

Mr. Goncalves: That's it Mr. Chairman. Thank you again Mr. Lebeau.

Mr. Silva: Mr. Lebeau did you say you were a scratch golfer?

Mr. Lebeau: I am.

Mr. Rosenblum: What are you doing? Looking for a partner?

Mr. Silva: Yea, what are you doing next week? (Laughter)

Mr. Goncalves: The Ludlow Cup. He needs a golfer. Nobody will play with him.

Mr. Silva: Mr. Lebeau actually though, the questions that were presented to you pretty much answered most of my concerns so I really don't have any more questions for you. If you could just give us closing comments and we should make a decision this evening.

Mr. Lebeau: Yea, absolutely. Just in closing, like I said, my passion for the Westover Golf Course is really driving my interest in this position and how we could be that leader in Western Mass and start looking at Northern, Central Connecticut for those golfers who might want to come here to enjoy what we have to offer and how do we drive a client centered experience whether it is an event we have on the weekend with the vision of how do we drive our client focus. That should always be our decision-making piece and if it is in the best interest of our clientele and how can we best support them to enjoy their experience at Westover Golf Course for five hours. Definitely really appreciate spending the time speaking with you. I think that is all I have.

Mr. Silva: Thank you sir. Does our Board have anything else?

Mr. Rosenblum: I move to appoint Shawn Lebeau for the Westover Golf Commission vacancy.

Mr. Silva: Hold on Mr. Rosenblum if you could. Mr. . . .

Mr. Goncalves: McBride.

Mr. Silva: Mr. McBride is on the line so if he'd like, or maybe he doesn't, like to say a couple of words.

Mr. McBride: Sure, I'll be very brief. Thank you, Mr. Silva. I certainly appreciate the opportunity to chime in. We were obviously looking forward to having Shawn on board. One of the things that we probably need to do a lot better is maximizing our social media footprint and capturing the data and analytics that come along with our online reservation system. I think in that regard, Shawn would be a real asset to the golf course and we're certainly looking forward to having him up there. He has been a fixture up here for many years. I think he really understands the facility, he understands the business and certainly when you look at his experience, his professional experience, I feel he is well suited for this position.

Mr. Silva: Thank you. Mr. Rosenblum.

Mr. Rosenblum: Thank you Mr. McBride.

Moved by Mr. Rosenblum, and seconded by Mr. DeBarge to appoint Mr. Lebeau for the vacant Westover Golf Commission vacancy effective immediately. Vote 4-0. All in favor.

Correspondence:

136. Kim M. Batista, Town Clerk – informing the Board of receipt and accepted letter of resignation from Carmina Fernandes, Board of Selectmen.

Moved by Mr. Goncalves, seconded by Mr. Rosenblum to accept the resignation of Ms. Fernandes and to send a letter to the Town Clerk informing her of the vacancy on the Board of Selectmen. Vote 4-0. All in favor.

137. Rosalina (Roz) Sousa – requesting to be appointed as a Republican poll worker. Republican Town Committee Chairman recommends appointment.

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Moved by Mr. Goncalves, seconded by Mr. Rosenblum to appoint Rosalina Sousa as a Republican Election Officer. Vote 4-0. All in favor.

138. Daniel J. Valadas, Chief of Police – informing the Board of one vacant police lieutenant's position.

Moved by Mr. DeBarge, seconded by Mr. Goncalves to call for the civil service list for the position of the lieutenant in the police department. Vote 4-0. All in favor.

139. Ryan J. Linton, Superintendent Westover Municipal Golf Course – informing the Board of the Commissioners unanimous vote on Tuesday, June 2, 2020 to reduce their clerical position to 14 hours per week from 21 hours a week effective July 1, 2020.

Moved by Mr. Goncalves, seconded by Mr. Rosenblum to file. Vote 4-0. All in favor.

140. Gary Bourbeau, Advancement Director, St. John the Baptist School – requesting the approval of the Board to post a sign on the grounds of the Hubbard Memorial Library and at the former Friendly's Restaurant location.

Moved by Mr. Goncalves, seconded by Mr. Rosenblum to allow St. John the Baptist School to post the signs as requested. Vote 4-0. All in favor.

141. Board reorganizations.

Chairman Silva read the Department of Public Works and Planning Board reorganizations into the record.

142. Gilles Turcotte, Animal Control Officer – informing the Board he is retiring from his current Animal Control Officer position effective June 30, 2020.

Moved by Mr. Goncalves, seconded by Mr. Rosenblum to accept the retirement of Gilles Turcotte, Animal Control Officer effective June 30, 2020 and to post the vacant position. Vote 4-0. All in favor.

143. Walter E. Craven – requesting the Board to review and reconsider their vote acted upon on January 7, 2020 to rescind the classification of Special Municipal Employee status of the Board of Public Works (BPW).

Moved by Mr. Rosenblum to move this item to Unfinished Business, seconded by Mr. DeBarge. Vote 4-0. All in favor.

Moved by Mr. Rosenblum, seconded by Mr. Goncalves to table this issue until the two BPW Board members, Mr. Santos and Officer Soares can come before the Board of Selectmen to clarify if there is any ethics conflict at all on the Special Municipal Employee issue. Vote 4-0. All in favor.

144. Cindyrae Minie, Assistant Town Accountant - requesting the Board to complete a form designating a member of the Board to approve payrolls and accounts payable.

Moved by Mr. Goncalves, seconded by Mr. Rosenblum to designate the Chairman of the Board as the signatory on Town payrolls and accounts payable. They further voted to designate the

Town Administrator to sign Selectmen payrolls and Selectmen account payables. Vote 4-0. All in favor.

