The Meeting of the Board of Selectmen held on Tuesday, June 22, 2021 began at 5:30 p.m. Remote participation due to COVID-19.

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

First Order of Business: The Pledge of Allegiance

Visitations:

Fire Fighter Interviews:
6:00 p.m. – Justin Babineau

Mr. Rosenblum: Thank you for coming in Mr. Babineau.

Mr. Babineau: Pleasure to be here.

Mr. Rosenblum: How we are going to go through this is we are going to give you time to introduce yourself, describe your story, who you are, then we'll have the Board ask you a series of questions. Once we are done with that, we will have Chief Pease have any comments he would like, and then you'll have closing comments.

Mr. Babineau: Ok.

Mr. Rosenblum: The floor is yours.

Mr. Babineau: Thank you all for being here. It's a pleasure and I'm grateful for this opportunity. My name is Justin Babineau, a lifetime Ludlow resident. I own a home here in town with my wife Heather. We are expecting our first child. For the last twelve years I've worked full-time at a sewer and drain company, also part-time for a couple years at a private ambulance service, an EMT basic, most recently I got certified as a paramedic, pursuing a firefighter career. I'm looking forward to the opportunity to serve my community here, the place I grew up in, and the place my father served as well.

Mr. Rosenblum: Mr. Gennette.

Mr. Gennette: Is your paramedic training transferable to here at Ludlow? Would it be covered under the same training?

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Mr. Babineau: Yes.

Mr. Gennette: That's all I've got.

Mr. Rosenblum: Mr. Silva.

Mr. Silva: What intrigues you most about Ludlow?

Mr. Babineau: It's the place I grew up in. I went to school here. I grew up surrounded by the fire department which is why I'm pursing this career, all my family and friends are here, my roots are here, we decided to stay in Ludlow, just enjoy the Town, enjoy the community, it's a very nice place to live, the school system is good, and in raising my kid, that's the decision we came to.

Mr. Silva: You said you were a paramedic for a short time?

Mr. Babineau: I just recently got certified this Spring.

Mr. Silva: Have you worked somewhat with it at all?

Mr. Babineau: I'm currently in the hiring process for a private ambulance service.

Mr. Silva: So, you really don't have a traumatic experience with something as far as elsewhere, can you just give us a little insight on this traumatic experience that you had and how you handled it?

Mr. Babineau: A traumatic experience? As far as a work experience or life experience, just anything?

Mr. Silva: Anything that's traumatic to you and you are under stress and how did you handle it?

Mr. Babineau: Um, that's a tough one. I guess my grandfather passing a couple years ago. I wasn't there to see him pass but, he was someone I looked up to growing up, so we handled it. We were

around family. The whole funeral process so I guess being around family is a good way to handle stress. It kind of helps everyone cope with it.

Mr. Silva: Ok, that's it for me also for now. Thank you.

Mr. Rosenblum: Mr. Goncalves.

Mr. Goncalves: Hi, thanks for coming in. Thanks for your interest.

Mr. Babineau: Hi, you're welcome.

Mr. Goncalves: I understand talking to the Chief we are very fortunate here in Ludlow, more so than a lot of other surrounding communities with the interest of young men and women who want to join public service here, it's great. Things are changing really quick in the world. What do you see changing, a major change that might happen within the department over the next four or five years as far as firefighting and the whole thing?

Mr. Babineau: I think maybe reaching out to young kids, elementary school and stuff like that, teaching early CPR, stop the bleed kind of things, getting involved with our youth and teaching them important things that they can act on immediately before us as firefighters would get on scene so I think it's stuff that a lot of people or everybody should know. So, getting involved in stuff like that and really getting that to our youth.

Mr. Goncalves: Great, and how about besides the obvious, the firefighting part of it, and the ambulance part of it, what else do you think you will be able to bring to the department as far as creating ideas or just in general than what you are getting hired for? How are you going to benefit the department, the Town?

Mr. Babineau: Well, I feel like I have a well-rounded background with mechanical skills. I work on my own vehicles as much as I can, I've worked in construction in the past growing up with my father and my grandfather doing masonry work, my uncle is a contractor, I worked part-time as a mechanic after high school at a bowling alley for the pin setters, I have a lot of people skills, twelve years working at the sewer and drain company, I go into people's homes we deal one on one with the customers.

Mr. Goncalves: You look familiar. You may have been in one... (Laughter)

Mr. Babineau: It's possible. So good communication skills with people, like I said mechanical skills, life experience and a good work ethic.

Mr. Goncalves: Alright, good. Thank you. Thank you very much.

Mr. Rosenblum: Mr. DeBarge.

Mr. DeBarge: Mr. Babineau, how are you?

Mr. Babineau: Good, how are you?

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Mr. DeBarge: Good thank you. Did anything in particular...it's a good question, but I know the answer to that. Did anything in particular inspire you to want to become a firefighter and if so, what?

Mr. Babineau: My father growing up was definitely an inspiration. It took me a little longer to get into this field. I think what really sparked it was his retirement party and listening to some of the guys talk about him, the impact he had on them, the fire department, the community and I just hope that I can have that same kind of impact on people that come after me and the community itself.

Mr. DeBarge: Ok, thank you.

Mr. Goncalves: Nice.

Mr. DeBarge: Ok, so the bad part about being the last to ask questions are the ones before you, take some of yours so I've prepared four questions. One of them has already been taken, so this one is tweaked just a little bit. What have you done to prepare for a career in firefighting?

Mr. Babineau: Starting with my EMT basic, about four years ago, I got certified. I worked part-time at a private ambulance service. I try to stay in shape the best I can, eat a relatively healthy diet, clean record, try to stay off social media, don't really get involved with the wrong people, the wrong crowd.

Mr. Goncalves: Smart, I like that answer. That's a good one.

Mr. DeBarge: I like that answer.

Mr. Babineau: Keep a good image because I know our faces are out there. We are the face of the fire department so.

Mr. DeBarge: Okay, I appreciate that. And finally, what changes do you expect to see in the role of firefighting over the next five years?

Mr. Babineau: I would expect advances in medicine, probably geared more towards the ambulance side of the things. There's always advances in that. Most of the work that we do over there, that they do is EMS related. I can see different protocols coming out, we learn different skills and just anything that they can get for better care for the community and the calls that we go on.

Mr. DeBarge: Ok, that's it.

Mr. Rosenblum: Generally, you have questions that have three parts to it.

Mr. Goncalves: I was waiting for the dog got lost in the woods or the cat fell out of a tree.

Mr. DeBarge: I was thinking of a scenario but. . .

Mr. Rosenblum: We've been together too long. (Laughter)

Mr. DeBarge: I went easy this time.

Mr. Rosenblum: Thank you for coming in. Thank you for your interest. Thank you for making it this far as well. I'm going to start off with one that kind of meanders through the same questions here. Besides your father, why do you want to work in this industry, in this profession?

Mr. Babineau: I just like to help people. Even working at the sewer and drain company, we're out there making a difference one person, one customer at a time. I really enjoy that, I want to have a more focused impact on the community I live in and grew up in, so that's pretty much what drove me to this.

Mr. Rosenblum: Everyone knows that I ask this question all the time. What do you perceive to be your greatest weakness?

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Mr. DeBarge: Mine is Tony Goncalves.

Mr. Goncalves: Thank you.

Mr. Babineau: Greatest weakness. . .I do find myself procrastinating a little bit. I always do meet my deadlines but, I find myself waiting to the last minute on certain things. I've worked on it by trying to write out a schedule, work on it at little chunks of it at a time so I don't fall behind, but I do strive to meet all deadlines.

Mr. Rosenblum: It just means that you work better under pressure.

Mr. Goncalves: Great minds.

Mr. Babineau: I'd like to think so.

Mr. Rosenblum: So, this is actually something that Mr. DeBarge would probably ask. But, how would you deal with a policy change from your superior or the department that you disagree with?

Mr. Babineau: I would follow the policy as long as it didn't endanger, it didn't impact safety to the public or us. We can question it but I'm sure the change was made for the better of the department and the community. We play by the rules for a reason. I think it keeps everything organized and everybody on the same page. People can't just start going off on their own doing their own thing.

Mr. Rosenblum: Thank you. That's all I have. Sorry, I also wanted to mention that Ms. Ribeiro is here from HR in the event that you have anything to say and time for each candidate. Chief Pease.

Chief Pease: We had the luxury of having an interview with Justin with all seven members of our staff and Ms. Ribeiro and asked him a series of at least, I think it was thirteen to fifteen questions. We put him in the hot seat in this room and really ran him through the wringer. We all had a chance to take a look at his profile too. He is a strong candidate as you will probably see in a lot of our candidates tonight.

Mr. Rosenblum: Ms. Ribeiro.

Ms. Ribeiro: I was just listening to some of his answers and I have all my notes from the interview and they are the same answers. I always like to see that.

Mr. DeBarge: That's a good thing.

Mr. Rosenblum: That's a good thing, yes. Alright, the floor is yours closing comments.

