The Meeting of the Board of Selectmen held on Tuesday, May 2, 2023, began at 5:30 p.m. in the Board of Selectmen's Conference Room.

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

Members Absent: None

First Order of Business: The Pledge of Allegiance

Mr. Gennette: We've got visitations tonight. Lieutenant interviews for the Ludlow Fire Department. For recording, all 5 members are present this evening. These positions were not approved this year, these were older positions. Chief, if you wouldn't mind coming up. These positions are 2 years old, right?

Chief Pease: 2-2 ½ years ago I came in and showed you guys a staffing study, increase in call volume, and explained to you the importance of having mid-level supervisors, especially in the fire service where we work in an environment that's immediately dangerous to our life and health. The ratio as opposed to outside definitely needs to be a closer ratio because of the dangerousness where we work. We already have the position of an acting captain, so they get captain's grade towards their pay when they fill in as the officer. The lieutenant is just essentially an acting captain but narrows down that role of span and control and they'll also act as an interior operations supervisor during a fire scene leaving the captain so they can stay outside and get eyes on the bigger picture of what's going on. They'll fulfil the role of the captain when the captain is not present. It really just fills the gap there when we need them. Also, we're not creating 4 brand new firefighting positions off of this. These guys are going to be mid-level supervisors, but they're also going to still respond on the ambulance and respond to the day-to-day calls. It's not a white shirt sitting in an office on a computer. These are boots on the ground. They're going to work as our lead trainers to assist the captain in delivering all the training. Much needed. I think it puts the town in a better place. I think it puts the fire department in a better place. As I explained to you at that meeting, yes, we need more firefighters and we've kind of been working on that plan 1 or 2 at a time when needed. So far, we've gotten 2 since that meeting, which I'm grateful for. One including this year.

Mr. Gennette: If you don't mind me asking, what was the delay?

Chief Pease: The delay was we had to wait for a civil service test to come out. Civil service posted a lieutenant's test in November. We were all supposed to participate in the written test and as a hybrid assessment. There was a recent lawsuit against civil service back in November. The promotional test was cancelled, the written test. So, we had an opportunity to go back and say what do we want to do? What's going to be the fastest way to fill these positions? Working with the union, we agreed to an assessment only. The assessment we used consisted of 6 different fire chiefs, 4 different scenarios in which they agreed these candidates you will see today, there were 9 of them, 11 originally but it's down to 9 because of the rules doubles the amount of positions plus 1, which is civil service rules so we're interviewing 9. However, they're all extremely great candidates. They did all pass the process, but you have the top 9 before you in the next 2 days here. Going back to the exercises they went through, one of the main exercises they all were put through the ringer on was managing a working fire. Complicated working fire. A fire in Ludlow where we simulated it. The 3 chiefs graded them on their response. I provided them with all the information I had as far as our SOP's and run cards so they should be able to have an idea how we do it in Ludlow. Another exercise is a rapid-fire question panel where they asked some pretty interesting questions from the 3 chiefs, and they were graded on their response to those questions. They also had to deal with a problem employee, and I mean a real problem employee, and they were graded on how they handled that. The last exercise they were graded on in this process was teaching a training exercise. I got them a piece of equipment from the fire department, and they were to train these chiefs like they were new employees and how they would be using it within our guidelines. It was a pretty stringent process when you look at the results. We could always tell you who we wanted but because we are a civil service community, we do use an objective form of evaluation. When you see these folks come in today, #1 spot was a clean spot. You're going to see them in order of how they finished on the exam. #1 was clean, 2 there was a tie. The next 2 after that are actually tied on the list. The position after that for 3 was a 3-way tie. After that there was another 3-way tie. Just so you know, you have 6 candidates that finished within the top 4 positions, but we

can only take 4 candidates obviously. If we do skip somebody through the process we need a legitimate reason to bypass them, as you have been schooled in the rules of civil service.

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Mr. Gennette: For the record, we have 4 interviews tonight, 5 tomorrow night. Does anybody have any questions for the chief before we bring in Mr. Dooley?

Chief Pease: I want to preface this by saying they are all great, qualified candidates. Its unfortunate we can't take all 9 of them, but we do have to make a decision here tonight, I'm sorry tomorrow. To help you guys with that decision, Carrie, Captains, Deputy Chief and I, the 8 of us, interviewed everybody last Tuesday. Half an hour each and then deliberated for probably 2 ½ hours on our selections and why we made this. We spent a lot of time on this. Everybody there, we've had a chance to see their career, most of us. We do have a good working knowledge of everybody that's going to be brought forth to you. I am prepared to make a recommendation at that point. However, I wanted to make sure that you guys know they are all great candidates and hopefully we get to show you a little bit of the product we're bringing you from the Ludlow Fire Department, and I'm proud of everybody here that you will be seeing the next 2 days.

Mr. Gennette: Excellent, we are too. Alright, this is pretty easy. We're going to give you an opening, we're going to ask you some questions when you're done, give you a little bit of a closing and we'll move on from there.

Mr. Dooley: Mr. Goncalves, Mr. DeBarge, Mr. Gennette, Mr. Silva, and Mr. Rosenblum, for the past 12 years my forward leaning attitude, my engagement in the efforts and growth and the development, my advocacy for change to help make this department better have grown and shaped me into the leader you see here tonight. A leader that never stops and a leader that has grown personally and professionally. Who has selflessly thought of this town and of this department. I sit here proudly representing the best of what Ludlow Fire Department has to offer for lieutenant positions. I sit here proudly as a father of 2 daughters. I sit here proudly aware of all my efforts and my accomplishments. I sit here with the promise of what I have to offer to the town of Ludlow. This is a monumental night for us to be deciding on this designated position of lieutenant. It means so much more as the impact on the 4 people that are going to be promoted. It propels Ludlow further on the growth, innovation, and modernization that this department and community attracted me so many years ago. Tonight advances the idea of what truly exceptional emergency care is and can be. And how do we get here? Exceptional leadership. It's my goal tonight, over the next few minutes to prove to you all what exactly the Ludlow Fire Department represents, what it stands for and what we promise. To you, the Select Board, to you, Chief Pease and to the community of Ludlow, thank you for this opportunity.

Mr. Rosenblum: Mr. Dooley, congratulations on making it into the room. We all understand the strenuous process that occurs before you even get in this room so congratulations. I'm going to go with 1 question. If a member of this board approached you and asked your opinion how you could save money on the fire department, what do you do and why?

Mr. Dooley: If a member of this board came and asked me for my opinion?

Mr. Rosenblum: Your opinion on how we could save money on the fire department?

Mr. Dooley: Saving money in this fire department, it's always going to be a challenge. I believe in the future, the budget is always going to increase, everything is going to get more expensive, as we see all the time with fire trucks. One thing I would suggest, how I would tackle it, is more data. Chief and I, about 8 years ago, we made huge steps on how to improve how we collected data. That was through our station smarts program. We collect more daily data requiring more subsets and how we can better section off medical, fire, all these events. When we use this data, it's through grants and increasing our ISO rating. By increasing the ISO rating, we are more apt to get federal grants and ability to receive grants for equipment, more innovative medical equipment, trucks, jackets, whatever we can use it for. Saving money, I would tackle it by data and collecting data.

