The Meeting of the Board of Selectmen held on Tuesday, November 7, 2023, began at 5:30 p.m. in the Board of Selectmen's Conference Room.

RECEIVED
TOWN CLERK'S OFFICE
2023 DEC -6 P 12:03
TOWN OF LUDLOW

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

Members Absent: None

First Order of Business: The Pledge of Allegiance

CORRESPONDENCE

139. Brian Shameklis, Chairman – Safety Committee – Letter to the Board recommending that "25 MPH" signs be placed on both ends of Stivens Terrace.

Mr. DeBarge: I'm assuming this is related to the article.

Motion made by Mr. DeBarge that 25 MPH signs be placed at both ends of Stivens Terrace at the discretion of the Board of Public Works whether they have the signs or not. **Mr. Rosenblum second. All in favor. Motion passed 5-0.**

140. Brian Shameklis, Chairman – Safety Committee – Letter to the Board recommending that Eversource place a light on an existing utility pole in front of 192 Lockland Street.

Motion made by Mr. DeBarge to have Eversource place a light on an existing pole in front of 192 Lockland Street as recommended by the Safety Committee. **Mr. Rosenblum second. All in favor. Motion passed 5-0.**

141. Janice Dusza, letter resigning as an election officer.

Motion made by Mr. DeBarge to accept Janice Dusza's letter of resignation as an election officer with a Thank You for her service. **Mr. Rosenblum second. All in favor. Motion passed 5-0.**

142. Daniel Valadas, Chief of Police, notifying the Board of Officer Peter Gallagher's assignment to the Ludlow Safety Committee effective October 19, 2023.

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

VISITATIONS

5:35 p.m. – Ludlow Country Club – change of Manager for Seasonal License to Antonio Tavares
Board to sign the Licensing Authority Certification (LAC) if approved

Motion made by Mr. Goncalves to open the public hearing for the request change of manager for the seasonal license at Ludlow Country Club at 5:36 p.m.. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

Mr. Silva: It's a change? Weren't you the manager already?

Mr. Tavares: When I took over Ludlow Country Club I became the manager of the liquor license. I automatically thought that when you become the manager, there's also a season license from the shack, I guess there's supposed to be a manger there too. The ABCC sent a letter to the Selectmen this year and they said they still had Henry's name, so I mailed them a check and they told me I had to do this.

Mr. Silva: I don't see any problem. Mr. Tavares is well known and has been there for a long time.

Motion made by Mr. Silva to approve the change of manager for the seasonal liquor license at Ludlow Country Club to Tony Tavares. **Mr. DeBarge second. Mr. Rosenblum yes, Mr. Silva yes, Mr. Goncalves yes, Mr. DeBarge yes, Mr. Gennette yes. Motion passed 5-0.**

Motion made by Mr. Goncalves to close the public hearing at 5:38 p.m. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

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UNFINISHED BUSINESS

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Board to sign the contract between the Town of Ludlow and Axon for the Police Department's tasers in the amount of $152,697.05.

Mr. Gennette: This was approved at Town Meeting.

Motion made by Mr. Goncalves to sign the contract between the Town of Ludlow and Axon for the Police Department's tasers in the amount of $152,697.05. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

NEW BUSINESS

Board to discuss and possibly vote to accept a grant in the amount of $13,561.85 from the Executive Officer of Grants and Research for the FY24 Municipal Road Safety Grant Program.

Mr. Goncalves: Is there any caveat on the Town's part? Matching? Or is this just straight money?

Chief Valadas: There is not. If we don't spend it though it does go back.

Motion made by Mr. Goncalves to accept the grant in the amount of $13,561.85 from the Executive Officer of Grants and Research for the FY24 Municipal Road Safety Grant Program. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

CORRESPONDENCE

143. Kelly Lamas, Chair – Board of Health – Informing the Board of the Inter-Board Communication Policy and Procedure.

Mr. Goncalves: Letter from Board of Health. Inter-Board Communication Policy & Procedure. It looks like it's to any Board. The purpose of this policy is to provide town boards and departments the process to request the presence of the Ludlow Board of Health members and Ludlow Health Department staff for inter-board meetings. If any Town of Ludlow Board requests the presence of a Ludlow Health Department staff member to attend a public board meeting, said board must make a request to the current Board of Health Chairperson two weeks prior to the meeting. No Ludlow Health Department staff member shall present at a Town of Ludlow public board meeting without the presence of the current Board of Health Chairperson. In the absence of the Chair, the Secretary of the Board of Health or another member of the Board of Health may attend. If all members of the Board of Health are unavailable for the meeting date requested, the Board of Health will decline the invitation and propose a rescheduled date that aligns with the requesting board's meeting cadence. In the cases of exceptional circumstances requiring a shorter notice period, an urgent request may be invoked. This would include threats to public health or safety, time-sensitive legal or regulatory obligations, events with potential significant financial impact, unforeseen emergencies that cannot be reasonably anticipated. Procedure: all requests must be submitted in writing to the Board of Health Chairperson two weeks in advance. Requests may be sent via email or formal letter. In cases where an exceptional circumstance exists, an urgent request may be submitted. The request must be submitted in writing to the Board of Health Chairperson. Requests may be sent via email or formal letter. Any requests that do not follow these guidelines will not be considered by the Board of Health. I'm not sure this has a lot of cadence to it. In 14-15 months, close to 2 years, I think this is the 3rd piece of mail I've gotten from them and it's telling me I need 2 weeks' notice. I could probably get an appointment with the Governor quicker. I think if this Board or any other Board needs the Board of Health or anybody else, they should be able to reach out and get them in relatively short notice. We have full-time employees that I don't think need 2 weeks' notice. Otherwise, we don't need full-time employees if we're going to have to invoke the Chair and wait 2 weeks for permission. We also have a Department Head there and I'm wondering if this should be going to the Department Head and not the Chairman of the Board. They should probably be a little more accessible than what they're trying to be made here. The Charter has gotten this so hopefully they can understand how they have to deal with departments like this. I'm a little shocked.

