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

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

First Order of Business: The Pledge of Allegiance

Visitations:

5:30 – Carrie Ribeiro, Director of Human Resources to discuss the following:

1.) **Town Administrator Search**
2.) **Human Resources full-time position – non-union**
3.) **Facility Manager and Grant Writer Positions**

Town Administrator Search:

Ms. Ribeiro stated that after Ms. Villano gave her intent to retire in September, she reached out to other communities that have used search firms and found that most communities used Community Paradigm Associates and the Edward Collins Center for Public Management through UMASS. Ms. Ribeiro reached out to both of them and received proposals and time frames which were provided to the Board of Selectmen. Most of the candidates qualified for this position will give a 30-day notice, therefore, we are looking at a 3–4-month timeline for the search. Both companies recommend having a screening committee. Once the contract is signed, the company would come out and speak with the department heads and the Selectmen, get a profile of the Town and talk about projects, growth and budget and put a profile together. They will put it out on the MMA and the IMCA, both municipal websites for recruitment. Typically, the best candidate is not looking for a job. The screening committee would be given 6-8 candidates and they would screen through them and bring back 2-3 candidates to the Board of Selectmen. They recommend 5-7 people on the screening committee and Ms. Ribeiro gave an email from Edward Collins Center regarding who she would recommend using for the screening committee.

Mr. Gennette asked Ms. Ribeiro which company she would recommend using?

Ms. Ribeiro stated that both were very knowledgeable and have done a lot of these searches. Ms. Ribeiro wanted to let the Board know that Mary Acardi from the Edward Collins Center did do the HR audit for the Town when she was hired for HR. Ms. Ribeiro believes that Mary Acardi may be a little more familiar with our Town.

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Mr. Gennette asked where Bernie Lynch from Community Paradigm Associates was located?

Ms. Ribeiro stated they are in Plymouth.

Mr. Gennette prefers to have a Western Mass entity handling this.

Ms. Ribeiro stated that Mr. Lynch also stated that a lot of the informational portion would be done virtually with him to save on costs.

Mr. Goncalves asked if there will be an issue with procurement because there is an $1100 difference in price and that one was the more expensive one?

Ms. Ribeiro stated they are a public entity, not private and does not need to procured.

Mr. Gennette stated that he does not want to wait on this and would back Ms. Ribeiro for Edward Collins Center for Public Management to be the recommendation.

Mr. DeBarge stated that he likes the way profile for Fairhaven and Natick are written and definitely agrees that there should be a screening committee. He would like to know if it gets slowed down for any reason, what happens then?

Ms. Ribeiro stated that it depends on how much it is slowed down because the timeline given is very aggressive. The two biggest challenges are going to be the upcoming holiday season and getting the screening committee together to meet a few times per month. If a company is selected this week and the contract signed, they can start doing interviews next week to gather the data, develop a profile and get the position advertised by mid-November. Then start doing interviews the beginning of the year.

Mr. DeBarge asked if they could get an interim Town Administrator is the interviewing process was not complete and a candidate hired before February 25th?

Ms. Ribeiro said that could be possible. There are retired Town Managers or Administrators that could fill in in the interim.

Mr. DeBarge agrees with Mr. Gennette to move quickly.

Mr. Rosenblum stated that should be a prerequisite of the screening committee that there will be a time crunch with this.

Mr. Silva asked what exactly this service is going to do for $11,000?

Ms. Ribeiro first they will have to work with all of the Board of Selectmen and the department heads that work on a day-to-day basis with the Town Administrator. This will help them decide what type of candidate to recruit. They will cold call all these candidates and they have done up to 75 of these in Massachusetts.

Mr. Silva stated that we have done this type of hiring before and we didn't spend this type of money.

Mr. Ribeiro stated that it is comparable to what the Town does with the Police and Fire Chief and the Town Administrator is a very important position as well. She thinks this should have a professional approach to it.

Mr. Rosenblum stated the most important aspect is they will know which candidates will be a good fit for our Town and be able to reach out to them. They will also help the screening committee ask the right questions during the interviewing process.

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Mr. Gennette added that he would prefer to spend the $11,000 to be sure they get a good candidate for this position as it is a very important position.

Ms. Ribeiro also added that the recruitment and hiring right now is not a good market. This will be a tough search. Usually municipal jobs are flooded, yet we are having to repost jobs multiple times because we just can't get the candidates.