Mr. Rosenblum: Thank you.

Mr. Silva: Congratulations. You come well reputable. I believe you came in first. What have you done to make the Ludlow Fire Department a better organization?

Mr. Dooley: Again, going back to the previous statement. About 8 years ago, me and Chief Pease, that was a big accomplishment. When I first got on the department, we were still using pen and paper for everything. We had to look up every call, every run number by pen and paper. Getting that stations smart program and being a current administrator of that program and procuring it, we go out east and look how other departments do it. Developing systems within that made leaps and bounds our department better. I've also, along with our ex-deputy chief got the station Amby Pro program. That's our digital ambulance run program. We were also at the time using paper. A stiff breeze on the ambulance run and all those papers would fly out the window. Now it's all backed up digitally. Again, it goes back to our data. I was big in the committee to promote, execute and still manage and train our central dispatch. Which is amazing for us because it made us safer because we were able to send more people to a fire. It freed up our dispatch internally. By creating a central dispatch with our police department, we were able to free up a guy and we were able to safely execute more fire department activities. I was tasked, about 2 years ago, with a counterpart of our police department to get federally trained with the University of Texas on active shooter, train the trainer drills. With his help and my help, we created and built the first ever Ludlow Fire Department and Ludlow Police Department joint training, which we still do yearly. It grows in complexity. We are inviting more communities. More communities are now asking us how do we do it. Were innovative in that, which is a huge step. Those are the big things Mr. Silva.

Mr. Silva: Very good, thank you.

Mr. DeBarge: I appreciate your opening statement and cover letter. I appreciate the confidence you have in your leadership. It truly shows. I've known you for quite a while and I wouldn't disagree with any of the confidence you have in your leadership. I obviously like the aspect of the tactical medic part. I think it's a big asset to have in the department, especially with a regional team and you being able to go out and do that is an asset to us in a lot of different areas. Not only having you here but training for others as well helps. My question is fire chief presents the department with a new policy. Your crew, as a lieutenant, has the opportunity to read and comment on the policy which you know isn't going to be taken very well by the crew. How do you get them to go along with it?

Mr. Dooley: If my crew don't get along with it, don't understand it, that's my fault. It's 100% my fault. Did I not properly teach them, explain to them, make them understand what the new policy or administrative tasks came down to? I'm going to take that hit. That's my fault. How I would handle that. I would go to that administrator that pushed that policy down and I would say help me understand this better so I can go take it back to my crew and I can help them understand it more fluently, more easily. Again, maybe I didn't do it right the first time. Didn't push the policy correctly. Using their guidance, I would go about it that way.

Mr. DeBarge: Ok good enough. Thank you.

Mr. Goncalves: Congratulations. Top of the class. That's great. What sets you apart from the other candidates?

Mr. Dooley: I thought of this question before. I don't envy you guys tonight. The 9 candidates you are going to see over the next 2 days, I've grown really close with them after all this drama we've had for the last 2 years with this test and having that test cancelled 6 days before we were supposed to take it. Exceptional leadership, undeniable leadership. That's what sets me apart. I can be one of the guys. I can joke around and have fun just like everyone else, but everyone else, it's a bad medical, child cardiac arrest, traumatic fire. If you look at me, I'm leading. I'm in it. I'm doing the task that needs to be done and I'm taking people along the way. I'm making sure I'm safe and they're safe. That's what sets me apart.

Mr. Goncalves: And a ton of confidence. I like that.

Mr. Gennette: Same sentiments for me. I don't want to get into comments yet. My question is why are you interested in the position of lieutenant and what have you done to prepare yourself for the duties, responsibilities of the position?

Mr. Dooley: For the last 2 years I've had a motto, when Chief Pease told me that the lieutenant's position was being created. I wrote it down on my first page of my notebook for my studying and that's lift others up. And that's it. Day one. That's when I started doing it. Lifting others up. I did

my job. Now it's time to lift others up. Day one is the first day I start training the next lieutenant. The next new candidate. The next we firefighter. The next new paramedic. I'm sorry what was the 2nd part of your question?

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Mr. Gennette: What have you done to prepare yourself for the responsibilities?

Mr. Dooley: Countlessly now I've advocated for myself to get more trained. I've read, I've studied, I've listened to podcasts on long drives to my daughter's basketball tournaments. Recently, just yesterday, I finished another national fire academy training on leadership. I couldn't even put it in my packet, but I still do it. I'm going to continue to do it. On day 1, day 10, day 300. It's my continued motivation to lift others up.

Mr. Gennette: Do you have anything you'd like to add?

Mr. Strange: No.

Mr. Gennette: Chief, do you have anything you'd like to say?

Chief Pease: I'll have comments on everybody, but I think I'll reserve them until we're done tomorrow. If you have any questions for me, I'd be happy to answer them more specifically.

Mr. Gennette: Do you have any closing comments you would like to make?

Mr. Dooley: I do not. I thank you guys all for your cooperation throughout this whole process and having me here tonight is a wonderful opportunity for us, Ludlow, to grow. We're at the pinnacle now. I go to these trainings with the SRT team and what is Ludlow doing. I'm proud to be in this forefront of doing this. Again, I don't envy you guys. This is going to be a tough decision in the next 2 days.

Mr. Gennette: Alright, we're all set. Thank you for your time, Mr. Dooley.

Chief Pease: I forgot to mention before, I'm going to reserve any comments until afterwards, unless you have any direct questions regarding the candidate.

Mr. Gennette: This is the same old same old. I think you've been here before. I'm going to give you a minute to open up, say a few things, we'll ask you a few questions, we'll let you close, and we'll go from there.

Mr. Bienvenue: My name is Jason Bienvenue. I've been on the Ludlow Fire Department for 9 years. There's been a little bit of change. I'm looking forward to the opportunity to be a lieutenant. I think it's a direction in my career that I welcome and it's going to be a new challenge that may be different from the every day.

Mr. Silva: What is becoming a lieutenant going to do to your golf game?

Mr. Bienvenue: It can only get better.

Mr. Silva: What have you done to make Ludlow Fire Department a better organization?

Mr. Bienvenue: I try to participate a lot around the station. I've been a part of the social club; I've been the chairman for the golf tournament. I just relinquished that to another gentleman. I spent 8 years as the chairman for it. I'm active with anything that goes on as far as volunteering for things. Fill the boot. I know you guys see us out in the street every fall. I spend a lot of time at the department helping out where I can and try to do what's asked of me and beyond.

