The Meeting of the Board of Selectmen held on Monday, January 10, 2022 began at 5:00 p.m. Remote participation due to COVID-19.

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

First Order of Business: The Pledge of Allegiance

VISITATIONS:

5:00 p.m. – Board of Health

Ms. Lamas explained that there were 678 positive COVID cases in town between January 1st through January 10th. Labs are backlogged due to the surge. A lot of people are taking home tests as well. There is a vaccine clinic on January 19th between 9 – 2 at Our Lady of Fatima Parish Center. They will offer first dose, second dose and boosters. Pfizer has updated their requirements for the booster to 5 months after the second dose.

Mr. DeBarge asked if you received the Johnson and Johnson vaccine, can you now get the Pfizer or Moderna booster?

Ms. Lamas stated that Johnson & Johnson does have a booster now but it is the individual's choice which one they want.

Mr. Gennette asked if there are more cases because of increased testing.

Ms. Lamas agrees that there are a lot more people getting tested. Most transmission is happening at home gatherings. 2/3 of people are still wearing masks. The holidays have increased transmission. Encouraged taking the rapid test before vising relatives.

Mr. Gennette also asked if the Board of Health is seeing a lot of residents ending up in the hospital from this surge?

Ms. Lamas stated that she has only heard about one person going to the hospital but the contact tracing on the state level has disbanded so it's more difficult to follow these cases.

Mr. Rosenblum asked what the Board of Health thought of ordering more tests and how long it will take to receive them?

Ms. Lamas stated that this will be discussed as a Board at their next meeting. It depends on how many tests are ordered as to what the turnaround time will be.

Mr. Goncalves asked if the state was planning on opening another test site?

Ms. Lamas has not heard anything else as of now. Convenient MD Urgent Care is making it very easy for residents to go in and get a test as well.

Mr. Rosenblum reminded Ms. Lamas that any ARPA funding has to be approved by the Board of Selectmen before anything is ordered.

Mr. Silva stated that people may get laxed because this variance is not as severe.

Ms. Lamas agrees that it is less severe, however 70% of the people who are positive and end up with more severe symptoms are unvaccinated. Suggested keeping the mask advisory for all of the businesses in town as well. She also suggested having some employees work remotely to lessen the transmission rate.

Mr. Goncalves does not believe there is enough traffic at Town Hall to warrant that people work from home.

Police Officers Interviews:

5:30 p.m. – Zachary Warner

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Mr. Rosenblum explains the process of the interview and thanked Mr. Warner for coming in.

Mr. Warner explained that this is his second interview with Ludlow. He grew up in Ludlow. He joined the Airforce at 19 years of age. He worked for Northampton but resigned. He currently works for the Town of Shutesbury and Salem. He has a four-year-old daughter that he wants to raise in Ludlow.

Mr. Gennette asked Mr. Warner to prioritize the top 5 responsibilities of a Police Officer?

Mr. Warner stated that number one is integrity, number two is service before self, number three is empathy, number four listening and number five communication and community policing.

Mr. Gennette asked Mr. Warner to explain community policing.

Mr. Warner explains that a lot of Police Departments in the country have a disconnect with the community.

Mr. Gennette asked Mr. Warner if working mandatory overtime, nights, holidays and weekends is something he really wants to do?

Mr. Warner explained that he has done this for several years now and has missed several holidays with his family.

Mr. Goncalves asked if Mr. Warner's Supervisor gave him a direct order and he thought it was against department policy, how would he handle it?

Mr. Warner would bring it to the Supervisor's attention and would not follow through with the order if it was against policy to do so.

Mr. Goncalves asked what type of people Mr. Warner likes to work with and what motivates him at his job?

Mr. Warner likes to work as a team to get the job done.

Mr. Silva asked Mr. Warner two things he's done in the last year to improve himself?

Mr. Warner stated that he has gotten into better physical shape and he has also taken a lot of training to improve his job.

Mr. Silva asked how he would deal with someone being unreasonable, hostile or irate towards him?

Mr. Warner explained he would try to de-escalate the situation by talking to them.

Mr. DeBarge asked what happened in Northampton that he resigned?