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Mr. Goncalves: Maybe if this was something that had been talked about before we gave them a Department Head. Now there's a Department Head. Isn't the concept behind that to have availability to speak to the department anytime we need to during the day and not have to ask the Chairperson 2 weeks in advance or talk to one of their employees. That confuses me a little bit.

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Mr. Rosenblum: This could have been taken care of a lot simpler and having a discussion within the Town Hall instead of it being we're not going to talk to you but we're going to tell you this is how it is.

Mr. DeBarge: The 2 glaring parts about this, which is why I was an advocate of having this publicly and bringing it in front of the Charter Commission is we're trying to move things along and it seems like when you make progress something happens that takes you a couple steps back. The 2 things that are glaring about this that gives me the greatest pause are the exceptional circumstances. There's 4 of them. Threats to public health or safety, time-sensitive legal or regulatory obligations, events with potential significant financial impact and unforeseen emergencies that cannot be reasonably anticipated. This is an average occurrence for a municipality with a Board of Health, you can take any one of these topics and have anything related to the 4 topics and have something come up and our Town Administrator would have to contact our Director. That's the 2nd thing. Our Director for the Board of Health or any Board, this Board of Health voted unanimously for this Director because they obviously have a lot of cause to fill that position. I think the Director is very capable of coming up here and speaking to us or speaking to anyone. I agree with the hire and I think she's capable. This, however, sends a message that you can't talk to the Director unless you have me there. If you take the equal that means anyone that wants to talk to Marc would have to do it with James next to them, and that's just not productive for the way we do business on a daily basis. I think it's unfortunate and I know that when I need something I'm going to go to the Board of Health and talk to the Director.

Mr. Goncalves: Or to Tim or Angela.

Mr. DeBarge: I do it all the time. If there's something I need I go to the Director. That's what they're there for.

Mr. Silva: I think they're putting the burden on some of these employees because they're directing them not to say…if we have questions and we want to talk to them what are they going to say. Are they going to say sorry I can't tell you anything? They're putting a strain on employees and I don't think they can do that.

Mr. Gennette: I agree with all of you. My problem is the result of this is because we were going to have conversations publicly about the opioid crisis and CARES and I sent a polite invitation to let them know that visitation was going to happen. It was to their benefit that they would actually be here. If they want to talk about events with potential significant financial impact, I suppose it would financially impact their department. It seems to me this was a little over the top for just an honest hey why don't you come on in and be part of the conversation. This was over the top and they missed out on that conversation. When we have more conversations going forwards, when we post it and we let them know we're going to post it either you're here or you're not. It's not an official invitation. We're letting you know that you can come in, you can be a part of these conversations, we'd love to have you but if you're going to expect a written invitation every time we're going to talk about something it's just not going to happen.

Mr. Goncalves: Carrie, you're here, is this something the Board can put on their employees that they can't talk to us?

Ms. Ribeiro: Like Mr. Silva said, they're policy makers, they're strategic planning, that kind of thing, moving forward. They're not supposed to get involved in personnel at all.

Mr. Silva: Whether it's days off, time off they're not supposed to be dealing with that stuff.

Mr. Goncalves: I hope Ms. Lamas is listening or she gets the message to think about these things next time.

Mr. Gennette: To the benefit of the Board of Health.

Mr. Goncalves: It was great to get some correspondence.

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

Mr. Silva: I think we should get a letter to them and let them know what we discussed with Human Resources and some of the things they can't do. Somehow I think we should notify them. If it's not an HR thing, even from the Board. Something should be relayed to the Board to let them know that some of these things they're proposing cannot happen.

Mr. Goncalves: Maybe Marc can figure out who should send it out.

144. Chief Pease – request to charge off medical expenses and lost wages to Chapter 41, Section 111F for an injury sustained by a Firefighter/Paramedic as a result of an incident that occurred on October 9, 2023.

Motion made by Mr. Rosenblum to approve charging off medical expenses and lost wages to Chapter 41, Section 111F for an injury sustained by a Firefighter/paramedic as a result of an incident that occurred on October 9, 2023. **Mr. Goncalves second.**

Mr. Gennette: I had a request from somebody in the community that wanted to know when you read those, who's the firefighter, who's the police officer, what's the incident? I want to say publicly that we can't list any of that. That's all private information. That can't be put out there publicly. It's a HIPAA violation. That's part of the reason you never hear the name. Because this is their personal situation. **All in favor. Motion passed 5-0.**

145. Chief Valadas – request to charge off medical expenses and lost wages to Chapter 41, Section 111F for an injury sustained by a Police Officer as a result of an incident that occurred on October 22, 2023.

