Meeting of the Board of Selectmen held on Tuesday, October 18, 2022 beginning at 5:30 pm in the Selectmen's Conference Room, Town Hall.

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

First Order of Business: The Pledge of Allegiance

VISITATIONS:

5:30 pm: Paulina Matusik, MPH—discuss putting a NaloxBox inside Town Hall

Mr. Goncalves: Welcome Paulina and Kelly from the Board of Health.

Ms. Matusik: I brought a sample as well; this is what the meeting is about. This is called a NaloxBox. Basically, it's like a first aid kit but with Narcan in it. I have already implemented one in St. John's School. They did reach out for Narcan, and I figured this would be better. Their parish center also asked for one. I can pass it around so you can look at it. Basically, it gets mounted on the wall. Anybody that is in need of it can go up and grab Narcan. I gave you packets of everything that is included besides the Narcan. There's a little how to so if somebody doesn't know how to use Narcan there is a what to do, obviously call 911 first. There's a little Narcan packet here which I can take off if you want to look at the Narcan and how to use that. There is a first aid respirator mask in each one of these just in case someone passes out near one of these. Basically, this is a preventative. Ludlow doesn't have any place to go to if somebody needs Narcan. Chicopee has a tapestry they can go to. Springfield has tapestry or services where if they're in need of this product they can just go walk in and grab it, but Ludlow doesn't have anything like that.

Mr. Goncalves: So, if somebody would be in need of it, are you talking like a resident, felt that would be a good idea.

Ms. Matusik: It's not just for people that are using it's also for the elderly. People may forget that they have taken their medication. Parents may show up to their elderly parents' house and that elderly person may have overdosed on an opioid. They could be taking Percocet, Oxycodone, mixing medications or forgetting that they are wearing fentanyl patches. So that would be an overdose. Narcan reverses an opioid overdose. What that basically does is when somebody has an overdose, the brain receptors, that opiate traps that receptor and when you use Narcan it lifts that overdose. It's only good for 30 to 90 minutes and you still have to go to the hospital, but it is a preventative and can help save lives. I don't know if you have questions for me.

Mr. DeBarge: Unfortunately, this is a necessity. Where do you want to put these? What about businesses in town, Big Y, stuff like that. I was reading an article on vending machines. Now they are put outside at Walgreens Plaza. Are we planning on doing that at any other place? Are you talking to any businesses other than our own buildings?

Ms. Matusik: I figured since I work at the Town Hall we should have one here before I start talking to businesses. I'm thinking probably downstairs on the opposite side of where the AD machine is or the other entrance. Either one is fine but having it by an entrance, doing it in phases. I've reached out to our police chief who wants one put in the lobby as well. I figured starting here and at the police department would be good for the community to see that we are starting this here first and then that way we can reach out to other businesses, and they can reach out to us.

Mr. Gennette: Did you say you are putting these in the schools?

Ms. Matusik: St. John's reached out. I did reach out to a nurse at the school. I'm not sure if we're going to put them in the school department. They do carry Narcan but that is something that we would have to meet with the superintendent about and go from there. I just don't have an answer for that.

Mr. Gennette: I just would hope that they are not where students can get to them.

Ms. Matusik: It would have to be in a supervised location. Obviously, it would be different for each school.

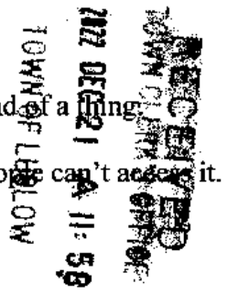
Mr. Gennette: My other question is how much do these cost?

Ms. Matusik: They are free for us. I wrote it down because I knew I was going to forget. The Health and Human Services Department in Northampton received federal and state grants. They are free because we are an implemented dart within the community through our police department. I work closely with their health department, so this is free for any surrounding Hampden County.

Mr. Gennette: Put one in every building.

Mr. Rosenblum: Thank you for bringing this in. What was the cost or grants? How many do you get free?

Ms. Matusik: As many as you want.



Mr. Rosenblum: So basically, it's a strategically place them around town kind of a thing.

Ms. Matusik: Obviously, you don't want to place them somewhere where people can't access it.

Mr. Rosenblum: I mean the police lobby is a great idea.

Mr. Goncalves: Town hall, schools close at 4, 3.

Ms. Matusik: Question for that is does that go through you to approve for the police lobby or…

Mr. Goncalves: I think Chief Valadas can do that.

Ms. Matusik: He's on board. I just wanted to have a meeting before I start putting

Mr. Goncalves: Maybe the police and fire if you can get it if you can get additional ones.

Mr. Gennette: Senior Center.