Mr. Warner explained that he took the job a few months after the military academy and he was told that his report writing was not good enough for them.

Mr. DeBarge stated that policing has changed a lot recently and 500 police officers were killed in 2021. With that being said, why do you want to do this?

Mr. Warner stated that being able to help someone on their worst day brings him a sense of joy. He grew up in a broken home and the Police were called to his home on several occasions and he always felt safe when they were there.

Mr. DeBarge asked about a stressful event he was involved with and how he handled it?

Mr. Warner explained that in New Salem there is only one officer per shift. There was a call that a person was shot by his brother. The brother was still on the scene with his weapon. He had to take the weapon away from the brother and detain him. Then he went back into the home with his med bag to help the individual who was shot in the head and the arm. He was given an accommodation from his Chief and a citation from the State because he was by himself for the first fifteen minutes.

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Mr. Rosenblum asked if Mr. Warner was interviewing for a Police Officer, what would be some of the traits he would look for?

Mr. Warner stated that he would look for someone who would be accountable for their actions, someone with integrity and who is willing to put everything they had into their job and to be able to learn.

Mr. Rosenblum asked what Mr. Warner's biggest weakness is?

Mr. Warner stated that his biggest weakness is report writing.

Chief Valadas asked why Mr. Warner's military form states he did not complete his full term of service?

Mr. Warner explained that those are orders because he was a reservist and was released from active duty.

Chief Valadas explained that as part of the prerequisites for the position, there are ten factors that Mr. Warner needs to be aware of. Pre-academy a medical exam would need to be passed which could include a hearing test, eye exam, cardiovascular functions and a physical. Complete drug testing to include THC. A Psychological exam per post standard. PAT, an obstacle course. PT exam. 30% for entry and 40% to graduate. ROC academy. Have to meet all MPTC rules and regulations as a student officer. Successfully complete the Ludlow FTO program, which about three to four months on different shifts. Maintain a license to carry and a Massachusetts Drivers License. Maintain a Mass Post Standard Certification and you cannot have any other decertification's in any other state. No smoking products to include, tobacco, cannabis or THC products and this includes edibles. Residential requirements are not to exceed 15 miles from the town of Ludlow. Patrol position routinely to the midnight shift. One-year probationary period. Once you meet all of these standards you would be off the probationary period.

Mr. Warner thanked them for the opportunity and would like to complete his career in Ludlow and give back to the community here. He enjoys being a Police Officer and would like to have the opportunity to be one in this community. He shared his citation and accommodations with the Board.

6:00 p.m. – Sean Egan

Mr. Rosenblum explains the process of the interview and thanked Mr. Egan for coming in.

Mr. Egan explained that he was born and raised in Ludlow and is hoping to give back to the town.

Mr. Goncalves asked what type of people motivate him to do a better job?

Mr. Egan explained that he likes to work with people that are goal-oriented and have a plan. He doesn't want to work with someone who just sits there and doesn't put any effort into it. He likes to see people that set a goal to better themselves and the department they work in. He just wants to see people trying and bettering themselves.

Mr. Goncalves asked what Mr. Egan how he would handle a situation in which his supervisor gave him an order against the department policy or against the law?

Mr. Egan explained that if he was given an order that was against the department's policies, he would bring it up the chain of command and explain that he cannot do that because it's against the department's policies. If the supervisor persists, he would tell them he has to do it himself. If it was something that was against the law, he would not do that at all. If someone else does something against the law, then he would report that person.

Mr. Silva thanked Mr. Egan for being here and asked what are the two things that he has done to improve himself in the past year?

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Mr. Egan explained that he is a coach for high school hockey and he did participate in a level 4 hockey coaching class. He likes to give back to the kids in the community. He enjoys teaching skills to others. In the military, he participated in a team leaders' course that was designed to teach you how to teach other soldiers to complete skills to standard and exceed the standards.

Mr. Silva asked how he would handle someone that was being unreasonable, irate, or hostile towards him?

Mr. Egan stated that he would take a step back and let the person calm down. The he would have that person explain their concern or problem without screaming or yelling. He would then have a conversation with that person.

Mr. Gennette asked him to prioritize, what he believes are the top five responsibilities for a Police Officer?