Mr. DeBarge also added that this position evolved quite a bit since Ms. Villano began this position and furthermore Ms. Ribeiro does not have the resources to do this at this time.

Moved by Mr. Gennette, seconded by Mr. Goncalves to approve the spending of $11,000 for the agreement between the Town and Edward J. Collins Center for Public Management. Vote 4-0-1. One Abstention.

Moved by Mr. Goncalves, seconded by Mr. Gennette to authorize the Chairman to sign on behalf of the Board of Selectmen with regards to the professional service agreement with Edward J. Collins. Vote 5-0. All in favor.

Mr. Gennette suggested discussing the screening committee and the possibility of an interim Town Administrator.

Ms. Ribeiro agreed and stated that Mary Acardi's recommendation for the screening committee was 5-7 individuals made of the finance committee, school rep, like the Superintendent or the Business Manager, someone from the Planning Board, Chamber of Commerce person, if we had one, Town Moderator, residents or perhaps a retiree of the town. There should not be any current employees of the town and Human Resources will act as ex officio to the committee.

Mr. Gennette believes they should follow her advice.

Mr. Goncalves suggested putting feelers out as to who would like to be on the committee.

Mr. DeBarge agrees that there should be seven on the committee.

Mr. Goncalves stated that the ECR5 covers Ludlow for the Chamber of Commerce.

Ms. Villano will give Ms. Ribeiro the contact information for East of the River Chamber of Commerce.

Human Resources full-time position – non-union:

Ms. Ribeiro stated that she is requesting a full-time position for Human Resources and be non-union. The full-time position started as a part-time position in 2017 as an 18-hour a week shared with the Veterans Department. This position has evolved over the years. It started by doing clerical tasks, applicant tracking, maintaining job postings description, maintenance of employee files, organizing forms and filing. But this job has evolved and it is a complex and highly confidential position now, which is the main reason why she would like this taken out of the union. Some of the highly confidential things this person will see is medical information, they will be responsible for all IOD's, injured on duty by all Police and Fire, disability retirements, all the medical history, worker's comp, doctors' notes, physical and drug test results, all COVID results, FMLA requests. CORI checks, background checks and reference checks. All complaints for employees and residents. Discipline forms, terminations, legal claims, worker's comp settlements, negotiation notes from CBA's. Emails with attorney/client information, new hire information with personal information.

Mr. DeBarge agrees with Ms. Ribeiro that this should be a non-union position and it is necessary.

Mr. Silva asked what is the difference if that position is non-union or not?

Ms. Ribeiro stated that the biggest issue would be the conflict with negotiating the LAT@SS contract. There would not be a conflict with an employee who has a complaint if the HR Assistant was not a union member. She needs someone that can start handling employee mediation and if they are both in the union that is not going to work.

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Mr. Gennette the HR Department is a growing department who deals with a lot of rules and regulations; therefore, he would suggest giving her a full-time non-union employee. He asked if this changes the budget at all?

Ms. Ribeiro stated that it has been locked in for this year so it will not affect the budget, however, they will need to look at the salary in the future. Ms. Ribeiro has reached out to the union already and it is in the works to take that position out of the union.

Mr. Goncalves agrees that the HR world is evolving quickly.

Moved by Mr. Gennette, seconded by Mr. DeBarge to approve the request from the HR Director to remove the full-time position from the union. Vote 5-0. All in favor.

Facility Manager and Grant Writer Positions:

Ms. Ribeiro presented the Board of Selectmen with a chart regarding salaries from surrounding communities for these positions. Originally the Board and HR spoke about combining the Building Commissioner and the Facilities Manager positions but that did not end up coming together. The average salary for a Facilities Manager is $92,000. We need to decide how much experience we will require of this position as well.

Mr. Gennette asked if the procurement officer would be combined with the facilities manager?

Ms. Villano stated that the procurement officer would be combined with the grant writer no the facilities manager. The facilities manager would need to be involved with procurement but not necessarily have to do the full-blown job of a procurement officer.

Mr. Gennette asked if there would be a cost savings in the future with hiring a facilities manager?

Ms. Villano stated that she believes there will be some cost savings but unsure of how much.