Mr. Goncalves: I had an incident where I actually drove someone to the fire station so that they could get an ambulance. So, maybe it's good to have one there.

Ms. Matusik: Definitely, I know they carry it on the ambulances.

Mr. Silva: I really don't have anything. It's a great program and quite honestly I think this is a Board of Health issue. If they so desire to put them, I don't see where us as the Selectmen really okay it. I'm good.

Mr. Goncalves: I'd like to think if anybody from the school department is listening I hope that it's not an issue for them to put one in any of the schools; maybe at the admin building, the library. Especially if we are going to put them in some places, let's have them everywhere we can possibly have them to make a big difference.

Mr. Gennette: Is there an expiration date on the Narcan?

Ms. Matusik: Yes. Every Narcan has an expiration date, and I actually brought a box. So, every Narcan comes in a little box like this, and it's listed at the top or on the back. So, this one here is good until November 2024. You can still use expired Narcan it's just not as effective. You can still use Narcan on somebody if you are not sure they're having an overdose. You can still use it on that person and there is no adverse effects. It doesn't harm them.

Mr. Gennette: Will the locations be responsible for making sure that they are up to date?

Ms. Matusik: Each one is going to have one of these. On here there will be the location. If we put one in the town hall, essentially town hall would be responsible. This is why I'm having the meeting with you. Essentially, you'd have to sign off. For the town hall, I would be responsible

for checking this twice a day, in the morning and at night, to make sure that it's fully stocked. There would be no responsibility for the town hall besides the Health Department checking; the same thing goes for the police. Essentially, they're hosting the box. They would assign a sergeant or whatever and check if there's Narcan. If they run out of Narcan, they can contact me, and I will supply it.

Mr. Goncalves: Conceivably somebody could walk in, open this, take one, close it back up and not tell anybody; listen by the way I'm taking one of these or whatever else.

Ms. Matusik: We want to hit that population that may be nervous or embarrassed to get Narcan and hopefully we'll have less overdoses because of that.

Ms. Lamas: I'm here for support of Paulina as a representative of the Board of Health as the chair. I know that Paulina and Angela have plans for training too as well in the community in the future.

Ms. Matusik: We are speaking to trainers to either do a quick training on how to utilize Narcan or if people don't' know what opioids are or what an overdose is. Because we are putting this in the town hall, if anybody working here has questions on how to use Narcan or just wants more education, that's something that we can do as well.

Mr. Goncalves: May I make a suggestion? Maybe you can get together with our cable access people and do a little training tape and put it out on community tv.

Ms. Matusik: Sure, that's a great idea.

Mr. Goncalves: People may also be hesitant to come into the training because they're sending some kind of signal or whatever.

Ms. Matusik: I agree.

Mr. Goncalves: Do you need us to make a motion to accept this? Okay we need a motion to accept this into the town hall please.

Moved by Mr. Gennette to accept this new opioid rescue kit into the town hall, seconded by Mr. DeBarge. Vote 5-0

Mr. Silva: Can we just make a broad motion to except this not just at town hall, but the entire town, prominent locations, that the Board of Health desires.

Mr. Gennette: Mr. Chairman I'd like to amend my motion.

Moved by Mr. Gennette that we have companies, community wide acceptance for the opioid rescue kits in all facilities including but not limited to town hall, seconded by Mr. DeBarge. Vote 5-0

Ms. Matusik: I know that this is a letter of commitment. I don't know if you would mind signing this one that way I can put this up in town hall.

Mr. Goncalves: Do you want one signature or all of them?

Mr. DeBarge: The Chairman will sign that.

6:30 pm: Pat McGowan, Library Board of Trustees Stipends

Mr. Goncalves: The last time you were in Pat we asked you to go out and take a look and do a little homework on the possibility of considering stipends for the committee.

Mr. McGowan: Looking at a previous Board of Selectmen meeting, I noted a list of comparable towns to Ludlow and then reached out to directors of each of those towns' libraries to determine the specifics with regard to the policies and practices for providing a stipend to their Board of Trustees; the stats of how they're determined, whether or not they have a Board or an appointed Board or not. In the case of Agawam, there's only one trustee, the mayor. He has the option of either taking a salary or a stipend. Belchertown is self-appointed, no stipend. Charlton is elected,

and they have an incremental increase in their stipend based on the fiscal year. The Emily Wilson Library in Easthampton is a public library association and has a different governing structure. East Longmeadow is appointed by the town manager, six trustees. South Hadley and Wilbraham are not provided with a stipend. You asked me last time how much time I interacted with the chairperson of the Board and the other trustees and it's relatively limited. It could be up to two hours a week, but that's the maximum. I think it would be outside of the regular meetings that take place monthly; some planning that's going to be taking place, coming up, maybe a half an hour a week I would say is approximate. They work hard but there's a lot of other boards that work hard too. I'm not really at liberty to say what the Board of Selectmen should do or not do, or the town should do or not do. You know this is just the information that I have got together, and I just put it forward for your consideration.