Mr. Babineau: I appreciate your time and very grateful for this opportunity to be here and I look forward to hearing from you.

Mr. Gennette: Thank you for applying.

Mr. Goncalves: Thank you. Good luck too.

Mr. Rosenblum: Thank you very much.

6:30 p.m. – Nicklaus Chisholm

Mr. Rosenblum: Thank you for coming in this evening. Congratulations on coming in and making it to this point. What we are going to do is allow you to go ahead and make an opening statement and tell us a little bit about yourself, anything relevant that you think that we need to hear. Each Board member will ask you a series of questions. We'll let Chief Pease make a statement and any thoughts he has and Ms. Ribeiro, if there's anything that she would like to add as well and then you'll go ahead and have closing comments. The floor is yours.

Mr. Chisholm: Hi everybody. My name is Nate Chisholm. I'm from Ludlow. I've lived here all my life. I want to be a firefighter because it was something I always wanted to do since I was a young kid. Just growing up, just knowing that I want to be an asset to my community and to be there for the folks I know and folks I don't know yet. I'm 24 years old. I've had a couple different jobs now but going into fire is something I've been building up to. Currently, right now, I'm working as a paramedic at AMR. I've been with AMR for three years now. I've worked as a medic there for about a year. Some things about myself is I love outdoors. I like to think that I am adventurous. I like to keep in shape through hiking and climbing. I try to be an all-around multi-tool picking up different skills and just trying to further my knowledge with a bunch of different things.

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Mr. Rosenblum: Thank you. We'll start with Mr. DeBarge.

Mr. DeBarge: Ok, thank you. Mr. Chisholm welcome and congratulations for making it into the interview. I have three questions for you. My first question for you is did anything in particular inspire you to be a firefighter and if so, what was that?

Mr. Chisholm: I don't know. I just remember being a young kid and wanting to be a firefighter. I don't remember the exact moment, but I think it probably had to do with the firefighters coming to school when I was young, seeing the fire truck and I don't know. I just always thought it was a cool job.

Mr. DeBarge: I understand.

Mr. Chisholm: It wasn't just like a moment when I was like ah, ha. I mean when I was young probably but that was like twenty years ago that I wanted to start being one.

Mr. DeBarge: Sure, ok. What have you done to prepare for a career in firefighting? I know you said you're a medic. Is there, are there other things?

Mr. Chisholm: I like to keep in good shape. I'm an Eagle Scout.

Mr. DeBarge: Congratulations.

Mr. Chisholm: So, I think I have different leadership skills and capabilities. I've worked different jobs too. I think being a firefighter, you need to be well rounded so I'm trying to encompass that and obviously, that's something I'm always working towards.

Mr. DeBarge: Ok, and what changes do you expect to see in the role of being a firefighter over the next five years?

Mr. Chisholm: Changes for myself?

Mr. DeBarge: More broad like within the department, firefighting in general. Do you see any big changes coming in five years?

Mr. Chisholm: I honestly can't speak too much for the fire side of it. But just kind of being in the medicine roll, I feel like protocols are always changing. The medicine side of things are always changing so I can see that changing in the next five years. As far as fire, I mean I don't think I've been exposed to it enough to make a good estimate on where it would be in five years.

Mr. DeBarge: Sure, alright I understand what you're saying. Ok, that's all I have. Thank you.

Mr. Chisholm: Thank you.

Mr. Rosenblum: Mr. Goncalves.

Mr. Goncalves: Nick, beyond the part of putting out the fires and the ambulance and being out there, what else do you bring to the department? What else is there? You know, we've got Nick on the team now. Great things are going to happen. What type of things?

Mr. Chisholm: Well, I like to think I can get along with most about everybody. I never really ran into conflicts with a lot of people. I like to prove myself as a team player. I've been on sports teams too, so I feel like I know how to work in a team setting. I like to think I'm also kind of friendly too. I think I can be someone that people can look towards like a friend if they need any help either on the department or outside of the department with any little things they have. I think that I would be the guy to help them.

Mr. Goncalves: Great. A little be along with Mr. DeBarge's question, do you see technology or anything coming into play that's going to change what you guys do on a daily basis?

Mr. Chisholm: Yea, I mean, I'm not really like big into my phone or anything, but like I've seen like a bunch of like new apps coming out for different medical apps that you could use as reference and I definitely like don't want to be using my phone in front of a patient or anything but they have different apps for if you are doing like a stroke alert to just be able to like input all their signs and symptoms and then you kind of get a value of like how high your chances would be.

Mr. Goncalves: I'm a cardio mobile guy myself. I have that on my phone.

Mr. Chisholm: I could see that, and I mean I just did a new protocol class this past week. They were talking having ultrasound machines on the truck. I think that is kind of futuristic. You hear about them having them in the hospital, but I don't see that being everywhere real soon, but I think that's a full technology that I could see coming into play in maybe the next ten years or maybe even longer.

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Mr. Goncalves: Your Chief does a good job getting money from Town Meeting if it's available you'll have it earlier than that.

Mr. Chisholm: That's just something cool. I think that is probably one of the more interesting things that could happen in the near future.

Mr. Goncalves: Ok, thank you.

Mr. Rosenblum: Mr. Silva.

Mr. Silva: Nick, nice to meet you.

Mr. Chisholm: Nice to meet you.

Mr. Silva: What intrigues you most about the Town of Ludlow?

Mr. Chisholm: I live here and I'm getting to know different people through sports, boy scouts and the community, and just spending time here just getting to know the community more. I think that intrigues me. Just being there for the community intrigues me. It's a little bit more personal once you start going to the streets that you know and the people you know. I live in Springfield now, but I did some of my ride time in Ludlow. Even just the few shifts that I did, I met a few people that I know and so I think it's just kind of more personal and I think that you can have a better interaction with your patient. Not to say that the people you don't know you don't have a good interaction with, but it just kind of becomes more personal for the patients too or the people that you are helping. I think it would be nice for them to see a familiar face.

Mr. Silva: Ok, my next question. Dealing with the service that you are providing now, what's the most traumatic experience that you've had and how did you deal with it?

Mr. Chisholm: A few years ago, we got sent for an imminent birth. It was a miscarriage, but it was at 19 weeks. The woman discharged it into the toilet. I was an EMT at the time. I was probably on the job for five months maybe, I was new. I had to go and obviously see the fetus and then dealing with the mom. It was something that I had never experienced before. Afterwards, you kind of just look at it like, the big picture. I was there for the mom and made sure she was ok.

Mr. Silva: You composed yourself and didn't have any affects afterwards? I'm sure everybody does, but you handled it the best way you could.

Mr. Chisholm: Yeah.

Mr. Silva: Ok, thank you.

Mr. Rosenblum: Mr. Gennette.

Mr. Gennette: Nice to meet you, Nick.

Mr. Chisholm: You too.

Mr. Gennette: Thanks for coming in. Thanks for applying. What's your highest level of education?

Mr. Chisholm: High school. I do have some college, but I do not have a degree.

Mr. Gennette: You have some college. What college?

Mr. Chisholm: HCC.

Mr. Gennette: What did you do there?

Mr. Chisholm: I originally went there for business and then hated business. So, then I kind of went to EMT. I liked the medicine more. I went back, and I was taking more health classes.

Mr. Gennette: You said you had a couple of jobs, were they like part-time jobs during school, that kind of stuff what were those?

Mr. Chisholm: I worked at a boy's scout camp. I worked at Randall's and then I worked at the hospital, at Baystate.

Mr. Gennette: What did you do at Baystate?

Mr. Chisholm: I worked in the Emergency Department, like an orderly. So basically, I just bring patients from the Emergency Department up to the rooms, restocking different cabinets, doing chest compressions, just anything the nurses really ask you to do.

Mr. Gennette: Would you say you are pretty handy with your hands? You don't have a whole lot of construction background or anything like that. I don't think we would expect that but, do you think that you can size up a situation pretty easy like a building, that kind of thing, kind of understand what's going on?

Mr. Chisholm: Yeah, I think so. My Dad is a carpenter so I kind of grew up watching him work on things and stuff.

Mr. Gennette: So, you think you are pretty mechanically inclined?

Mr. Chisholm: Yea, I think so and can figure it out.

Mr. Gennette: I'm good Mr. Chairman. Thank you.

Mr. Rosenblum: Congratulations again, thank you for coming in and making it into the room. I have one question that kind of intertwines. I know you kind of answered it before, but what, just trying to dig a little deeper, I guess. Why do you want to work in this profession, or in this service industry?

Mr. Chisholm: I think I just want to help people and I want to be an asset to the community.

Mr. Rosenblum: Ok, you pretty much answered it before. So, what do you believe is your greatest weakness?

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Mr. Chisholm: I think I can be too hard on myself at times. Sometimes I can maybe beat myself up a little bit more than I should but I'm just kind of striving to better myself in the future.

Mr. Rosenblum: Ok, and how would you deal with a policy change from your superior or the department that you would disagree with?

Mr. Chisholm: I would want to say I would just do it.

Mr. Rosenblum: Say what you would do.