Mr. Egan explained that obeying the law is number one. You cannot enforce something that you are not willing to follow. Be able to communicate with everyone and be receptive to people and their points, do not dismiss people. Physically fit. Serve the community. Be responsible for your equipment, yourself, your actions, etc.

Mr. Gennette asked Mr. Egan what he thinks about working mandatory overtime, as well as nights, weekends and holidays?

Mr. Egan explained that mandatory overtime, nights, weekends and holidays are part of the job. That is what you sign up for as a Police Officer. This type of job does not allow you to have every holiday with your family and you know that going in.

Mr. DeBarge stated that he noticed that Mr. Egan was an Eagle Scout and congratulated him on that. Mr. DeBarge stated that coaching is also a great thing and is glad that he is involved with that. He asked Mr. Egan with all of the Police reforms and with it being so different now, why he would want to do this job?

Mr. Egan explained that he has always wanted to give back to people who have helped him. He wants to protect the people close to him in his hometown.

Mr. DeBarge asked him to give them an example of a stressful situation in his life that he handled and how he dealt with it?

Mr. Egan explained that when he enlisted in the military, he went into a program called the 18 x-rays. This is a program designed to train new recruits and put them through selection for special forces. While he was going through special forces training, he was sleep deprived, food deprived and was working out a lot. He had to take it step by step, stay composed, take deep breaths and face each obstacle as it comes and do not jump to the next one before the current one is complete.

Mr. Rosenblum thanked him for coming in and thanked him for his service. He asked if Mr. Egan was interviewing someone for a Police Officer, what traits would he be looking for?

Mr. Egan stated that he would be looking for someone who was on time, was willing to put in the effort with applications and being there, someone who is committed to the town and give back. Someone who wants to learn and make the department and the community better than it already is.

Mr. Rosenblum asked Mr. Egan what he perceives to be his personal weakness?

Mr. Egan explained that sometimes he lacks motivation on his own. He likes to work out in groups and do things with others.

Chief Valadas commented that after reviewing Mr. Egan's information, he noticed that he served in the Army National Guard and served in Egypt. He also stated that he is airborne trained. He explained to Mr. Egan that he must meet the following standards with the first year, a medical exam per civil service, which could include a hearing test, eye exam, cardiovascular functions and a physical. Complete drug testing, including THC products, a psychological exam, a PAT test per HRD standards and a PT test to meet the standards of the MPTC at the 30% for academy entry and the 40% for academy graduation. He will also need to complete the ROC Academy, which will be in June 2022. Successfully complete the FTO program on various shifts for three to four months upon graduation. He must maintain a Massachusetts license to carry and a Massachusetts driver's license. He must maintain all post standards for a Police Officer as well as he cannot be decertified in any other state. There is no smoking to include tobacco, cannabis and THC which includes edibles. Residential requirements are not to exceed 15 miles from the Town of Ludlow. It is a patrolman position and most likely it will be on the midnight shift. Holidays and weekends and mandatory overtime is a must. There is a one-year probationary period.

Mr. Egan thanked everyone here for their time. He looks forward to give back to this town and hopes they select him for the job. He also wanted to let the Chief know that he did not take the last PT test because he had knee surgery.

6:30 p.m. – Paulo Carvalho

Mr. Rosenblum explains the process of the interview and thanked Mr. Carvalho for coming in.

Mr. Carvalho explained that he is 28 years old and he is from Ludlow and grew up here. He was involved with the soccer team and track and field at LHS. After graduation he went to a community college and then transferred to Worcester State University where he studied a little bit of Criminal Justice and then decided to get his degree in Public Health. He currently works at Baystate Medical Center.

Mr. Silva thanked Mr. Carvalho and asked him two things that he's done in the last year to improve himself?

Mr. Carvalho explained that he is a mentor at his current job at Baystate which helped with his leadership skills. He has helped friends at the gym to get physically fit. He is an advocate of health care.

Mr. Silva asked how he would deal with someone who is unreasonable, irate or hostile towards him?

Mr. Carvalho stated that he would try and put himself in that person's shoes and try to de-escalate the situation.

Mr. DeBarge congratulated and welcomed Mr. Carvalho and asked him how long he has worked in the ER at Baystate?

