The Meeting of the Board of Selectmen held on Tuesday, March 16, 2021 began at 5:00 p.m. Remote participation due to COVID-19.

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

First Order of Business: The Pledge of Allegiance

Visitations:

5:00 p.m. – Senator Lesser, Representative Oliveira and Jennifer Metsch – Annual Legislative Update

Mr. Silva: We have Senator Lesser and Representative Oliveira online. They will be briefing us up on annual legislative issues and things going on. Gentlemen, I don't know which one would like to go first. I guess Senator Lesser since your first on my paper, why don't you be our guest and begin.

Senator Lesser: No problem, can everyone see me okay?

Mr. Silva: Yes.

Senator Lesser: And everyone can hear me okay?

Mr. Silva: Yes.

Senator Lesser: Perfect alright virtual check here. So, first you know I want to say thank you and I want to say welcome and again just formerly just say congratulations to State Representative Oliveira. Of course, we all know our Representative, Jake very well. He certainly is no stranger to Ludlow, but I just want to say thank you to him and very excited. We have already been busy on quite a lot of topics together but very much looking forward to working with him on behalf of Ludlow and our whole region for the next uh, for the next session. So, I just want to say to you Mr. Chair umm, on a personal level I just want to say thank you to the Board and I want to say thank you to the team in Ludlow and to the citizens of Ludlow for what has been obviously a very hard year. There is no way to sugar coat it although what I will say it does look like and we are keeping our fingers crossed and working very hard to hopefully ensure that this year 2021 is going to be a much better year then 2020 was. So, you certainly have my commitment every single day when I wake up, I'm thinking about how we can bring more resources to our district, to our communities. What we can do to build up and support our front-line workers, our educators, our every day citizens who have been asked quite a lot this past year. To that, to that point I want to really just maintain the you know just have a dialogue and have a conversation like we do every year and you know just give the Board a chance to ask questions. I will just say off the top about the budget because I know that's probably the issue that is of greatest interest to everyone. We, we are actually seeing a surprisingly positive set of revenue numbers coming in. So, even the H1 proposal that came out a couple of weeks ago from Governor Baker's initial budget, budget estimate is frankly at this point even now, a little bit out of date. We certainly had very significant news in Washington and I point out that Ludlow alone is going to get more than $2 million dollars from the American Rescue Plan that was signed in Washington last week and that is purely in the local, the direct local aide allotment. That does not include for example, the more than billion dollars in State wide K12 support that were getting. More than billion dollars in State wide transportation assistance and the than $5 billion dollars in general state financial support that is also coming in, that will indirectly obviously help Ludlow too. But that's the direct, the direct Ludlow figure. Umm, so you would expect the budget process to change pretty significantly from what, what was presented in H1. I'll let, Jake, I'll let Rep Oliveira talk about you know the House process which will go in April, we will go in May, we will reconcile in June. Hopefully, have the budget signed July. We are back to our regular time table after obviously disruptions last year. So, we are all committed to maintaining that consistent time table this year. And then the final thing you know I'll just say is you know we work really collaboratively and very closely with Ludlow officials throughout the spring and through the summer on PPE distribution. I'm a member of the new COVID-19 oversight committee that the House and Senate have jointly established. People probably saw the hearing we gave two weeks ago. Although we had the Governor personally testify, we have another hearing coming up on March 23rd, so next week and the Governor again is going to be personally testifying there and we are very focused on making sure the vaccine roll-out improves. In particular making sure that Western Mass and our smaller communities in Western Mass, I'm thinking

of course of Ludlow in particular get the access to the vaccine as fast and equitable way. The website issues were inexcusable, umm the customer services issues, the confusion around booking appointments, inexcusable. It has gotten better, largely because of the pressure and the questions we've asked but we have long way to go to make it even more, to make it go even smoother and that's going to be a very important focus of mine over the next several weeks and months until everybody wants a vaccine gets it. So, to that I'll turn it back to you Chair to recognize you know Rep Oliveira and we will go from there on questions.

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Mr. Silva: Thank you. Representative Oliveira good evening. Congratulations...

Rep. Oliveira: Good evening Mr. Chairman. Thank you and sorry I apologize for doing this right from my car. This is what happens when you don't pay your cable bill. I'm just kidding, I was actually in Boston earlier today. I had to pick up the pile of mail that starts to mount when we are all working remotely right now and umm it was nice to be able, it was a little eerie just because it's so empty right now. So, we don't necessarily know, the Senator and I will be able to be back in the building and meeting in person in our legislative chambers or in our committees, but we really haven't missed a beat, even during this pandemic right now. All of us have transitioned to, to work from remotely. Since I think January 6th I've really created a partnership with Senator Lesser's office in working on issues that impact all of the communities that are in both of our districts but in particular for the Town of Ludlow. It is the single largest community that's in Senator Lesser's district...it is the largest community in my district as well and I am very invested in helping our community move forward. So, a couple of things I just want to start out with, first since taking office since January 6th I know that many of our community members have been impacted by this public health crisis that reflected in the unemployment numbers which thankfully look like they're going down and we're finally, since taking office January 6th I was able, we've been able to help many who live right here in Town. I know Senator Lesser has helped out with numerous unemployment cases umm over the last year or so. We started on January 6th dealing with those cases so please if you have anybody that is dealing with issues with any of the state agencies, particularly on unemployment right now, don't hesitate to reach out to my office. Our website is easily accessible, you can email me, you can text me...help to resolve those cases. So, first I just wanted to start out by saying that. Second as we move into the next phase of this public health crisis and begin to roll-out, I've had you know such a great relationship with Angela Kramer, Ludlow....the populations that are being impacted right now and accessing vaccines and signing up for the system. Just this Saturday I signed up myself and my uncle for our population to get vaccinated. The State, after pressure from Senator Lesser, other members of the legislature, we did something that we should have done two months ago in having a sign-up system where you can actually go in to the queue and again a text message, an email or a phone call when your time is up to get the vaccine. So, I'm happy that the State finally rolled out and I encourage all residents of the community to sign up ...if they haven't received the vaccine yet in order to get into the queue to get notified when the vaccine is available. As we look towards the budget, umm, the House gets a first crack at the FY22 budget which will time usually the week before school vacation week. We are likely to follow that trajectory this year. We will have a time period to file amendments to that budget over the school vacation week in April and then we will begin to debate on that budget umm, basically the last week in April and then wrap it up, Senator Lesser and the Senate to work on their budget. I have already, Chairman of the Ways and Means Committee, Aaron Michlewitz, on the House side on some of the priorities of our district, but I am working right now on my budget letter which if there are items that you folks would like me to bring to the Chairman of the Ways and Means Committee or as we move through the budget process if there are amendments, earmarks, as you would like me to work on, don't hesitate to reach out at any time, we are in the full throws of establishing that budget. As Senator Lesser said before, there are significant dollars that are going to be coming to our communities through umm, the COVID relief bill that was passed in Washington this past week or last week and signed by...there will be the ability of additional State resources to help out certain programs and our...budget isn't even built on yet. So, I think over the next year or so these types of dialogues are going to be so important as we provide that relief to our communities, to our schools and to our residents and to the small businesses and I will just close by saying that last week I was proud to vote for a COVID Economic Relief Bill in the Massachusetts House, that targeted some of our relief to our small businesses. It excludes forgiveness for PPE loans for small businesses. Something that Senator Lesser was committed, something that I'm committed to and they are also preventing unemployment rate increases for employers for both 2021 and 2022 which was set to increase to replenish that unemployment account. So, we provided some targeted relief to our small businesses and we are going to continue relief for workers and those that are impacted by this

pandemic in each of our communities and thank you again for this opportunity and I'm really looking forward to partnering with you to help the Town of Ludlow on Beacon Hill.

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Mr. Silva: Oh, thank you. If neither of you gentlemen have anything further maybe we could have a couple of questions from the Board.

Representative Oliveira: Okay.

Mr. Silva: Does anyone have a question?

Mr. Debarge: Mr. Chairman.

Mr. Silva: Mr. Debarge.

Mr. Debarge: Senator Lesser, Representative Oliveira, Jennifer thank you very much for coming on tonight and helping us out with information. I'm going to start with vaccinations and our pandemic issue. I was vaccinated today through the VA here in Town at our Elks Club and I have to say first of all the organization of the VA is second to none. The staff of the VA, the nurses, everything the planning of it and credit our own Eric Segundo, Veteran Service Director. Again, second to none and I am, nothing against our regional sites at all but my point to bring to you is having a site here in Town whether it be through the VA or anybody else, to me is vital. It's intimate for our residents here, I think it's important for us as Town leaders, for our own departments to be involved and to be able to inoculate our own residents as oppose to having to travel out, even it is to the Eastfield Mall or to a regional site in Palmer. I still think it's important for Municipalities to be able to have vaccinations for their own residents. I know that there was legislation that was put forward to the Governor to reconsider having vaccinations going out to Municipalities as we did have before. Do you see that as we get further into the spring with everybody saying that in two weeks, in a month we see vaccinations getting more and more available to people around the country, do you see that being a possibility or do you see the regional sites and Walgreens and the pharmacies being the only place to get vaccinations?

Senator Lesser: Great question and I appreciate, I can't see you, but I heard you so I'm waving Hi,

Mr. Debarge: Hi.