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Motion made by Mr. Rosenblum to approve charging off medical expenses and lost wages to Chapter 41, Section 111F for an injury sustained by a Firefighter/Paramedic as a result of an incident that occurred on October 30, 2023. **Mr. Goncalves second. All in favor. Motion passed 5-0.**

147. Joe Alves, Assistant Assessor – requesting the Board to schedule our Fiscal Year 2024 Tax Rate Classification Hearing for Tuesday, December 5, 2023.

Motion made by Mr. Goncalves to schedule the public hearing for the tax rate classification on December 5, 2023. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

148. April Beston, President Ludlow Rotary Club – requesting permission from the Board to have the Annual Town Tree Lighting and Toys for Tots Event on Sunday, December 3, 2023, and approval for required Law Enforcement & Safety Personnel.

Mr. DeBarge: For informational purposes, the addition to this, we do this every year, the approval for required law enforcement & safety personnel is something a little new, verbiage in here. This is because we're going to do a parade that we did last year for the kids with Santa, but it's going to be a little bit longer than it was last year and we're going to need police assistance. That's why that's there.

Motion made by Mr. DeBarge to approve the annual tree lighting and Toys for Tots event Sunday December 3, 2023, and approval for required law enforcement and safety personnel. **Mr. Rosenblum second. All in favor. Motion passed 5-0.**

149. Celebrate Ludlow Donations – People's Bank = $1,000.

Motion made by Mr. Goncalves to accept the $1,000 donation from People's Bank for Celebrate Ludlow and Thank them very much. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

150. Bob Roccanti, Resident – requesting to be appointed to the Ludlow Cultural Council.

Mr. Rosenblum: I know Mr. Roccanti. He's got Raspberry Records across from Blue Water. Very nice gentleman. Great little business over there.

Motion made by Mr. Rosenblum to appoint Bob Roccanti to the Ludlow Cultural Council. **Mr. Goncalves second. All in favor. Motion passed 5-0.**

UNFINISHED BUSINESS

Board to discuss and possibly vote to allow Western United Pioneers to use the gym at the Ludlow Community Center on Saturdays from January 6th through March 9th 11 am to 1 pm with the exception of January 20, 2024.

Mr. Gennette: Has this been approved?

Mr. Goncalves: It has. I'm looking at the signature here. Authorized and approved by Club.

Motion made by Mr. Goncalves to approve and vote to allow the Western United Pioneers to use the gym at the Ludlow Community Center on Saturdays from January 6th through March 9th 11 am to 1 pm with the exception of January 20, 2024. **Mr. Silva second. All in favor. Motion passed 5-0.**

Board to sign five (5) copies of the contract between the Town of Ludlow and Mountain View Landscapes & Lawncare, Inc. for the Ludlow High School Track and Field Improvements Project in the amount of $4,646,174.00.

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Motion made by Mr. Goncalves to allow the Chairman to sign on behalf of the Board. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

Board to approve and sign Selectmen Meeting Minutes of October 17, 2023.

Motion made by Mr. Goncalves to approve and sign Selectmen Meeting Minutes of October 17, 2023, with all members present. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

Board to approve and sign Executive Session Minutes of October 17, 2023.

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NEW BUSINESS

Board to discuss and possibly vote to accept a grant from MIIA in the amount of $9,999.25 for a sewer camera and safety equipment.

Mr. Goncalves: Is there anything we need to do to get this?

Mr. DeBarge: DPW did this. It will help with the couple hearings we had with the blockages. This is a good grant. This is what we were hoping they would do.

Motion made by Mr. Goncalves to accept a grant from MIIA in the amount of $9,999.25 for a sewer camera and safety equipment. **Mr. Rosenblum second. All in favor. Motion passed 5-0.**

Board to approve and sign contract between the Town of Ludlow and Kirkwood Direct for bill printing & mailing services, not to exceed $37,000 over two years, postage excluded.

Mr. Goncalves: This went to bid I imagine?

Mr. Strange: Yes, we got quotes.

Motion made by Mr. Goncalves to approve and sign contract between the Town of Ludlow and Kirkwood Direct for bill printing & mailing services, not to exceed $37,000 over two years.

Mr. Gennette: That's for any mailings we need throughout the year?

Mr. Strange: That's for tax bills. These are things that in the past we would do ourselves. Staff got really bogged with paper so we're going to farm it out.

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

Board to discuss and possibly vote to recognize a Mental Health Awareness Day for Town Hall employees four times per calendar year.

Mr. Strange: Carrie and I met with Paulina. This is was an idea I had come up with to recognize and acknowledge that mental health is a very important part of everybody's lives, part of being a human being. The bigger picture was we had a lot of changes in the past 18 months. It's been difficult for a lot of people and we want to try to start rebuilding that relationship with our staff members and our employees and show them that we care about them. Carrie and I met with Paulina and Paulina had some great ideas, as did Carrie. The thought was one Wednesday or so every 3 months we would have a speaker or training session, something to do with mental health in the morning. We would have lunch catered and then figure out what to do in the afternoon. From that idea spawned ideas about creating walking groups and anything else that might bring Town Hall employees together, which we don't have right now. Everybody kind of operates in their own silos. We thought it was worth putting this in front of you guys.

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Motion made by Mr. Rosenblum to approve charging off medical expenses and lost wages to Chapter 41, Section 111F for an injury sustained by a Police Officer as a result of an incident that occurred on October 22, 2023. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

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146. Chief Pease – request to charge off medical expenses and lost wages to Chapter 41, Section 111F for an injury sustained by a Firefighter/Paramedic as a result of an incident that occurred on October 30, 2023.