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145. Disha Patel – invitation to the Board to participate in a peaceful Ludlow Town Walk-Through in Support of Black Lives Matter on Saturday, June 20 at 11:00 a.m. The walk will begin at Ludlow High School, down Chapin Street to the Ludlow Police Station, and end back at Ludlow High School.

The Board discussed the route change of the march, the safety logistics provided by the police department, took no action on the email, and wish the participants a peaceful event.

Unfinished Business:

Moved by Mr. Goncalves and seconded by Mr. DeBarge to adopt the Temporary "Alter of Premises" Procedures for Outdoor dining as follows:

1. establishment applies for the Temporary Alter of Premises;
2. the Board of Selectmen reviews and approves the application;
3. copies of the application are provided to the Building Commissioner, Board of Health Agent;
4. temporary Alter of Premises license is issued pending any potential safety issues; and
5. in the event of multiple calls to the Board of Selectmen Office, the Board of Health, or the Police, the Board would be advised. The Board of Selectmen would review the license again and may take action. Vote 4-0. All in favor.

The Board voted to table the El Cid Alter of Premises until the Building Commissioner reviews the plans and determines if the back patio is ADA compliant.

Moved by Mr. Goncalves, seconded by Mr. DeBarge to approve and sign the Selectmen Meeting Minutes of February 4, 2020. All members were present. Vote 4-0. All in favor.

Moved by Mr. Goncalves, seconded by Mr. DeBarge to approve and sign the Selectmen Meeting Minutes of March 24, 2020. Mr. DeBarge, Mr. Goncalves, Mr. Silva and Mr. Rosenblum were present. Mrs. Fernandes was absent. Vote 4-0. All in favor.

Moved by Mr. Goncalves, seconded by Mr. DeBarge to approve and sign the Selectmen Meeting Minutes of March 31, 2020. Mr. DeBarge, Mr. Goncalves, Mr. Silva and Mr. Rosenblum were present. Mrs. Fernandes was absent. Vote 4-0. All in favor.

New Business:

Moved by Mr. Goncalves, seconded by Mr. DeBarge to reappoint all Democratic Election Officers, all Republican Election Officers, and Unenrolled Election Officers. Vote 4-0. All in favor.

Moved by Mr. Goncalves, seconded by Mr. Rosenblum to approve and sign the agreement between David Sedelow as the On-Call Electrical Inspector and the Town of Ludlow. Vote 4-0. All in favor.

Board perused the Selectmen Meeting Minutes of April 7, 2020.

Board perused the Selectmen Meeting Minutes of April 14, 2020.

Miscellaneous:

Moved by Mr. DeBarge, seconded by Mr. Goncalves to not allow the Town Hall at this point in time to be open until further notice to perform pedicures. Vote 4-0. All in favor.

Board discussed having Annual Town Meeting and Special Town Meeting Town Meetings at Ludlow High School on June 22, 2020 and abide by the CDC guidelines including reducing the quorum. The cafeteria will be used for any possible overflow for the safety of all precinct members and the public.

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Closing Comments:

Mr. Goncalves advises those who are attending Town Meeting to come early to allow time to be screened and go through all safety procedures. He also advised residents to view the DPW website for any trash concerns.

Mr. DeBarge commented on social media posts calling upon politicians or Town leader making a statement regarding current marches, protests, or a cause. Mr. DeBarge stated the events that started things off should have never happened. Mr. DeBarge stated the badges officers wear should never be tarnished for the one percent that wear badges that are bad. Mr. DeBarge thinks the stereotype of all police officers in this country being bad is tragic. It breaks his heart that people think there should no longer be law enforcement and to see police officers being attacked when 99% are serving their communities because they want to protect those that live in their communities. In his opinion, the saddest part is in the future every officer will second guess every decision they are going to make in a vital call that they are going to be on, they are going to second guess a deadly force situation, or another dangerous situation, they are going to have to think in a second or two seconds what kind of decision they are going to have to make because they are going to worry about repercussions from their higher ups, or their own town or city government on whether they are going to be fired, or have some kind of disciplinary action taken against them and in that split second that they are going to think that perpetrator is going to pull the trigger or they are going to do something else and that police officer is going to get killed or seriously injured. That is going to happen for years to come and that my friends, is a tragedy. Again, 99% of the badges are not tarnished. They are there to help and protect you. If you are holding up a sign that says, "defund", or "disband" where are they going to get the sensitivity training that everybody wants? They are not going to get it without the money. I back the blue because of that. For those that need to get better, they need to do it with more training.

Mr. Rosenblum stated as a Board, we want to let residents know what is going on but unfortunately, social media will never be the place for us to do it because it's really not the right environment. Mr. Rosenblum stated he reads the posts, reaches out to provide people information personally. When it comes to something like DPW and Special Municipal Employees, people were upset it was removed from our agenda. At that point, no one had come to us and at that time and still today, we do not know where people stand. Until we get the information we will not act on it nor will we put it out there on social media. I'm more than willing to sit down and speak to anyone personally. Be inclusive. Treat people the way you would want to be treated. A keyboard is something to hide behind. If you were face to face with most people, I don't think you would say half the things you say on social media. We are in tough times between, COVID and Black Lives Matter. I think we need to be a bit more understanding and tolerant and take a deep breath.

Mr. Silva stated much of the information out on social media is false. If you want to know something about the Town give the Selectmen's office a call. Mr. Silva reminded everyone COVID-19 is still out there and encourages everyone to stay safe and vigilant.

Moved by Mr. DeBarge, seconded by Mr. Goncalves to adjourn the meeting at 7:51 p.m. Vote 4-0. All in favor.

Ludlow Board of Selectmen

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