Ms. Ribeiro agrees that if someone is being proactive in maintaining the buildings, there will be a cost savings. It will also take some of the burden off the department heads as well.

Mr. Gennette agrees that being proactive is a better approach.

Mr. Silva is concerned that this may be a budget issue down the road. All of these positions are adding up.

Ms. Ribeiro agrees with Mr. Silva; however, she did remind the Board that there are more requests to come from other departments.

Ms. Villano informed the Board that November 16th will be dedicated to all of the other requests as well as the preliminary budget.

Mr. DeBarge agrees with Mr. Silva regarding the budget but the Town also needs evolve with the times.

Mr. Goncalves asked if there is currently a person doing this for the schools and if so, would it be worth combining that position with the Town piece of that.

Ms. Ribeiro is unaware of the exact job description and/or title of that person at the school.

Ms. Villano stated that Mr. Bartini is a Maintenance Manager and he works with the Assistant Business Manager. Suggested having a conversation with the School Committee in regards to having a joint position between the Town and the schools.

Mr. DeBarge stated that he would not want to fund a salary like that unless it was to cover everything in Town, including the schools.

Ms. Villano stated that the Grant Writer should be a great return on investment. There a multi-million dollar grants out there that the Town is missing out on.

Mr. Silva stated that we do not want to strap the tax payers, even though some of these positions are necessary.

6:30 p.m. – Brittany Kowalski – Nuisance Dog Hearing Continuation

Mr. Rosenblum: Seeing this is a continuance, we don't need to reopen. Good evening, how are you?

Ms. Kowalski: Hi, how are you?

Mr. Rosenblum: Could you state your names please once again so that for the record.

Ms. Boyer: Kimberly Boyer.

Mr. Boyer: Shawn Boyer.

Ms. Kowalski: Brittany Kowalski.

Officer Anderson: Officer Anderson.

Mr. Rosenblum: Hi. Do we need to swear the people in?

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Ms. Villano: Yeah, I would because,

Mr. Rosenblum: Okay.

Ms. Villano: I'm sorry you were asking me a question?

Mr. Rosenblum: Yeah, what, swear them in, kind of just raise their hand...

Ms. Villano: Yes, and just say that they are going to tell the truth and the whole truth,

Mr. Silva: Oh, come on judge.

Mr. Rosenblum: Okay. I got it. I haven't used it yet okay. Okay can everybody raise their hand, except the Board members. Umm, do you solemnly swear to tell the truth, the whole truth and nothing but the truth?

Ms. Boyer: Yes.

Mr. Boyer: Yes.

Ms. Kowalski: Yes.

Officer Anderson: Yes.

Mr. Rosenblum: Thank you. Make that up, watch too many movies,

Mr. Gennette: Are you going to strike the gavel? Thank you.

Mr. Rosenblum: Alright so we got introductions. So, would you like to start us off.

Officer Anderson: Sure. Absolutely. Since we last met, I've been working with Brittany directly. She has done everything I've asked. You know she has the bark collars on the dogs, umm and she's actually working with a trainer now who is going to deal with some of the behavior problems that the dogs have. She has an electric wireless fence that is being put in or that she is learning how to work it. I was over there yesterday, the fence line that goes, that is between them now has big rocks because one of her dogs is a digger. So, that should stop that. ...over here has also put in a stockade fence. So, the issue between the chain link fence of the dog's fence fighting, etc. is no longer an issue. I'm not saying the dogs aren't barking at the fence but it's not, you know they can't get to each other. Umm, Brittany has also done some other thing you were telling me about, the trolley?

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Ms. Kowalski: Oh, just like a simple in the ground metal...

Mr. Rosenblum: Metal spike with wire,

Everyone talking over each other.

Ms. Kowalski: Yeah. So, they physically can't even go to that area. Plus, anytime I go out with them basically just mediate because that's where they automatically go to.