Mr. Rosenblum: Is this being brought forward by you or by the trustees?

Mr. McGowan: One member of the trustees. We discussed it in a group meeting.

Mr. Rosenblum: You know precedents are kind of set here. I would think looking in other surrounding towns that most everyone is not provided with a stipend. I guess what is the compelling argument for us to go ahead and have a stipend.

Mr. McGowan: I would think the precedents would be probably prevailing consideration. I don't want to be in a position to say yes or no as far as compelling argument. I don't know that there is one. I think in order to make a more informed decision this information can further support that.

Mr. Gennette: Marc, do we know of the other, this is an elected committee these three? You just answered my question.

Mr. Strange: There are six elected boards in town that get stipends.

Mr. Gennette: How many elected boards do we have, do we know the total? Are there other boards that are not getting stipends?

Mr. Strange: That's a tough question.

Mr. Gennette: Basically, I'm just trying to determine if they are the only ones that don't get a stipend. We can get back to…

Mr. McGowan: I think that was the basis or the origin of the trustees looking at the previous town meetings and the annotations to that and notices that some of the boards within the town have been provided with a stipend.

Mr. Gennette: For me and I know the people on this Board, I think they probably do incredible work. I really don't know much and like Mr. Rosenblum said and I agree, there's got to be some kind of proof in the pudding. I think that you're probably a year early you know what I mean. I think that we are having a hard time right now trying to get positions approved with funding and budgeting and things like that. I think you are probably just a little early for this, but you know in the future, if we can get Ludlow into a better position budget-wise, I think that might be something that we can do. That's my opinion.

Mr. McGowan: We're glad to do whatever you recommend.

Mr. DeBarge: Appreciate you coming in Pat, and actually presenting this for us and coming back after we asked for more information. I originally was not in favor of this for the simple fact that it's kind of precedent setting as the other Selectmen have brought up. If we do it for the Board of Trustees, there's an elected Golf Commissioner, I'm just thinking off the top of my head. In no way does it diminish their work and especially with the situation that we're in now with the gas prices and everything else. We're asking them to come in and do all this so in a perfect world, yes. I think my colleagues here put it perfectly. I don't think this is the time right now for it. I'm not saying that I'm in favor of it at any time. Even if we took $2500 let's say, which is the least amount of stipend that the town gives, you have three and that's $7500. It's $7500 that we're trying to place right now for existing, or for some other things that we are trying to do. For me it's we'll see. I appreciate the information. It's good to have.

Mr. Silva: I'm all set.

Mr. Goncalves: Me too and much along the same lines probably not the best time in the world. Last year was a struggle with the budget. This year I think is going to be a bigger struggle so to be introducing any type of position or additional expense that is not going to produce some kind of income in return, like a grant writer or procurement officer. Hopefully, those people are going to pay for themselves several times over. Might not be a good idea right now until we see where we are in a couple of years financially, but that was good stuff. Thank you very much.

Mr. McGowan: I guess you were aware that I also requested to talk to the Board about potentially obtaining a liquor license, just a temporary liquor license, in support of our adult library program. That should have been on the agenda. I communicated that to…

Mr. Goncalves: It might have been too late. Is it something you did in the last couple days?

Mr. McGowan: No, I did it along with the stipend. Basically, what I was thinking about doing is a preliminary draft of a Portuguese cooking program with local author Maria Dias.

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Mr. Goncalves: Maria Dias!

Mr. Silva: Do I know her?

Mr. Goncalves: I think so, you might have grown up in the same house as her.

Mr. McGowan: This has obviously not been distributed. This is just for your consumption at this point.

Mr. Goncalves: Is it just beer and wine?

Mr. McGowan: Yes.

Mr. Goncalves: One day?

Mr. McGowan: One day.

Mr. Goncalves: There will certainly be an application for the next meeting. I can't speak on behalf of the Board, but I don't think there would be a tremendous amount of resistance if you want to go ahead and get the ball rolling.

Mr. DeBarge: I hope not. I want to go.

Mr. McGowan: I will reach out to Marc's office and submit a formal application. November 19th, 11:00 am. I know it's a little bit early, but you have to start some time.

Mr. Goncalves: Pat, I'm going to request that we also waive the fee.

Mr. McGowan: Oh sure.

Mr. Goncalves: Taking money from one department to another.

Mr. Gennette: It's a beer and wine license, it's not a liquor license, right?

Mr. McGowan: No, no, no.