Mr. Carvalho stated he has been there three years.

Mr. DeBarge stated that Police reform has changed the job quite a bit and asked Mr. Carvalho why he would like to do this job?

Mr. Carvalho stated that he is willing to take the risk of being an officer. He has always thought of a Police Officer's job as a well-respected position in the community.

Mr. DeBarge asked Mr. Carvalho to give a description of a stressful event he was part of and how he handled it?

Mr. Carvalho explained that working in the ER level I trauma center he must act quickly and perform life saving procedures. He keeps a clear head in stressful situations.

Mr. Gennette asked Mr. Carvalho to prioritize the top five responsibilities for a Police Officer?

Mr. Carvalho stated that communication, ethics, quick critical thinking, motivation and the ability to learn on the go are his top five responsibilities.

Mr. Gennette asked Mr. Carvalho what he thinks about working mandatory overtime, as well as nights, weekends and holidays?

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Mr. Carvalho stated that working in the ER he has already worked all of the shifts as well as overtime and will not be a problem doing so for the police department.

Mr. Goncalves thanked Mr. Carvalho for applying and asked what type of people he prefers to work with and gets him motivated?

Mr. Carvalho stated that he likes working with others that can teach him new things and are team players.

Mr. Goncalves asked what Mr. Carvalho how he would handle a situation in which his supervisor gave him an order against the department policy or against the law?

Mr. Carvalho explained that he would communicate with his supervisor that he was uncomfortable to proceed with the order. If that did not work then he would speak to someone above his supervisor to find out why he has been given that particular order.

Mr. Rosenblum congratulated Mr. Carvalho for coming in and asked him if he was interviewing someone for a Police Officer, what traits would he be looking for?

Mr. Carvalho explained that he would look for a well-rounded person who was able to communicate with the community. He would also seek someone who was level-headed as well as confident.

Mr. Rosenblum asked Mr. Carvalho what he perceives to be his personal weakness?

Mr. Carvalho stated that one of his weaknesses that he has been working on is setting a time frame to obtain a goal and then failing to hit the time allotted and getting down on himself for that. He is trying to better prepare himself for these goals.

Chief Valadas asked Mr. Carvalho if he was fluent in Portuguese?

Mr. Carvalho stated that he is.

Chief Valadas then explained to Mr. Carvalho that he must meet the following standards within the first year, if he was appointed by the Board of Selectmen. Before beginning a police academy, he would go through a series of screenings, including a medical exam per civil service, which could include a hearing test, eye exam, cardiovascular functions and a physical. Complete drug testing, including THC products, a psychological exam, a PAT test per HRD standards and a PT test to meet the standards of the MPTC at the 30% for academy entry and the 40% for academy graduation. He will also need to complete the ROC Academy, which may be in June 2022. Successfully complete the FTO program on various shifts for three to four months upon graduation. He must maintain a Massachusetts license to carry and a Massachusetts driver's license. He must maintain all post standards for a Police Officer as well as he cannot be decertified in any other state. There is no smoking to include tobacco, cannabis and THC which includes edibles. Residential requirements are not to exceed 15 miles from the Town of Ludlow. It is a patrolman position and most likely it will be on the midnight shift. Holidays and weekends and mandatory overtime is a must. There is a one-year probationary period.

Mr. Carvalho thanked everyone for their time and he believes he is a great candidate for this position. He is well-rounded and mature and he is very excited for the opportunity. Thanked everyone again.

7:00 p.m. – Shelby-Lynn Klekotka

Mr. Rosenblum explains the process of the interview and thanked Ms. Klekotka for coming in.

Ms. Klekotka stated her name is Shelby-Lynn Klekotka and she is 27 years old. She lived in Ludlow from Middle School on. She would love to be part of the Ludlow Police Department; it has been a dream of

hers since she was a child. She has two children in town, one will be starting school this year. She presented the board with letters of recommendations.

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Mr. DeBarge congratulated Ms. Klekotka for making it to the interview. Mr. DeBarge explained that Police reform has changed the job quite a bit and asked Ms. Klekotka why she would like to do this job? Ms. Klekotka stated that she grew up in an officer-oriented family. She believes that you should continuously learn. She feels that she can touch the people around her and this has always been a dream of hers. She wants to give back to her community.