Mr. DeBarge: Jason, welcome and congratulations for being on the top of the list, at least getting in the room for these positions. I have situational question for you. Fire chief brings down a new policy that you and your crew have the opportunity to review and comment on. You know that the policy won't be popular with your crew. How would you handle complaints and concerns from your crew regarding the policy?

Mr. Bienvenue: Everyone, I think, is entitled to their opinion on a policy or procedure that we have. Ultimately, we all follow the Chief's direction. If the Chief tells us to do something we do it essentially, as long as safety isn't a concern in the policy. It's ok to talk things out. Not everyone is going to agree or disagree. At the end of the day the policies are in place, and they are to be enforced. The Chief is in command, and we have to follow his lead.

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Mr. Goncalves: Congratulations in finishing so high on your whole process here. We're going to be interviewing 9 potential lieutenants. What sets you apart from everybody?

Mr. Bienvenue: Everyone has their own strengths and weaknesses. I can comment on my strength is that I'm a strong leader. I make good quick decisions with thought. I'm very loyal, I'm very dedicated and that's what I bring to the table.

Mr. Rosenblum: Again, congratulations for making it into the room. We all know what you go through to get to this point. Kudos to you. My question is if one of our board members approached you and asked your opinion on how you could save money in the fire department, what would you do and why?

Mr. Bienvenue: The first thing I would tell you is I don't control the budget. I wouldn't know the first thing about where we save money or not save money. Our job, for the most part, is to help people out and we don't concern ourselves with money. As far as when we're on the ambulance helping people out and they don't have insurance, we're still treating them the exact same way as someone with the best insurance out there. It doesn't matter. We're out to help people, regardless of finances. The Chief has a good grasp on how to handle the budget and that's part of his role.

Mr. Gennette: Why are you interested in the position of lieutenant and what have you done to prepare yourself for the duties and responsibilities of the position?

Mr. Bienvenue: I think it's a unique opportunity that we have. This round of hiring will be the first lieutenants that the department has ever seen. From early in your career, you start building into the firefighter you will ultimately become. After a certain amount of time people start asking you questions. You start asking older guys questions and eventually you start becoming some of the seniority under your belt where you're able to answer a lot of those questions and you have less questions yourself but you're always growing. No one knows it all and it's very important to realize every day is a new opportunity to learn. I use that as my driving factor of what could make me a good lieutenant. I'm always evolving.

Mr. Gennette: To clarify the first part of that, you're interested as part of a steppingstone?

Mr. Bienvenue: I think steppingstone is a different term than I would use. I think it's a good opportunity to lead some guys and lead from the front.

Mr. Gennette: I was just looking for clarity. That was a 2-part question. We're all set here. Chief, do you have anything?

Chief Pease: No.

Mr. Gennette: Do you have any closing comments you would like to make?

Mr. Bienvenue: I just want to say thank you all for your time tonight. I know you have a lot of people to see, and I wish you well this evening.

Mr. Gennette: Mr. Ellison, good to see you. We're going to do the same thing we've always done before. We'll let you open up, we'll ask you a couple questions, we'll let you close, and we'll be on with our evening.

Mr. Ellison: I think you guys got my packet. I'm sure you had a chance to read it. Basically, in a nutshell, I think I have the experience and technical expertise to excel in this position. I've been with the fire department going on a little over 35 years. Prior to that my only other job was with the Friendly Ice Cream Corporation. I was with them for 20 some odd years. I've been a supervisor pretty much my entire working life. At Friendly's 22 out of the 23 years, I started as a group leadership foreman, shop foreman, supervisor, plant engineer eventually. I understand. I had a lot

of direct reports. I had a lot of formal training. I understand what it takes to be a good leader, apparently Friendly's thought I was. I've been with the fire department for a long time. I've had extreme luck to work with 5 chiefs, including a very good one right here. I've had an opportunity to be on the Hazmat team for over 10 years and that was quite a selection process. The Hazmat team is made up of district chiefs, chief of departments, captains. To put it in a nutshell, you've heard these things on tv, they talk about the old band of brothers and why would somebody want to be a paratrooper in World War II and the famous line was because I want to be with the best if I have to do this. I had worked with these folks at Friendly's because we had a Hazmat team that I started at Friendly's. I saw these people and I was so impressed as leaders. What's really cool about those guys is no one has rank on that team. There are people that have been chiefs for 20 some odd years and we're all cross trained and you can be boss and chiefs being a private where you were. It was really cool to get with these folks. I had a chance to work with them for over 10 years and I just have to express how together they are. What a group of people. Up here. As leaders, I would be able to suck that in. Private industry is private industry. Fire is a little bit different. I was able to adapt and see how that worked. It was really cool. I think I bring that to the table. I'm a townie. Fifth generation townie. Own land. Pay taxes. Work with charity organization. Have been a football coach, a hockey coach. I love the town. I have a passion for the town. Anything I can do to help the town I do. Put the Christmas tree up. All kinds of things. I want to do it. I love the town. With my son we manage a farm business that we started a few years ago. We run about 60 head of cattle. We sell about 40 sides of beef a year. It's an LLC. It's all on the up and up. We're busy but we like it. My experience with the fire department specifically back in the 80's, 87, it was a lot different than it is right now. Fires were more, fires were different, houses were different, structurally was different, all of that stuff. I got a chance to really become a firefighter then. Worked with some great guys. Understand about the push, going in and understanding the inside of a fire and how it works. I have a lot of experience with that. I feel really confident about that. That I can pass that experience on to the other folks coming up. After that, the Chief and Chief Babineau before him, saw the need for the town to look into doing some of our own maintenance with the astronomical costs out there. We started the EVT program, which is a certification for emergency vehicle technician for ambulances and fire trucks. I have a technical background, as you saw. I kind of dove tailed into chief support, we were able to get certified and now we have 3 certification levels. I've got 4 guys that direct report to me as helpers and we take care of the vast majority of the maintenance and repairs for the station. It comes in handy on a Sunday night when an ambulance breaks down. The closest place to get it fixed could be North Attleboro. That's gone well and I'm very excited about that. Lastly, again with the Chief's support, training is going to take on a whole new level and I'm very passionate about that. We've been able to put together, Bill and I have been able to put together a plan with the chief to put together a little training facility behind the DPW. We're very psyched about that. We think it's going to allow us to not have to leave and go out of town, go to Springfield, stay in service and be right here if something happens. Obviously, we're a small town. I'm going to be directly involved with the building of that with my technical background. So, I'm very excited about the next few years. I think I have what it would take to help bring this town along as a lieutenant.

Mr. DeBarge: Good evening, Bud, how are you? I appreciate your opening statement. I don't think I've been intimidated in an interview except for right now. Your cover letter is like a letter of commendation so I'm just going to ask you a question. Your chief has come down with a new policy and this policy is a policy that you and your crew have been able to read and understand and comment on. You know this policy is not going to go over well with your crew. How do you handle complaints and concerns with your crew regarding this policy?