Mr. Gennette: That changes it a little bit.

Mr. McGowan: There will be no fee charged for this program.
Mr. Goncalves: When can we register?

Mr. McGowan: Once it's approved.

Mr. Goncalves: Saturday at 11:00am.

Mr. Gennette: Mr. Chairman the only question I have is who's going to be monitoring people leaving that have been drinking.

Mr. Strange: Do you have any bouncers, Pat?

Mr. McGowan: Not really.

Mr. Silva: We don't monitor any other.

Mr. Gennette: They also have to have their…

Mr. Goncalves: No, it's kind of like when Saint Elizabeth comes in for their pocketbook [illegible] and we give them the license for the day and there's nobody there.

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Mr. Gennette: Okay, alright

Mr. Rosenblum: Fernanda will do it.

Mr. McGowan: This is supposed to be a tasting so therefore you get small little cups of wine.

Mr. Silva: Is this actually being done by the library itself?

Mr. McGowan: Yes.

Mr. Silva: I'll tell you why. That's my sister. I don't want to do any votes or anything that's going to sway my vote. If it's the library, I can actually vote on it.

Mr. McGowan: The wine is being provided for free by Uncle Bob's. There will probably be a fee associated. Actually, this program is being offered for free by Maria Dias. We have an invoice that is submitted, and we pay our vendors to perform programming, but in this case it's free. We typically don't allow our vendors or people performing programs to sell their books. We do have these books by the way. You can get them if you'd like and if you want to go to the program you can buy them.

Mr. DeBarge: I'm putting it on my calendar right now.

Mr. Goncalves: She just came out with another one recently.

Mr. Silva: They're both there.

Mr. Goncalves: I have the first one.

Mr. McGowan: Thank you.

TOWN ADMINISTRATOR REPORT:

DPW—The town's DPW superintendent gave his notice last week which means Ludlow has lost yet another manager and the Ludlow DPW's reputation has taken yet another hit. This departure comes on the heels of the departure of the DPW Business Administrator and two clerical staff all of whom left the department, in part, due to the DPW culture and structure. I believe this is now 4 or 5 DPW superintendents in the past 5 years or so. The DPW is a critical town department on par with Police and Fire and there is just no way forward with an improved DPW within the same departmental structure. Instability in leadership means roads don't get paved, sidewalks don't get repaired, fields don't get mowed and the like. This is an inflection point for the Town of Ludlow.

Succession Planning—The Town secured a grant to create a succession plan for town departments. We will be meeting with the Collins Center this week to discuss a potential scope. Since the project is likely to cost more than $10,000, we may need to put this project out to bid. Nevertheless, this is a timely grant award considering, for example, the DPW superintendent is leaving and there's no existing succession planning in terms of cross-training personnel, systems

collaboration, and the like. We will also be discussing the Collector's Office tonight, which is a perfect example of why we need a succession plan for every department.

New Website Training—Our new website is still on track to go live sometime around Thanksgiving. There are three days of training coming up from November 1-3, which will include representatives from various departments. The idea is to train 8-10 town employees, who can then help to train their staff members and other departments.

Energy Research Committee/Rooftop Solar—The Energy Research Committee is scheduled to meet again next week for the first time. We look forward to working with them on various initiatives, including potentially becoming a Green Community and, more immediately, exploring the potential value in rooftop solar at Harris Brook Elementary School and the Public Safety Complex.

Veterans Services Radio Hour—Eric Segundo, the town's Veterans Services Officer, will be doing an hour-long weekly radio show on 97.7 FM. The show will be taping on Wednesdays and airing on Sundays.

Mr. Goncalves: Thank you very much. Good stuff Marc. This is great to have you chime in every meeting and let people know what's going on. Much better than just getting an email so everybody gets all the good news every meeting we have.

CORRESPONDENCE:

164. Fred Pereira, Town Collector—letter of retirement from the Town to be effective March 28, 2023

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Mr. Goncalves: That's a sad bit of news.

Mr. Silva: Did we already have that letter?

Mr. Goncalves: I don't believe so, maybe.

Moved by Mr. DeBarge to accept the letter of retirement regretfully, but I'm happy for Mr. Pereira. I'm sure we'll have time to talk about his contributions to this town from birth and everything else, great man, seconded by Mr. Gennette. Vote 5-0

Mr. Goncalves: Thank you very much Mr. Pereira. I don't remember any other tax collector ever except Fred in my adult life.