Officer Anderson: Part of the whole problem is umm, one of the breeds is an American Eskimo dog, umm, they're great dogs except they're barkers. Umm, they also tend to be prima Donna's sometimes. So, if you even correct them a little bit, it's a scream and they almost fling themselves on the ground in a tantrum. Umm, so from somebody not knowing this and listening it sounds like the dog is being beat somewhere and really you just trip over him and he will just scream. Umm, I realized that when I had them in custody for ten days. Umm, they are actually really nice dogs. Nicer than I thought they were, which is a good thing. So, I'm not really too worried about them biting anybody. I think the fence fight that happened was just, when dogs fence fight, they get out of their minds. Umm and I think it was just a freak accident that happened. It's good that it happened because then we could get a better look or at least I could get a better look at the behaviors that you know it's hard to judge without actually seeing it, but having them for ten days I definitely have a new appreciation for dogs that bark a lot. So, I think

that our best course of action is for me to continue to monitor them, you know a monthly check in. I have no problem doing that for at least a good six months. That way the training that she will be starting and attending can kick in and it you know she's not under the pressure of you know she only has a month to do this because dog training to change behaviors does take time. It's not a quick fix but I'm really pleased that she is making the effort to address it, instead of pushing it underneath the rug and pretending it's not happening. So, I'm okay with that.

Mr. Rosenblum: And umm, how is it working for you?

Ms. Boyer: Umm, I have a question, when was the trolley system put in? Because the dogs have been at the fence since, even yesterday they were at the fence.

Ms. Kowalski: I just put it in yesterday. So, you know it's been a process and I appreciate your patience, I truly do. It's hard to invoke, I live with people and they, it's easier for them to just like let them out but I let them know I can't just do that anymore. They need to be maintained and watched even though that they're in a contained area, especially with everything going on.

Officer Anderson: So, unfortunately, it's not going to be a...would be the dogs being completely removed. Umm, dogs bark, that's what dogs do. Umm, you know now that the dogs can't hopefully not get out unless they do escape through the front door through somebody in her house not paying attention but from the people I talked to, everybody seems on board because you know they realize the dogs will disappear if we need to do what we need to you know,

Mr. DeBarge: Sure.

Officer Anderson: what we can and umm, I think that everybody down there has tremendous about, a tremendous amount of patience with this. I've lived next door to a barking dog and it's annoying but we also need to realize that this can't be you know you put the fence up or you put the collar on and it's fixed. It takes time.

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Mr. DeBarge: Can I ask, what do you mean, the dogs were at the fence?

Ms. Boyer: Her dog bit my dog through my chain leak fence,

Mr. DeBarge: Okay.

Ms. Boyer: I ended up putting up a huge stockade fence to keep the dogs away and I was told multiple times that those dogs would be on leads, before the bite, after the bite and they haven't been on leads, as she said until yesterday, in the back yard.

Officer Anderson: But they're in an enclosed back yard.

Mr. DeBarge: Right, what I should have, so at the fence but in their yard.

Ms. Boyer: Yes, but her dogs have been able to get into my fenced in yard too.

Mr. DeBarge: Okay, alright. Okay.

Officer Anderson: But hopefully the stockade fence and the rocks and now the cables will solve that problem and I will go over,

Ms. Kowalski: ...has a muzzle I mean if that's really what I need to do.

Officer Anderson: With the cable, my only concern is the dog could hang himself with a cable if it's not properly watched,

Mr. DeBarge: Yeah.

Officer Anderson: or if it's not connected right, you know it's better to have it going from point A to point B, raised up so the dog can go back and forth instead of twisting around something. So, that's something I don't know if you put it in yet or not but that's something that,

Ms. Kowalski: I tried to put it in like a good angle so that it couldn't go to any parameters.

Officer Anderson: Right, you know so maybe we can run it from your house to the shed and that way they can go back and forth and not actually get caught up in it.

Ms. Kowalski: Yeah.

Officer Anderson: That would be my only concern with any type of cable or chain that a dog is on.

Mr. DeBarge: I agree.

Ms. Kowalski: I have the card too for the woman who, if that matters to you guys, she's out of Smithland. You guys know where that is next to Big Y?

Mr. Rosenblum: The training over at Big Y, yep.

Ms. Kowalski: Yeah, and they know, my dogs know her, she used to like babysit them or whatever when I went out of town. So, she knows them very well and she,

Officer Anderson: She's actually a first-rate trainer. Yeah, you know a lot of the chain stores have people they basically pay $15/hour and put them in a group and see here this is what you need to do. She's been training for years. I have full faith in her ability to be able to control you know to get something so that you know they're not out of control any longer.

Mr. Silva: Mr. Chairman.

Mr. Rosenblum: Mr. Silva.