Senator Lesser: and I apologize I should have recognized that Jennifer Metsch our Constituent Services Director who is on the call and works closely with myself and you know obviously works with me and also works closely with Rep Oliveira's team and is also at everyone's disposal. Let me just give a quick primer on the vaccine issue because I have been spending a lot of time on this in our COVID over sight hearings. The vaccine distribution is operating really in three kind of key ways. One is a direct Federal Government to two-person distribution and what you had Derek in Ludlow today was the VA so that's an example of that. The highest volume example of this is the retail pharmacy program so CVS, Walgreens, Big Y, Stop & Shop, Wal-Mart you know retail pharmacies are getting their vaccines doses sent to them directly from the Federal Government. That is, more recently become a bigger distribution mechanism. In the earlier stages of this, the primary way that residents were getting vaccinated was through State administered programs. Basically, the Federal Government was sending you know bulk shipments of the vaccine to the states and the supply was and is limited. No one is disagreeing with that, which has created a lot of challenges but once the vaccines were in the state it was very explicitly both legally and financially the obligation of the Governors to distribute those vaccines and we are operating under a State of Emergency. So, the directives as far as guidelines, in terms of eligibility, in terms of where the sites are, are not coming through the legislature you know Rep Oliveira and I have not voted on these proposals. They are being done, essentially by fiat through Executive Order and second to that a lot of the funding, the money that's paying for all of this is coming directly through Federal reimbursements from federal aid programs. So, the you know the other lever that the legislature often has is you know budget, budget authority, we also don't have at our disposal to the same extent because so much is coming from the Feds. That being said, you know, the legislature has become much more assertive about getting involved and you have seen that with the committees and part of the reason Derek is exactly what you are pointing out. I went on a tour of the facility, for example, of Longmeadow which was similar that was set up in Ludlow, the public health departments know their communities. The Fire Departments, the Police Departments, the Emergency Services, they know who the vulnerable people are. They know how to do the home visits. They have their

relationships with the Senior Centers and the teams at the Senior Centers to get the doses out to communities and a plan was ready to go and at the last minute those doses were yanked from those local clinics and redistributed to the Mass vaccination sites. So, people should be frustrated about that because that decision was not made with adequate consultation and I think ultimately is not going to be a good decision because it's going to mean a lot of vulnerable population is going to get left out and a lot of people, to your point would just feel more comfortable at the local site or can't get to one of the big sites, are in trouble. So, I don't have a timeline on when they are going to come back. The Baker Administration did put some doses back in the 20 most disadvantaged communities by their metrics. So, Holyoke and Springfield qualified, Ludlow did not and then in addition to those 20 they now said they are gong to be giving doses back or they are going to be distributing those to regional sites. So, the Palmer one that you pointed out. My hope is that once we are able to get those you know filled with doses that we can move to reopen local sites and many... legislature are absolutely pushing for that and it has been a very umm frankly intense line of questioning from the committee members about, about what the time line is for that and frankly also understanding why the decision was made in the first place to pull the doses.

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Rep. Oliveira: Let me just piggy back on what Senator Lesser said and agree with, with a basic premise on there the Commonwealth had a plan in place to use our local Boards of Health, our local Departments of Health and the legislature even before you know I got there in January wasn't consulted on a total change of the plan and so Derek I'm so glad you got the vaccine over at the VA site through Eric Segundo's work to get it here at the Elk's here in Ludlow. Eric and I were talking just a month ago and I have to say first of all, Eric is probably one of the best Veteran Service Officer's in the Commonwealth of Massachusetts. He does great work for our veterans and it's a credit to him, for the work of the Board to get a veteran's site here in Ludlow and just thankful for that. But just a month ago, Eric and I were on the phone talking about the inequitable distribution among the VA system within Massachusetts itself. You know, if you look at, whether it's Bedford VA or the West Roxbury VA, the Eastern part of the state was starting, was starting to get vaccinated, vaccinate their veterans at a much higher rate and so Eric really highlighted that issue. I had conversations with Congressmen Neal about this, he worked with the VA in order to get the site out here, more sites out here in Ludlow, begin to get our veterans vaccinated and that population kind of through the Federal VA. What you are talking about Derek and I wholeheartedly agree, the people who know best, how to vaccinate their communities are typically, are local Boards of Health, are Health Directors within our community and there was a plan set up to do that, but that plan was changed. Then we put our eggs into these mass vaccinations sites, one that we are fortunate to have very close to us at the Eastfield Mall, which had some problems to begin with, having toured the facilities right before it opened. I'm glad that you know they started to you know getting people outside of waiting in line, like something out of Eastern Europe, I think Senator Lesser made the example of. It was disheartening to see you know I was getting tested that day and I saw what was going on, it was horrible. Umm, my parents and umm some of my family members utilized the.... site over at Converse Middle School in Palmer. Umm, I've spoke with Angela many times over the last you know couple of months or so about getting you know more vaccines to that site. But even to get to some of these regional vaccine sites I have constantly had to be on the phone with, with ETH in order to get them to get them, to get them their second dose of the vaccine that they had people already scheduled for, umm to access them just a couple of weeks ago. So, I think there are a lot of things that we are working on that unfortunately the legislature wasn't involved with and didn't have much say in and I'm thankful that Senator Lesser is on the over-sight committee. To number one you know try to change the practices as we are kind of moving on to the general population to distribute vaccines. But also holding people accountable for the actions over the last couple of months. That's important to do as well but I wholeheartedly agree with you Selectman Debarge. We should have better utilized our community health services and get vaccination sites in each of our communities because we know them best. Our Senior Centers know it best, having talked to Jody many times over the last couple of weeks. People contact her office, people contact both Senator Lesser and myself to see how they can get the vaccine. I'm hopeful that we can actually move to get more of these either regional vaccination sites to get more vaccines in order to help out the community. Another population that hasn't been...and we just had a call with Secretary Sudders this afternoon, is the homebound population, those who can't leave their homes in order to get vaccinated. I know our local Boards of Health, along with our Senior Center have been getting a list of names of people who can't leave their homes. So, when we begin that homebound population vaccine, that our Board of Health, that our umm that our Senior Center has a list in our community who they can actually deliver those vaccines to who can't leave their homes to go to one of those sites.

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Mr. Debarge: Okay. That's actually the last part I wanted to touch on Representative Oliveira and Senator Lesser, is those, those either respiratory umm distress patients, especially Oncology patients and those people who cannot leave their homes I know I've spoken to Senator Lesser individually on this, umm, where are the mobile vans that can go to homes and inoculate those patients that can't leave their homes due to you know chemotherapy, due to respiratory issues or umm, elderly that cannot leave their homes? I've heard of them being on the Eastern part of the state, there seems to be a disparaging umm from the Eastern part of the state to us here on the Western part of the state. Umm, you know there used to be a joke on western mass versus eastern mass for all the years that I've been alive when it comes to many things but unfortunately with vaccinations that that sad joke seems to be the same. So, is there, as we do get into the idea or the plan to inoculate the general populations, is there a plan to do that? Is there a plan for mobile inoculations for those type of people that cannot get out or the people that without dual comorbidities that actually should have been inoculated earlier that should have qualified earlier, Is there a plan for that?

Senator Lesser: So, I mean this is, your touching on the exact line of questioning that we are asking too in the oversight hearings and you know we had six hours of a marathon session where we asked these exact same questions and we are doing it again next week. Again, with the Governor personally appearing. So, this is, this is the reason we need the local sites you know to say you know we know how to do this. You know the Fire Department, the EMT's, AMR, your Senior Centers know how to do this and can do this. Especially the Johnson and Johnson dose, which does not require the same level of refrigeration and also is only one shot is really kind of a perfect umm you know tool. It's the perfect dose to use for this. So, umm I think the short answer is their ready, the local, the local Boards are ready, the infrastructure is there. We need the doses and we need the focus from the state. Jake and I, Rep. Oliveira and I were on a call today where we talked about 8,000 Johnson and Johnson doses, extra came to the state this week and that they were prioritizing the... Obviously, 8,000 for the whole state and is not even beginning to scratch the need but we do need to make sure, to your point that especially when the dosages are so scarce and the supply is limited, we are even more aggressive and mindful of making sure that that limited supply is given to those who need it the most and in inequitable way and that includes keeping an eye on distribution in western mass. So, absolutely.

Mr. Debarge: Thank you for that.
Mr. Silva: Anyone else have a question or?

Mr. Goncalves: Mr. Chairman.

Mr. Silva: Mr. Goncalves.

Mr. Goncalves: Good evening gentlemen, Tony Goncalves here umm,

Senator Lesser: Hi Tony, how are you?

Mr. Goncalves: Good thank you, you?

Senator Lesser: Good, yeah holding up.

Mr. Goncalves: So, early on the state had some grant money available to small businesses, more recently the sector specific relief grant for the small businesses. It appears all that money has dried up, is there any plans in any of the programs coming forward to get some more relief to the small businesses here in the Commonwealth?

Senator Lesser: Thank you for asking this. This is near and dear to my heart because I chair our Economic Development Committee and we have been working on small business relief. So, umm just a quick correction, I don't think that the state level Mass... Capital Program is quite done. I think that they have a few thousand applications that are still pending. They do have a tranche of money left. So, they have been releasing it in rounds. We have been encouraging them to pick up the pace and get the money out faster. So, there is hope there and if you or your constituents have specific questions about it, let Rep. Oliveira and I know and that's what, we can work to get you connected with the right people at Mass...Capital and then the other thing I would just say is we to the point and Rep. Oliveira mentioned this, the House did it last week, we are doing it on Thursday, which is umm, ensuring that PPE money. So, the Federal money, the aide money that small businesses got when the shut down was going on and

now many haven't fully recovered, that that money is not subjected to Massachusetts state income tax. I feel very strongly that it should not apply to that money, that was aide money to keep businesses afloat. They should not have to pay regular Massachusetts income tax on emergency assistance that came from Washington DC and then the final piece on that, connected to that is also relief, I mean the Unemployment Insurance burdens have become crushing for small businesses and the rate increases that they get as Rep. Oliveira mentioned in his opening comments. ...60% or higher rate increases for small businesses this year if we didn't step in and act. So, we would have...with Governor Baker's, he filed that legislation, we incorporated that into this broader aid package. So, I do think there will be more help coming and there's a lot more that we need to do and they need to pick up the pace on the allocations of the, of the money that they still have left.

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Rep. Oliveira: Let me just, Selectman Goncalves, let me just concur, you know we get updated on each one of the businesses in our communities that receive these grants and the different rounds that they receive them and I'm so pleased to see so many recognizable businesses from Ludlow that have received these grants so far and as Senator Lesser said that money hasn't fully dried up yet. If any way my office can be of assistance or Senator Lesser's office can be of assistance for any small business owners or business owner's in the community, don't hesitate to reach out, reach out to us. We are always there to support you and as Senator Lesser said you know that the relief bill that we passed last, last week on the House side, the Senate is taking up this week. As many different things that will help out many of our small businesses. Umm, you know as Senator Lesser said the unemployment rate increases that, that are funded, so, the unemployment system is funded by employers and the taxes that they pay and when that account gets depleted, it triggers increases to businesses and so what we did is basically freeze those rate increases for 21 and 22, which will save you know some businesses hundreds of dollars per employee per year on, on, as they pay their unemployment insurances because that rate was going to increase given the spike in unemployment claims that the Commonwealth has been dealing with in that you know close to 10% unemployment rate that thankfully has started to go down. The PPE loans that, that PPE money that came out from the Federal Government, making sure that's not taxed at the state level, Senator Lesser filed a bill, I was happy to co-sponsor with it. We were able to get that included in what the House passed last week, and I know the Senate's going to take it up and send it to Governor Baker's desk and that's something that's going to have a direct impact on many of our communities' businesses.

Mr. Goncalves: Beautiful, thank you.