165. Celebrate Ludlow Donations—Peoples Bank $2,000.00 Grand Total: $13,000.00

Moved by Mr. Silva to accept donation from Peoples Bank for $2,000 and send a letter of thanks, seconded by Mr. Gennette. Vote 5-0

166. Municipal Vulnerability Program designation letter

Mr. Goncalves: We have spoken about this before. I'm not going to read it but basically a good job Marc getting us on that and giving us the opportunity to apply for a lot of grants and MVP action grants etc., really good.

Moved by Mr. Gennette to file, seconded by Mr. DeBarge. Vote 5-0

167. Letter from Springfield Water & Sewer—HAAS and TTHM Water Quality Violation and Public Notification
Mr. Goncalves: Everybody should have gotten this at home if you are on city water. Just a warning that the levels are getting a little higher than they would like. As before, this type of violation is not an immediate health hazard. I'm sure there is more to come on this.

Moved by Mr. Gennette to file, seconded by Mr. DeBarge. Vote 5-0

168. Louis and Natalina Tulik—letter of resignation from Ludlow Pond Commission effective immediately

Moved by Mr. Gennette to accept this letter of resignation from Mr. and Mrs. Tulik with a great thank you for all they've done and a letter of appreciation, seconded by Mr. DeBarge. Vote 5-0

169. Larry Goodreau—notifying the Board of his interest in joining the Ludlow Culture Council

Moved by Mr. Silva to appoint Mr. Larry Goodreau to serve on the Ludlow Culture Council, seconded by Mr. DeBarge. Vote 5-0

UNFINISHED BUSINESS:

Board to approve and sign Point Software Contract (Tabled from 8/23)

Moved by Mr. Gennette to table, seconded by Mr. Rosenblum. Vote 5-0

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Board to approve and sign Executive Session Minutes of August 23, 2022

Moved by Mr. DeBarge to approve and sign Executive Session Minutes of August 23, 2022 with all members present, seconded by Mr. Gennette. Vote 5-0

Board to approve and sign Selectmen's Meeting Minutes of February 22, 2022

Moved by Mr. DeBarge to approve and sign Selectmen's Meeting of February 22, 2022 with Mr. Goncalves absent, seconded by Mr. Gennette. Vote 5-0

Board to approve and Chairman to sign Change Order #41, #42, and #43 for Harris Brook Elementary/Chapin Street School Project

Moved by Mr. DeBarge to approve and Chairman to sign Change Order #41, #42, and #43 for Harris Brook Elementary/Chapin Street School Project, seconded by Mr. Rosenblum. Vote 5-0

Board to sign transfer of Liquor License for Tin Cup Facilities, Inc. (transfer from The Lighthouse)

Moved by Mr. Gennette to sign transfer of Liquor License for Tin Cup Facilities, Inc., seconded by Mr. Rosenblum. Vote 5-0

NEW BUSINESS:

Board to approve and accept $45,000 Community Compact grant for economic development planning

Mr. Goncalves: Marc, these are all things that you've applied for?

Mr. Strange: Yeah.

Mr. Goncalves: This one and the next one and there are some others I guess out there that will be coming shortly. That's awesome. Great job. Thank you.

Moved by Mr. Gennette to approve and accept the $45,000 Community Compact Grant for economic development planning, seconded by Mr. Rosenblum. Vote 5-0

Board to approve and accept $50,000 Community Compact grant for developmental succession planning

Moved by Mr. Gennette to approve and accept the $50,000 Community Compact Grant for developmental succession planning, seconded by Mr. Rosenblum. Vote 5-0

Board to discuss succession planning for Collector's Office

Mr. Strange: As you had announced earlier, Fred Pereira submitted his letter of retirement effective the end of March. There are a couple of layers to this one. With Fred leaving and all of

his institutional knowledge leaving and the LATOS IV in that office also retiring in December, basically they're bringing 85 to 90% of the office's institutional knowledge with them out the door. I think what we would like to do initially is to cross-train some people in the Treasurer's office with an eye towards combining the Treasure and the Collector's office. I left you some information there. The Municipal Modernization Act 2016 specifically carved out a process for this situation. Towns that have an elected Treasurer and a separately elected Collector combine the two into one position and make them appointed by the Board. It has to be approved by Town Meeting. We would have to have a Special Town Meeting probably in early to mid-January and then at the election in March the Town has to approve it. There's a lot of moving pieces here but initially regardless of what we do in terms of whether the Board likes that plan or not is to figure out a way to cross-train people internally so that once they leave we're not caught flatfooted. Obviously, the Succession Planning Grant will pay for kind of a bigger picture plan for that. I don't know if the timing is going to work since Fred is leaving in March. So, there's a lot of wheels that are turning. I don't know if you had any thoughts on that.

Mr. Goncalves: I think it's actually something that's been discussed and that's probably what we have been hoping for, or at least me.