Mr. Silva: What kind of time frame do you foresee,

Talking over each other.

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Officer Anderson: I would like check on them or at least touch basis with them on a monthly basis.

Mr. Silva: So, you said,

Mr. Goncalves: Six months you said earlier, correct?

Officer Anderson: Yeah.

Mr. Silva: Mr. Chairman, it appears it's an amicable agreement going on.

Moved by Mr. Silva, seconded by Mr. Gennette to continue this hearing for another six months with monthly visits. Vote 5-0. All in favor

Mr. Gennette: Second for discussion.

Mr. Rosenblum: Mr. Gennette.

Mr. Gennette: So, yeah, it's really good to hear that everything is improving and stuff like that and that you are doing the stuff, she's backing everything up. I'm very sympathetic to them that they don't want to see this go back the other way,

Ms. Kowalski: Absolutely.

Mr. Gennette: you know and as residents I want to support them as well. So, just I would just say to please follow the guidance of her and I think I'm good here too as long as we can do that. I'm just really worried that they don't have an issue moving forward as well.

Ms. Kowalski: I as well.

Officer Anderson: Umm, my only I guess, I don't even know if concern is, question would be if things aren't changing will I be able to come back to the Board,

Mr. Goncalves: Oh sure.

Mr. Rosenblum: Yes.

Mr. DeBarge: Yes.

Officer Anderson: so, I can say hey this isn't working out you know she's letting her dogs out all over the place and we're back to where, alright so we can do it that way then. Alright.

Mr. DeBarge: Alright, Mr. Chairman if I might.

Mr. Rosenblum: Mr. DeBarge.

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Mr. DeBarge: So, listen I had an escape artist too and I had to do anything and everything to keep that dog in my yard and we did it and sometimes she still got out. I get that. It's something that's unfortunate and can't happen now because it's just not, in this day and age, it just can't happen.

Ms. Kowalski: Yes.

Mr. DeBarge: Umm, mine used to walk around my neighborhood all the time when she got out and now it's just, it just can't happen. I just want to tell you for me, I was the most strict I have ever been as a Selectmen on your case umm, with going for the removal of the animals because I was curious to see what you were going to do with that and umm, if there was no action at all then fine that's probably what should have happen but with the work that you are doing and the fact that I am very, very aware of how dogs can be, I agree with this extension. I just I guess the main point is, our biggest complainant, do you believe that the fences will solve this problem because the barking dog issue as a former Policeman too, we get called all the time, they get called all the time for barking dogs and though as a dog owner myself, I'm not in agreement with leaving dogs outside for long periods of time anyways unless they're working dogs, but when they are the tether bothers me too, unless it's a runner, a high runner like you said. I'm glad you are making the efforts to do what you are doing and I agree with the extension.

Ms. Kowalski: Thank you.

Officer Anderson: How are you with this?

Ms. Boyer: I mean as long as they, as long as they actually do what their saying because for the last three months or two or three months, I've been told these dogs would be on a leash and it's the day before this hearing that the dogs go on a leash in their back yard to keep them from escaping. So, that's kind of my thing is right up until the end it's you know there's really nothing going on until it comes right up to the meeting. I mean like she got her dogs licenses and then the same day she's saying I'm in compliance with the Board you know in writing the letter. So, it's kind of like, for me.

Mr. Gennette: Well, I'm sympathetic to that and you heard me talk earlier but you're not talking about a dog that bites number one, which is probably the biggest,

Ms. Boyer: They bit my dog.

Mr. Gennette: it was, through the fence, the two of them?

Talking over each other.

Mr. Gennette: From what I understand from the Police she's not like, it's not a typical reaction for the dog to bite a human. You know, you get two dogs in an area and they get a little crazy, you know that kind of thing or maybe they just don't get along and the fence is necessary whatever that is but whether and no offense Brittany but if she's a procrastinator for items, I don't think you really, we could take her dogs away for that. So, I think the extension is completely necessary.

Ms. Boyer: Oh, no I'm just saying, I'm voicing my concern about the fact that it's taken so long to get to this step, I just don't want it back-peddling.

Mr. Gennette: Yeah, you know and I agree.