Mr. Ellison: One of the things management has to do is deal with bad news. If I have people that I'm going to have to deal with and explain that to and help to understand it, the first thing before we get to that is when I'm told I have to make sure I fully understand it. I have to think ahead. Think of what kind of questions. I have to know my guys and girls and know what they might be asking and make sure I cover that as best I can with the chief prior. We all know, if it's something new and we don't know what's going to happen, we're all afraid of it. There's not many people that are oh, change, great. I think it's very important for me before I go down to the people that are going to work with me be able to fully understand what's coming so I can answer their questions. If I can't answer it, I'll tell them and I'll seek that answer. The key to that Mr. DeBarge is understanding fully what the questions are going to be.

Mr. DeBarge: I appreciate your answer. Thank you.

Mr. Rosenblum: Congratulations. We all know it was rigorous just to get into this point so congratulations on that. My question is if someone from this board were to approach you and say how could you save money in the fire department, what would you do and why?

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Mr. Ellison: I would answer that this way. If you look back on my history, at Friendly's I managed a 4-million-dollar budget with 23 direct reports. I understand budgets, I understand business. I also have my own business. One of the things I would look at with the fire department in conjunction with the command staff is how we actually spend our money when it comes to parts, maintenance, all of that stuff. It's a key area I'm good at. I would really home in on that and see what we could do to possibly extend the service life of some of the vehicles. Maybe extend some of the maintenance. That type of thing. I think I would start there. There's a lot of money wrapped up in apparatus and maintenance. Most of the outside concerns are $140/hour. It's a lot more than what we get paid at time and a half. I think there's a vast, big opportunity there to look at what we're doing now and what we can do in the future to follow that and be able to do some more.

Mr. Silva: I was looking through your thing and I just happened to hit on Steve Burkott. I want to give my condolences because I probably haven't. He was a good guy. Anyway, after your comments, you probably answered this question, but what have you done to make the Ludlow Fire Department a better organization?

Mr. Ellison: First of all, Ludlow Fire Department has made me a better person all the way around. From all those 5 chiefs who were great captains to work for. I've tried to learn from that. What I've tried to do, as I've said, is emulate some of the stuff I was taught there and bring some of that back. As the new folks come in what I try to do is pass along work ethic, pass along honesty, pass along motivation that was done to me with an asterisk to that because it's a lot different out there now. The generations are different. They're all fine but they're different. The way they learn, the way they work, the way they want to be rewarded is different. I think there's an opportunity there for me to help with that, working with the young folks using my experience. I've worked with my son at home, and we still have to get stuff done and we don't want to kill each other yet, so I know how to do that and get by. That's probably what I would think about.

Mr. Goncalves: Thank you for your interest and thank you for all your years of service. Ironically when you said that you sell 40 heads of cattle a year…

Mr. Ellison: 40 sides of beef.

Mr. Goncalves: I believe Manny Silva eats that many a year. I'm going to ask a question and I think you pretty much answered it anytime you've answered or made a comment here, but what sets you apart from all the other candidates?

Mr. Ellison: Experience. Without a doubt, experience. They're all good men, every one of them. They're all good friends, every one of them. I think if you look at my resume and compare it to the others, my firefighting experience is over 35 years. Hazmat is well over 10 years. Leadership in industry is probably concurrently over 30 years. I've been a leader, a firefighter for a long time and I've got a lot to add. Not that they don't but I think I've got a touch more.

Mr. Gennette: Bud, what are you interested in the position of lieutenant for and what are you doing to prepare yourself for the duties and responsibilities of the position.

Mr. Ellison: As my cover letter said, I'm sure you guys here play golf, you understand golf bags and golf clubs and what kind of clubs do you have in your bag and always think of that as the kinds of things I've learned over the years. I put in my bag, and I put in my bag, and I would add Hazmat, I would add EVT, I would add all those things. I have those leadership history with the outside concern. I have a lot of diversity. I've had female administrative staff, I've had folks from Cambodia, I've got folks from China. A lot of diversity I had to deal with at a young age. Different ages too. I had people that were 50 years old when I was 23. I think I have a cornucopia of leadership skills there that I can actually bring to the table to help the Chief and rest of the command staff make that transition. I mentioned it before. Like it or not, the kids, and I say kids but there's a couple of generations now, millennials, X, and everything else, there's a cornucopia of folks there. You just can't attack them in terms of how are we going to get them motivated like it's World War II. My father was in World War II, he could motivate me very easily. That doesn't necessarily work anymore. It works, but I could take a 2x4 to a cow or I could get a pail of grain.

I like the pail of grain approach. I think I have the ability with my experience to help the Chief and command staff to bring these kids up, get them motivated and get them so that they're going to hang around for 35 years. I think that's going to help the town. I think that's going to help the fire department.

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Mr. Gennette: Do you have anything you'd like to add at this time?

Chief Pease: Not at this time.

Mr. Gennette: Bud, do you have any closing comments?

Mr. Ellison: I just want to thank everyone, especially the Chief, and everyone here, for all your support throughout this process. It's been a long one. It's had some bumps and grinds and different things we had to deal with, but I know the town's behind me and like I said I'm a townie. I fully support the town and whatever we have to do, however it shakes out. I just want you to know I'll be fully behind and support everybody, whoever gets the job. I'm always going to be there. I'm still going to be fixing stuff, I'm still going to be putting out fires. I'm still going to be a paramedic. Rest assured; however it turns out you won't have any different from me going forward.

Mr. Gennette: The next one is David Nally.

Chief Pease: If you guys are ready. You are 22 minutes ahead of schedule.

Mr. Gennette: Mr. Nally, how are you sir?

Mr. Nally: Good, you?

Mr. Gennette: I'm doing well. We're going to open the floor. You can make some opening comments. We're going to ask some questions; we'll close and go from there.

Mr. Nally: Thank you for having me here this evening. My name is Dave Nally. I've been with the fire department for 19 years. In that time, I've served in the capacity of acting captain when my shift officer isn't around. Day to day activities with the crew. Training new members. Vehicle maintenance. Emergency mitigation. Along with that being senior acting captain. When we have mutual aid responses, we send our guys to help out other towns by going in place of the captain and work as their officer. I've served as the fire department CPR instructor. The child safety seat installation and inspection technician. I'm a certified fire officer 1 and 2 as well as fire instructor 1. I'm on the RIT training team with 5 other gentlemen. In the department we teach RIT to other department manual training. I do continuous training at the academy classes. Advanced firefighter classes, leadership classes.

Mr. Goncalves: Thank you for coming. Congratulations on your finish here. Being interviewed day 1 is a good thing. What sets you apart from all the other candidates? Why are we picking you?

Mr. Nally: I think I come in with a good leadership background. I came from just shy of 12 years in the Army. I was a combat medic for a long time. I've worked under some fantastic officers, both in the military and in the fire department. I've had some great mentorship. I come with an all-in attitude. I like to train. I come from a military background and training is paramount. I like to train. I enjoy training. I like training the new firefighters we have coming up, which is why I take those courses. I think in bring in a good drive, a good team mentality. A good unit, cohesive spirit. I think that's the main thing I bring to the department.