Mr. Chisholm: I mean if I disagreed with it at the end of the day, like if that's what the rules were, if that is what is expected from me as long as it wasn't hurtful to myself or anybody else then I would follow through with it.

Mr. Rosenblum: Ok, that's all I have. Chief Pease.

Chief Pease: Like I said earlier, in the pre-interview process, with consistent questions we all write down, he did very well. One of the other things that Nick didn't bring up is he's also an experienced rock climber too, he has experience with ropes which is appealing when it comes to a technical rescue and that that sort of thing which was interesting about him as an Eagle Scout. Nick was on the track and field team and he used to come to our open houses as part of their community service every year too. He used to do the popcorn and blew up balloons. He didn't bring that up too. Like I said, you have four great candidates interviewing before you today and they all did well. Each of them bringing a different skill set to the table.

Mr. Rosenblum: Ok, thanks Chief. Ms. Ribeiro.

Ms. Ribeiro: Not really. I was thinking the same thing, the fact that he's a rock climber is interesting, diving he mentioned in the interview as well, and a part of a rescue team. So, that kind of went along with your question Mr. Goncalves. And, I wasn't aware of the levels of what you need to do to be an Eagle Scout until I met Mr. Chisholm so I'm not sure if everybody understands that and if not, it would be helpful for him to kind of elaborate on that a little bit. I thought it was pretty impressive. If you want to elaborate on it, it's up to you.

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Mr. Chisholm: Ok, sure.

Mr. Rosenblum: You have closing remarks, so the floor is yours if you want to elaborate on that and anything else that you'd like to say.

Mr. Chisholm: Ok, I was in boy scouts. I was not in cub scouts. I started boy scouts a little bit late, started when I was twelve. I kind of had to like prove to my Dad, my parents, that I wanted to be in boy scouts because I was doing hockey, baseball and I had a lot on my plate. So, to add another thing, you kind of have to show that you are interested, and you want to do it. He had his boy scout book from the 70s which was different than now, but it still had the same scout law, the scout oath and all that. I had to memorize that and once I did that, he was like ok go ahead, we'll sign you up. I signed up; I was 12. You only have from the time you are 11 unless you did cub scouts you could start at 10 if you are a webelos I believe, but you have up until your 18 to fulfill all the requirements to become an eagle scout. And so, there's kind of like a ranking system too with it. You start off tender foot, first class, second class. Those are kind of like more outdoor skills, camping, hiking, stuff like that, learning to tie knots, and then once you get into star life and eagle, then it's kind of like more leadership roles and taking on responsibility in the troop, doing things for your community, one thing you have to do for your eagle is you have to do an eagle project. You have to go and talk to people in the community. For mine, I did it for the high school. I helped clean up the cross-country trails and helped with water diversion, they had a lot of erosion, so I helped deal with that. Then a little bit of landscaping around the lion behind the baseball field. It's different now, they redid it since I did it unfortunately, but I had to put that together I had to bring it to a board, it had to get approved, and then I went and did it, then I went back for my eagle conference. You go back and get interviewed, then yes or no. I thankfully was a yes so, I became an eagle scout. It's a lot of outdoor skills a lot of what people expect the boy scouts to be but it's also a lot of leadership too. So, does that kind of make sense?

Mr. Rosenblum: Yes.

Mr. Goncalves: Congrats.

Mr. Chisholm: I just want to thank all of you guys for taking the time to interview me and listen to what I have to say.

Mr. Goncalves: Thank you.

Mr. Rosenblum: All set.

7:00 p.m. - Evan Dias

Mr. Rosenblum: Evan Dias.

Mr. Dias: Yup.

Mr. Rosenblum: Thank you for coming this evening. Congratulations for making it in for the final interview here. What we are going to do this evening is you will have an opportunity to make a statement. Kind of tell us about yourself. Each Board member will ask you a series of questions and at which point then we will ask Chief Pease if he has any comment, if Ms. Ribeiro has anything she'd like to say, and then you'll have the opportunity for closing comments. So, the floor is yours.

Mr. Dias: My name is Evan Dias. It's nice to meet all of you guys. I've grown up in Ludlow my entire life since I was born, so born and raised here. My parents currently own two businesses in Town right now. So, that definitely further intrigues my interest in continuing to work here. And as I said already, I've grown up here. Ludlow is kind of like a home to me and I'm very eager to hopefully be able to work alongside Chief Pease over here one day.

Mr. Rosenblum: Mr. Silva.

Mr. Silva: Again, nice to meet you.

Mr. Dias: Nice to meet you as well.

Mr. Silva: Tell me something what really intrigues you about Ludlow?

Mr. Dias: Well, as I kind of said before, I grew up in Ludlow. Ludlow is a home to me, it's where I'm familiar with, it's the people I'm used to. My friends and family are all here and I personally would like to work on the Ludlow Fire Department and no other fire departments at this time because I would like to be able to serve the community that I grew up in and kind of served me growing up. My parents owning two businesses in Town, we wouldn't be able to make it if the community itself didn't come to support those businesses and I think that it would be pretty amazing to be able to serve them back and I find that it would be a pretty honorable thing to do.

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Mr. Silva: Thank you. You've been working in ambulance service. Can you give us a traumatic experience that you had and how did you handle it?

Mr. Dias: A traumatic experience, I'd say the most one for me was about a month into the job when I first started actually. We had a call for an unresponsive child. It was me and my partner, both pretty inexperienced EMTs at this time and we showed up, and we had the fire department there, the police department there and at that time no one was really doing anything because they were pretty much waiting for us to get there. In Springfield, we switch each call like who is supposed to lead the call. It was my partner's call at that time and he pretty much froze up on the call so at that point in time I had to kind of take over it kind of control the situation around me the surroundings and everything like that. And, the way I handled it was just taking a deep breath trying to figure out what was going on and the end of the day, I was able to do so, and we were able to get to the hospital with the patient at that time safely and a pretty good outcome in the end.

Mr. Silva: Thank you.

Mr. Rosenblum: Mr. Gennette.

Mr. Gennette: Pleased to meet you. Thank you for applying.

Mr. Dias: You as well.

Mr. Gennette: You know I asked the last one, actually I have to ask this first. What businesses in Town?

Mr. Dias: The Lighthouse over on Sewell Street, my father runs. They both own it together but my father runs The Lighthouse and the other one is actually named after me which is kind of funny but Evan's Egg House.

Mr. Gennette: I'm a big fan.

Mr. Dias: Thank you, appreciate that.

Mr. Gennette: What's your highest level of education?

Mr. Dias: Currently, just high school at this point. I have my high school diploma. I went into EMT school right after I graduated because I knew at that time the fire department was what I was interested in for a career. I knew that the requirements were to get your paramedic. I'm currently interested after hopefully getting hired in Town here going through the fire academy and I'd like to get my fire science degree, over at probably STCC.

Mr. Gennette: Do you have, . . .are you pretty handy mechanically wise, like I asked the last guy with buildings and stuff like that. Are you pretty handy with a hammer and stuff like that even? I know you really don't have a background in it but, . . .

Mr. Dias: No, I don't but I feel that at the end of the day I'm not terrible with it and I'll absolutely learn how to become more handy if I were ever required to.

Mr. Gennette: I'm all set.

Mr. Goncalves: If he had a hammer, he'd hammer in the morning. (Laughter)

Mr. Rosenblum: Mr. DeBarge.

Mr. DeBarge: Mr. Dias, welcome, congratulations. Did anything in particular inspire you to want to become a firefighter? If so, what was it?

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Mr. Dias: So, to start with growing up, I spent a lot of time thinking about what I was going to do for the rest of my life because it's obviously a huge impact on your entire career. Growing up I really enjoyed helping people. That was a big part of it. I went through a couple of different ideas, did research on different jobs and when firefighter hit my mind, I don't know what it was necessarily about it, but it just seemed to really click. It just kind of seemed like it would fit me. It seemed like it was just really something that I wanted to do and till this day, it is still what I would consider as my dream job at this point. And, I am very interested in and hopefully becoming one, one day.

Mr. DeBarge: Ok, what have you done to prepare for a career in firefighting? I know the medical aspect of it. Have you done anything?

Mr. Dias: So, at this point, obviously the medical aspect, I'm working still over at AMR in Springfield. I work overnights there. I've been pretty well prepared for the medical aspect. For firefighting itself, right now, I'm just trying to keep in good shape because I know it can be a very physical job. I go to the gym on average four times a week. I try to watch my calorie intake because I know gaining weight is definitely not a helpful thing in this type of industry.

Mr. DeBarge: I would agree with that. Kind of a broader question here. What changes do you expect to see in the role of firefighting, the broad aspect firefighting and paramedic over the next five years?

Mr. Dias: So, in Ludlow specifically and the career itself, I know Ludlow has for as long as I can remember developed tremendously. I remember when Double Ds used to be over on East Street still, so we've come a long way since those days for sure and I can see that as the Town continues to grow like that, the firefighting aspect and paramedic aspect of it all will also continue to grow. Population is increasing, and I think that it will be a lot more call volume wise. I can also see in the since of the actual job itself changing, that there is going to be a lot of new technology coming into play here. I can see on the ambulance, a lot of things that they do in the hospital only at this point in time, I see us being able to receive education on that and be able to use that equipment out in the field. Things such as ultrasound, x-ray, etcetera.