Mr. Silva: Thank you. Umm, gentlemen I just have one small piece of frustration that I want to because you know first of all I want to thank umm or actually commend Senator Lesser for taking the Governor to task, that video that I saw on 22 was awesome. I was very surprised that went on but very good. Second is, I'm just, I'm just a little frustrated that as Selectmen and Boards, we were kind of pushed aside for this thing. We were not able to do very much, umm authority was given to the Board of Health for many things, you know COVID issues and what-not that the Governor imposed these restrictions and did this and the Selectmen kind of nothing and when we were trying to get our vaccine into our place, we went out and got a facility that we could have had, we went out and did the applications and, and all this work was put in and for not. Umm, and around town it seems like, it's kind of a joke that we aren't doing, this Board of Selectmen are not doing much for COVID and to combat this. Yet we are behind the scenes with the Board of Health, with meetings and what-not but it seems like we had very, very little control. We should have at least had something we could have done, whether it be vaccine issue or what,

Senator Lesser: Right.

Mr. Silva: and it's just a little frustrating you know, that's all. I just wanted to voice that to you.

Senator Lesser: Well let me just cut in for a second there because I just want to say you know for the record that you have been doing quite a lot and the Board has been very active and I have had multiple conversations throughout the pandemic with each of you and I just want to thank you and umm, you know I think there needs to be more collaboration and frankly we have communicated that. Look, this was an unprecedented and quickly breaking emergency. In an emergency it's natural that you would, that you would you know that you would give more authority to the Executor you know to quickly dispatch with decisions but the farther we get from the initial emergency, the more there needs to be a collaborative, we need to restore the proper checks and balances and oversight and collaboration. So,

yeah, I think would probably argue with the need and certainly in the early stages, for the executive...for dispatch for Government to be united and in one response but again as we move into a very different phase now with vaccination distribution and recovery. We need to remember that collaboration and listening is very important. So, I fully agree with that and umm, we will hopefully start to see that play out more and more.

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TOWN OF LUDLOW

Rep. Oliveira: And Mr. Chairman you know as a person who is leaving the School Committee in just a few days right now, I think we all share in the frustration of the lack of tools that the state has given our local community leaders, whether it's on the school side, whether it's on the community side, whether it's on vaccines, whether it's the legislature at this point. Unfortunately, that consolidation of power and authority that umm, that the Governor took early on is extending a little bit too far right now and so I'm thankful for Senator Lesser for holding the Governor accountable. I have to say he kept his cool a little bit better then I would be with the Governor given the constituent calls that we are all getting and that you are getting as community leaders as well. We understand that people are hurting right now, whether economically, whether it's the fear of the vac, the fear of, of the virus itself, there's a lot of fear, there's a lot of anger and they're turning to the people that are closest to ground in order to air these frustrations. Meaning they are contacting their state representatives, their state senator, their Board of Selectmen, their community leaders that are out there. So, you know you can, you can call us anytime and hear air any type of frustration that you need to. I mean that's why we are there and having Senator Lesser on the oversight committee that can you know take our voices and the collective anger we're feeling right now and translate it over to the Governor is very important.

Mr. Silva: Gentlemen, thank you. I think we are all set unless somebody else came up with...

Mr. Rosenblum: Umm, Mr. Chairman, everyone umm, gentlemen thank you very much. Senator Lesser, Representative Oliveira pretty much everything was touched on that I had concerns about with small business and the vaccine, but I just wanted to say thank you for all of the work that you have done. I know it, it's, and Jake jumping right in when, in the middle of a pandemic and this is how you start so,

Senator Lesser: Yes, he picked quite a time.

Mr. Rosenblum: Yeah, I know it's, but I just wanted to thank you for all the work you've done and continued success.

Mr. Silva: Thank you very much gentlemen.

Senator Lesser: Thank you.

Rep. Oliveira: Mr. Chairman if I could,

Mr. Silva: Yes sir.

Rep. Oliveira: If I could just close one thing, I just wanted to say one thing on there, I know Senator Lesser is chairing the Economic Development Committee, the new legislature on the House side, you know my committee assignment have, are also actually fall into a lot of things that you folks deal with at the local level. So, I'm fortunate enough to be on the Consumer Protection and Professional Licensure that deals with all the, all license within the state, deals with what the community might bring up to expand alcohol license, deals with the gaming side of it, the state lottery system, deals with all of the consumer protection issues. A couple of bills that I filed on the consumer protection side and then I also sit on the Children and Families and Persons with Disabilities that is oversight for the Department of Children and Families but also Disability services in our communities. Both of those committees have hundreds of bills that go through them each year. So, feel free on any of those areas to reach out and on the Economic Development side you know Senator Lesser and I will work together in order to help out the Town of Ludlow on Economic Development. So, thanks again.

Mr. Silva: Gentlemen, thank you very much.

Mr. Goncalves: Thank you.

Senator Lesser: Thank you.

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2021 AUG -4 A 11: 17
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Mr. Silva: Have a good evening.

Rep. Oliveira: Take care.

5:30 p.m. – Track and Field Committee Update

Mr. Silva: Okay moving on, we have another visitation. We have umm, a discussion on the Track and Field Committee, an update as to what is going on and I believe we have on Tim Brillo, Tim are you on?

Mr. Brillo: I am here, thank you very much.

Mr. Silva: Okay, you want to bring us up on the Track and Field and what's happening and a couple proposals that you had brought forth and want to bring us up to date on. Go ahead sir.

Mr. Brillo: I do, again I appreciate you guys, I appreciate everyone you know allowing us to, I'm not sure if anybody else is on the call, some may call in but umm, it's just wanted to kind of bring you up to date with the Track and Field, kind of keep everything on the radar. Umm, we know last year it was on the ballot and unfortunately it did not pass. Again, I think we all know this has been a struggle this past year. Our hope was that the committee would possibly put the question back on the ballot umm, obviously this March but unfortunately, this did not happen. I think as a committee that we talked that we were sensitive to what has been going on the past year and obviously the financial you know things that are happening with our local community and things...think that the time was right. Umm, what I did want to show you and I believe I did forward it to you so I hope that you have in front of you, we spoke with Mott McDonald, put together three new estimates umm option, we can just kind of go through them, option one would be everything, turf, track, baseball field, upgrading the lighting, press box sounds, as well as the scoreboard and...scoreboard and you will see the price there of you know $2.7 million dollars, almost $2.8 million dollars to do all of that together. Umm, we went to Mott McDonald giving them three different options, we were hopeful that maybe one of these options as we reduced the some of the things on our wish list here to put together the track and field, that the cost would hopefully at some point and time get low enough here to make it work for everybody. So, that's option one with everything. Option two we took away doing the turf and that brought the, that brought down the price significantly to about $1.8 - $1.9 million. That, we kept on there the upgrading to the lighting, upgrading you know doing our scoreboards, umm staying with the baseball field, doing some things with that and then option three they came with, we took away basically everything but do the track, as well as doing the baseball field in terms of the netting and the upgrade to the field and that got as low as $1.4 million to get all of that done. A few of the big things in my conversation with Mott McDonald is no matter what we do in terms of the, in terms of the upgrades to the facility, there are some ADA things that we are going to have to do to get ourselves into compliance with the state in terms of getting into the press box and there's a trail that leads up to the back that we would have to make sure is ADA compliant when we renovate at this point. Umm, so, you can see you know we're kind of bringing this to you because we're trying to make sure this stays on our radar but it does need to be done because it's getting worse. The track itself, the stadium, the actual field is worse. Coming this year both our sound system...that is no longer usable. I can band aid it if we have to, if that's what we got to do. The other piece is the scoreboards are so outdated, the company that comes out to maintain them just in the summer, told me that we are wasting our money. So, they made recommendations to put in what they called a solar scoreboard umm, that would be two sided, one for baseball and one for football and soccer stadium as well. You know quite frankly the press box needs upgrading you know in terms of number one being ADA compliant and then number two right now the windows and things that are inside there you can't even see out of them anymore. So, it's difficult you know if your inside that that press box to actually see. So, I guess I'm kind of coming to you guys to make sure that, I'm looking for some guidance I guess you know we continue to chip away in terms of fundraising. We actually reached out, we are working with a...ad company which we contracted with...naming rights for us to try to get some of the advertising that we need to help offset the cost of this. Again, the problem that they've run into is businesses right now are just not in the opportunity to just give big money. Umm, they're hoping a lot of that changes as things continue to improve. We did get a few small donations but nothing significant to truly offset the cost of the project. Umm, one thing we did get last year which was a $20,000 grant to help offset the cost of the lighting project. Unfortunately, if we don't have funding towards that project we'll lose that money come the, come the middle of July when the grant was awarded. So, again I think...as well I think...the funding that we already have and then I get looking

for some guidance from this point in terms of what are, what are next steps, what are options to help keep this alive as well as the possibility of getting this project done?

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Mr. Silva: Okay, thank you. Anybody have questions? Mr. Goncalves nothing. Mr. Debarge anything.

Mr. Debarge: I, well, I can see by the options umm and from what Tim is saying umm I believe in if you are going to do it, the only thing is to do it right. Umm, with what he's talking about as far as the, you know I know the press box it's not like I haven't been there enough times. I don't know if piecemealing everything together is the right way to do things. Umm, and how everything is just breaking down and the systems are just completely antiquated. I know in a perfect world option one would be, in my opinion, the only option to go for. Umm, but of course we're in a situation with, with the pandemic as he already mentioned and businesses not able to umm give what they want to because we know businesses would want to, would give more than they can. I always, I always wonder you know what's available from the state you know as we just started talking about our 250th anniversary coming up in 2024. I talked about a couple meetings ago, reaching out to the state rep from Westfield to see if he had garnished any money from the state and finding out that you can earmark money for that and umm, we had talked about the bleachers at Whitney Park, how we had gotten money for those, for the bleachers there and then had subsequently gotten taken away from us to replace those. So, umm, as we played this record before it all comes down to of course what can we do to take away from the burden of the taxpayers. So, umm, there in lies the conundrum that we had before. I think the whole thing is you know needs to be replaced. I think that is not under, is not to be, there's no argument there is what I'm trying to say. Umm, the timing is I don't think could be any worse. So, umm, we just need to figure it out.

Mr. Brillo: My question is, is that you know if we would put the ballot question on again when is the next time we could do it? Is this something we would have to wait until next March or is it something that could happen in November?

Mr. Debarge: Yeah, it would have to be next election.

Mr. Silva: Yeah, for a ballot question.

Mr. Debarge: For a, for a ballot question, yeah.

Mr. Brillo: For a ballot question but November or March? It has to be the Town election.

Mr. Debarge: Town election.

Mr. Silva: There's no more until March.

Mr. Debarge: Yeah.

Ms. Villano: There's nothing until next March.