Mr. Rosenblum: Congratulations. We know it's been a long process for all of you just to get to this point. So, congratulations again. If one of the board members were to come to you and ask you how could the fire department save money, what would you do and why?

Mr. Nally: I'm not very versed on this stuff. I would say from past experience, we used to have call 4's, the chief was one of the cadets for the explorer programs. Things of that such. If that was a possibility in the future. I could see that as saving money on manpower side. I'd say that on my end, saving money is, I don't want to say a lower priority, I like how we're able to stretch what we have. It's a difficult task the Chief has. I think that being cautious with our vehicle maintenance or

apparatus maintenance, our inventory. Crossing all your t's and dotting all your i's. I think that's the best way, at my level at least.

Mr. Silva: What have you done to help make the Ludlow Fire Department a more successful organization?

Mr. Nally: I try to set a good standard for myself. I try to represent the department well. We have a lot of students that come through as paramedic students, pharmacy students, that ride with us in varying degrees. I try to represent well with them. Along with that, I see students that are going to be fantastic paramedics. Maybe they're firefighters already. You try to tell them, hey, what do you think about the Ludlow Fire Department. You try to show the good ones there's a brotherhood out here of these firefighters that are beneficial to you.

Mr. DeBarge: David, how are you?

Mr. Nally: Good.

Mr. DeBarge: Welcome and congratulations. As Bill said, it's been a pretty long process to get you guys here, but here we are. The fire chief comes out with a policy that you and your crew have the opportunity to review and comment on. You know that this policy will not be popular with your crew. How do you handle complaints and concerns from your crew regarding this policy?

Mr. Nally: That's a great question. As a lieutenant you're going to be a liaison between your shift officer and the line guys and EMS wise between the deputy chief and the chief and the line guys. Your main focus there is the mission of the department. There's always going to be memorandums and policies and procedures that someone's not going to like. You're never going to have one that everybody likes. You're just going to have to play that fine line of having all that knowledge in your head, all the background, all the evidence in hand so you can go to the fellas and say listen, this is why this policy is in effect. More than likely, that policy came into effect because something catastrophic happened anyway. You have to explain it to them, sell it to them so to speak. That's the best way to handle it.

Mr. Gennette: Why are you interested in the position of lieutenant and what have you done to prepare yourself for the duties and responsibilities of the position?

Mr. Nally: My interest in it would definitely stem from leadership that I've had in the past and presently. Both in the military and fire department. I've had great officers that have taken me under their wing. I think working with so many new firefighters and paramedics we have in the department now, it's a very young department, has given me a good experience level of training and that medium as a lieutenant. I think I can take what I have in my bag of tools and mix that around with what an officer is going to teach me in this new position, which is going to have some flux. It's a new position so we're going to have to get used to each other. With that I think that's the main goal, to give back to the department what it gave to me.

Mr. Gennette: Everybody's all set. Do you have any closing comments you'd like to make?

Mr. Nally: I'd like to give my appreciation. Like Mr. DeBarge said, it was a long process for us, but I know the Chief's been pulling his hair out with this whole process. It's wasn't easy for anybody. It was well handled. I appreciate the opportunity to be in this room today.

Mr. Gennette: That was the last interview for tonight. We're going to have 5 more tomorrow. Chief, do you have any comments you'd like to make before you leave this evening?

Chief Pease: Thank you for your time. I know this is a bit of a process and it has been for a while, but I appreciate you guys hanging in there and interviewing everybody. I'm honored to show you our 9 candidates. We had 4 that were very well spoken today. I think they represented the department very well and we'll have 5 more for you tomorrow. If you have any questions, please let me know. I'm going to reserve any comments until the last interview is over tomorrow.

Mr. Gennette: We're going to stop the recording from here and go to our live meeting. Good evening, everybody. Welcome to the May 2, 2023, Board of Selectmen's meeting. We actually opened our meeting at 5:30 p.m., had lieutenant interviews for the fire department and we are now

going into our regular correspondence, which is now live on LCTV. First thing's first, I want to read a citation for Sandy Leecock, who is out of the Board of Selectmen's office. We, the Board of Selectmen, are proud to present this certificate of recognition to Sandra Leecock upon your retirement from the Board of Selectmen's office. Sandy began her career with the Town of Ludlow when she was hired as a lunch monitor at Vet's Park School on September 13, 2002. Not soon after, she was appointed to the kindergarten para education at the same school and resigned in 2010. On August 25, 2015, we welcomed her back to the town as senior clerk in the Board of Selectmen's office. She left for less than a year to work as an administrative assistant in the Board of Health. Finally, she returned to the Board of Selectmen on September 10, 2018, and she retired on March 31, 2023. Sandy was an integral part of office administration in multiple departments in town and her dedication did not go unnoticed. With deep appreciation for your outstanding contributions and dedication to the community, we, the Board of Selectmen, present this certificate of recognition to you, Sandy Leecock, and extend our congratulations and best wishes for a long and healthy retirement filled with special moments with your family and friends.

Mr. DeBarge: I will bring this to her.

TOWN ADMINISTRATOR'S REPORT

Mr. Strange: As most of us are aware the town voted to transfer the former Board of Public Works authority to the Board of Selectmen at the annual town election. The Board of Selectmen are now technically acting as the Board of Public Works; however, like the other departments under the Board of Selectmen's umbrella, management oversight of the DPW will be a joint effort with the board and the town administrator. The Board of Selectmen will not be conducting separate Board of Public Works meetings. Any resident with a question, comment or concern that would be previously sent to the Board of Public Works should now contact either the DPW or the Board of Selectmen's office.

Mr. Silva: Marc, before you go on, do you think we could put this on local news and cable access? Put that notice in there so people will know that's how it's going to operate because there's a lot of questions still.

Mr. Strange: Sure. Also, we recently received a draft of our financial management review that was conducted by the states division of local services, which is a subdivision of the department of revenue. That will likely be on the next Board of Selectmen's agenda for discussion. As expected, the primary recommendation of the report is to create a government study committee to review the towns bylaws and also create a town charter, which would create the town's new governmental structure. We had a call with Go Net Speed. Go Net Speed is a private provider of fiber internet networks and they're doing a build out here in Ludlow. The plan is to go live in 2024, at which time businesses and residents would have a second option for internet services. Last but not least, a quick reminder that town meeting is Monday, May 8 at 7:30 p.m. at Ludlow High. The public is welcome to attend but only elected town meeting members are able to vote on warrant articles.

Mr. Silva: I got the envelope for town meeting. Did I see 7:00 or was I mistaken?

Mr. Strange: There is a pre-Board of Selectmen meeting.

Mr. Silva: So not everybody got that?

Mr. Strange: No, the town meeting is at 7:30.