Mr. DeBarge: Ok, appreciate that. That's all I have.

Mr. Rosenblum: Mr. Goncalves.

Mr. Goncalves: Yes. Thank you. People aren't jumping over walls and speeding to become firefighters these days. We are lucky here in Town that we have the applicants that we had. Besides the firefighting aspect and the medical portion of the job, what else can you bring to the firehouse?

Mr. Dias: To the firehouse, I think that one I can bring a pretty good attitude. I try to keep a positive attitude about anything that happens in my life whether it be good or bad. I always try to look at the bright side and I try to pick up those around me when they are feeling down, try to pick them up and kind of make them feel better about whatever is going on at that time whether it be work related or personal life. I believe that people would be able to trust me with things as in whether it's something again about the job or they need to just vent it out type of deal. I also believe that, well you said not work related at the end of the day?

Mr. Goncalves: No, it could be work related, non-work related, just that you are fighting fires, you're taking ambulance rides, but then beyond that you spend a lot of time with the people, you're spending a lot of hours there.

Mr. Dias: I've played sports growing up my entire life as well, so I know what it is like to work as a team and not try to get the job done just by yourself and that it's crucial to work as a team especially in things such as a fire when people's lives are on the line. I believe that the experiences I've had growing up such as playing sports like that and leading a team whether it be a captain of the team or whatever it is I believe that those few things there would bring a good impact to the fire department.

Mr. Goncalves: Great, next was Mr. DeBarge's question and you hit it, what in the next five years do you see for changes coming across, and I agree. I think there's going to be a lot more technology. The robots may be assisting somehow. You guys don't have robots yet.

Mr. Dias: Yea yet is the key word.

Mr. Goncalves: I think it's really neat when you see police using a robot going up to a car to examine the car etcetera and maybe someday you guys will have that capability to get ahead of a fire without putting firefighters lives in danger.

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Mr. Dias: That would be great.

Mr. Goncalves: Thank you. Good luck.

Mr. Dias: Thank you.

Mr. Rosenblum: Again, congratulations. Thank you for coming in. My first question, we kind of hit on it a little bit but, digging a little bit deeper into the question is, why do you want to work in this profession or this type of service?

Mr. Dias: I think that sometimes it can be a generic answer for a lot of people but at the end of the day, it's the truth, is that I am very interested in being able to help people. I don't think that there is much more of an honorable way to do it other than to be able to help them continue living. If that's the case with what is going on with them and even if it's not a high acuity call and it's a lower acuity call, I think that sometimes you can make all the difference just by the words you say to them, whether it be someone in crisis or something along those lines and I think that working at the fire department provides you with a good opportunity to make an impact on people's lives and like I said, I'm more so interested in being able to do that in the community that I personally grew up in. And I think that's all.

Mr. Rosenblum: So, what's your greatest weakness?

Mr. Dias: I'd say my greatness weakness would probably be the fact that I have very high expectations for myself, I think that when you have such high expectations, it can cause you to be pretty hard on yourself sometimes and it can cause you to be a little bit more judgmental of your own doings of things just because like I said I expect the best out of myself with everything that I do. Sometimes that can be a little tough to deal with internally but it's one of those things you just kind of overcome.

Mr. Rosenblum: How would you deal with a policy change from your superior or from the department that you would disagree with?

Mr. Dias: At the end of the day, my opinion, whether I agree or disagree, it doesn't matter. Policy is policy so at the end of the day you have to follow that policy. It's in everyone's best interests for the

policies to be there. They are there for a reason, so I would continue to follow that policy and do what I am supposed to be doing.

Mr. Rosenblum: Well, that's all I have. Chief Pease if you have anything that you'd like to add.

Chief Pease: Like I said, with all of our candidates, we have four very qualified candidates for these three positions and they all went through a very rigorous process with us too and he did well as they all have. He brings some experience from AMR. He answered the questions the same as he did here with us. We had a few different ones but like I said, you have four very strong candidates.

Mr. Rosenblum: Ms. Ribeiro.

Ms. Ribeiro: No. I think at his previous interview he cooked at his parents. So that's an important skill.

Mr. Dias: I did. I could bring that to the fire department as well. I definitely could.

Mr. Goncalves: Easy with that because they have to climb ladders. (Laughter)

Mr. Rosenblum: If you have any closing comments or remarks that you'd like to make. It's yours.

Mr. Dias: I am very, very thankful for all of you guys wanting to sit here and listening to me speak about this, and to be asking me questions to be given this opportunity. It's a pretty huge deal in my life and I, like I said before, am very, very excited to hopefully be able to come to Ludlow, bring any experience, any positive attitude, anything that I can to this Town to the fire department. I am very eager to give my best every single day that I come into work. Whether it's at work or even off the clock, I would like to represent this Town. I'd like to do it well. I'm hoping that I'm able to do that one day.

Mr. Rosenblum: Thank you very much.

Mr. Dias: Thank you guys.

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7:30 p.m. - Todd Fillion

Mr. Rosenblum: Thank you for coming in this evening. Congratulations for making it into this interview. So, what we are going to do this evening is you'll have an opportunity to make opening remarks, sell yourself to us obviously and then the Board will ask a series of questions and once we are done with those questions, we'll have Chief Pease if he has any remarks he'd like to make and then if Ms. Ribeiro would like to add anything as well.

Mr. Fillion: Ok.

Mr. Rosenblum: So, with that, the floor is yours.

Mr. Fillion: Hello everyone. My name is Todd Fillion and I'd like to thank you guys for this opportunity. I'm really excited about this. So, thank you guys for coming in today and giving me this opportunity. So basically, I grew up in this Town, most of my life I grew up in this Town. Graduated from Ludlow High School. Graduated from UMass with a Bachelor of Science in Landscaping and Architecture. Spent a few years working in an office doing design work. Decided working in an office wasn't really for me and went back to landscaping and construction working for my brother's company, I've always worked in landscaping and construction for his company. I also did some time working for Town of Ludlow DPW. That's why I'm looking to get into the fire department here. I've always been a part of this Town. I still own a house in this Town, so I'd really like to try to give back to the community and I tried to work in with the DPW amongst other things too. Basically, that's it. Thank you, guys.

Mr. Rosenblum: Thank you. Mr. Goncalves.

Mr. Goncalves: In addition to being a firefighter and a paramedic, what else would you be bringing to the firehouse as far as I'm here, I'm part of the team, and what's going to happen next, why am I going to be excited to see you when I go to work.

Mr. Fillion: Well, I think what I can bring is, I've got a very strong work ethic. I'm not afraid to work. I've always worked really hard, long hours so that's part of being at the fire department. I can easily cooperate with other people, be a good team member, I've developed in the past good client relationships, I feel like I'd be a good team player working with the fire department.

Mr. Goncalves: What do you see for changes in the next few years as far as the role of a firefighter?

Mr. Fillion: Next few years, I feel like our population is growing so much, I even see that with elderly population, people are living longer now, so there's a lot more EMS involved with the fire departments so there's definitely more emergency medical calls, so I feel like that's why a lot of departments are becoming firefighter paramedics. So, I see a lot more of those calls. Also, I see technology is advancing quite a bit. Nowadays you see it with the computers, computers are obsolete every month or whatever but there's also advances like some ambulance companies already have ultrasound on their ambulances and they are using that to their advantage they've been trained on it, how to use it. They can use it for cardiac instances, you can find blood clots and see how the heart is working with that. As long as you are trained with it. That's one thing that you already see popping up so maybe in the future you'll see more of that. Other than that, just more technological advances.

Mr. Goncalves: Great, I'm good thank you.

Mr. Rosenblum: Mr. Gennette.

Mr. Gennette: Thanks for coming in. Thanks for applying.

Mr. Fillion: Thank you as well.

Mr. Gennette: You said you had a Bachelor of Science in Design?

Mr. Fillion: Yes, Landscape Architecture.

Mr. Gennette: How old are you if you don't mind me asking?

Mr. Fillion: I am 43.

Mr. Gennette: You're 43.

Mr. Fillion: Yes.

Mr. Gennette: Are you married?

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Mr. Fillion: Yes, I am married. I forgot to bring that up in the beginning. I'm a married to my beautiful wife Amy and I have two kids Tyler and Hannah.

Mr. Gennette: How old are they?

Mr. Fillion: They are 10 and 7.

Mr. Gennette: How do they feel about all this?

Mr. Fillion: Oh, they love it. They think it would be great.

Mr. Gennette: It's a pretty dangerous job for a Dad.

Mr. Fillion: Yes, absolutely. They understand that. Just seeing the firemen go to their schools, they get really excited about that. I'm telling them I'm trying to pursue this and they're ecstatic and they think it's really neat, it'd be really great if I got into it.