Mr. DeBarge asked Ms. Klekotka to give a description of a stressful event she was part of and how she handled it?

Ms. Klekotka stated that she has been through some stressful situations and she always remains calm. She always thinks actively, critically and not missing anything. Do not let your emotions run how you are thinking. She remembers a time at the Big E where a man was screaming at a woman and whipped her down to ground by her hair. Once Ms. Klekotka knew her children were safe, she put herself in the middle of the situation to stop the man until the Police came.

Mr. Goncalves thanked Ms. Kletkotka for applying and asked her how she would handle a situation in which her supervisor gave her an order against the department policy or against the law?

Ms. Klekotka stated that she would not do that, she would contact the supervisor or the person above them to be sure nothing negatively reflects on her or the department. She cares about her integrity as well as the people she works with.

Mr. Goncalves asked what type of people Ms. Klekotka prefers to work with and/or gets her motivated?

Ms. Klekotka states that she has always been able to either learn from a co-worker or teach a co-worker new things. She gets along with everyone. She likes a go-getter. Someone who utilizes the correct resources and gets the correct information to pass along.

Mr. Silva thanked Ms. Klekotka for coming in and wanting to be a Police Officer and asked her two things that she's done in the last year to improve herself?

Ms. Klekotka going back to school for Criminal Justice. Getting back into shape.

Mr. Silva asked how she would deal with someone who is unreasonable, irate or hostile towards her?

Ms. Klekotka would try to de-escalate the situation. She treats everyone with common courtesy, decency and respect. She will try to find common ground with the person but understands that is not always possible.

Mr. Gennette asked Ms. Klekotka to prioritize what she believes are the top five responsibilities for a Police Officer?

Ms. Klekotka stated community policing, staying up to date with the laws, being compassionate and understanding while also being firm, integrity for yourself and other officers, open-minded and teachable.

Mr. Gennette asked Ms. Klekotka what she thinks about working mandatory overtime, as well as nights, weekends and holidays?

Ms. Klekotka has done this her entire life and does not mind that at all. She understands the sacrifices that need to be made for this career.

Mr. Rosenblum congratulated Ms. Klekotka for coming in and asked her if she was interviewing someone for a Police Officer, what traits would she be looking for?

Ms. Klekotka stated that she would be looking for someone with confidence and someone who is teachable and is eager to learn and to do what is necessary. Someone who has good moral standards.

Mr. Rosenblum asked Ms. Klekotka what she perceives to be her personal weakness?

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Ms. Klekotka has a problem delegating sometimes but tries to give people the benefit of the doubt.

Chief Valadas then explained to Ms. Klekotka that she must meet the following standards within the first year, if she was appointed by the Board of Selectmen. Before beginning a police academy, she would go through a series of screenings, including a medical exam per civil service, which could include a hearing test, eye exam, cardiovascular functions and a physical. There is complete drug testing, including THC products, a psychological exam, a PAT test per HRD standards and a PT test to meet the standards of the MPTC at the 30% for academy entry and the 40% for academy graduation. She will also need to complete the ROC Academy, which may be in June 2022. Successfully complete the FTO program on various shifts for three to four months upon graduation. She must maintain a Massachusetts license to carry and a Massachusetts driver's license. She must maintain all post standards for a Police Officer as well as she cannot be decertified in any other state. There is no smoking to include tobacco, cannabis and THC which includes edibles. Residential requirements are not to exceed 15 miles from the Town of Ludlow. It is a patrolman position and most likely it will be on the midnight shift. Holidays and weekends and mandatory overtime is a must. There is a one-year probationary period.

Ms. Klekotka looks forward to this opportunity. This is something that she has always dreamed about. She has a lot of drive to succeed with this. She cares about this community and wants to be able to help people on their worst days. Thanks everyone for having her.

7:30 p.m. – David Krok

Mr. Rosenblum explains the process of the interview and thanked Mr. Krok for coming in.