Mr. Brillo: You know because our other thought process is, and this was one of the reasons why we were hopeful that maybe one of these options could be, would be low enough that we would be beneath the Town's levy limit to where we could just go directly to Town meeting. Umm, I you know kind of looking at this, I agree with Mr. Debarge in terms of option one would be the ideal way to go. Umm, the track right now is probably the most important piece you know to try and get that back on-line, so our kids will have some home meets. Umm, but that would require us to cut pretty much everything out and I think if you look at option three, even if you were to cut out umm everything but the track I'm still not sure we'd be under the limit.

Mr. Rosenblum: 990, just the track.

Mr. Debarge: Well, Tim can you do the track without, can you do the track and then go back and do other things without damaging the track?

Mr. Brillo: We've been told we can. It's not ideal only because if we run into an issue with maybe drainage or something like that when they come into to do the turf, you could be taring up a part of your track that you just did.

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2021 AUG -4 A 11:17
TOWN OF LUDLOW

Mr. Debarge: Right.

Mr. Brillo: But, it can be done. We've been told that it can be done.

Mr. Rosenblum: Mr. Chairman.

Mr. Silva: Mr. Rosenblum.

Mr. Rosenblum: You know I, Tim, I think we all agree that it needs to be done. I mean we've all been back there several times watching different sporting events and umm, I mean as Mr. Debarge said it's a difficult time but I mean the timeline I would probably, my only suggestion in moving forward if there was an option to be, is to get the track where that portion is operational so that we can actually get the kids back on the track. I mean that would be my thought because I honestly, I mean we've had several conversations and you know I support the athletics and I support this project but you know obviously as I've always said that anything of this scale I would put to the voters because that's the people that have the say in it. Umm, but most importantly is that we have track teams that can't practice or compete on their home field. Umm, I mean that would be my recommendation of the direction to go, would be first the track and obviously you know the timeline would be dependent on the amount of money but again if we saw greener pastures going forward maybe we would have a better chance of more that's on the list. Umm, but that's just my thought on it.

Mr. Silva: Yeah, that's, that's the only thing I see is to have a ballot question for March; one. Two, if you want to put it to the voters at Town meeting, I suppose that could possibly be something that could be but even that, I don't think that that's a good avenue that the voters would be voting on but not only on this meeting but further meetings.

Mr. Goncalves: October. I don't know though if there's enough money left in there or would it be exempt or,

Mr. Silva: We're talking override.

Mr. Debarge: Yeah, no you go to ballot first and then,

Mr. Silva: Yeah, I know. So, it's rather difficult to which way to go about it. Umm, the only way if the school department some how fit it in to the budget with some help. That's, I don't know Ellie you see any other avenues?

Ms. Villano: So, I, for the amount of money that is required depending on which level you go, umm, it's going to go into an override.

Mr. Silva: Right.

Ms. Villano: Which an override requires going to a ballot.

Mr. Silva: Yup.

Ms. Villano: Umm, ballot next year. Continued fundraising. I, you know there isn't, we're knee deep in the budget process right now and we are, we are almost at our excess levy limit. So, there isn't a lot that we can add and that's not including any of the umm, extra positions or extra items. Even the School Committee isn't getting what they originally requested because we can't even afford on an educational, to take what they were looking I think at 6 or 7% increase over last year. We ended up bringing it back to 2 but I think we are bringing it back up to 4 and we are just like right smack in the middle of the budget process. So, I don't see umm where we have any funding right now.

Mr. Silva: There isn't any funding right now.

Ms. Villano: Well yeah.

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2021 AUG 4 A 11: 18
TOWN OF LUDLOW

Mr. Silva: There were two, there were two gentlemen right before you, you probably saw them that might be able to somehow acquire something for that, you know the Representative and Senator might be able to guide you somewhere you know for State funds that might be available or something. Umm, I don't...

Mr. Brillo: We've utilized, the state had given us $100,000 and we've utilized that to the Engineering. That has been spent.

Mr. Silva: Yeah but that was a while ago but that have it every year I think...time that they bring out the money so...

Mr. Goncalves: Now would be the time though Mr. Chairman, I think that they need to get that into the budget.

Mr. Silva: Well yeah. I mean when...

Mr. Goncalves: For July.

Mr. Brillo: So, I guess the other, the question, I guess the last question that I would have, and you know we completely understand, we know where everything, everyone is in a difficult situation now. If I'm kind of looking at it correctly, if we were just to do the track, it's umm, close to about $700, over $700,000 just to do that. Is that, would that be something that would still need to have a ballot question, or would that be something to do, is that...to go to Town meeting with?

Mr. Silva: Any money Tim that is over and above the budget will have to be an override or go to a ballot question. It's pretty cut and dry that anything that you're going to do over there, that we're going to do I should say, is gonna have to go to some form of ballot question. There's just no way out of it, unless again, unless it gets fit into the school budget somehow or right, I mean there's no other way.

Ms. Villano: The only other option I know is if you were going to consider taking money out of the stabilization fund to go against it but we are not even at the threshold of where we would like to be for stabilization.

Mr. Silva: Right.

Ms. Villano: But...

Mr. Silva: Monies are short on all of our funds.

Ms. Villano: Yep.

Mr. Silva: So, right now,

Talking over each other.

Mr. Silva: It's a good start, it's a good start to begin a conversation again. It's a good start in trying to get some funds and try to get some I don't know things moving, some things going and getting some heads together and try and figure out ways and where to pull monies from to get it done. Again, you heard from the Board that we are on board that this needs to happen. I just had a class today on with students from school this morning and that was a couple questions was on the track. You know they want to see it happen so and I kind of told them what was going on and that actually they may want to watch this meeting tonight because they'll have a little more information. So, let's work on it. That's about all I can say.

Mr. Brillo: Yeah, no I appreciate...I guess is we are back to square one, where we would be looking to get the whole thing back on the ballot question for March of 2022.

Mr. Silva: Yes.

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2021 AUG -4 A 11:18
TOWN OF LUDLOW

Mr. Brillo: That would probably make the most sense and continue to go out and fundraise umm and kind of go from there.

Mr. Silva: Yes. That seems to be the only logical solution at this point.

Ms. Villano: If you, yeah, I don't...

Mr. Debarge: Yeah, it's got to be that way, it's the only way it can be financially.

Mr. Silva: Anybody else have anything? I don't know did Ellie go get something. Tim, if you want to hold on a second, Ellie seemed to have something to get, I'm not quite sure.

Mr. Brillo: She found $2.7 million dollars.

Mr. Goncalves: She's double checking the safe.
Mr. Silva: Oh, she's got it right there in her book.

Ms. Villano: The money?

Mr. Silva: I had him wait to see if that was something you were trying to look at.

Ms. Villano: I was looking at the excess levy.

Mr. Silva: Oh, the excess. There's not much there.

Ms. Villano: No. Like $500, $300,

Mr. Silva: And that's before the preliminary.

Ms. Villano: that's before, right and at that it umm, you know I'm not sure, I don't have the threshold of the highest that we can but we are going to borrow, if you are going to add a million dollars to the budget, you are going to add an additional how much in taxes?

Mr. Silva: Well, I believe I figured at one point, I figured every $100,000 was a nickel on the tax rate so,

Ms. Villano: Right, right.

Mr. Silva: you're talking about 5 nickels or $.50 a loan for $1 million dollars. Just a rough estimate, don't everybody take it,

Mr. Goncalves: Ten nickels.

Mr. Silva: Huh?

Mr. Goncalves: Ten nickels.

Mr. Silva: Ten nickels. So, that's where we are at Tim. I think we are all set.

Mr. Brillo: Okay.

Mr. Silva: Let's keep the dialogue going. Let's work on some things and think about,

Mr. Goncalves: Start collecting nickels.

Mr. Silva: think about the March ballot question, how we are going to go about it and hopefully we will have a lot more money coming in from outside resources and...that down.

Mr. Brillo: Excellent.

Mr. Silva: Okay.

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2021 AUG -4 A 11:18
TOWN OF LUDLOW

Mr. Brillo: Alright. Thanks, and listen I appreciate everyone's time. Thank you and enjoy the night.

Mr. Debarge: Thanks Tim.

Mr. Silva: Thank you.

Mr. Rosenblum: Thank you Tim.

Mr. Brillo: Take care.

Mr. Silva: Okay do we have Carrie on and Gary or,

Ms. Villano: Gary's right outside.

Mr. Silva: Outside. Come on in. No, Tony hold on umm is Tony's by the way, is Tony's a hearing?

Ms. Villano: No, it's just a meeting.

Mr. Silva: Okay. So, we don't,

Talking over each other.

Ms. Villano: So, it's 6:15 it's still, he's got 15 minutes.

Mr. Silva: 15 minutes Tony.

Ms. Villano: So, if you just, if he sits outside.

5:45 p.m. – Carrier Ribeiro, HR Director and Gary Blanchard IT Manager – Classification Plan Change Request

Mr. Silva: Come on in. Come on down.

Mr. Blanchard: I didn't know if I was invited or,

Mr. Debarge: What, where's Carrie? What happened to Tim, is he,

Mr. Blanchard: Good evening.

Mr. Silva: Good evening. Is Carrie out there or just him?

Ms. Villano: She's going to call in and I just texted her to call in because we were,

Mr. Silva: Carrie is going to call in. Should we begin without Carrie or wait a couple of seconds?
Mr. Debarge: Are we frozen or?

Mr. Silva: No.

Ms. Villano: I think I texted you first.

Mr. Blanchard: Oh, my phone is downstairs...

Ms. Villano: No, I'm having her call in. I think we could enlarge Mr. umm, or that would nope there that might help, Tim Brillo was frozen.

Mr. Silva: Alright well let's move forward. Maybe she'll catch up with us shortly.

Mr. Blanchard: Well, as you remember I was here previous meeting just to discuss umm, the job description for the IT Manager's position and umm, re-classify the grade level of it. Umm, last time I brought all of the background information for umm regional and state-wide surveys and what-not. So, I don't think we really need to go over that again unless you guys have any questions. If I'm not mistaken, really the one thing that was left to question that you guys were the most interested in, in negotiating or changing or whatever was umm the work after hours section which was in there. Umm, so what I've done, Carrie sent, it still says draft, but this is the finalized version, I don't know if your copy is in color or not but there's one section that says when required to perform work outside the normal business hours, that's in red. We can completely get rid of that and I came up with, what I included in the packet of a information technology department availability and compensation agreement which would not be for me specifically. This would be for anyone working directly in my department. Umm,

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2021 AUG -4 A 11: 18
TOWN OF LUDLOW

Ms. Villano: That's Carrie.

Mr. Silva: There she is.

Mr. Blanchard: So, what this would do is...whole section,

Ms. Ribeiro: Hi everybody.

Mr. Debarge: Hello.