Mr. Gennette: 43 is, you kind of have a lot of experience in life. You kind of figured some stuff out. How are you with authority and things like that? I mean this is a pretty structured environment you are stepping into.

Mr. Fillion: That's fine with me. Everywhere I've worked, I've been fine with authority. I work well with others. I definitely listen to my superiors. They are in that position for a reason. So, you have to look up to them and listen to them. You might not disagree sometimes but if you don't disagree, just bring it up and talk to them about it. Things can be worked out.

Mr. Gennette: Especially if you want to go home and see your kids.

Mr. Fillion: Yes.

Mr. Gennette: That's all I have Mr. Chairman.

Mr. Rosenblum: Mr. DeBarge.

Mr. DeBarge: Mr. Fillion, congratulations.

Mr. Fillion: Thank you Sir.

Mr. DeBarge: And welcome to the interview. It's pretty laid back right?

Mr. Fillion: Yea, it's great. Guess it's on TV, that's it. (Laughter)

Mr. Rosenblum: Don't worry, no one's watching. (Laughter)

Mr. DeBarge: Except your family.

Mr. Fillion: Yea, that's true.

Mr. DeBarge: Alright, so I'll just preface my questions with when there's five of us sometimes, we steal each other's questions. Like Mr. Goncalves stole mine.

Mr. Fillion: Ok.

Mr. DeBarge: One he asked you so, they may be a little redundant. First of all, did anything particularly inspire you to become a firefighter? I know looking at your track record of work.

Mr. Fillion: The thing that inspired me the most was it's exactly ten years ago where I volunteered my time to help out at the memorial in front of the fire department. I volunteered my time. I did the design work and also helped build it. While I was building it and working the fire department and other guys working there, I just saw every time I was working there, there was always someone to come out there to help me or be there when I was there to build a wall or whatever we were doing but I just saw the brotherhood they all had and their companionship and the teamwork they all had. I was like wow. This is really great. I would really like to be a part of something like this. That's when I started thinking about this career. At that time, I was working for the DPW in Ludlow. Four years ago, I left the DPW in Ludlow to pursue this. That's when I went to EMT school, worked part-time. I've been working part-time for a private ambulance company in Springfield and I've also been working landscaping and construction with my brother's company through those years and just finished paramedic school up as of February and working part-time doing that right now. That's what inspired me the most for sure.

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Mr. DeBarge: No, I agree. I have always said about the fire department, if there is trouble in there, internal trouble, they hide it from everyone because that department you can tell is very family oriented. I agree with you there. You know you kind of answered it with this as well, but what have you done to prepare yourself for a career in firefighting? Where I'm going with this is your experience with the DPW and things like that are, you might not have done purposefully to become a firefighter, but all this stuff helps. So, when you decided, working with the monument, was there anything specific other than the medical side that you did other than to prepare yourself?

Mr. Fillion: Being a firefighter you need to be very physical, and be healthy so I've always been that way. I'm very physical and healthy. I've been preparing myself this whole time and been going to the gym. I probably go to the gym four times a week, play sports. I play hockey once a week. I coach my kids' soccer team so that's like three days a week where I'm out there with them running around with them so I'm constantly active doing that, I'm a pretty active individual. So that's how I've been working up to be prepared for this kind of physical job. Plus, I've always been doing construction all my life too. That's always physical too.

Mr. DeBarge: In respect to changes, I'm going to keep to three questions. In respect to changes in the role of firefighting over five years, this is where our questions kind of run into each other. Is there anything that you see, and I understand the ultrasounds are, . . . you could even divert the question to Ludlow but do you see any specific changes in the role of firefighting in the next five years, whatever it is related to?

Mr. Fillion: One thing I see a lot now is social media is out there everywhere we go. So, being a firefighter now and you are always out in people's eye, that with everyone has social media so you are always in the sight of everyone. People have cameras on them all the time. You always have to be respectful and professional on the scene. I see that a lot more. You have to watch what you are doing out there no matter what between social media and the media too because they are always out there so that's one thing I see. Other than that, there might be more advancements with technology, maybe they send something else in there like a drone into a building before we go in or something like that, I don't know. I don't know if they are doing that yet.

Mr. DeBarge: Are you doing that yet Chief? Do you have drones?

Mr. Goncalves: They should. They absolutely should.

Chief Pease: The drone is definitely something that could be helpful at fires.

Mr. DeBarge: Absolutely.

Mr. Rosenblum: I see a capital expenditure coming.

Mr. Fillion: I had someone at my house do a roof inspection and I thought they had to go up there on a ladder and they were like no, I've got my drone. I'm like ok and they just flew up there with the drone to do the inspection. I was like, oh really, ok.

Mr. DeBarge: I'm sure, something like that. Absolutely instead of sending in the blue carries.

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Mr. Fillion: Something like that. You never know.

Mr. DeBarge: That's all I have. Thanks.

Mr. Rosenblum: Mr. Silva.

Mr. Silva: Todd, Mike's your dad?

Mr. Fillion: Yes.

Mr. Silva: I knew it as soon as you walked in. You look very similar to him. I haven't seen him in a while. How's he doing?

Mr. Fillion: He's doing pretty good.

Mr. Silva: I noticed something that you mentioned, you have a house in Ludlow but you are living in Belchertown?

Mr. Fillion: Yes.

Mr. Silva: Any thoughts of coming here if you do land the job, living in town?

Mr. Fillion: There's been many thoughts of coming here because my kids, my daughter still plays soccer in Ludlow. She does play for the Pioneers. We are here quite a bit. And then I have the house here in Ludlow. I thought about it. It's still up in the air. We've been thinking about it for years. We do like where we are right now in Belchertown, the kids are a part of that community so they are starting to make some friends there. It's still an option.

Mr. Silva: You obviously know a lot about Ludlow. But the question I love to ask with every candidate is, what intrigues you the most about Ludlow?

Mr. Fillion: Well, what intrigues me most about Ludlow is just how the community has always been. It's always been like this tight knit community where it seems like everybody knows everybody. You know like right now; I didn't know that you knew my father and mother too. It's like one of those towns where everyone knows everyone, and people want to move into this Town. A lot of people, they think this is a great town. People on the outside, although I did move out, that's just how it happened. It's just one of those communities where everyone sticks together.

Mr. Silva: My only other question is, and I ask everyone, you did work like you said, you worked in the field of EMT.

Mr. Fillion: Yes.

Mr. Silva: Give us a traumatic experience that you've had and how did you handle it?

Mr. Fillion: Probably the most traumatic one that I've had is just recently we had a guy in cardiac arrest. He was younger guy too. He had no medical history. Sorry to say he didn't make it through, but it's one of those instances where you know, family is around. You have to keep your composure the whole time and families are hysterical. Through the whole call you just have to keep your composure and you have to deal with the family at the same time. That was pretty traumatic to me because I've been on other calls like that where the family kind of, because this guy was a younger guy with no history, they are really concerned. I've been on other calls where there's an older person and it was kind of expected. So that was one of the most traumatic ones for me.

Mr. Silva: Thank you. Say hi to Mike.

Mr. Fillion: Ok.

Mr. Rosenblum: Pretty much everyone has touched on it, but I mean your answers as to why do you want to work as a fireman, a fire fighter, you pretty much answered that about the brotherhood that you saw when you were doing landscaping so that pretty much answered that one. What do you see as your, look into yourself, what's your greatest weakness?

Mr. Fillion: I would think my greatest weakness is, especially right now is I'm pretty new to this field, the whole EMS field. The paramedic field and being an EMT and I haven't been working as an EMT basic and paramedic full-time because I've been doing my landscaping construction job too part-time. So, that's what I feel is my biggest weakness just being more of an amateur to the whole EMS field.

Mr. Rosenblum: And, lastly how would you deal with a policy change if it came from your superior or from the department that you disagree with?

Mr. Fillion: So, if there is a policy change, obviously people higher up came up with this idea and they agreed on it and there's a reason why they are putting this policy in there. It would probably be something where I'm going to have to grasp it and if I disagree with it, I'll disagree with it right away and talk to my superior about it and eventually I'll come around, I guess. That's how I would handle it.

Mr. Rosenblum: Thank you that's all I have. Chief Pease if you have anything that you'd like to add.

Chief Pease: Like I said about all four candidates, they are all very qualified. We asked Todd the same questions, a few little more in-depth questions and he did very well. I think what Todd brings to the table is some life experience and some real-world construction knowledge. He basically designed that monument that you see in front of the station. He put a lot of time and hours into it that were unpaid. He had been working for the Town at the time and it's nice from our perspective, and Carrie's perspective, you know what you getting from somebody who has already worked for the Town.

Mr. Rosenblum: Ms. Ribeiro.

Ms. Ribeiro: . . . (in audible) The fact that he realized he wanted to make a change and go back to school with a family and paramedic school is pretty impressive to go through that. Absolutely, like Chief said, you kind of know what you are getting. He used to work for us before.

Chief Pease: It's not easy to pay the bill working as a basic EMT and going to school.

Mr. Goncalves: Or working for your father or brother.