Mr. Rosenblum: And I think the six months with one month visits we'll be able to you know judge,

Officer Anderson: You know, judge, I will be able to judge what you know if it's happening. Obviously, you both have my number, you know if something does... you know when I was talking to Brittany yesterday, I was like if they get loose, you need to let me know. The last thing I want is a phone call from dispatch telling me these dogs are running loose when you know you didn't make the effort to let me know the dogs were running loose. You know, you need, she needs, assuming she understands to work with me. Umm, instead of you know some people are procrastinators they just don't, it's so much easier not to deal with things. Umm, but I'm glad to see that she is working and you know obviously the same with you, you know if you see things escalating, let me know. You know we need to keep of top of this and I think in six months we can be good with this.

Mr. Rosenblum: Okay is everyone all set, anyone else have any comments?

Mr. Silva: There was a motion made.

Mr. Rosenblum: Yeah, there was a motion, it was seconded for discussion. I was just making sure the discussion was done.

Mr. Goncalves: No, I don't want to beat a dead horse. I'm good. You guys have covered everything.

Officer Anderson: Yeah. You can't say beat a dead dog.

Mr. Rosenblum: Thank you everybody.

Ms. Kowalski: Thank you everyone for your time and patience, I appreciate it.

Officer Anderson: Thank you.

Mr. Gennette: Thank you for stepping up.

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Ms. Kowalski: Yeah, thank you. Thank you guys again, I really appreciate it. Will I be notified of this date like via mail or I'm sure she'll tell me.

Mr. Silva: She'll be working with you anyway so don't worry about it.

Mr. Goncalves: Good luck guys.

7:00 p.m. – Kim Collins, Town Accountant to discuss the American Rescue Plan Acta (ARPA) Funds

Ms. Collins explained that looking at 2 ½% growth, $1.6 million could be added to the budget. We have to increase retirement by a half a million annually. That leaves us approximately $127,000 in debt. We also have to take in consideration 2% increases in salary, which is approximately $500,000 and then 1% increase to health insurance, which is another $200,000. There is a 3% decrease in health insurance so the budget will pretty much flat. The approvals for the Fire Department totaled about $219,000. That was for two fire fighters and $35,000 to move 4 to Lieutenant. There is going to be a request from the Police Chief for a million dollars.

Ms. Villano stated that will put us about $1.2 million in the hole.

Mr. Silva asked if that included putting anything into reserves.

Ms. Collins stated that the only thing that can go into reserves will be the 3% savings in Health insurance. Free cash should be about $2.5 million this year. When Ms. Collins started with the Town there was less than $1.0 million in free cash so it is increasing gradually.

Mr. Silva asked about the trash contract?

Ms. Collins stated that they are negotiating the new trash contract.

Ms. Villano stated the Board of Public Works should be brought into the Selectmen's meeting in the future to discuss this.

Mr. DeBarge stated that it has been 18 months since this was brought up originally with the DPW Director.

Ms. Collins stated there are $6.3 million in ARPA funds for the Town side. Ms. Villano and Ms. Collins put together a list of items with the consultant. One of the biggest things you can use the funds for his public parks, recreation areas so one of the thoughts was to do a feasibility study of the golf course's recreational area. They have walking trails there, open space they considered putting in picnic tables with fire pits. There's a fishing area there. Whitney Park bleachers and press box there. A pavilion for Whitney Park for the summer camp. Public Safety Complex ventilation system to be replaced. Ms. Collins asked about the Body Cams for the Police Department.

Mr. DeBarge explained that it is in the new Police reform bill but is unsure if they have to have them or just a suggestion and there should be grants for those.

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Ms. Villano stated that she spoke to the consultant and was told they cannot use the ARPA funds for the body cams.

Ms. Collins stated that they only way the body cams would be approved is if you could prove that there was an increase in violence during the pandemic. The other items that were considered were sewer tie ins for residents who do not currently have public sewer. Town wide fiberoptics and the estimate is $9 million. The last two items were grants for small businesses or residents relating to covid impact. This would be a program that would have to be created, people would have to qualify and we would have to run this program. The last thing was the track and field complex. The demolition of Vets Park is absolutely not covered under ARPA but possibly improvement to the fields and track may be. Ms. Collins suggested putting a survey out to the Town to see what the residents really want.

Ms. Villano also explained that these ARPA funds have to be used by December 2024.

Mr. DeBarge stated that he would like to have the residents involved in the decision making and to have these funds stretched as far as they can go to improve our Town.