Mr. DeBarge: I noticed it in other communities when we had the assessment of the positions done. We've been talking about progress and trying to speed up the slowness of our government and this is a great step to make that happen. We can take advantage of two, as Mark put it perfectly, two people that are taking a wealth of knowledge with them. This is a good time to integrate both offices and start that path to streamlining.

Mr. Silva: I worked in a municipality as most of you know with a Treasure/Collector for 30 some odd years in Wilbraham. It just worked quite well. The other thing I'm sure is we will be able to eliminate some costs; possibly bring down not only the personnel expense but the benefits. So, it's a great idea. I think we should move forward with it. The problem will be, as Marc said, the transitioning. How do we get it done before the election? Can we do it before the election?

Mr. Goncalves: When do the papers need to be taken out and returned?

Mr. Strange: Papers are available November 18th. I asked the Town Clerk this very question. They are available November 18th. She doesn't know when they are due back. I think ideally we would do the Special Town Meeting sometime in December. It might be a little bit of a time crunch considering there's an election the second week of November. Getting the Town Clerk's office through that process and also setting up Special Town Meeting, there might have to be some broad communication to people who might want to be taking out papers for Treasurer/Collector that this is in the works.

Mr. Goncalves: I just wonder if there's a legal part to that.

Mr. Strange: Yeah.

Mr. Goncalves: If it's put out there and somebody does take out papers, are we obligated to an election?

Mr. Strange: We definitely have to consult with our attorney on that, absolutely 100%. I feel as long as there is proper notice we probably will be okay.

Mr. Goncalves: You're looking at a December Town Meeting and then you'd be looking into January before the Attorney General approves it and gets it back probably or it's official and somebody can have paperwork out there for sixty days.

Mr. Strange: Again, it's Mass General Laws Chapter 41, Section 1B. If there's an expedited process for this one particular statue, I've got to ask the attorney about some of the details.

Mr. Gennette: I want to say how important this is. We are losing the experience. We have an appointed position coming in with some know-how, some newer way of doing things and some better processes. This may be a huge benefit to move to an appointed position. That's pretty much all I have.

Mr. Rosenblum: I think it's a great idea. We've been looking to integrate things together and to streamline things a little bit as positions and people retire and phase out to reevaluate. This is a larger position obviously but if it's more like a secretary's, it's shared services. I think this is the right thing to do.

Mr. Goncalves: I like the idea too. Maybe with the training we will become ultra-efficient number one. Number two, if we lose the salary of that collector, we could probably get somebody at a much lesser pay scale and as Mr. Silva said maybe eliminate benefits for one person. That could be a lot of savings. That would be really good.

Board to approve four requests to charge off medical expenses and lost wages to Chapter 41, Section 111F for injuries sustained by four police officers as a result of an incident that occurred on October 2, 2022

Moved by Mr. Rosenblum to approve four requests to charge off medical expenses and lost wages to Chapter 41, Section 111F for injuries sustained by four police officers as a result of an incident that occurred on October 2, 2022, seconded by Mr. Gennette. Vote 5-0

Board to approve two requests to charge off medical expenses and lost wages to Chapter 41, Section 111F for injuries sustained by two police officers as a result of an incident that occurred on October 12, 2022

Moved by Mr. Gennette to approve two requests to charge off medical expenses and lost wages to Chapter 41, Section 111F for injuries sustained by two police officers as a result of an incident that occurred on October 12, 2022, seconded by Mr. Rosenblum. Vote 5-0

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Mr. Strange: The Board needs to sign amended copies of the ballots. There was a little bit of a minor amendment. It wasn't on the agenda, but it's just signatures.

Mr. Goncalves: Do we need to make any type of formal…

Mr. Strange: No, no.

Mr. Goncalves: Board to enter into Executive Session for the following purpose.

Mr. Strange: No executive session. We had bargaining scheduled for today, but the attorney is ill.

Mr. Goncalves: This KP Law is this just for us to look at?

Mr. Strange: That's just for your reference.

Mr. Goncalves: Ok, actually I like some of this. Mr. DeBarge when you are done signing if you'd like to go on ahead and start with closing comments.