Mr. Fillion: That's pretty tough too. The pay is better than being an EMT for sure. That's why I had to stick with that especially when you are having a family and kids. The EMT pay was not cutting it. That's why I was part-time.

Mr. Rosenblum: Anything you'd like to say for your closing comments or anything? The floor is yours.

Mr. Fillion: Nice meeting all of you guys over here and thanks for your time. I really appreciate it. Thank you very much.

Mr. Rosenblum: Thank you.

Mr. Goncalves: Thanks, good luck.

Mr. Fillion: Thank you very much.

Mr. Rosenblum: So, with that, comments, deliberation anyone?

Mr. Gennette: Mr. Chairman.

Mr. Rosenblum: Mr. Gennette.

Mr. Gennette: Chief, how many people applied?

Chief Pease: Through the Civil Service process, we had four people that applied for the three jobs.

Mr. Gennette: So, this is all four candidates?

Chief Pease: This is all four candidates.

Mr. Goncalves: Their ranking?

Chief Pease: Our ranking?

Mr. Goncalves: Their ranking?

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Chief Pease: In the Civil Service, was Babineau, Dias, Chisholm, and Fillion. And Fillion only because he was not a Ludlow resident appears outside of that even though he owns a house in town. That is not a residency requirement for Civil Service purposes. Now if you'd like, I think we should talk about each of them. Each of the individuals that we saw today and their attributes and if you want, Carrie and I can bring what we saw from our perspective in our interview process or however we'd like to go about this. Wouldn't mind an opportunity to explain our process and the results of that if you don't mind.

Mr. DeBarge: And I'd like to say for the record, I know their process is pretty thorough with their interviews so yes, I would like to hear for sure.

Chief Pease: So again, we included all of our officer staff which was me, Deputy Chief, and five of our captains. We interviewed each candidate. We had a scoring sheet and on the sheet itself, we had thirteen consistent questions that we asked each candidate and ranked them on it after each question. We did also bring some other questions to the table which included some specialized skills and community involvement was something we were really looking at with a lot of our candidates. We'll start with our top candidate, Justin Babineau. He's a little more experienced in the work field. He had certainly had a great recommendation from his boss of twelve years at Sewer Drain. He brings some mechanical skills like he said. He's able to work on a car. He's worked on machinery before. I know he's no stranger to power equipment either. Also, like I said, the Sewer Fletcher and Drain where he worked before, he was involved with customers very closely and had a good relationship with them. Well-rounded guy. He's a paramedic. And, I'll say, they are all paramedics with varying degrees of experience. And again, we've taken paramedics that have had almost no experience and we've taken paramedics with a lot of experience. We've had good and bad results with both so that's your tip taken into the door but what separates you from a lot of the other candidates is what else do you bring to the table besides just being a paramedic. I'll say this, this day in age and I won't pick on millennials too much but some of them have never even started a lawn mower or even mowed their own lawn. When we relate that to problem solving and working at a fire scene, you've got to be able to think on your feet, run equipment, and be able to be competent in working stuff like that because you can't count on somebody else to do it because somebody is counting on you to do that job. Definitely the life experience and the ability to do other things then just be a paramedic which is a very important part of the job. So, I think Justin certainly brings that to the table.

When we look at Evan Dias, which is second on the Civil Service list, he wanted to be a fire fighter here from a very young age. He took that route right out of high school and he did everything he had to do to

become a paramedic and get the job and he does bring some experience as a medic. He didn't really have a lot of community involvement or other outside skills besides the paramedic thing, but again I think a strong candidate just like everybody else.

But, when we look down the list, we'll go down to maybe Chisholm next. Nick seemed obviously very nervous today. He was a little bit more I guess opened up during our interview. The longer it went on the more he seemed to relax a little more. The things that Nick seems to bring to the table is his community involvement, his leadership experience with the Eagle Scouts was I think very impressive and something that would lead forward into a firefighting aspect. He worked at Randall's Farm for a long time in the greenhouse and I've actually got some really good personal references over at Randall's. I worked at Randall's for a long time too and I had a few people stop me and give me very, very good references, people that don't normally say anything. But he's also operated machinery over there including forklifts and other heavy equipment. The other specialized skill which he brings to the table is the rock climbing and the high angle rescues sort of stuff. If you ask us to tie a knot, that is a specialized skill that yes you do learn at the fire academy but it but it's a perishable skill which I believe he already possesses that will take him further on in life. And, he volunteered at the fire department at a very young age through the track and field team. He brings about a good work ethic to the table. Like I said, I think the community involvement, the specialized skills stuff really are key attributes for him along with he's a paramedic just like the rest of us.

Then when we look down to Todd Fillion, Todd brings a multitude of life experience and the perseverance that it took to get where he is today, at the point in life where he is at, going through paramedic school, having children and leaving a very comfortable job that he had here with the Town, and pursuing that degree, the community involvement that he showed when we were working on that monument, he was there all the time helping us for nothing. If you try to find people to work for nothing anymore, it's tough and some individuals will not do that. It brought out a lot of good in the Town of Ludlow and a lot of different people and not just Todd of course, but he has a CDL, he has a good work ethic and manual work ethic because that's something that I think we all need to go forth at the fire department. I came from a construction background too and I think that really puts you at a better position to the firefighting aspect of the job. But between that, and like I said all the licensing and all that other stuff, working at the DPW, it's a really great opportunity that I think we've had when somebody works here for six years and you can't say anything bad about them, you can usually predict the future for a good employee there. Carrie, do you have anything else that you'd like to add?

Ms. Ribeiro: Well, I think, I mean obviously you have four really strong candidates. They all have great work ethics. I think they have displayed that in their backgrounds and their qualifications show that. They would not be where they are if they didn't have a good work ethic. We obviously are civil service. We have the list in front of us. I think when you start having to decipher, and pick and choose and make decisions, you have to look at what else do they bring to the table in comparing them to each other. I think the most important question that was asked tonight was Mr. Goncalves' question about what else can you bring to the fire department. And, I think that is really what we need to look at right now.

I think that is what kind of separates some of the candidates even though they are all paramedics, they are all very qualified, education is another one, another question that Mr. Gennette asked. We only have one really with a degree which is not a requirement but it certainly is something you want to look at as well. And I think that when you start looking, you want a well-rounded candidate. You want somebody that can bring something else to the table besides just, you know, the paramedic piece. That is a, they wouldn't be sitting here if they weren't a paramedic. They have to be a paramedic. So, I think you know, I have the list in front of me and I can tell, we got the statewide list on this one. And, we had, and it's over nine pages long. We had over 250 people. We only had 4 people sign. It just goes to show you how dire need towns are in getting paramedics because we only had 4 people sign.

So, I think we really have to start looking at what else can these candidates bring to the fire department besides the paramedic piece. I think just to reiterate kind of what the Chief said, Justin Babineau obviously has a lot of life experience working for Fletcher that brings other skills to the table. I think beside why they want to be, they all have ties to Ludlow too. I think we have to look past that right? They are all Ludlow residents except for Mr. Fillion at this time, but spent a lot of his life in Ludlow and his family is based here. So, I think we have to start looking beyond paramedic and ties to Ludlow. I think we need to look at what else they can bring.

I think Mr. Dias, is certainly a great candidate. I think he has a great work ethic for a person of his age and the fact that he's worked this hard to become a paramedic and he's working at his family business and he explained to us in the interview that he kind of took over. He was just kind of helping out there,

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waiting tables and they lost their cook and he just came in and started cooking and did what he had to do. I'm sure he's been kind of forced to mature at a young age with parents that own two businesses in town. I would have liked to see a little bit more of community involvement with him but again that comes with I think life experience and age.

Mr. Chisholm, I agree, I think he was very nervous this evening. He has a lot of, I think he was very modest when he sat here and he interviewed, I was like wow, he's not giving himself enough credit. He's not really selling himself to you guys. Because we interviewed him and you know there were more of us here and he just really kind of elaborated on everything. I really think it's impressive. The whole Eagle Scout and Boy Scout thing and the fact that he's got other skills that he can bring from like the rescue side of it. And, he's held different jobs as well. He's been involved in the fire department. I interview a lot of people and when somebody says I just can't put my finger on it, but I knew at a young age and seeing the firefighters in the schools, he said that at the interview a couple of weeks ago, he said it again tonight, you know sometimes you just know.

And then of course, I don't think I have to really talk much about Mr. Fillion. I think we all know; he was a respected employee when he worked for the DPW. I mean the fact that he volunteered his time to do the monument, put himself back in school with a family, I mean that's dedication and perseverance at its best. That's tough to do. So, definitely I think we have four very good candidates but now we have to start, obviously we can only pick three.

Chief Pease: If we could do this tonight, I would ask you guys to add a position to my department and hire all four of them, but unfortunately, it's probably not an option. I really wish it was. That's a tribute to the candidates that we have. I think I shared that with Mr. Goncalves before that Towns are struggling to fill paramedic positions or even getting enough qualified candidates for their positions in their town and here, we are Ludlow with three which is almost ten percent of our workforce, it's a good size number.