Mr. Krok explained that he moved to Ludlow three years ago from Westfield. He has been married for 15 years and has two children, six and nine years old. His daughter takes dance at Alegra's and his son is in the football program and he is a coach. His family loves the town. He went to school for Criminal Justice right out of high school and he did take the test a few times but was never called. He then went to school for Engineering and currently is doing that, however, he has always wanted to be a Police Officer. He saw the test was available and decided to try one last time.

Mr. Gennette asked him to prioritize, what he believes are the top five responsibilities for a Police Officer?

Mr. Krok has always seen a Police Officer as someone to serve and protect, a public servant, protect the community, de-escalate situations, maintain order, be a presence in the community, enforce the laws as written and be patient.

Mr. Gennette asked Mr. Krok what he thinks about working mandatory overtime, as well as nights, weekends and holidays?

Mr. Krok stated that he works those hours now and is very comfortable with that. At his current job, he is on call 24 hours/day. The company is open year and has mandatory overtime.

Mr. Silva thanked Mr. Krok for applying and asked him two things that he's done in the last year to improve himself?

Mr. Krok stated that he focused on his personal health and he does a lot of studying.

Mr. Goncalves asked what Mr. Krok how he would handle a situation in which his supervisor gave him an order against the department policy or against the law?

Mr. Krok explained that his integrity was more important than any job and will not break policy or law. He would refuse the order and then speak with someone with more authority to find out what his next step would be.

Mr. Goncalves asked Mr. Krok what type of people he prefers to work with and gets him motivated?

Mr. Krok explained that he likes to work with driven people, in a fast past environment.

Mr. DeBarge complimented Mr. Krok on his outstanding grades and how impressed he is. He then stated that Police reform has changed the job quite a bit and asked Mr. Krok why he would like to do this job?

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Mr. Krok thanked Mr. DeBarge for his compliment and then explained that he has always wanted to do this job. He loves working with and helping people. He doesn't want any regrets and he has always wanted to be a servant to the public.

Mr. DeBarge asked Mr. Krok to give a description of a stressful event he was part of and how he handled it?

Mr. Krok explained that his current job is very stressful and fast paced. There was a manager at this current job that was unbendable. He started to have a heated conversation with him at one point but then took a step back and asked him to have a one-on-one conversation in private.

Mr. Rosenblum congratulated Mr. Krok for coming in and asked him if he was interviewing someone for a Police Officer, what traits would he be looking for?

Mr. Krok explained that he was looking for someone with patience, integrity, honesty and having the attitude that you are becoming a Police Officer to make a positive impact on your community and keep it safe. Would like someone to obey the law and have an attitude of a servant.

Mr. Rosenblum asked Mr. Krok what he perceives to be his personal weakness?

Mr. Krok explained that he can be very blunt. He speaks his mind and sometimes doesn't think before he speaks. He is very task oriented but he is trying to work on that and stop and think first.

Chief Valadas then explained to Mr. Krok that he must meet the following standards within the first year, if he was appointed by the Board of Selectmen. Before beginning a police academy, he would go through a series of screenings, including a medical exam per civil service, which could include a hearing test, eye exam, cardiovascular functions and a physical. Complete drug testing, including THC products, a psychological exam, a PAT test per HRD standards and a PT test to meet the standards of the MPTC at the 30% for academy entry and the 40% for academy graduation. He will also need to complete the ROC Academy, which may be in June 2022. Successfully complete the FTO program on various shifts for three to four months upon graduation. He must maintain a Massachusetts license to carry and a Massachusetts driver's license. He must maintain all post standards for a Police Officer as well as he cannot be decertified in any other state. There is no smoking to include tobacco, cannabis and THC which includes edibles. Residential requirements are not to exceed 15 miles from the Town of Ludlow. It is a patrolman position and most likely it will be on the midnight shift. Holidays and weekends and mandatory overtime is a must. There is a one-year probationary period.

Mr. Krok thanked everyone for their time. He reminded everyone that he took his first test when he was 19 years old, right out of college. He missed the PT test for CO by one sit up and it just never seemed to work out. This is the farthest he's ever got and he appreciates the time and consideration.

Moved by Mr. Goncalves, seconded by Mr. Silva to adjourn this meeting at 7:40 p.m., and not return to open session. 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.