Mr. Gennette: I wanted to say I started reviewing that DLS financial management review. What a phenomenal document. If you guys haven't had an opportunity to read that, do so before next week. There is a lot of great information there. Let's move on to some correspondence.

54. Brian Shameklis, Chairman of the Safety Committee informing the Board they are recommending a "No Parking Here to Corner" sign be placed on Blanchard Street 20' away from the corner per the request of the Ludlow Housing Authority.

Mr. Silva: I was at that meeting, and it was requested that we look at it. There's issues coming out of there. People are parked right up against the entrance and it's very difficult. We found no reason not to have no parking 20' back. That's all it is.

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Motion made by Mr. Goncalves to file. **Mr. Rosenblum second.**

Mr. DeBarge: We need to approve it.

Motion withdrawn by Mr. Goncalves. Motion made by Mr. Goncalves to approve the no parking from here to corner sign on Blanchard. **Mr. Rosenblum second. All in favor. Motion passed 5-0.**

55. Brian Shameklis, Chairman of the Safety Committee informing the board they are recommending a "Blind Person" sign be placed on the southeast side of Genovevo Drive, 50' from intersection of Miller & Genovevo Drive.

Motion made by Mr. Goncalves to approve the blind person sign on Genovevo Drive. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

56. Ludlow Planning Board – Reorganization Chart.

Mr. Gennette: Please be advised that at their meeting on April 13, 2023, the Ludlow Planning Board voted to reorganize as follows: Raymond Phoenix, Chairman, Chris Coelho, Vice Chair, Joseph Queiroga, Secretary, Joshua Carpenter, Member, Joel Silva, Member, Kathleen Houle, Associate Member.

Motion made by Mr. DeBarge to file. **Mr. Goncalves second. All in favor. Motion passed 5-0.**

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57. Susan Stanek, Chairperson – Ludlow Housing Authority requesting the Board of Selectmen to appoint a Board Member to the partial (1) one year term expiring 3/31/24 to the Ludlow Housing Authority Board.

Mr. Silva: The way it's written, it's not appointing a board member, it's appointing someone to their board, right? At first when I was reading it they wanted us to appoint one of us. So, we have to put out notice.

Mr. DeBarge: So we have to advertise.

Motion made by Mr. Silva to advertise to appoint a new member to the Ludlow Housing Authority for 1 year expiring 3/31/24. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

UNFINISHED BUSINESS

Board to discuss and possibly ratify the LATOSS contract for FY22-25.

Mr. Gennette: Marc if you wouldn't mind expanding on it a little.

Mr. Strange: What you guys have here are the changes to the existing LATOSS contract and I'll do my best to kind of explain quickly what the changes are. #1 is just a language change from the associations personnel policy committee to a union representative. There was no union personnel policy committee so that's the end of the prudent change that everybody agreed to. #2, Article 11 was really just defining what a regular work week was, so if somebody were to take a day, let's say there was a 5 day work week and somebody took a sick or vacation day but they also had a meeting during the nighttime, there was some confusion as to whether or not that person was eligible for overtime or comp time and we just sort of defined what the regular work week was. Also, the regular work week was a 5-day week unless there's a holiday then it's a 4- or 3-day week, but if you have a regular work week and you take a sick day or LATOSS member takes a sick day, vacation day or personal day they're now eligible for overtime if they work in addition to their 35 hours unless it's a night meeting. A little convoluted but more of a clarification of existing policy than anything else. #3 was a clarification of what happens essentially. Now the day before Christmas is a half day and the LATOSS wanted a half day the day before New Years Eve as well, which we agreed to. #4, Article 16 increases the 15-year longevity payment from $700 to $750. #5 working out of grade. Right now the contract allows for between $5 and $7 a day if you're working out of grade. If you're a LATOSS II or LATOSS III and you're covering for LATOSS III or LATOSS IV you're eligible for an additional compensation of it was between $5 and $7 a

day, now it's $10 a day or the higher of the difference in pay between the II and III or the III and IV. We also deleted section 4, which was a requirement providing notice to the Board of Selectmen before the out of grade pay can be approved. #5 is previously the out of grade pay would not kick in until the 2nd day, so if a LATOSS IV was out and the III had to cover for 1 day they would not be eligible for the extra out of grade pay. The IV would have to be out for at least 2 days. Now, it starts to accrue from the very first hour. If a LATOSS IV is out for 1 day and the LATOSS III has to cover for the IV, they get the $10 or difference in pay for that 1 day. Article 18 is a clarification of when personal days kick in. Right now, after 6 months a new employee gets a personal day. The new rule will be after a year that person will get another personal day and the ensuing July 1 that person would get their full allotment of 3 personal days. Article 20 is an increase in the sick day buy back. Previously it was $20 a day up to a maximum of $2,500. We agreed to increase that payment to $5,000, or maximum of 250 days, but the catch there was the employee had to have at least 50 unused sick days to qualify for the payout. Article 29 we just added Human Resources to if there was a request for a mid-term classification that the Human Resources Department had to have notice of the reclassification. The wages turned out to be 3% every year for Fiscal 23, Fiscal 24, and Fiscal 25. That is 3, 3 and 3. And the last one article 13 is the duration of the agreement.

Motion made by Mr. DeBarge to accept the ratified LATOSS contract for FY22-25 as given to us by our Town Administrator. **Mr. Rosenblum second. All in favor. Motion passed 5-0.**

Mr. Strange: If you guys could sign those 2 copies, I'd appreciate it.

Board to approve and sign the Selectmen Minutes of January 3, 2023.

Motion made by Mr. Goncalves to approve and sign the Selectmen Minutes for Tuesday January 3, 2023, with all members present. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

Board to approve and sign the Selectmen Minutes of January 17, 2023.

Motion made by Mr. Goncalves to approve and sign the Selectmen Minutes for the meeting held January 17, 2023, all members present. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

Board to approve and sign the contract between Architecture EL and the Town of Ludlow for Roof, Asbestos Ceiling Tile and Carpet Replacement Services.

Motion made by Mr. Goncalves to approve and sign the contract between Architecture EL and the Town of Ludlow for the services mentioned in the amount of $8,725. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

Board to approve and sign the contract between Ocker's Company and LCTV.

Motion made by Mr. Rosenblum to approve and sign the contract between Ocker's Company and LCTV. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

Board to approve and sign the contract between Fire Tech Safety and the Town of Ludlow for Firefighter supplies.

Motion made by Mr. Goncalves to approve and sign the contract with Fire Tech Safety for firefighter supplies. **Mr. Silva second. All in favor. Motion passed 5-0.**

NEW BUSINESS

Board to approve and sign the Mechanical Amusement and Billiard Licenses.

Motion made by Mr. Silva to sign and approve the mechanical amusement and billiard licenses. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

Board to approve and Chairman to sign the Sunday Entertainment Licenses.