Mr. Goncalves: Are we sure that these guys are all committed? That we're not going to say ok and then somebody's not going to. . .

Chief Pease: My advice, once I do give you our opinion, but my advice would be to certainly appoint an alternate because if something doesn't work out for one of them, I would hope that, for some reason you know they do have to pass a physical and physical abilities test and you never know. But I would tell you that probably all four of these individuals have had the opportunity to take other jobs in other communities and they waited for this process here in town. I think it says a lot for our town and dedication of all four of these individuals. Typically, in the past, I want to say that we have not had this tough of a decision to make, unfortunately or fortunately because unfortunately there's somebody that's a great person and a potential great employee that we can't hire because the budget and process will not allow at this particular point in time. But whoever does not get the job, he's certainly encouraged to hopefully come back in the future because there are always more jobs that come up in the future. I can't anticipate. I don't have a crystal ball when our next one will come up but I would think in the next few years, we would be hiring again.

So that being said, like I said I explained our process, we were pretty stringent in our process and consistency with our questions and again, there were seven officers from the fire department and HR that impacted our decision and it wasn't an easy decision as you have seen today but the way that we ranked them were one, Justin Babineau, Todd Fillion two, Nick Chisholm and unfortunately Evan Dias was our fourth. I would recommend that we hire Justin Babineau, Todd Fillion, Nick Chisholm and appoint Evan Dias as an alternate. Of course, you are our appointing authority and that's our recommendation through our process that we've completed with HR. And, if you do have any other questions to that point, I'm here to answer them.

Mr. DeBarge: Thank you.

Mr. Rosenblum: Comments?

Mr. Silva: Yes, Mr. Chairman.

Mr. Rosenblum: Mr. Silva.

Mr. Silva: I'm one that, . . .I really like the system that we have. We put people in place to do these interviews and to do a lot, go into it a lot further than we do. Actually, based on our questions here and

how each one handled themselves, I might be slightly different but it's not that severe where I would take my perception of them over the committee doing their diligence so as far as I am concerned, I do not have any issue with their recommendations. And with that, I will excuse myself for a minute.

Mr. Goncalves: Nah, you gotta' wait.

Mr. Rosenblum: We've got another hour.

Mr. Goncalves: He hasn't eaten in two hours. Don't do that to him.

Mr. Goncalves: Along the lines with Manny, you guys spent a lot more time and there were probably a lot more pertinent questions and background checking than what we are doing here. One and two, I'm with you a hundred percent. Three and four, I'm struggling but my tendency would be to go probably with you guys. In just looking at it, it was funny because they both had those traumatic experiences that were similar. One had a woman that miscarried and the other one had a non-responsive baby and they both handled it and came out of it which was, Nick was a little shy. You could see he was timid. Neither one of them has a problem talking. I think once you get them going, they are both team players for sure. They are both Ludlow guys absolutely. Again, three and four, I'm a little bit on the fence but if the department is so inclined that way, I could probably support that for you. Next.

Mr. Rosenblum: All set.

Mr. DeBarge: Is that it?

Mr. Goncalves: Did I mumble it?

Mr. Rosenblum: Kind of, you did a little bit. Mr. DeBarge.

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Mr. DeBarge: So, for our viewing parties, I do the same thing for every interview. I write down each selectman, their questions, and I rate them as openly and honest as I can. Then I add them at the end. I don't know what the totals will be until everybody is done. This is interesting because my numbers usually in every interview come out to, I don't want to say what I anticipated, but usually what the order is, this is the toughest decision I have had to come up with if I just go with the points, then I have Mr. Fillion and Mr. Babineau on top and I actually have the other two tied in points and I told you I don't add them until the end. And I think that we are, well I'll speak for me, the tough decision here is the fact that these candidates are outstanding. And you know what? I want to say that is a direct reflection of this Town, a direct reflection of you, Chief, and a direct reflection of all of the staff in your department. I don't have, . . . you know notes that I have next to all four of them are very similar. Honest answers, some with more experience than others of course, but thought-out answers, stuff like that. The work ethic is definitely there. I've never had a situation where we've had multiple candidates and I had a tie numbered score. So, therefore, I have to go, the way I do it, is I have to go to the interview and the recommendations of you of course. As I said, I know your interview procedure is very thorough and I respect it whole heartedly. For my take on the interviews, I would go with, because, let me say this, the packets were equal in some respects to a couple of the candidates. I understand that the background investigations bore nothing worth discussing which is another excellent thing so again I defer to what I see in the interviews and also what the recommendation is. Initially, I would go with Mr. Babineau, Mr. Fillion and Mr. Dias would be for me, but again I don't like to, unless I see something clear cut, I don't like to go against your recommendation and as the Board is following. I would have to concur with you.

Chief Pease: Well, thank you and again it wasn't hastily done. There were eight of us in the room and it was consistent among the eight of us. We sort of did the same ranking process that you did. Everybody wrote down their scores and we did not talk about it until the end and then everybody presented their scores with their ranking. I have no other faith than to just trust the process. It's a difficult position to be in. I don't like telling somebody that they are not getting a job who you want to hire because it's terrible that we have to not hire one of these great candidates. But when we evaluate them in the terms that we did, unfortunately some rank higher than the others and that was obvious through the process. I really encourage who ever doesn't get the job to come back again soon and of course we will appoint an alternate for these positions.

Mr. Rosenblum: So.

Mr. Gennette: Mr. Chairman.

Mr. Rosenblum: One second. I think I've always said that I put more trust in the department heads that know their craft better than we do except in the instance that Mr. DeBarge understands police, more than any of us do so, is that again, I really concur with just about everybody is that I see Mr. Babineau and Mr. Fillion as one and two and again Mr. Chisholm and Mr. Dias both in the same sense, is that I could go either way with the two of them. There was one answer that actually, that three of them kind of went, what I felt was not the cop out but the easy answer but there was one person that actually said that he would actually question it and that was Mr. Fillion on questioning a policy change which by questioning it doesn't mean that you are going to be confrontational. It just means that to me shows a little bit more of a team member that wants to ask a question and be better versed on it and then agree or disagree and see what the whole process is. That struck me as something that I liked. Some people might see it as confrontational but I look at it as someone who wants to understand more. But I think it does go back to the point that both of you had made, it's not so much as the intangibles but it's the fact of the well-roundedness of a candidate and what they do outside of just EMT, paramedic, it's also rock climbing, it's being able to do power machinery, landscaping, things to where the total package comes to just adding to the asset of the person that is going to be working for you. And again, I'm pretty much about the same is that I could go either way on Mr. Chisholm and Mr. Dias and I think that we are all in agreement on the other two is that again, I defer to the expertise of you. You had eight people, all well qualified people to do the interview so I would go with your recommendation. Mr. Gennette.

Mr. Gennette: I don't envy your position at all. These are four great candidates right down the board. You were right, right from the beginning and I concur with the rest of the Board. I don't, you know, you are talking about the safety of your people and who you hire and it's important. This one is probably really tough. I'm sure other ones in the future may be a little more decidedly but I think it would be a mistake to go against your recommendation when you are talking about such a risk career. I concur with the rest of the Board.

Mr. Rosenblum: Anyone prepared to make a motion?

Mr. Goncalves: I move that we hire the following individuals in order; Justin Babineau, Todd Fillion second, Nicholas Chisholm third and that we have Mr. Dias as an alternate should something happen offer him the position immediately without further interviews etcetera.

Mr. Silva: Second.

Mr. Rosenblum: Motion has been made and seconded. All in favor.

Mr. Goncalves: I.

Mr. Gennette: I.

Mr. DeBarge: I.

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Mr. Rosenblum: Hearing none against. Motion passes 5-0. Mr. Babineau, and Mr. Fillion, Mr. Chisholm are appointed and Mr. Dias will be an alternate.

Chief Pease: I want to just personally thank the Board for trusting us and our process. You are the appointing authority of course but I want to assure you that we did put a lot of time into this selection and it certainly wasn't done under haste and it wasn't an easy decision. You know you talk about a lot of decisions that are clear cut and easy. Emergency decisions aren't a problem whatsoever but when it comes to sorting through these candidates and them being like I said, all four are pretty qualified individuals but it's a tough position to be in and again we used the process, made the decision and ended up with three very good individuals and a fourth individual who didn't get the job. Hopefully next time he does get the job. Certainly, hope he will reflect, come back and show up again here.

Mr. Goncalves: Thank you.

Mr. Gennette: We appreciate the job you are doing.

Chief Pease: And, I'd like to thank Carrie in HR throughout this process. Years ago, we didn't have HR, we didn't have this process. I'd also like to thank the Police Department because they were able to do full background checks this time around. Again, thanks to everybody.

Ms. Ribeiro: It's not just an interview. I mean obviously we are not only basing this on an interview, it's a background check, its references, its employment verification, its medical control, it's developing relationships with some of these candidates for years and years that, um, you know, so you're really not just basing these decisions, very important decisions on an hour interview so I think it was a very respectable process and one that we will continue to use moving forward, so thank you.

Mr. Rosenblum: Thank you.