Motion made by Mr. Rosenblum to approve charging off medical expenses and lost wages to Chapter 41, Section 111F for an injury sustained by a Firefighter/Paramedic as a result of an incident that occurred on October 30, 2023. **Mr. Goncalves second. All in favor. Motion passed 5-0.**

147. Joe Alves, Assistant Assessor – requesting the Board to schedule our Fiscal Year 2024 Tax Rate Classification Hearing for Tuesday, December 5, 2023.

Motion made by Mr. Goncalves to schedule the public hearing for the tax rate classification on December 5, 2023. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

148. April Beston, President Ludlow Rotary Club – requesting permission from the Board to have the Annual Town Tree Lighting and Toys for Tots Event on Sunday, December 3, 2023, and approval for required Law Enforcement & Safety Personnel.

Mr. DeBarge: For informational purposes, the addition to this, we do this every year, the approval for required law enforcement & safety personnel is something a little new, verbiage in here. This is because we're going to do a parade that we did last year for the kids with Santa, but it's going to be a little bit longer than it was last year and we're going to need police assistance. That's why that's there.

Motion made by Mr. DeBarge to approve the annual tree lighting and Toys for Tots event Sunday December 3, 2023, and approval for required law enforcement and safety personnel. **Mr. Rosenblum second. All in favor. Motion passed 5-0.**

149. Celebrate Ludlow Donations – People's Bank = $1,000.

Motion made by Mr. Goncalves to accept the $1,000 donation from People's Bank for Celebrate Ludlow and Thank them very much. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

150. Bob Roccanti, Resident – requesting to be appointed to the Ludlow Cultural Council.

Mr. Rosenblum: I know Mr. Roccanti. He's got Raspberry Records across from Blue Water. Very nice gentleman. Great little business over there.

Motion made by Mr. Rosenblum to appoint Bob Roccanti to the Ludlow Cultural Council. **Mr. Goncalves second. All in favor. Motion passed 5-0.**

UNFINISHED BUSINESS

Board to discuss and possibly vote to allow Western United Pioneers to use the gym at the Ludlow Community Center on Saturdays from January 6th through March 9th 11 am to 1 pm with the exception of January 20, 2024.

Mr. Gennette: Has this been approved?

Mr. Goncalves: It has. I'm looking at the signature here. Authorized and approved by Club.

Motion made by Mr. Goncalves to approve and vote to allow the Western United Pioneers to use the gym at the Ludlow Community Center on Saturdays from January 6th through March 9th 11 am to 1 pm with the exception of January 20, 2024. **Mr. Silva second. All in favor. Motion passed 5-0.**

Mr. Rosenblum: I think it's a great idea.

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Mr. DeBarge: Carrie, my concern is with the title of it I guess. I would prefer Professional Development. It seems like other departments already have that. My concern would be if we do this for Town Hall employees would a mental health day be required for contract negotiations for other departments because of the title of it.

Ms. Ribeiro: I see what you're saying.

Mr. DeBarge: The School Department does Professional Development, Police have in-service, Fire has in-service, DPW have to do their certifications. I think we could do the same thing just without the stigma of adding it to everybody else.

Ms. Ribeiro: Like Marc said, it's for employee engagement and collaboration. I think when you have happier employees…it's health and well-being. When you have happier employees you're going to have less absenteeism, more production, it's going to reduce cost savings to the Town too to some extent. We've had health and wellness initiatives through the HR Department within the last couple years and we do have some people on the Town side and school side that engage, whether it be a yoga class or Zumba class. We've offered nutrition classes. There's a little bit of involvement but not a lot. I think it's an initiative to bring people together. Mental health is part of it obviously, whether you're having a good mental health day or bad mental health day but maybe there's some stigma attached to that term. Nothing has happened here in Town Hall to want to do this besides bringing people together and engaging people more.

Mr. DeBarge: Which is a great idea. I think we all think it's a great idea.

Ms. Ribeiro: We actually have a survey that's due back soon in the next week or so from the succession planning initiative that we're in the middle of that will probably give us some feedback as far as where some sour points are with some of the employees. It was an open ended survey asking about pros and cons so I would imagine we might get some good feedback there to start. We also talked about if this does get approved to move forward to engage the employees here at the Town Hall and ask them what they would be interested in. What would you like? What do you want to do? Do you want to have a speaker. Do you want to do a walk? Do you want to do a lunch & learn? There's so many different things you can do. Just to reiterate the fact that we have an employee assistance program. A lot of people forget that. We tell people when they're hired, but the employee assistance program through MIIA offers financial assistance, legal assistance, any type of health-related assistance, therapy, psychological assistance. A lot of people forget that's a resource. Employees in the Town Hall don't encounter the same things that a Police Officer or Fire Fighter does. We're not first responders; however, everybody deals with some type of stress in the workplace and out of the workplace so we thought it would be a good start. Something different to try to engage and collaborate with everybody in Town Hall. We can call it something different if that's bothering people.

Mr. DeBarge: It's not the title that bothers me, it's adding to the bank days, vacation days, personal days, then this because this is called something else.

Ms. Ribeiro: We can call it an in-service day or professional development. It might not always be a training with somebody coming in and speaking to you. I think an in-service day would be appropriate.