Mr. Silva: Hi Carrie.

Ms. Ribeiro: Alright, can you hear me?

Mr. Blanchard: Yes.

Mr. Silva: We just started Carrie so,

Ms. Ribeiro: Okay, good.

Mr. Blanchard: So, what this would do like I said, get rid of that section in red, umm, so that you guys could move along with the discussion of the job description as it's been presented without,

Mr. Goncalves: I don't have anything in red.

Mr. Debarge: Yeah, I don't get it.

Mr. Rosenblum: We get scammed,

Mr. Blanchard: Umm, okay page two,

Mr. Goncalves: Is it the back of the, the page that has three bullet points?

Mr. Debarge: Oh, I got that, yup.

Mr. Blanchard: Page two must be available to work Monday through Friday. There's a section in there that says when required to perform work outside of normal business hours that have not been previously scheduled pay will reflect compensatory time equal to one and one-half time hours actually worked beyond normal business hours. That can be deleted completely. Completely gone. Umm, and if that was agreed upon that will be a final draft, a final version of the job description right there.

Mr. Silva: Alright, anybody questions?

Mr. Rosenblum: Mr. Chairman.

Mr. Silva: Mr. Rosenblum.

Mr. Rosenblum: Umm, I'm looking at the information, that single sheet that you have.

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2021 AUG -4 A 11:18
TOWN OF LUDLOW

Mr. Blanchard: Yes.

Mr. Rosenblum: Which is the, with the compensation on it.

Mr. Blanchard: Yes.

Mr. Rosenblum: Umm, with the accrual of compensatory, comp time will go short with it,

Mr. Blanchard: Yeah, I'm good with that.

Mr. Rosenblum: Umm, time for hours worked and the only thing that I'm looking at is, if we were to move forward with it, is it I think would be a smaller window of time that the accrual would expire. Just my concern is that you accrue say five hours in a week umm generally knowing some of the ways that it works with how it works for me is you get thirty days from the time you accrue it. So, if you are on a two week pay period and you accrue five, eighty-five hours whatever it's 5 hours over. On the date from the end of that pay period you would have one month to use it because my concern would be is that somebody is banking five and five and five and five and then all of sudden they're looking at about ninety five hours and it comes to the end of a fiscal year, someone is sitting there going well I've got two weeks' vacation, now I'm going to take ninety five hours' worth of, you know which is another two and half weeks.

Mr. Blanchard: Sure.

Mr. Rosenblum: Umm, I would if we went this route with the comp time, I would probably want to do it where the accrual period would come down, if it's thirty, sixty, or ninety, whatever,

Mr. Blanchard: Okay.

Mr. Rosenblum: whatever it's comfortable with and obviously as in the, in the instance of the technology department falling under Ms. Villano for the umm the advisor or as the approving that time. But, that would be my thing if this was, if this was to move forward.

Mr. Blanchard: Sure, and all, what I'll say is umm the reason I used that because that was wording from other contracts or agreements that we've had in Town. So, I pulled the wording directly from that. I have no problem with that and I can tell you that umm thankfully we don't have that many problems, so in reality we're not even talking five hours a week or five hours a month. We're talking twice a year maybe something, somebody gets called in. It's, fortunately, not very, very often but umm, I'm perfectly fine with that also.

Mr. Rosenblum: No, I mean I could see if we go the route of comp time,

Mr. Blanchard: Yeah.

Mr. Rosenblum: is that it falls to other departments now are going to start,

Mr. Blanchard: Sure, sure.

Mr. Silva: So, we're kind of agreeable with that however, there is no, there is no, what are we, are we talking the comp time per month or the comp time for 60 days. So, if are going to you know kind of agree we should have a final number.

Mr. Debarge: Yeah, I'm totally confused.

Ms. Villano: Okay, so if I might Mr. Chairman.

Mr. Silva: Yes.

Ms. Villano: We have three separate issues that are before you.

Mr. Silva: Right.

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2021 AUG -4 A 11:18
TOWN OF LUDLOW

Ms. Villano: One is the job description.

Mr. Silva: Yes.

Ms. Villano: One is the fact that we made the determination at the last meeting and discussion was that umm, Gary needed to come up with some sort of on-call policy or comp policy based on his staff being on call when he was on vacation or even just, they each took turns on every other weekend. So, comp time needs to start at a particular hour and end at a particular hour and then decide when you want to end it. When it has to be used by. I think that you'll notice that Gary had said that umm, at the end of the year Mr. Rosenblum said that has to be used within thirty days. Umm, so I think that you probably have to come out with a start time like once a person hits an hour of overtime, comp time that's when they start the clock and then they're allowed to accrue X number of hours over a period of time and then once they hit that, I mean they can still, if you were to allow an individual accrue up to thirty hours in a fiscal year, they may accrue umm, ten hours of comp time by June and then they'll use it but their still going, it's like a float almost you continue to add and delete. So, I think you need to have a start hour, an end hour and then a pay period of how long you want it to be done. So, the problem with, if you did by the end of the fiscal year, certainly that individual would either at last day of the year, try and take three days off or how many or they'll lose it. So, I think that it's got to be based on a rule of you know if you in May have got five hours of comp time and then in June you have five hours of comp time, you've got, the clock is ticking for this five hours so your rolling.

Mr. Rosenblum: Right...it's always rolling, it can always,

Ms. Villano: Yes, yes, yes.

Mr. Rosenblum: you can use the five the next pay period if you wanted and then,

Ms. Villano: Right.

Mr. Rosenblum: you would...

Ms. Villano: And, and correct me if I'm speaking out of turn here Carrie I think that a one-hour minimum start and then possibly you know you want to do fifteen, thirty hours in a year, I don't think that probably would happen in a year, thirty hours of comp time,

Mr. Blanchard: I don't think it ever has in the fourteen years that I've been here.

Ms. Villano: Right. So, you know it's, you could start out with ten, fifteen hours, umm but then give a sixty-day, ninety day use it or lose it type of, not use it or lose it but you need to use it.

Ms. Ribeiro: Yeah, I think that's reasonable. I think we need some thresholds as far as when the clock starts ticking for the comp time you know a maximum amount of hours that can actually accrue. Umm, in a year period and then you know a time frame as to when that comp time can be used and I think that everything that you know the threshold for...hour is reasonable umm, I think thirty hours of comp in a year is more than reasonable and you know within a sixty, ninety day period as well. Umm, I definitely the on-calls you know is certainly a start but we just need to finalize some of these details and I did get a chance, I know from the last meeting I wanted to umm, look at the other job descriptions that we got from other towns and compare them a little bit on this exact subject. I did get a chance to do that and we didn't get tons of jobs descriptions to compare but I did get Wilbraham and Belchertown which are two...similar to us and they don't have any, they don't offer their IT Director any comp time. They do it umm, Belchertown just considers them on-call 24/7 and Wilbraham has it written in the job description that they're available about six days a week or six nights a week sorry, that they are expected to be available for any emergencies. So, and in talking to them a little bit further it did sound like you know this is not, these are not emergencies that happen you know often like Mr. Blanchard just stated. So, I think it's you know I certainly think if we are going, if we are going to offer this out you know it's something that I think it's reasonable but I think it's interesting to point out too that other towns are you know, aren't offering you know comp time under this position.

Ms. Villano: So, if I might Mr. Chairman, I thought that this comp time was to be for anybody, for the two full time individuals in the IT department? So, it would be if, if Gary is on vacation and the other individual within department has to be on-call in the evening or on the weekends, he's able to comp time too because I don't believe that there's a comp time program at all. So, that's why I said I think there's three separate issues before you. It's Gary's job description but then as a result of all of this we have recognized a comp time issue that has to be addressed to both of the non-hourly employees in that department. So, that comp time could address both of them and I think it's as part of the on-call process.

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2021 AUG -4 A 11:18
TOWN OF LUDLOW

Mr. Goncalves: Mr. Chairman.

Mr. Silva: Mr. Goncalves.

Mr. Goncalves: What, what's the policy with the School Department IT people as far as the comp time? Carrie do you know.

Ms. Ribeiro: I'm sorry can you repeat the question?

Mr. Goncalves: Yeah, how about the School Department IT people, what's their situation with comp time etcetera or are we setting policy for everybody?

Ms. Ribeiro: Honestly, I'm not sure, I'd have to look. They're contracted employees umm, so I'd have to look at their contracts to see how they handle it over at the School Department. But I can certainly find that out.

Mr. Debarge: Mr. Chairman.

Mr. Silva: Mr. Debarge.

Mr. Debarge: So, on, on the description on here, Gary this is yours, right?

Mr. Blanchard: Yes.
Mr. Debarge: Okay, so umm, in the interest in keeping things simple obviously, compensatory time, you either do comp time after an eight-hour day or you do comp time after hours, after weekly, depending on what your position is and then you cap it. You either do as you both suggested, either thirty hours total for a certain amount of time or more for a certain amount of time and then after that time to be used within a reasonable amount of time, check with your Supervisor whatever. Umm, you either lose it after that certain amount of time or you can roll it over, whatever agreement we come up with to keep it as simple as possible. So, umm, in Gary's description, umm IT Department staff require to respond to emergency support, support outside normal business hours they will be allowed to accrue compensatory time for hours worked. This does not include time worked in excess of normal hours during a declared state of emergency. Employees will be compensated at a rate of one- and one-half times the hours actually worked. Umm, so outside normal scheduled business hours and does not include normal, I'm sorry does not include time worked in excess of normal working hours umm, during a declared state of emergency. So, umm, just to kind of clear that up for my own head so, are we talking about comp time after eight or are we talking about comp time after, after,

Mr. Goncalves: thirty-five and a half?

Mr. Blanchard: What I was looking at was if I leave and go home at 5 o'clock at night and I have to come back at 7, we're talking once I got home...I got called back at night 11 o'clock at night, 2 in the morning, Saturdays, I'm not here normally you know unless it's something that I previously scheduled, I'm not here on Saturday and Sunday. So, it would be weekends and nights after the Town Hall closes basically you know business hours is what I meant.

Mr. Debarge: Okay so, after business hours,

Mr. Blanchard: Yes.

Mr. Debarge: comp time kicks in.

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TOWN CLERK'S OFFICE
2021 AUG 4 A 11: 18
TOWN OF LUDLOW

Mr. Blanchard: Yes.

Mr. Debarge: Okay. Okay, I just wanted to make sure that was clear and how often do you see that, how often has that happened since you've been here, would you say? Let's say hourly in a fiscal year.