CLOSING COMMENTS:

Mr. DeBarge: I have a few announcements from our Veterans Service Director. Our Veteran Services have some events coming up. I would like to start with closest to furthest out. On Tuesday, November 1st , there is a food drive to support the veteran's pantry. Ludlow Veteran Services is excited to announce that they will be joined by members of the Department of Veteran Services, the Springfield Veteran Center and multiple local veteran service organizations bringing service to the local area veterans inside our own community with a food drive right here in Ludlow. This will be Tuesday, November 1st at the Ludlow Big Y from 3:00 to 6:00 pm. Veterans get down there. There will be a bunch of services for you. From Eric Segundo, our Veteran Service Director notifying the Board of the Selectmen of the Veterans Day Ceremony and all of you listening, the Veteran's Day Ceremony will take place Friday, November 11, 2022 at 10:00 am. All members of the Board are cordially invited and all people in town are cordially invited. Ceremony will be at the Ludlow High School in the auditorium on November 11th at 10:00 am. Veteran of the Year has been chosen and it's Scott Horns, a 20-year Navy Veteran. Come on out and celebrate. This past weekend there were three events that I was able to participate in, in some way, shape or form, Celebrate Ludlow, the David Goncalves golf tournament and dinner, and the Michael J. Dias golf tournament and dinner. I got to play in one of them and I went to both dinners. Just to say the

outpouring of support from this community. I say this all the time, you can go through town after town, city after city and call them town and city. Ludlow proves that it's a community and that's because of the outpouring that we have for the Goncalves family, the Dias family and the Dias foundation which is providing three houses in Springfield for those that are recovering from addiction. They had record sales, sold out tee times, and I know the Michael J. Dias dinner was the most people they've had in their ten years of existence. It just comes down to the support. It's a great thing to see. The key thing is you always see it here and that's why I always say that Ludlow is a community and it's easy to grab you. It's just not a town. For Celebrate Ludlow, I loved the venue change. I'm not really sure about the time of season. I don't know what I like better the end of July or October, but I love the venue change. I know there's a lot of talk about what could've been done better which we anticipated. It's the first year and I think it went very well. I think it can go better if it decides to stay in that location. Everybody is discussing the food and alcohol being put closer together. The group is already doing their after action and it'll be even better next year. That brings me to the chairperson of Celebrate Ludlow. Monday morning, I was driving to the Ludlow Country Club to play in the Michael J. Dias tournament and as I'm coming down Center Street going to Putts Bridge I'm just about to come to the light and I look over to the library area and the Memorial and I see one person at 9:15-9:30 am all by herself walking around and picking up trash, and who is it, Laurie Smith, the chairperson of everything as I call it. Every time I'm at a function she's there. Christopher Smith is there taking pictures, Veterans' stuff. The work she does with her boy and girl scout troops too is incredible. I don't know where she gets the energy but to just be out there by herself picking up small pieces of trash because it was the area that we chose was something to see. We hear about people doing that at Whitney Park and you hear stories here and there about somebody picking this up or cleaning that up and it comes down to community, but for Laurie you are an absolute gem and I appreciate all that you do. Finally, I'm going to address our Town Administrator's report and specifically the DPW. We tried this last year with issues with the Board of Public Works, issues of organizations, personnel issues, infighting within the Board themselves. I mean these four guys don't like me very much, but we get along well. My point is we tried this. We tried to show that the town government needs to be changed so that we can get things done faster. We've gone through multiple; I know of three DPW directors, and they have left because of personality clashes with members of the Board of Public Works. What is the answer to this? The answer is when we went to election last year the registered voters of Ludlow voted to keep the Board of Public Works. We said great, fantastic. We believe in what the voters want. Let's see how they do. Folks our Town Administrator just told you in a much better way than I can, and the end of this report is an inflection point for the Town of Ludlow, that we have lost so many personnel from that place and it's mainly because of personality. Call it what you want. It doesn't really matter anymore because that building is almost unmanned. The answer is this. If we have time to have another Special Town Meeting for the Tax Collector and Treasurer's office, I will be requesting to put back on to disband the Board of Public Works so that the Department of Public Works can be run in a more efficient manner, and we can get more things done through this Board and our Town Administrator. I don't see any other way out of this because the song remains the same, new director gone, new director gone, new director gone, business administrator gone. The song remains the same folks and I don't know how else to put it. It has nothing to do with anybody personally. It has everything to do with how efficient this town works, and that office is inefficient, that Board is inefficient, and we need changes.

Mr. Rosenblum: I just wanted to say that I've been involved with some of the events that Mr. DeBarge is referencing and unfortunately I'm on the road a lot with hockey now on weekends but it's great to see the success and the support that this town gives its own. You always see it at every event. Every event this town has is always well represented and everyone gets behind it. Congratulations to Celebrate Ludlow. I remember my wife asking why are they doing it now. A lot of the organizations are running now more than they are during the summer, football, and all those. I'm surprised hockey didn't do anything. It would've been good to see that. Congratulations obviously to the Michael J Dias Foundation; the golf tournament sorry I missed that and obviously the Goncalves which I'm hoping to get into next year. To piggyback to what Mr. DeBarge said about the DPW, if we do talk about bringing this back out, disbanding that Board, the fact is that people need to understand that it's not going to be the Board of Selectmen that's going to be sitting there doing day-to-day operations. It's more that we have the ability to hire someone to go in there and they report to us. The fact is no I'm not an engineer, no one at this table is. The idea is that we get someone in there that's qualified to do the position. The position at this point has become more about being a manager of staff and maintaining a budget. That is pretty much where it needs to be at this point because obviously there are personality conflicts, be it on the Board and within

the DPW building. We need to do something because as long as I've watched this on TV, yes I watched this when Larry was on and everybody else, it seems that it's always been an infighting and been an issue and something that we need to find a solution to. Thank you.