Mr. Goncalves agrees with Mr. DeBarge and stated that a lot of businesses in Town were hit hard during COVID and could really use some help as well. Mr. Goncalves agrees with doing a survey with the residents. He also asked what the school is able to use their ARPA funds for?

Ms. Collins explained that the schools received about $5 million and they have to use theirs for educational purposes. They allocated all of their funds already. They cannot use their funds for any hazard pay. She is unsure about the track and field. Ms. Collins also reminded the Board that the Senior Center was under budget by about $200,000 and the school was also under budget and these funds may be able to be used towards other projects.

Ms. Villano stated that the IT Manager is researching broad band and he is hearing anywhere from $27,000 to $50,000 per mile but reminded the Board that another option would be to do a certain area of town and then give residents the option to tie in to that or expand in the future.

Mr. Rosenblum agrees that the residents should be able to have a choice and a survey would be a great idea.

Mr. Gennette agrees also that the Town should do what's best for the entire community. He does not believe that grants for businesses is what's best for the entire community. Projects like Whitney Park is a better idea. The project should be for the entire community and Whiney Park and the track and field is what the community has been most passionate about.

Ms. Villano stated that the Board should meet again and decide which products are feasible and then send the survey out to the community.

Mr. DeBarge would like to meet next week to discuss.

Mr. Silva suggested getting ideas from other departments as well.

Ms. Collins suggest starting with the DPW and the recreation department. The golf commissioner inquired about bettering the open areas at the golf course as well.

Mr. Goncalves asked if the golf course could use their own enterprise funds because they are running good this year.

Ms. Collins stated that the issue is the golf course needs to be able to take over their own leases at some point because the Town has been doing that for them. They need to be able to sustain themselves.

Ms. Villano stated that they have a surplus for the first time in 2 years but they will probably need to use those funds to do enhancements to the course itself. There is a lot of tree work to be done. The clubhouse also needs to be addressed.

Mr. Silva asked to send it out to all of the departments and give them two weeks to get the requests back.

Mr. Goncalves asked for a list of what the schools spent their ARPA money on.

Ms. Villano will reach out to the department heads as well as the school. If the Board of Selectmen meet on November 9th that will give the departments three weeks and then that meeting can be strictly about the ARPA funds.

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CORRESPONDENCE

199. Steve Santos, Chairman, Board of Public Works – letter of interest to serve on the Radio Communications Committee as the Department of Public Works representative.

Moved by Mr. DeBarge, seconded by Mr. Silva to appoint Steve Santos, Chairman, Board of Public Works to serve on the Radio Communications Committee. Vote 4-0-1. One Abstention.

200. Betsy Koscher, Resident – letter of interest to serve on the Ludlow Cultural Council.

Moved by Mr. Silva, seconded by Mr. DeBarge to appoint Betsy Koscher to serve on the Ludlow Cultural Council. Vote 5-0. All in favor.

201. Jettie McColough – letter of resignation from the Pond Management Committee effective as of October 9, 2021.

Moved by Mr. Silva, seconded by Mr. Goncalves to accept the resignation from the Pond Management Committee. Vote 4-0-1. One Abstention.

202. Ann M. Converse, DPW Business Administrator – letter of notification on the new sewer rates for FY 2021 set by the Board of Public Works.

Moved by Mr. Silva, seconded by Mr. Goncalves to file. Vote 4-0-1. One Abstention.

203. Nicholas Cocchi, Hampden County Sheriff and Anthony Gulluni, Hampden District Attorney – letter informing the Board of an upcoming training session for the Police Department being held at the Hampden County Sheriff's Department.

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

204. Gabriel I. Cordeiro, Ludlow Patrolman – letter of resignation from the Ludlow Police Department as of November 27, 2021.

Moved by Mr. Silva, seconded by Mr. Goncalves to accept the letter of resignation from the Ludlow Police Department in regards to Gabriel Cordeiro. Vote 5-0. All in favor.

205. Invitation to the New Ludlow Senior Center Ribbon Cutting Ceremony on Friday, November 5, 2021 from 1:00 p.m. to 3:00 p.m. at 228 State Street, Ludlow. Ceremony begins at 1:30 p.m.