Correspondence:

123. Joshua D. Schimmel, Executive Director, Springfield Water and Sewer Commission – providing the Board copies of the Springfield Water and Sewer Commission's annual Water Quality Report for Calendar Year 2020.

Moved by Mr. Goncalves, seconded by Mr. Silva to file. Vote 5-0. All in favor.

124. Shawn Giroux, Arborist, Transmission Vegetation Management – informing the Board that Eversource Energy will be performing vegetation work on Chapin Street adjacent to the Eversource transmission Right-of-Way.

Moved by Mr. Goncalves, seconded by Mr. DeBarge to file. Vote 5-0. All in favor.

125. John R. Maher, Director of Government Affairs, Charter Communications – informing the Board of rebranding in the channel line-up and programing information.

Moved by Mr. Gennette, seconded by Mr. Silva to file. Vote 5-0. All in favor.

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126. Board to approve a request to charge off medical expenses and lost wages to Chapter 41, Section 111F for an injury sustained by a Police Officer as a result of an incident that occurred on June 13, 2021.

Moved by Mr. Gennette, seconded by Mr. Goncalves to approve a request to charge off medical expenses and lost wages to Chapter 41, Section 111F for an injury sustained by a Police Officer as a result of an incident that occurred on June 13, 2021. Vote 5-0. All in favor.

126a. Board to approve a request to charge off medical expenses and lost wages to Chapter 41, Section 111F for an injury sustained by a Firefighter as a result of an incident that occurred on June 16, 2021.

Moved by Mr. Gennette, seconded by Mr. Goncalves to approve a request to charge off medical expenses and lost wages to Chapter 41, Section 111F for an injury sustained by a Firefighter as a result of an incident that occurred on June 16, 2021. Vote 5-0. All in favor.

Unfinished Business:

Board to sign the Class II Motor Vehicle License for Autohaus of Ludlow, Inc. previously approved at the meeting of June 8, 2021.

Moved by Mr. DeBarge, seconded by Mr. Goncalves to sign the Class II Motor Vehicle License for Autohaus of Ludlow, Inc. previously approved at the meeting of June 8, 2021. Vote 5-0. All in favor.

Board to consider the following appointments to the Ludlow 250th Semi-Quincentennial Celebration 2024 Committee: Paul Chrzan, Anthony T. Curto, Elaine Hodgman, William A. Koss, Kathleen Ouimette, Karen Pilon, and Matthew Tibbitts.

Moved by Mr. Goncalves, seconded by Mr. Gennette to appoint Paul Chrzan, Anthony T. Curto, Elaine Hodgman, William A. Koss, Kathleen Ouimette, Karen Pilon, and Matthew Tibbitts to the Ludlow 250th Semi-Quincentennial Celebration 2024 Committee. Vote 5-0. All in favor.

Board to approve and sign the Executive Session Meeting Minutes of April 13, 2021.

Moved by Mr. DeBarge, seconded by Mr. Goncalves to approve and sign the Executive Session Meeting Minutes of April 13, 2021 attended by all members. Vote 5-0. All in favor.

New Business:

Board to discuss the Governor's signing of S 2475, an act relative to extending certain COVID-19 measures adopted during the State of Emergency and how it effects our community.

Board discussed the changes listed in the Governor's signing of S 2475; an act relative to extending certain COVID-19 measures adopted during the State of Emergency. Moved by Mr. Goncalves and seconded by Mr. Silva to file. Vote 5-0. All in favor.

Board to lift the March 17, 2020 declaration of the State of Emergency within the Town of Ludlow effective, June 22, 2021.

Moved by Mr. Goncalves and seconded by Mr. Gennette to lift the March 17, 2020 declaration of the State of Emergency within the Town of Ludlow effective, June 22, 2021. Vote 5-0. All in favor.

Board to review, approve, and sign 2021 End of Year Inter-Departmental Transfers.

Ms. Villano stated the 2021 End of Year Inter-Departmental Transfers have been approved by the Finance Committee. Moved by Mr. DeBarge and seconded by Mr. Goncalves to approve and sign the 2021 End of Year Inter-Departmental Transfers. Vote 5-0. All in favor.

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Board to review and approve the procedure for the disposal of surplus supplies valued less than $10,000.

Moved by Mr. Goncalves and seconded by Mr. Silva to approve the procedure for the disposal of surplus supplies valued less than $10,000 as submitted. Vote 5-0. All in favor.

Board to approve and sign the agreement between Paul Vona, On-Call Plumbing & Gas Inspector and the Town.

Moved by Mr. DeBarge and seconded by Mr. Goncalves to approve and sign the agreement between Paul Vona, On-Call Plumbing & Gas Inspector and the Town. Vote 5-0. All in favor.

Board to approve and sign the agreement between David Sedelow as the On-Call Electrical Inspector and the Town of Ludlow.

Moved by Mr. DeBarge and seconded by Mr. Goncalves to approve and sign the agreement between David Sedelow as the On-Call Electrical Inspector and the Town of Ludlow. Vote 5-0. All in favor.

Board to approve and execute the Memorandum of Agreement between the Town and Department Conservation Recreation for management of the Thompson State Pool.

Moved by Mr. DeBarge and seconded by Mr. Silva to approve and execute the Memorandum of Agreement between the Town and Department Conservation Recreation for management of the Thompson State Pool. Vote 5-0. All in favor.

Board to discuss the Civil War Monument and the setting up of a committee to oversee the repairs of the monument and surrounding property such as fencing, landscaping, etc.

Mr. Gennette stated it was discussed and suggested by a resident during a Capital Planning meeting to move the monument to the new cemetery location. Mr. Rosenblum stated he is in favor of leaving the monument in its current location, a central part of Town near the Meeting House as a part of history. Mr. DeBarge stated there is no need to create a committee, the funds have been transferred through the inter departmental transfers to have it repaired and is not in favor of relocating the monument. Mr. DeBarge stated the goal is to have the monument repaired by August 15th which is the date it was originally erected. Mr. DeBarge stated we have no idea when the new cemetery is going to start. Mr. Goncalves is in favor of keeping the monument in its current location as part of history of the Town. Mr. Silva stated he does not believe a committee could be organized and come forth with a recommendation before August 15th. Mr. Rosenblum stated if anyone in the community has any thoughts or suggestions, please send them to either the Selectmen or Veterans Services office.

Mr. DeBarge stated because of the cost of this project, the job has to go out to bid and would like to take a vote to keep the monument at the same location.

Moved by Mr. DeBarge, seconded by Mr. Silva to keep the Civil War monument on the corners of Center Street and Church Street in the place where it is. Vote 4-1.

Board perused Selectmen Meeting Minutes of February 16, 2021.

Board perused Selectmen Meeting Minutes of May 10, 2021.

Board perused the Executive Session Meeting Minutes of May 4, 2021.

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Board Updates/Miscellaneous:

Mr. Goncalves stated the Mobile Home Park owner has done a tremendous amount of cleaning in the area. Mr. Goncalves also stated he needs to confer with Town Counsel regarding renting units that have been vacant for two or more years. Mr. Goncalves also stated a Mobile Home Rent Control Board meeting will need to be scheduled. Mr. Silva and Mr. Rosenblum agreed the new owner seems committed to improving the condition of the property.

Mr. Rosenblum stated July 5th Town Offices will be closed in observance of the 4th of July holiday.

Ms. Villano stated Police Sergeant interviews are scheduled for July 13.

Closing Comments:

Mr. Silva urged residents to be informed directly by the DPW regarding the trash bills.

Mr. DeBarge stated he has received complaints from residents who are unable to reach anyone at the DPW by telephone and the trash bills having two different addresses to mail in payments. Mr. DeBarge stated the dissemination of information from the DPW has been awful.

Mr. Gennette urged residents to know who their precinct members are and to reach out to them.

Mr. Goncalves stated the heat can be very overwhelming to Ludlow's aging population so please check in on neighbors and family members. Mr. Goncalves also urged everyone to slow down and be careful since kids are out of school now.

Mr. Rosenblum stated residents should make trash bill payments of $100.00 for the year to "The Town of Ludlow" and mail it to DPW. Mr. Rosenblum reiterated that the purple bags are only required for

overflow trash. Mr. Rosenblum stated in lieu of the robocalls, please see Chairman's Corner to be posted on the Town's website once a month. Mr. Rosenblum also stated he spoke with Jodi Zepke at the Senior Center and discussed possibly beginning 'coffee with the Chairman' with the seniors in August. Lastly, Mr. Rosenblum urged residents to keep all valuables out of plain view in parked vehicles.

Moved by Mr. DeBarge, seconded by Mr. Goncalves to enter into Executive Session at 7:54 p.m. for the purposes of discussing strategy for negotiations with Ludlow Firefighters Local 1840, DPW Local, Dispatch Local 130, and the Library Technicians and to not return to an open meeting. To discuss strategy with respect to collective bargaining if an open meeting, may have a detrimental effect on the bargaining position of the public body and the Chair so declares. Vote 5-0. All in favor.

Ludlow Board of Selectmen

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

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