Mr. Silva: I'm not going to beat a dead horse anymore. I was a proponent of this, and I think I began the discussion to dissolve it. I asked Ellie to look into it. It's just ridiculous. I have worked in other communities, and they were perfectly fine having the Selectmen make decisions; you know they structure it and it worked tremendously. I'm just going to ditto everything Mr. DeBarge just said including the functions and the veteran and everything. There's no sense in me sitting here and saying the same thing over and over again. Thank you.

Mr. Gennette: As far as the DPW goes, I think we kind of covered it so I'm going to move on. Celebrate Ludlow did a great job and congratulations to the committee that did it. I'm looking forward to some improvements next year. I would really like to see some more small businesses and restaurants show up. It was nice to see Vanished Valley and Iron Duke there, but I would like to see some more businesses participate. I think that would be great, but I think they did a fantastic job. Lastly the Commission on Disability is short two people that are not on the Board anymore. There are positions to fill. If anybody's interested in being on the Commission on Disability, please submit a request. Bev Barry, the chairman has had some health issues, but I hear she's doing well. Bev you are in my prayers. I hope to see you soon. Thank you, Mr. Chairman.

Mr. Goncalves: I attended all three. Celebrate Ludlow was kind of quick. Just passed through because I wanted to make sure that I got there, and Laurie Smith is incredible. I'm a little disappointed with some of the chatter I saw on social media about what people didn't like. Mr. Gennette just now said he'd like to see a couple of things happen next year and that's great it's constructive. There're some people in town that aren't that constructive and it's really a shame to see anybody trying to deflate anybody else's balloon. When they put the amount of time and effort and passion into these types of events, and they had somebody who didn't like it because the beer tent was too far away from the slide, and they couldn't have a beer and watch their kids, that sort of stuff just doesn't settle right and if it settles right with you folks then I guess I'm the wrong one here. Enough already, we are a community like Derek says. We have pulled for each other and if you can't help, you can't find the time to volunteer, you have several jobs or whatever, at least maybe come across in a different manner. Be thankful that there are people out there that are willing to donate their time, whatever time they have. They put these events on. The golf tournament for Dave Goncalves was incredible, and much like the Michael J. Dias was phenomenal and the more I look about what Grace and that organization does, to have those homes and provide the services that they do for those men in recovery is incredible. She had 60, 70 people that didn't golf and just showed up for dinner. The Goncalves' event also had 70, 80 people that showed up that didn't play golf just for dinner and just the amount of volunteers at those organizations and what it takes to put those things together. The DPW I'll get in a little deeper. I've always had this thing about the Town of Ludlow. It seems to have three different communities; the School Committee was out somewhere; the Town Hall with police station, fire station and then DPW is off somewhere else. The chairman of the School Committee, Mr. Harrington, made a pledge that he would bring that Board to the table, and we would get together more often, and all be on the same page, and we've been able to accomplish that with Chip and the Board. Now I look forward to Superintendent Tiano making sure that's smooth. On the DPW front, unfortunately we've extended the olive branch and their idea of getting together is to go to a neutral site because somehow this is like a playoff game or something or the finals and you have to have it at a neutral site, so nobody has the advantage, kind of childish. You've got problems at the DPW. We are willing to help. Don't make us run 6 towns over and you know the fourth Thursday at nine o'clock at night at the high school auditorium that's when you'll meet with us. Time to come to the table, tell us what we can do to help, and if you don't want to do that then maybe the alternative is to go ahead and take that ability away from that Board so we can run it efficiently. Four, five directors later it's horrible and beyond the school it's a huge budget and it impacts everybody. Whether it's rubbish, whether it's the potholes, the sidewalks, the black topping, it's going to be the plowing or the cutting of the grass, everywhere it touches everybody. There's a little bit of an issue out there. I hope that we can get together on the right page. They come around and if not, the people need to get involved and they may need to put some pressure on as taxpayers.

Moved by Mr. Gennette to close the Select Board meeting at 6:35 pm, seconded by Mr. Rosenblum. Vote 5-0.

Chairman

Ludlow Board of Selectmen

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