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

206. Kim M. Batista, CMMC, Town Clerk – Board to review and approve the 2020 Re-Precincting Plan for the Town of Ludlow.

Moved by Mr. DeBarge, seconded by Mr. Silva to approve the 2020 Re-Precincting Plan for the Town as put forth by Ms. Batista, Town Clerk. Vote 5-0. All in favor.

207. Eric Segundo, Director Veterans' Services – notifying the Board the Veteran's Day Ceremony will be held at the Ludlow High School Auditorium on Thursday, November 11, 2021 at 10:00 a.m. and requesting approval to hang ceremony information banners and yard signs of the event.

Moved by Mr. Goncalves, seconded by Mr. Silva to approve the Veteran's Day Ceremony for November 11, 2021 at 10:00 a.m. and approve the signs associated with advertising for that day. Vote 5-0. All in favor.

UNFINISHED BUSINESS

Moved by Mr. DeBarge, seconded by Mr. Silva to approve and sign the Selectmen Meeting Minutes of May 8, 2018 with Mr. Silva, Mr. Mannix, Ms. Fernandes and Mr. DeBarge present. Vote 2-0. All in favor.

Moved by Mr. DeBarge, seconded by Mr. Goncalves to approve and sign the Selectmen Meeting Minutes of February 2, 2021 with Mr. DeBarge, Mr. Goncalves, Mr. Rosenblum and Mr. Silva present. Vote 5-0. All in favor.

Moved by Mr. DeBarge, seconded by Mr. Gennette to approve and sign the Selectmen Meeting Minutes of October 4, 2021 with Mr. DeBarge, Mr. Gennette, and Mr. Rosenblum present. Vote 4-0-1. One Abstention.

Moved by Mr. DeBarge, seconded by Mr. Goncalves to approve and sign the Executive Session Meeting Minutes of December 3, 2020 with Mr. DeBarge, Mr. Goncalves, Mr. Rosenblum and Mr. Silva present. Vote 5-0. All in favor.

NEW BUSINESS

Board to review the Final Audit Report for FY20.

Moved by Mr. Silva, seconded by Mr. DeBarge to accept the Melanson Report. Vote 5-0. All in favor.

Board to acknowledge and approve the citation for the upcoming 100th birthday of the following Ludlow resident for the month of October: Sophie E. Lubas. Mr. Goncalves read the citation.

Board perused the Executive Session Meeting Minutes of February 16, 2021.

BOARD UPDATES/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.

Mr. DeBarge stated that the monument is up and encouraged residents to take a look. Thanked Ludlow Monument and the DPW for pouring the pad. Next will be the fencing and landscaping.

Mr. Goncalves stated that he attended the cable meeting and is expecting a contract to be coming. Mr. Goncalves encouraged any comments or questions from the residents before the hearing.

Ms. Villano stated that a public hearing has to be held for the licensing agreement and that is scheduled for November 23rd. It was advertised in the Register on November 3rd and will be again on November 14th.

Mr. Silva stated that the Ludlow Country Club was very appreciated of the citation that was presented on behalf of the Board of Selectmen.

Mr. Rosenblum thanked Mr. Silva for representing the Board.

Mr. Gennette explained that he went to the commission on disabilities meeting and was pleasantly surprised at the buzz they have going. They are trying to get a wheelchair basketball game against the officials of the Town going. They have a lot of different ideas. They are looking for a small budget, possibly $2,000 in order to get cards and brochures and things.

CLOSING COMMENTS

Mr. Gennette has reached out to some of the departments requesting that they either try to generate some funds or cut back on their budget. He's trying to get a better understanding of things as well.

Mr. Goncalves reminded residents that the pandemic is still around and to be careful with Halloween coming up.

Mr. Silva stated that the sidewalks on East Street have tree roots growing out and a friend of his actually tripped on one the other night while leaving one of the restaurants. This was not good engineering on our part and asked Ms. Villano to request the DPW take a look at it.

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Mr. Rosenblum was not at the meeting last week because he had COVID but he is vaccinated. He was concerned about the people around him. Reminded everyone that the cold symptoms are very similar to COVID symptoms also. Get yourself test and do the right thing by quarantining.

Moved by Mr. DeBarge, seconded by Mr. Silva to adjourn this meeting at 8:18 p.m., not return to open session, and to enter Executive Session for the purposes of discussing strategy with respect to collective bargaining. 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.