Mr. Blanchard: Right. When I first started, there was problems, we had dispatchers that were there 24/7 playing games in the, we worked all that out you know. You know people can bring their own equipment in, they aren't doing that stuff on our equipment. Honestly, I mean you got a server that my crash or whatever if you don't get to replace it.... once every three or four years. You know I probably get called in, twice a year maybe. I mean the last time was because a car hit a pole and took out power and the battery back up didn't reboot properly so it took me a half hour to drive in, thirty seconds to hit the power button and a half hour drive back home so, it wasn't a big fix, there aren't major issues for the most part. Umm, so really, it's like twice a year, three times a year, it's not a weekly event, it's definitely not a daily event. Umm, quarterly at the most, more like every six months.

Mr. Debarge: And we're talking about obviously and again this is just,
Mr. Blanchard: Unless it is a server that crashes, it's not a long time that I'm here either. We are talking an hour, maybe two hours.

Mr. Debarge: and we are talking about physical being, not phone calls where you're logging in like when I call you about when I mess up my phone type...

Mr. Blanchard: No, no, no. I mean if it's something that, a physical, a server that needs to be repaired and it can, it takes two hours to do it and it can be done remotely you know I think that's up for negotiation too because your still taking time out of your personal time to fix those things. But, really, it's a phone call, I'm not going to say a phone call. It's when something actually breaks, and things are not working, primarily at Police, Fire and dispatch. Those are the three places that really this would really affect. Fire almost never calls umm because they have spare laptops. They can do most of their jobs without a problem. It's mostly dispatch.

Mr. Debarge: And what kind of time frame are we thinking for a bank for the, for the maximum amount of comp time? Did somebody say sixty or ninety days for it before?

Mr. Rosenblum: The way that it works for me it that if you say last pay period I got, I had four extra hours because I'm a non-union salary employee, which theoretically there is no time and a half. So, what happens for me is I was at eighty-four hours until Sunday, it's a two week pay period. So, once Sunday goes and you've accumulated that four hours now you would have another, for me it's thirty days to use those four hours. So, if the next pay period I go ahead and get five hours, basically I can apply for that time which is nine hours off. I can take a Friday off and extend my weekend but it's thirty days, once that thirty days from the time you accrued it on that pay period ends, you got thirty days, you don't use it, it's gone.

Mr. Debarge: I don't think thirty days is enough but,

Talking over each other.

Mr. Rosenblum: That's what I'm saying, it could be sixty or ninety, yeah. I'm just saying,

Mr. Debarge: Well what's the normal, for the departments that get comp time, what is their, what's their threshold for, for hanging onto their comp time. Thank you.

Mr. Silva: Gary, what do you think is a reasonable time?

Mr. Blanchard: Sixty days is fine.

Mr. Silva: Sixty days, there we go.

Mr. Goncalves: Mr. Chairman.

Mr. Silva: Yes.

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2021 AUG -4 A 11:18
TOWN OF LUDLOW

Mr. Goncalves: Carrie, Carrie are you with us?

Ms. Ribeiro: Yes.

Mr. Goncalves: Is it normal and I don't know, Bill just made the comment, Mr. Rosenblum just made the comment, is comp time hour for hour because this is reading an hour and a half an hour?

Ms. Ribeiro: No, comp time is usually an hour and a half. So, it's in lieu of overtime.

Mr. Goncalves: Okay. Renegotiate your contract at...

Mr. Debarge: Carrie, can I just get my question answered, those who get comp time, what's their average threshold for keeping their bank?

Ms. Ribeiro: That, that varies honestly. All the contracts are a little bit different.

Mr. Debarge: Wow.

Ms. Ribeiro: Umm, you know some of the contracts are 60 months, not 60 months, 6 months. Umm, some of the contracts are ninety days. Umm, some of them are up to a year. Most of them are longer I believe you just mentioned a sixty day umm you know expiration on this position. I do have to say most of them are probably longer than that but they're all different. There's not a set, there's not a set time that we really use which we should probably work toward something like that so we're not you know, we typically, each department tracks it themselves, it's not tracked by you know the Treasurer's office or the Accounting office or my office. So, each department does track it you know separately but those expirations, they do vary.

Mr. Debarge: ...yourself.

Mr. Silva: Is this something we need to do tonight, get this settled as far as the timing, no. Okay.

Mr. Goncalves: Can Carrie make a recommendation, maybe for the next meeting? I mean I think in general we are good with the idea, the thirty, sixty, ninety days, it's going to be an hour and a half for an hour. We're going to allow the accrual, maybe, maybe Carrie can fine-tune it back into the description, we vote on everything, one shot.

Talking over each other.

Mr. Debarge: I mean its comp time. I'll make,

Ms. Villano: Well, again you have three separate issues. I think Mr. Goncalves wants to vote all three of them. I think that again, there's a job description that has to be approved.

Mr. Goncalves: The salary portion, the comp time,

Ms. Villano: There's the comp time/on call process for the IT department and there is whether you're going to entertain a reclassification or salary increase again. Now, all there's nothing wrong with tabling it until your next meeting to get more finalized information on any portion or all of it. It might be best to table, there's still, I can tell you that as far as an increase is concerned, we are in the middle of as you know, we are going to be doing a classification study,

Mr. Silva: Right.

Ms. Villano: for all of the non-union employees. So, I'm not so sure that a classification change is the way to go. But with that said, some of the feeling was to provide him with an increase. The problem that I see, and this is where Ms. Ribeiro and I kind of differ, I have asked legal and I haven't gotten the answer back, for me you have a classification plan and a compensation plan that mirrors and matches. So, if you are a level IV, you start at the minimum and every year, you get to the maximum. If you are

going to make money outside of that, you have to have a classification change, which would bring you up to the next grid level. That's how I see it, that's how I believe it should play out. Again, I don't want to speak for you Carrie, so you can probably jump in at any time. So, the thought was, giving him money without getting him a classification change because the classification study is going to be done. We had planned to do it as you know, last year but the pandemic stopped everything in its tracks. Umm, I have queried legal on how exactly it needs to be done. I have not heard back. So, it may be advantageous to just table this,

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2021 NOV -4 A 11: 18
TOWN OF LUDLOW

Mr. Silva: Okay.

Ms. Villano: until I hear back. I did send the question at the beginning of this week again and I unfortunately didn't get the information yet.

Mr. Silva: No, Ellie the, the study obviously we don't know when it will begin but generally how long od you think that study takes? Did they give you any idea?

Ms. Villano: Carrie...

Ms. Ribeiro: Well, yeah, I mean I'm in the middle of speaking to the vendors now and waiting to get there, their green light that they're going to be able to come in and start the process. Umm, like Ms. Villano said, it was put on hold due to COVID. I already have quotes, I just, I'm waiting for them to update the quotes as well. I can't imagine the quotes you know are going to vary much from what we got last spring. We just, we got quotes from the end of 2019 and the beginning of 2020, before the pandemic hit. So, I can't imagine that those quotes are going to be much, vary too, too much. Umm, it's just a matter, you know, picking a vendor, which I'm kind of leaning towards one right now that I've been talking to. I've talked to her a lot. I've talked to her a lot about the jobs and the titles that we are looking to focus on. Umm, and you know they give us like an eight week, an eight-week window. Umm, you know it all depends on how quick you know people are available to meet because most individuals who need to meet with her team, discuss what they do, they would need to come in, see the set up of the office, the departments. So, it's, you know the only thing that would prolong that is maybe some you know, scheduling issues but they did give a window of about eight weeks from start to finish. Starting with meeting everybody and then getting the results of that. So, and like I said, I've been in contact with them and I'm waiting to hear back...

Mr. Silva: Yes, yes, the only reason I ask is because I did go through two of those previously and, they tended to take quite some time you know. They would have a period where they would, they do come in and get your job description and get what your doing and then they would, the would come back in again and speak to the person and have the person look at the, make sure that the person was comfortable. It seemed to take forever over there but umm, if they gave you an eight-week period, that would be great.

Ms. Ribeiro: Well, yeah, keep in mind this is only the non-union positions we're looking at right now. So, I don't know if the ones you've been involved with have been all the positions in town or what-not but this is just the non-union umm, positions they're going to be focusing on and some of those non-union positions that are currently in the classification plan and classification scale are some of the you know positions that are seasonal. Umm, you know such as like Recreation, Golf that kind of thing. So, those, those won't take nearly as long nearly as long. We have been you know, we've been working really hard the last six to ninth months to get job descriptions updated so we have a really good base already, umm, for, not all positions but for some positions for this study to come in and do. So, with that I think we are a little bit ahead of the game. So, I know that when this was obviously already in place umm, before you know Mr. Blanchard came to myself and the Board of Selectmen with this request. So, I think and I know there's been other positions that have come up recently in the past that have been on put on hold due to the fact that you know there's, there is going to a classification plan study done for Union positions so the Union was going to go out and do their own study. Umm, you know we just didn't feel comfortable making the changes umm right now without looking at all of the positions as a whole and I think that, that should be the case here as well seeing as we are right you know, we would have been probably completed with the study if it wasn't for the pandemic and so we are so close to getting this done, I feel that it makes sense to look at all the non-union positions and most of those fall in the Management scale. So, I think it's, to be fair and consistent to everybody umm if we're that close to getting that done, you know wait to make any changes, but the, what Ms. Villano

and I did disagree on about was you know how to implement a pay increase now. Umm, and we just haven't gotten the answer back from legal at this time. I mean, you know she's saying that we need to stay in the grid and the only way that we can do that is to stay within the compensation plan and stay within umm those parameters. Umm, I don't see any language in the PPM or that says we have to do that. Umm, we do have other individuals who are outside of the grid, but they have an employment agreement or an employment contract. So, that would be, I know we've talked about that, that would be another way to go.

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2021 AUG 11 A 11: 18
TOWN OF LUDLOW

Mr. Silva: Okay very good.

Ms. Ribeiro: So, you know it's up to the Board,

Mr. Silva: Very good. I guess the opinion is to table this and Carrie if you could come back with a, with your opinion on as Ellie said we have three different questions or items that we need to discuss. If you could come back with some sort of opinion which you feel that the industry is probably doing out there and certainly we will discuss it again next meeting or is that enough time?

Ms. Villano: Well, so that leads me to one of my questions, the election is the 22nd, you technically because it's a 5th week, a 5th week month, you wouldn't be meeting for the next two weeks and you probably wouldn't meet until April 6th. I think you actually really should have a meeting either on the 23rd or the 30th because you do need to reorganize.

Mr. Silva: Right.

Ms. Villano: Umm, so I think that again you know what Ms. Ribeiro and I were talking about how we disagree on where it could be. The alternate is legal is fining out how we can do it,

Mr. Silva: We need that.