Mr. Strange: I know the mental health awareness was where I started with it and talking to Carrie and Paulina I think it evolved into more of an employee appreciation, professional development type of thing.

Mr. Goncalves: It's a great idea you guys came up with. Maybe have the respective Boards of whatever departments have Boards be able to attend.

Mr. Gennette: I think it's a great idea. The companies of the other boards that I'm on, the HR Departments do this kind of stuff all the time. To not do it I think would probably be…I would like to see a little more about it. I agree with Derek. I think the name needs to change. I think that mental health says something completely different than what we're talking about here. Do we need to make a motion at this point? I think we're all for it.

Mr. Rosenblum: Possibly, because it's a change in the workday.

Mr. DeBarge: Do you want to see a final draft?

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Mr. Gennette: Just put it together when you're a little more formalized, get your surveys back and you kind of know what you want to do and you schedule some stuff we'd be more than happy to sign off on it.

TOWN OF LUDLOW

Mr. Goncalves: Maybe check with Stan and make sure we're not going to name it something that's going to get us in trouble.

Mr. Gennette: Let's put the package together and we'd be more than happy to sign on anything.

VISITATIONS

6:00 p.m. – Thomas Irwin – Massachusetts Paint Stewardship Advocate – to discuss the Paint Stewardship Bill

Mr. Irwin: Good evening. Thank you for this opportunity to share this information about paint recycling legislation. My name is Tom Irwin. I live at 54 Central Avenue in Dalton, MA. I'm an advocate for a paint stewardship bill that is presently before our legislature for the 7th time. I am a retired engineer and retired physician, who while a member of the Dalton Waste Management Recycle Committee learned of paint stewardship and loved the idea. Did some research and became an advocate for this important environmental legislation along with 3 other independent individuals. Your question might be why is paint stewardship needed? Massachusetts generates over 5.2 million tons of trash annually and has 3.2 tons of waste and incineration capability. The remaining 2 tons of trash need to be landfilled; however, we have only 5 active municipal landfills in the State of Massachusetts and no new landfills being planned. The majority of these 2 tons of trash need to be hauled out of state to places as far away as Ohio, Western New York, or South Carolina. This is expensive and has a very large carbon footprint. Fortunately, there is a way we can begin addressing this problem. Implementing product stewardship for waste streams such as paint, mattresses, plastics, and packaging that are amenable to this approach will help us begin decreasing this expensive burden. What is paint stewardship? Paint stewardship is a program that allows residents to discard unwanted liquid latex and oil-based paint at a participating retail store any day that the store is open. The retailers collect the returned paint in totes and when a tote is full they call Paint Care National Agency, a non-profit set up by the paint manufacturer. They will come and get the tote and haul it to a reprocessing facility where the paint is then brought back up to the standard of new paint and sold to entities such as Habitat for Humanity and Re-Store. The consumer's part in this is paying an extra fee of up to $1 per gallon at the time of purchase and for 5 gallons it would be $1.75. They are not trying to make money. They are attempting to break even. What benefits will Ludlow see from paint stewardship? First and foremost, it will be a service Ludlow residents value. Interestingly, between 30-60% of latex returned to Enfield, CT Sherwin Williams actually comes from Massachusetts residents. Also, 95% of 530 residents dropping off items at 5 separate household hazardous waste states that I spoke to signed the petition encouraging their legislature to become a co-sponsor of this legislation. This suggests that 95% of the residents in Ludlow with paint in their basements, and likely there are many, would value and support this legislation. Second, paint stewardship as I touched on earlier, begins addressing this solid waste issue by decreasing one category of waste going to our landfills. Third, it will also significantly decrease the toxic waste created when oil-based paint is discarded inappropriately. Fourth, it will present no cost to municipalities and it will decrease household hazardous waste costs, as has been demonstrated in our neighboring states of Connecticut, Rhode Island, Maine, Vermont, and New York who already have this law. It will decrease greenhouse gasses generated by the paint industry by approximately 4%. Finally, it will likely be a model for future product stewardship legislation that will address mattresses, solar panels, plastics, packaging and more. If this is so good, why hasn't it passed in the previous 6 sessions of the legislature? With between 6,000-7,000 bills considered each legislative session and only 5% of those bills reaching the floor for a vote, a bill needs to either have big savings or big social demand for it to be considered. Unfortunately, the savings from implementing paint stewardship will only be an estimated 2 million dollars, which is big money for you and I but chump change for the State of Massachusetts. Also, unfortunately, there isn't sufficient demand from the public for the law. This is a result of too few people being aware of the law. While gathering over 2,200 petition signatures in support of the law my experience has been that less than 5% of people have any awareness of the law at all. In fact, 50%

of the people from Connecticut, Rhode Island, Maine, Vermont, and New York come to the farmers market or wherever I am gathering signatures have no idea their state has the law. What are our next steps? Presently, there are 27 Representatives and 11 Senators who are co-sponsoring these bills, including your Representative Aaron Saunders and your Senator Jake Oliveira. This is significantly more support than enjoyed in any of the previous 6 sessions. However, to improve the chances this legislation passes this session more work is needed. When the bill arrives at the Ways and Means Committee later this year or early next year it is important to have a letter from as many municipalities as possible encouraging the committee to view the paint stewardship legislation favorably and send it to the legislative floor for a vote. I ask that the Select Board please consider a resolution adding Ludlow's support for this important future effort.