Motion made by Mr. DeBarge to approve and the chairman to sign the Sunday entertainment licenses. **Mr. Rosenblum second. All in favor. Motion passed 5-0.**

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Board to discuss the Tree Warden opening.

Mr. Gennette: What is a tree warden?

Mr. Goncalves: Once upon a time we used to have one.

Mr. Rosenblum: They determine if they're dangerous or shade trees.

Mr. Gennette: I know what a tree warden is.

Mr. Strange: As I think you guys know, previously the Board of Public Works bylaws we had and the state statute for the de facto tree warden and as a board now that you all have taken over those responsibilities you might want to consider appointing a tree warden probably from an existing DPW pool of candidates. There is an educational component to it that can be substituted with training and experience. It's a little bit of discretion we can use in terms of who the board wants to appoint as the tree warden. I just wanted to bring this to your attention because there is an opening right now for a tree warden.

Mr. Goncalves: Would that be some kind of stipend position?

Mr. Strange: It's been my experience in the past it's been a separate stipend for existing employees.

Mr. Goncalves: But somebody at the DPW?

Mr. Strange: Correct.

Mr. Silva: Who was it before?

Mr. Goncalves: Ed Cislak.

Mr. DeBarge: No, it was Gregg Leblanc.

Mr. Goncalves: It was Mr. Cislak 25-30 years ago.

Mr. Strange: My understanding is there is an employee or 2 who have this type of tree experience.

Mr. Silva: That was my next question. Should we not appoint one of the employees? I thought Kenny Batista was doing it for a while.

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Mr. Strange: He might have been.

Mr. Gennette: Is there any special training they have to go through for this?

Mr. Strange: Yes, there is. I printed that stuff out for you. I can read it. It says qualifications for tree wardens MGL Chapter 41 Section 106 requires that appointed tree warden in towns and cities with populations greater than 10,000 be qualified by training and experience in the field of arboriculture and licensed with the department of food and agriculture. The term of the appointment is set at 3 years. The license, which is referred to above, that is a pesticide license, to help establish a standard for qualification in Massachusetts. The Mass tree warden and foresters' association created an educational training program for tree wardens in 2017. The Massachusetts qualified tree warden program is designed to provide a base of knowledge for tree wardens in Massachusetts, especially for those in smaller communities that may not be able to hire a tree warden with industry standard qualifications.

Mr. Gennette: Do we have anybody with those?

Mr. Strange: I don't know. I know we have at least 1 employee with experience. I'm not sure about the training piece of it.

Mr. DeBarge: But they can get it.

Mr. Silva: Can we find out if there is an employee that's willing to take that responsibility on and we can go from there?

Mr. Strange: Sure.

Mr. Gennette: Is it going to be a matter of the director of the DPW appointing that position or does it have to come up?

Mr. Strange: We'll bring it back since we started it here. We'll make a recommendation through Jamie and you guys can make a decision.

Mr. DeBarge: Perfect.

Mr. Gennette: Anybody have anything else on the tree warden conversation? I'm hearing none.

Board to discuss and possibly vote on making part-time, seasonal employees exempt from state ethics testing.

Mr. Gennette: Marc, a little background.

Mr. Strange: This came in through our town clerk and she asked the state about whether part-time seasonal employees at the DPW, sort of the low hanging fruit on that, as to whether or not they should have to complete the annual state ethics training and testing, which all employees and boards and committee members have to do. There is an exemption in the state law that would allow the Board of Selectmen to exempt them. Positions which may be exempted from the distribution of summaries in the online training requirements, examples library volunteer positions in which employees re-shelve books, read books to children, school volunteer positions in which employees come to the schools a few times a year to help with parties and projects, volunteer positions in which employees pick up litter at parks or beaches or participate in a town clean up day, senior center or parks and rec volunteer teacher positions. These are just examples. Positions in which volunteers assist with an event such as a town 4th of July celebration. It goes on to indicate poll workers, non-supervisor seasonal positions like lifeguards, snowplow operators and so on.

Mr. DeBarge: Seems like a logical ask to me. I just wonder if you know why this was brought up to us.

Mr. Strange: I'm not sure, I didn't get all the background from Kim.

Mr. DeBarge: Other than the burden of chasing everybody down to do it.

Mr. Strange: That's probably part of it.

Mr. Silva: The other part I think is now it's not as easy as it was. It's more cumbersome to go on there. A couple hours and the test you have to take.

Mr. DeBarge: I know I need direction doing it.

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Mr. Gennette: My only question on this is it's a big difference between somebody coming out to do a clean up day vs somebody that's a seasonal employee. I think there's a big difference there. When you have the Boy Scouts come out for the day doing clean up we're not going to make them take ethics training but somebody that's going to be a lifeguard at the beach might be a little more necessary.

Mr. Goncalves: Did you do the ethics training?

Mr. Gennette: I did.

Mr. Goncalves: I'm not really sure where we'd have much of an issue with a lifeguard or somebody that's going to be out cutting grass for the summer. Plus, whatever time is allotted by law, the season will be just about over.

Mr. DeBarge: By the time they get everybody to it it'll be over.

Mr. Gennette: If the state doesn't require it, I'm indifferent. You guys?

Mr. Rosenblum: I don't have a problem with seasonal part time. It just popped into my head totally off the subject, sorry. Town meeting members, do they take ethics?

Mr. DeBarge: I don't remember taking it as a precinct member.

Mr. Rosenblum: They only meet twice a year, like Christmas & New Years.

Motion made by Mr. DeBarge to make our seasonal employees exempt from state ethics testing as per law. **Mr. Goncalves second.**

Mr. Silva: Before you do that, can we add at the discretion of the town clerk, whether or not she sees…

Mr. DeBarge: I will add at the discretion of the town clerk to my motion.

Mr. Goncalves second. All in favor. Motion passed 5-0.

Board to reappoint Janet Settembro to the Ludlow Cultural Council for a three-year term.

Motion made by Mr. Silva to reappoint Janet Settembro to the Ludlow Cultural Council for a three-year term. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

Board to discuss and possibly vote on using Building Infrastructure funds to pay for Vets Center signage.

Mr. Strange: This is our invoice from Chuck's signs for the Ludlow Vets Center signage. There's 2 outdoor signs and one on the face of the beautiful facility. I know we were all there on Saturday. We were looking for the proper source of funding to pay for the signs and the building infrastructure seemed like a pretty good candidate.

Mr. Gennette: Marc, does it matter if that's not our building?

Mr. Strange: It's gray.

Mr. Goncalves: It's ours and it's our responsibility by contract.

Mr. Strange: We have ownership rights over the building, occupational rights. It's not the middle of the bell curve for the building infrastructure fund usage but I think you can use that and argue it with a straight face using all kinds of legal mumbo jumbo right now.

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Motion made by Mr. Goncalves to authorize payment of the Chuck's sign invoice from building infrastructure fund for the Vet Center signage in the amount of $3,140. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

BOARD UPDATES/MISC

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

CLOSING COMMENTS

Mr. Rosenblum: No, I'm good this evening. I know that we have another meeting tomorrow night, and I might have something then.