Ms. Villano: one of the things also is yes, a private employment agreement with the IT Manager and then you are able to put him wherever you want. So, that's also a possibility that you need to think about as a Board, but I don't think that Ms. Ribeiro and I are umm on the opposite sides about whether he needs an increase or not or should get one or not, it's how. Whether it's a classification change, whether it's just adding it, whether, how to, I think we need to, we're not sure how to get anywhere and that's why, we're suggesting tabling it until the next meeting.

Mr. Silva: Okay. Sounds good.

Ms. Villano: And if it's the 23rd, which is next week, I'm sure we'll be able to get more information and I'm sure it's frustrating for Gary getting kicked down the road again.

Mr. Debarge: Let me, can I just say this and that's kind of where my, I'm kind of moving around in my chair here because I'm getting a little frustrated with this myself. Can I just suggest this because this is our second meeting with bringing Gary in here and my frustration is showing because if I were him, I'd be getting frustrated. Can we not schedule another meeting until we have everything set because I was ready to make a motion at least on this? Umm, whether it be a compensation package, I was even ready to suggest at least we made suggestions with Unions for a one-year compensation raise so to speak, I was even going to make that suggestion until we get our ducks in a row on classification or whatever. I don't think we need a company to come in for an IT Department that we know what we know about for making suggestions. We are the Selectmen, we can do that, but I digress. Let me just suggest that we get all the information for all the categories for this department before we have another meeting, whether it be next week or whether it be two meetings down the road so that we get everything set so the next time Gary comes in here we are ready to get this done.

Mr. Silva: Yup.

Mr. Debarge: Period.

Mr. Goncalves: Good idea.

Mr. Silva: Okay. Umm, do we need a motion to table this or are we just gonna move on and, what's that?

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2021 AUG -4 A 11:18
TOWN OF LUDLOW

Mr. Goncalves: That good Gary?

Mr. Blanchard: Is there anything you need from me? I'll ask that.

Mr. Goncalves: Patience.

Mr. Blanchard: Okay, I didn't know if you needed something just from them or if you needed something specific from me.

Mr. Silva: Yeah, it's mostly them, obviously you heard, she'd like some counsel,

Mr. Blanchard: Yeah, oh absolutely I understand.

Ms. Villano: And that's only because of the, if I might Mr. Chairman, between what Ms. Ribeiro and I say. If the Board wants to give him a classification and a compensation change that is your prerogative to do.

Mr. Silva: Right.

Ms. Villano: The suggestion is because we are so close to doing a classification plan, the thought was to wait.

Mr. Silva: Yes.

Ms. Villano: That again is up to the Board to decide. So, the only issue I see is pending is one if you want to wait on the classification plan but want to give him money, we have to figure out but if you want to give him a classification change and an increase within that, that's well within your prerogative to do right now. I'm not trying to sway you either way, I'm just telling you this is why we've asked.

Mr. Silva: Okay. Gary, again patience,

Ms. Villano: And we really did think that we'd have all the answers.

Mr. Silva: Yeah.

Mr. Goncalves: Do it once, do it right.

Mr. Silva: Thank you Gary.

Mr. Blanchard: Yup. Thank you.

Mr. Goncalves: Thank you Gary.

Mr. Silva: And Carrie.

Mr. Goncalves: Gary and Carrie.

Ms. Ribeiro: Good night.

Mr. Rosenblum: Good night.

6:15 p.m. – Antonio Tavares, Ludlow Country Club, Inc. – Change of Manager

Mr. Silva: Good night. Okay, Mr. Tavares.

Mr. Goncalves: Tony.

Mr. Silva: Tony, step right up here.

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2021 AUG -4 A 11: 18
TOWN OF LUDLOW

Mr. Goncalves: Step right up.

Mr. Silva: Okay you are here for a Manager's Change for the Ludlow Country Club for the Alcoholic Beverage, I believe, License. It's going in your name, Antonio Tavares and everyone that knows, Tony is taking over, taking over the concessions over there and the upstairs lounge and dining area. Does anybody see any issues at all with, moving forward with this transfer of management?

Mr. Goncalves: Ellie, anything?

Ms. Villano: Oh no, I thought I heard you say it was going to be in his name?

Mr. Silva: No, no, Manager.

Mr. Goncalves: Manager yes.

Mr. Silva: Manager, he's taking over to be the Manager not the,

Ms. Villano: Manager of reference, yes.

Mr. Goncalves: So, tell us a little bit about yourself Tony.

Mr. Tavares: No time.

Mr. Silva: You know how long that'll take?

Mr. Goncalves: Alright forget it. Okay.

Mr. Silva: You don't have three hours, do you?

Mr. Tavares: Thank you Manny.

Mr. Debarge: You live a street over from a cool guy.

Mr. Silva: If there's no questions or concerns, I would entertain a motion to grant the change of manager.

Moved by Mr. Goncalves, seconded by Mr. Debarge to approve the Manager's change for Ludlow Country Club license to have Mr. Antonio Tavares as the Manager effective immediately. Vote 4-0. All in favor.

6:30 p.m. – Board of Health – COVID-19 Update

Mr. Silva: Our next visitation I believe we have on the phone, Andrea Crete probably and the Springfield number I'm not familiar unless it's our new.

Ms. Villano: No, that's Angela Kramer.

Mr. Silva: Angela Kramer, okay.

Ms. Kramer: It's Angela.

Mr. Silva: Angela and Andrea?

Ms. Crete: Yes, Andrea, I'm here.

Mr. Silva: Andrea and Angela okay. The reason for us calling you in was, we noticed the up numbers up in COVID and we were kind of concerned and quite honestly, I was kind of concerned but not as much after the call last night, It kind of explained a little bit about it. If I'm not mistaken, we have gone down

this last week considerably but if you could just give us some information and give the public some information on what you believe really happened.

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2021 AUG -4 A 11: 18
TOWN OF LUDLOW

Ms. Kramer: I can do that.

Mr. Silva: Okay.

Ms. Kramer: But without disclosing, I have to kind of put it in a broad way,

Mr. Silva: Yeah.

Ms. Kramer: because I can't be specific, but we did, in the community, there was a little bit of a cluster outbreak that involved several people. Umm, and so umm, that when, you know that kind of put us you know that made our numbers grow and umm, with that there was also a situation with umm, you know when someone was on, you know you're on a school bus and then kids get exposed so it kind of trickled. Umm, and that one scenario can make things like grow like overnight and previous to that umm, what happened was we did see a little bit of an uptake from school vacation. People did travel and umm people were out you know kids were playing and not, you know I don't want to say playing but just kids were doing things. You know like getting together and things like that. That looks like now, you know this week, it went down. Umm, but we had a couple of those little umm clusters along with the school vacation time which made us on the rise and right now it seems to have subsided. So, without, without, with being, I can't, I have, I can't, I think you understand what I'm saying but,

Mr. Silva: Yes.

Ms. Kramer: I can't be that specific for confidentiality people, you know what I mean, reasons. But, that's what it was.

Mr. Silva: Anybody have any questions for her? Andrea did you want to say anything.

Ms. Crete: This is Andrea. I would just add that the jail has played a very insignificant part in any of the clusters. Things seems to be under control there. So, the Town being in the red and spiking really had nothing to do with the jail and I know we were hearing a lot of questions about that as well.

Ms. Kramer: Right and I did speak with Stephanie, Stephanie Burgess I talked to her today because I said am I missing something because someone emailed me about it and I said I don't see this. I mean I went through every address and we had, we did, I will tell you, there were a few but maybe five. Umm, and she said gee not that I'm, and she's the infection control nurse and so she said no not that I'm aware of it but she was going to send me something umm, tomorrow, she was going to look through everything and just make sure because we were crossing our, dotting I's and crossing T's. Making sure that something didn't get overlooked but she wasn't aware of it either because she said you know things have really been under control, but I have consulted with her, you know, so I did do that to find out and that's you know so the jail really wasn't a piece of this.

Mr. Silva: Okay. Any questions anyone? Mr. Goncalves.

Mr. Goncalves: Umm, I'm just wondering the Board of Health, the department as a whole, are you getting back to normal, are there visitations being done, or is everybody still kind of staying in and nobody going out to see anybody? In other words, our nurses, are they travelling at all or are we just kind of on-call?

Ms. Kramer: We're not going to home, go ahead Andrea.

Ms. Crete: Oh, I was just going to say I have not, I think people are feeling more comfortable, especially now that the vaccine is out and available with more of the businesses being open and the Governor relaxing some of the restrictions that he had before. I'm not getting a sense from the general public that they're fearful or that you know people aren't going out and that they're staying home. Umm, we are doing a little bit more pedicures, so people are you know coming in to get that service but umm, Angela was just mentioned about the home visits, that service is still on hold umm, you know my nurses are all completely vaccinated. Umm, but I'm sure we still have some seniors that are not and umm, I think

we'll, we'll talk about the home visits a little bit more I think once the weather starts getting a little bit warmer because then people can kind of air out their homes, open the windows. I think my nurses will feel a little more comfortable if that were the case. Umm, but I did have a talk with them the other week kind of about doing home visits again and the general consensus was it's still too soon.

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2021 AUG 24 A 11: 18
TOWN OF LUDLOW

Mr. Goncalves: Okay Andrea the umm, the new director, the new position, you filled that. Is that person working yet?

Ms. Crete: Yes, so Martha Seed is our new Public Health Coordinator. I'm sure you heard her voice on the robo-call these last two times. Umm, she's doing a fantastic job. She's completed all of her emergency preparedness training which is like a certificate that she gets. She's been involved with the Palmer clinic, so she can see how that's run and when Wilbraham does their clinic, I think they're going to do one either next week, either this week or next week I'm not sure when their going to do it but she'll go there just to kind of compare the two clinics. She also went down to the Lodges Elk to see umm the clinic they just had with the Veterans so she saw how you know that one was run because this whole, the emergency preparedness is very new to her so I you know she's getting her feet wet basically and she is going to be working on our emergency preparedness plan because they need to be updated. So, with all of her training and seeing the different clinics and how different clinics are run, it'll get her, give her a better idea of umm you know what the emergency preparedness plans and it really pulls together all of her training. But she has been involved umm you know she's working closely with our Fire Chief and our nurses as well. So, you know, in the future, you know were kind of planning right now flu clinics in the fall she'll be doing what Cheryl had done, which was take the lead to you know open the clinic, advertise it, set it up and then utilize the nurses to do the vaccinations. So, she's kind of, that is a major role in her job description that she is taking on.

Mr. Goncalves: Okay great, thank you.

Mr. Silva: Okay unless somebody has something...

Mr. Goncalves: And this, Andrea while I got you, this new umm, this new EB117,

Ms. Crete: Yes.

Mr. Goncalves: is that in the area or is that still far away from us, do we know?