Mr. Rosenblum: The drop off sites, you're not putting them in in every town? You're putting them in an area reachable from several communities, correct?

Mr. Irwin: The drop off sites are actually volunteer retail stores and transfer stations that volunteer to become a collection point for the program. With that, in every state that has been a participant, 95% of the collection points are within 15 miles of residential.

Mr. Rosenblum: If we were to do something like that with our transfer station it wouldn't be something that could come in within a 15 mile radius because we have a dump sticker that goes to our transfer station.

Mr. DeBarge: Is there any burden on the small stores? We have a Rocky's here. It says generally the pickups are 2-4 days. If they had an influx of people, Rocky's is a small store, I would worry about the storage space needed until pick up.

Mr. Irwin: The way it operates is, there are a couple pieces…

Mr. DeBarge: I did see that a store could volunteer. If we buy the paint from Rocky's we could bring it back, correct?

Mr. Irwin: You can. The rules on the paint returns is they don't care where you got it, when you got it, what state you're from. That's why people are dropping it off in Enfield. They do it in Enfield and not deeper in the state because it's too far. Enfield is a hop, skip and jump from the Mass border so people bring it there. They have a tremendous volume of paint return at that store and they have a pickup scheduled every Thursday. On occasion if their tote is full ahead of time, they put a sign out that tote is full and not accepting paint. Paint Care only asks that you have a 4x4 pallet space in your warehousing area for the paint. If you want, you can have 2 totes but that's up to the particular store.

Mr. DeBarge: I can tell you as a retired police officer, this is a huge problem. I can only imagine how many cans I have and in homes across this community. I think this is a great thing and I would love to be involved in this.

Mr. Silva: What about the cans? When you go back to the store with half a can of paint, do you leave them the can and the paint?

Mr. Irwin: Absolutely. They want the original label because they're going to re-blend it. They have to know what's in the can. Before I got involved in this, I didn't want smoke blown up my skirt so I made sure I went to Connecticut, New York and Vermont and talked to multiple paint retailers and constituents and asked if this is really working. They said absolutely. Home Depot, Lowes, and Walmart do not accept the paint. Only the small stores do. The big stores don't want to be bothered and little stores love the foot traffic because all of that paint that was purchased at Home Depot, Lowes and Walmart needs a place to go. 10% of all paint purchased will end up being returned. They're excited. Their foot traffic is drastically increased. They're very happy. Everybody is happy. The way the law was formulated in 2002 was the paint manufacturers, paint retailers, consumers and the government all had plenty of room. They hashed out a law that took 4 years where that law could agree with the law. This is not anybody's arm getting twisted like a speeding law. It's more like a marriage where you've already kind of agreed what's going to go on and you just need to consummate. They need a law because the $.75 fee can't be collected without endangering Paint Care, the agency that goes around throughout the country collecting the paint that's returned to an anti-trust suit. The anti-trust suit will come from the Retailers

Association of America because there is some concern of some of the retailers, particularly in the plastics industry, that the EPR law, which is the way this is classified, will endanger some of their profit streams. That is really the essence, and I've dug hard, what might be the only objection and that's it. They would bring that action against Paint Care and could bankrupt them.

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Mr. Silva: Cans that don't have labels?

Mr. Irwin: They're going to have to be dried out. You can't bring them because they can't do anything with them.

Mr. Goncalves: Our neighboring states don't have this right now?

Mr. Irwin: Everyone does except for New Hampshire.

Mr. Goncalves: Are we going to get an influx of people going to New Hampshire to buy paint because they want to save that dollar a gallon?

Mr. Irwin: Actually, the reverse is the case. People from our state are going to the adjoining states to return their paint. It's a problem in Maine, New Hampshire, New York, Connecticut, and Rhode Island.

Mr. Goncalves: I wonder if a contractor that's buying a lot of paint and using it all, is he going to go over the border somewhere and buy it because he's going to save $1/gallon.

Mr. Irwin: I don't believe so. In fact, there are several Massachusetts contractors I talked to that work in Connecticut that pay the $1.75 and return it to Connecticut. For them$1.75 is not an issue.

Mr. Gennette: How are the municipalities handling it with their DPW's? You said some municipalities are doing it, not just retail.

Mr. Irwin: The DPW's in Massachusetts. They're a variety. Some like Greenfield will accept everything and they have a pseudo–Paint Care operating already and they use Clean Harbors to handle that. There is a paint preprocessor in our state called Re-Color. They're in Hanover, MA. They're not cheap but they hold days where they collect the paint. They've done those extensively in Barnstable and Plymouth Counties. Generally, what happens is there's a Southern South Shore Waste Management district and they'll take some of their monies they get from the state and they'll aggregate. They'll have a whole latex day and they'll collect 1,000-1,500-gallon cans of latex paint.

Mr. Gennette: Is it only latex? Will they take oil based?

Mr. Irwin: They will take those back as well. It's a little more complicated. There's a company in Niagara Falls in Ontario that can blend some of the oil-based paints. That's actually the largest section of paint that goes to co-generation facilities where it's burnt as a co-fuel, cement plants, steam generation facilities. They restrict those to facilities where they have particular collection systems and scrubbers so there's no pollution danger.

Mr. Gennette: Hypothetically, if our DPW was to accept paint we'd have to have somebody identify which one was latex, had labels, can be picked up as part of the stewardship program?

Mr. Irwin: No, the whole thing goes into a large tote and sorted out when they get it back to wherever they take it.