Mr. Goncalves: As Marc said, we were all out there Saturday. To Eric Segundo and Derek, I know your involvement there, what a beautiful facility we've created for the vets. Well deserved and if you haven't been there, go out and take a look at it. If you're able to use any of those resources, don't hesitate. It's a great looking spot and it's for everybody here in town. Go and enjoy it. Thank you to Eric and Derek.

Mr. Silva: I agree. Congratulations to everyone that put that together. Very nice facility. It was a nice ribbon cutting. I went to a ribbon cutting on Saturday. People were a little taken aback. Some officials had been invited and had planned on going, but for whatever reason not everybody, as issues come up. They were a little taken aback. I was at a confirmation and went over for a few minutes that I had, and they were really happy that I did. The facility is beautiful. I think maybe we should somehow coordinate with each other at least one of us show up for a ribbon cutting.

Mr. Goncalves: That's the old Purple Bob's town pharmacy, the new hair salon/barbershop on the corner of East and Winsor.

Mr. Silva: Did you go after?

Mr. Gennette: No, I went there before. I didn't realize I was early. They had sodas out, tables out, I put my card in the door.

Mr. Silva: They took several pictures. I think maybe we should coordinate. We're trying to get business oriented and bring in business. We know that the East Street corridor is not really as good as it could be. What a beautiful facility. I'm just thinking we should coordinate at least one of us to attend these things. I don't know if there's been others.

Mr. Goncalves: Maybe we can have a grand opening liaison.

Mr. DeBarge: Manny, I couldn't agree more. I think the Board of Selectmen should be a lot more involved with events, specifically you 4. The Vet Center was great, the opening was great. I appreciate you all being there. It was important that everybody was there. We had our first food pantry, which I didn't think a lot of people were going to show up simply because it was the first time and change of address, but we had quite a few people there and our first luncheon for veterans on Tuesday as well. A lot of programs coming. A lot of ideas. It's going to be a great thing. I do want to thank in person and not just social media the Hampden County Sheriffs academy class #49 who came here on Wednesday. 23 of them to help us out with 5 different areas we split them up in to help us out with moving into the new Vets Center, cleaning up the riverwalk, cleaning up Island Pond Cemetery, Whitney Park. It was not just a big help, but the timing couldn't have been better. I want to remind everybody that the CARES Coalition has been working on a mental health first aid initiative where they have set up programs, they have speakers and an actual training to become mental health first aid certified, which is a few hours, and they're hoping to have more town involvement with either our administrators or anyone that wants to get involved with learning more how to combat and deal with mental health from all ages. Finally, I was talking to Marc about this and as Manny said, bringing up that the Board of Selectmen should be more or maybe at least have something set up to where we know about events and 1 or more of us can show up. I'm wondering about where we are headed as a board in town. If you think about the moves that we've made, and I don't mean to make Marc the lynchpin of all of it, but if you think about the changes that we've made in this town within the last year. Seven elected positions are no longer elected. They've been either dissolved or changed to appointed. Our Board of Assessors is now under town administrator management so to speak, rather than the board itself. Of course, we know about the Board of Public Works and how we have changed, at least what I see in the beginning the atmosphere, the general atmosphere of the Department of Public Works, which I hear is positive to the point of ecstatic. That brings me to where are we headed. If somebody walked up to me in Big Y and said what is the goal of the Board of Selectmen I wouldn't know how to answer because I don't know if we have a collective one. I'm not necessarily talking about long range planning; I'm talking about what are we saying to our Town Administrator that we as a board are going to put our full weight behind. Case in point, I can answer the question for me and that is we need to support the build out of the mills because that pays back to the town. I am very interested in the development of the old senior center building and the superintendent's building because if you think about our responsibility as selectmen that governs budget and growth of the town and all that, we need to be, as much as we get along so well, I think it's a good time to say, where are we going to direct our town administrator to focus his main emphasis on or energy. We can have small goals and larger goals. These goals, at least mine that I foresee in the future which would be supporting the mills build out and seeing where we can go with those buildings that we have, the superintendents and Chestnut Towers and Winsor, I'm failing to see where something would be bigger for our future when it comes to terms of investing more money into our community. I think it's incumbent on us to give Marc some direction on where we need to be looking for these specific

projects, rather than I feel like there's a lot of stuff going on and I don't know if it's pointed out in a straight line. Town meeting on Monday everyone. Precinct members, please, we have town meeting. A lot of articles and good discussion possibly.

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TOWN OF LUDLOW

Mr. Goncalves: On that note, there are openings in every precinct probably. They can check so if somebody didn't get on to the ballot, they should check with the town clerk's office and they can get elected right on the floor at the town meeting. If they're interested in becoming a town meeting member and participating in voting, most likely they're able to do that Monday night. Check with the clerk and see if there's an opening in that precinct. 7:30 at the high school.

Mr. Gennette: Just to follow up on couple of things Derek said in the closing comments. CARES Coalition mental health training. I want to say that training is for everyone, it doesn't matter if you have other training or anything like that, if you're a parent, if you just want to go, if you want the credential on your resume or anything like that, please contact the CARES Coalition because they're looking for people to take this training and I think it's pretty important. As far as what you were talking about goals and everything, strategic meetings are common for a board like this to do and we don't do that. We do need to do strategic meetings and we should be setting examples for the other boards who should be having their strategic meetings. They should have goals for the directors of their departments. I'm in the middle of trying to get something put together now so we can have our own strategic meeting. We'll probably do it during a meeting and talk about all of the things we can see going forward and put some stuff down on paper. Again, like everybody said, town meeting on Monday. It's going to be a big one. There are a lot of changes we're making because of the adoption of the Board of Public Works so we're going to have a pretty busy night. Other than that, I think I'm all set. Have a great night everybody.

Mr. DeBarge: I have to add one more thing from the CARES Coalition. Ultimate family dance party Friday May 12 at the Lusitano Portuguese Club at 685 Winsor Street. Free admission and to register for tickets you can go on www.ludlowcarescoalition.org for the information. Kindly reserve by May 7.

Mr. Silva: To go along with that, Marc, I know before we used to have at the bottom of our agenda, we used to have notices of upcoming events. We somehow have not had it in a while. Do you think that's something that we should come back. It puts a little bit of a mindset that this is coming up.

Mr. Strange: I don't know when we stopped doing that but we'll do that.

Mr. Gennette: Mr. Rosenblum, would you like to add anything now that you've heard everyone else?

Mr. Rosenblum: No, town meeting absolutely. I think my precinct is full. There should be good discussion. Just hope that all the precinct members are there and have done their homework.

Motion made by Mr. Rosenblum to adjourn the meeting at 7:17 p.m. **Mr. Goncalves second. All in favor. Motion passed 5-0.**

Chairman

Ludlow Board of Selectmen