Ms. Kramer: Umm, you know what they just had a, at the local Board of Health meeting today, the biweekly calls, they just talked about that and Katie Brown who is the Chief of Epidemiology umm what they're doing is they're basically going umm, they're going back and they're, they don't analyze like every single one and that one isn't as bad as the P11, the P1 from umm Brazil but she said eventually what we are going to be able to do, we can't do it right now but I guess on the back end they're working on it, on our Maven we eventually are going to be able to run a report so that we'll be able to see where this variant is, if it's in our jurisdiction because at the moment they're at the back end and looking and going through every single, like she said we are looking through them and she's the one doing it and going through because they have to look for that in those specimens. Right now, they're not, like we're not a risk right now. She basically told us that today and that we'll be able to get more information soon on it.

Mr. Goncalves: Alright, thank you.

Mr. Silva: Alright, thank you. Andrea is you could just actually hold on unless there's other questions about this our very next item for correspondence is something from you and it's just a small question that I have. Andrea Crete, Health Agent notifying the Board of the Board of Health members vote to approve themselves as acting agents who can respond to any public health emergencies after hours or on weekends. And now Andrea, the question I have is by them doing this and acting as agents do they need some sort of certification or is this just something that the local Board and people can do as far as acting on your behalf? What's the umm, what do you,

Ms. Crete: Yeah, I know what you're saying. So, what I had them do that so that if for any reason there, if it's after hours, I live an hour away so it would, in the essence of time, I may not be able to make it down to Ludlow but in the example say there was a tractor trailer truck that you know tipped over and

RECEIVED
TOWN CLERK'S OFFICE
2021 AUG -4 A 11: 18
TOWN OF LUDLOW

they were carrying or transporting food items. Normally the Police would call the Health Department to basically condemn the load and the Board of Health has the ability to do that based on the potential cross-contamination do to the accident you know with food. So, if I'm unable to respond to that because it's on the weekend or It's after hours having a Board member be able to go and just, just view the truck, view the food and make that decision. They would have the authority to do so because they've appointed themselves as acting agents to the Board. A lot of small towns do this that don't have Health Agents or Health Directors because there isn't a lot of work. So, the Board Members will also act as agents, so they can do like some of the food inspections or the title IV stuff but I've had my Board Members do this, not specifically to do inspections but to respond to certain public health events after hours or on the weekend if I'm unable to respond and it, you know I've been here for almost two years and I've never you know had to be called out for something. Umm, a lot of emergencies can be handled over the phone depending on what it is, but certain ones would require a presence from the Board of Health and this would just give my Board the authority to do that.

Mr. Silva: Okay so my, my initial question was, there is no certification or, or licensing that's needed,

Ms. Crete: No. Nope.

Mr. Silva: for that specific type of thing. Okay.

Ms. Crete: No. I mean if they were going to do an inspection, yeah if it was like a food inspection but no, for general emergencies like that there wouldn't be any certification that I can think of that's necessary.

Mr. Silva: Okay. Thank you. See you ladies.

Ms. Crete: Umm, was there anything else? In the email from Ellie she mentioned an update on educational steps taken. I can certainly update the Board on you know recent things that we've been doing.
Mr. Goncalves: Yeah, that would be great.

Mr. Silva: That would be great.

Ms. Crete: Okay. Umm, so I had our new Public Health Coordinator, Martha, she's going to be working on a Facebook site for the Board of Health and she's very savvy with social media and that is something that I don't have that skill for but we're hoping that before the end of the month, we will have our own Board of Health website up and running. Umm, we plan to post pictures of like the Palmer clinic that we've taken. Umm, any you know COVID...COVID information as well. Umm, you know and just use it, to you know it's just another source of information that we can get out there and we can have a link to our Facebook site on some of the other social media links that the town has already established. Umm, I've also reached out to MHOA, which is the Massachusetts Health Office Association, they are our advocates for public health. We, I do a lot of training with them and they have a group of volunteers that are primarily like interns and you know young adults looking to complete like a practicum in public health. So, umm, they are able to assist local Board's of Health with umm messaging and umm getting, they can do research in a community to find out what like the needs are and do different data assessments. So, they are going to work with us to get some good umm, public health messaging regarding COVID out there. I'm also, they're a good resource for Martha to use as well when she starts getting into the public health needs of the community and working on public health programs. They would absolutely be able to help her out with that as well, but they are going to be helping us with getting some more good messaging out there for the public and that's something that we can also post on our Facebook site. Umm, I also, Angela Kramer is going to be working with the Senior Center to see about putting some information in their newsletter. We are hoping this can be on a regular basis, that she can put some sort of blurb regarding COVID and seniors and protecting themselves. So, we can get some information out more to the senior population. We are still doing our robo-calls as you know, I don't foresee that going away any time soon. Umm, Ellie gave us the key to the message board outside of Town Hall so, umm, the nurses, myself and Martha are putting some updated information for customers when they're doing business with the town, something that they can also see and we can take over that if need be and every week put some new information out there as well. Umm, I think that's about it. I mean we've done other things in the past, umm you know with the nurses doing a PSA about the vaccine. We had an article done that made the front page for the local paper. My nurses are

still doing compliance checks upon complaints with any businesses. Umm, so that's their opportunity to do some education and get information out there, umm, if there's any non-compliance issues as well and they're always available returning phone calls within 24 hours or less, answering questions from local businesses or residents regarding isolation and quarantine, when they can return to work, umm about the vaccine and obviously staying on top of the amazing work that they're continuing to do as well. I mean if you gentlemen have any other ideas on how else we can get some messaging out there, we would love to hear it.

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Mr. Silva: Well, thank you.

Mr. Goncalves: Great, thank you.

Mr. Rosenblum: Thank you.

Mr. Silva: Thank you ladies. Having a good evening.

Ms. Crete: Thank you, you too.

Ms. Kramer: Thank you.

Mr. Goncalves: Bye, Angela. Bye, bye.

Ms. Kramer: Bye, bye.

CORRESPONDENCE

49. Andrea Crete, Health Agent – notifying the Board of the Board of Health members vote to approve themselves as acting agents who can respond to any public health emergencies after hours or on weekends.

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

50. Steve Lottmann, Divisional Controller, Charter Communications – summary of the Annual Franchise Fee payment for January 1, 2020 to December 31, 2020 for Charter Communications.

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

51. &
51a. 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. Goncalves, seconded by Mr. Rosenblum to file. Vote 4-0. All in favor.

UNFINISHED BUSINESS

Moved by Mr. Goncalves, seconded by Mr. Rosenblum to re-sign the Common Victualler's License for Encompass Health Rehabilitation Hospital, 222 State Street with the correct expiration date of December 31, 2021. Vote 4-0. All in favor.

Moved by Mr. Goncalves, seconded by Mr. Rosenblum to sign the Common Victualler's License for Waves Energy & Wellness, 44 Sewall Street. Vote 4-0. All in favor.

Moved by Mr. Goncalves, seconded by Mr. Debarge to approve and sign the Licensing Authority Certification for Laires Inc. d/b/a/ Primavera Restaurant for an Alteration of Premises. Vote 4-0. All in favor.

Moved by Mr. Goncalves, seconded by Mr. Rosenblum to approve and ratify the Reimbursement Agreement between the Town and Westmass Area Development Corporation, to be signed by the Chairman. Vote 4-0. All in favor.
Moved by Mr. Goncalves, seconded by Mr. Debarge to approve and sign the Memorandum Agreement

between the Town and the National Correctional Employees Union, Local 130 (Ludlow Dispatch). Vote 4-0. All in favor.

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NEW BUSINESS

Moved by Mr. Goncalves, seconded by Mr. Rosenblum to approve the Citation for Fernando Batista, a Ludlow resident who recently turned 100 years old. Vote 4-0. All in favor.

Moved by Mr. Debarge, seconded by Mr. Goncalves to insert the following articles into the May 10, 2021 Special Town Meeting to be held within the Annual Town Meeting. The PILOT program for Ludlow Renewables, LLC for solar facility. Amend Chapter 2, section 14 to change the fixed assets threshold to $10,000 for internal control and $20,000 for accounting purposes. Article to fund the Police Department Overtime budget. Allow the town to enter into a 10-year warranty service contract for the new radio system. Article to fund the DPW shortfall, trash and unpaid bills. Vote 4-0. All in favor.

Moved by Mr. Goncalves, seconded by Mr. Rosenblum to close the Special Town Meeting Warrant. Vote 4-0. All in favor.

Moved by Mr. Goncalvs, seconded by Mr. Debarge to close the Annual Town Meeting Warrant. Vote 4-0. All in favor.

Board perused Executive Session Meeting Minutes of January 19, 2021.

Board perused Executive Session Meeting Minutes of February 2, 2021.

Board perused Executive Session Meeting Minutes of March 2, 2021.

MISCELLANEOUS

Chairman approved and signed all bills, warrants and abatements. A record of all warrants is in the Selectmen's office for perusal until provided to the Town Accountant's office.

CLOSING COMMENTS

Mr. Goncalves reminded everyone about Town Elections coming up this Monday. Polls are open at 10 am until 8 pm. Reminded residents not to let their guard down with COVID. The last couple of weeks Ludlow had a spike. Get vaccinated as soon as possible. Better times are ahead.

Mr. Debarge stated that he had his vaccine through the VA system and wanted to give kudos to Eric Segundo, the VA system, the Elks Club and staff were all incredible. All the nurses were incredible. Optimistic that things will start to open up soon. In favor of kids being back in school and as a Selectmen, we need to start thinking about reopening Town Hall. There was a study done in our state that actually three feet distancing may be just as safe as six feet. Also, wanted to remind residents about the upcoming election. There is an important ballot question on there as well.

Mr. Rosenblum reiterated Mr. Debarge's thoughts about opening Town Hall soon. Disagrees that it is just the kids causing the issues with the spike in COVID cases, it is adults in town as well. Also reminds residents about the upcoming elections and ballot question and wanted to let residents know that it is not the Selectmen's intentions to run the day to day operations of the Board of Public Works. We just wanted to make sure the right people are in place. The current Board of Public Works is doing a much better job over the past few months. Please get out and vote.

Mr. Silva received a letter from the Board of Selectmen in Longmeadow requesting support from other communities to send letters expressing no confidence to the Hampden County Regional Retirement system. They are sending a letter to the Governor asking for assistance from the state.

Ms. Villano stated that you can talk about the retirement system because another request was received from the Hampden Board of Selectmen today.

Mr. Silva will wait until it can be discussed in more detail at a future meeting. Thanked everyone for everything, especially Ellie because this may be his last meeting depending on the vote on Monday.

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Moved by Mr. Rosenblum, seconded by Mr. Debarge to adjourn the meeting at 7:26 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.