Mr. Gennette: So, we don't have to worry about it. So, if we collect paint cans, we collect paint cans and everything goes.

Mr. Irwin: Your only job would be is this the original can, is this the original label, is the stuff inside still liquid, is it not a rusty can?

Mr. Goncalves: Is this something we should talk to our DPW people about?

Mr. DeBarge: I'd be interested to know what DPW does. I know they collect them with kitty litter.

Mr. Irwin: If it's kitty littered it becomes regular trash.

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Mr. DeBarge: So normal Department of Public Works that do collect cans, they would have to have it picked up, like Greenfield. What company does that for Greenfield?

Mr. Irwin: Clean Harbors.

Mr. DeBarge: I don't see a loss in any of this.

Mr. Irwin: I'm hopeful that Re-Color, our plant in Hanover, and I've spoken with the CEO there and she's excited about the potential of collecting a lot of the latex, that maybe they double in size. We may have more jobs in the State of Massachusetts. Plus, it would be a substantial stream of lower cost paint. It's the high-cost stuff re-blended so they can charge you less than half of what it originally costs.

Mr. Gennette: I like the idea of the whole thing and I like the idea of a paint stewardship probably with the DPW. We'd have to get some knowledge around if the DPW is prepared to manage that, which shouldn't be too big a deal. Because if Ace decides they don't want to do it in Ludlow, there's no alternative. Ace is pretty much the only place.

Mr. Irwin: I'd be shocked if they didn't. I visited Ace's throughout the different states I visited and they were all happy to do it. The only time is if there's 4 paint stores on top of each other they hash out who's going to be doing it.

Mr. Gennette: Worst case scenario in this situation is that both places do it. I'm all in. The letter for the state I think is easy to do too.

Mr. Goncalves: Tom, what's your position? Why are you here today?

Mr. Irwin: I'm part of the Waste Management and Recycle Committee of Dalton, MA and I like challenges. I've never done anything like this before in my life. I probably wouldn't do it again. It's been a fascinating journey. I've testified before the Environment and Natural Resource Committee. That wouldn't have happened if I hadn't been involved in this. I've learned about the legislature. I got to meet a lot of exciting people. It's been a fantastic experience.

Mr. Gennette: What do you need from us today?

Mr. Irwin: I need nothing from you today. I needed your ears, which you've shared, and to have the opportunity to share information because that is the biggest problem that Massachusetts faces. Too few people are aware of this stuff. I feel I've made progress. I know I've made progress in the state. There's all the legislatures in the Berkshires, Franklin County, and all but Representative Kerry in Hampshire County are co-sponsors. There are 6-8 representatives within Hampden County that are actively considering being co-sponsors at the moment. I'm very proud of the western half of the state. We're showing a very strong showing support of this and it's been noticed at the State House.

Mr. DeBarge: If a motion is needed in support of the resolution and to send a letter to Senator Oliveira and State Rep Saunders I'd be happy to make it.

Mr. Irwin: Both of those gentlemen are already co-sponsors of. The last page of the packet I sent you is a sample of resolution to the Ways and Means Committee encouraging them to act favorably on the legislation and move it to the floor for a vote where we're virtually certain it will pass.

Mr. Gennette: I think Marc's got it. Thank you for coming in. We appreciate it and good luck in your travels. A couple of us are from the northwestern part of the state.

Mr. Irwin: I have a copy of my statement today if you folks would like a copy.

Mr. DeBarge: I would love it.

Board of Selectmen – in its capacity as the Board of Public Works – to discuss and possibly vote to amend the existing sewer lateral policy.

Mr. Strange: Jamie Tomas had come in a couple months back and discussed a new policy with you all. This is the new policy. It defines multiple terms and sets the property lines and boundary for the homeowner's responsibility for the sewer line.

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Mr. Gennette: Does this have to go to Town Meeting?

Mr. Strange: No.

Mr. Goncalves: Article I Definitions. Grinder Pump Station: A grinder pump is a wastewater conveyance device. Waste from water-using household appliances (toilets, bathtubs, washing machines, etc.) flows through the home's pipes into the grinder pump's holding tank. Once the wastewater inside the tank reaches a specific level, the pump will turn on, grind the waste into a fine slurry, and pump it to the central sewer system or septic tank. Building Sewer: Building sewer can be defined as the part of the horizontal piping of a drainage system which connects to the end of the building drain and conveys the contents toa public sewer, private sewer, individual sewage disposal system or other legal point of disposal. Sewer Main: The main sewer can be defined as the primary pipeline in a sewerage system running under the public street collecting wastewater from lateral connections. These lateral pipelines are smaller pipelines connecting homes and businesses to the main sewer line. Section 2: Sewer plans requiring the use of a Grinder Pump: The grinder pump must be listed in the plans and its specifications. The pump must meet or exceed plan specifications and Department of Public Works approval. The property owner will be responsible for the construction, inspection, repair, removal and maintenance of the grinder pump and all associated piping in the equipment. Section 4: Building Sewer. Building sewer shall mean sanitary sewer and the part of the horizontal piping which begins in the building and extends to the sewer main in the public way or another place of wastewater disposal. The homeowner owns the building sewer from the building drain to the property line. The homeowner is also responsible for any repairs to the sewer line occurring between the building drain and homeowner's property line The Town is responsible to repair/replace any breaks in the sewer line between the homeowner's property line and the sewer main in the public way. Roots of any kind that infiltrate into the sewer lateral up to the property line shall be considered a sewer blockage, not a break, and are the responsibility of the homeowner. No access to the sewer main will be allowed by the building owner or anyone contracted by the building owner without Department of Public Works approval. The Department of Public Works will determine if there is a backup in the public sewer main. The only thing I'm trying to figure out there is roots of any kind that infiltrate into the sewer lateral up to the property line shall be considered a sewer blockage and not a break. Is that from the property line to the street or from the street to the property line?

Mr. Gennette: I agree with you. I think it's backwards. The lateral would be the main. The lateral coming off of it to the property line and I think the intent is not from that section from the street, I think the intent is from the house to the property line.

Mr. DeBarge: That's what I took it as, the house to the property line.

Mr. Gennette: I think that terminology sounds backwards. If you say it's from the sewer line to the lateral or from the lateral to the property you're going from the lateral, which is the street to the property line.

Mr. Goncalves: It's the Town's responsibility to repair/replace any breaks in the sewer line between the sewer main and the public way. So, the Town is on the hook for the lateral. The main is going down the middle of the road and the laterals are going out towards the property. The Town is going to be responsible up to the property line including the lateral. Sometimes the lateral is put onto the person's property when the line is being installed. Probably every subdivision is going to be different depending on what degree that sewer was installed or if sewer is installed on an existing street versus a brand-new street. That can all vary. In an instance where it's a contractor doing a brand-new street that lateral may come on to the property, just not to the property line. The property line in some instances could be exactly where the lateral ends, it could be in the middle of the lateral.

Mr. Gennette: You're comfortable with the terminology then?

Mr. Goncalves: Yes. I think it's going to be easy enough to figure out. It's basically going to be the minute it hits the property line the Town is going to be on the hook. If it's before the property line it's the homeowner. And the homeowner needs to check with the Town before they start doing anything.

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Motion made by Mr. Goncalves to amend the existing sewer lateral policy as described in red. **Mr. DeBarge second. All in favor. Motion passed 5-0.**

Mr. Strange: If you're agreeable to this, is there any way to bump up the last item? Which is the Planning Department Senior Clerk.

Board to discuss and possibly vote to reclassify the Planning Department's Senior Clerk (LATOSS 3) to an Administrative Assistant (LATOSS 4).

Mr. Stefancik: We're looking to upgrade and reclassify the position from a 3 to a 4 with the understanding of taking on the additional Conservation duties. Penny retired from Conservation and now the position is open so we're looking to combine that. Some of the work has dropped off over the years. We don't see a large traffic coming into Conservation. The thought would be taking on the additional job duties. Sue has been with the Town for 15 years. She has been an excellent employee. She worked in Conservation for about 5 years before she came into Planning so she does have the ability to go over to Conservation continuing the service that's been going on.

Mr. DeBarge: Doug, how much is this going to save?

Mr. Stefancik: I think at least $25,000+. If you throw in the benefits of a single plan that's $7,182.92 and a family plan is $19,000. You could be looking at the Town saving anywhere between $35,000-$46,000.

Motion made by Mr. Goncalves that the position of the Planning Board Senior Clerk LATOSS 3 be changed to an Administrative Assistant LATOSS 4. **Mr. Rosenblum second. All in favor. Motion passed 5-0.**

Board to consider expanding scope for the Town Hall renovation project.

Mr. Strange: As we've gone along and looked at what's really needed at Town Hall and we've had consultants come in, it originally started with the roof and asbestos tile remediation. We added in come carpeting. The scope keeps on expanding because it just makes sense when you open it up to do certain fixes. Now, we would be replacing the lights with LED lights. Also, the bathrooms are the big deal. There's 5 bathrooms and once they come in and they touch the building they have to make the bathrooms ADA accessible. Right before the meeting today we got our cost estimate. There's a cost estimate in your packet for everything, but also for the HVAC. In addition to all the Town Hall work, previously we discussed doing a full-blown HVAC re-do like they're doing at the Public Safety Complex. After further review it sounds like we can do something a lot more cost effective. In terms of the funding, right now we have about 1.1 million dollars dedicated for this project. If you look at the cost estimate for the work it's 1.4 and change and the estimate for the HVAC is $215 I think. We're about $600,000 short. We certainly plan on coming in and asking for money from Capital. That's a pretty big ask of Capital for the whole thing so we wanted to go through some of these line items to make sure that it's really something we wanted to do. There's painting and exterior repairs, stuff that wasn't really part of the scope.

Mr. Gennette: So, you've got 1.1 now reserved set aside. We're looking at 600K to go to Capital to fund the entire project and be done with it. If we did that, when could we get started on it? What kind of time frame are we looking at?

Mr. Strange: They want to do it in the summer.

Mr. Goncalves: I see in here that you're talking about shutting down the Town Hall. Where do we go?

Mr. Strange: Most people are going to 63 Chestnut; some people will be going to the DPW and some people will be working remotely.

Mr. DeBarge: So, the old Superintendent's building and DPW. Perfect.

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Mr. Strange: That was going to happen regardless because of the asbestos. When they're remediating the asbestos, nobody can be in the building.

Mr. Goncalves: Mass Saves didn't look at the lights?

Mr. Strange: That's something I asked about. We can get a rebate.

Mr. Gennette: Is there any room in that 1.7? Is there any contingency? Did we plan for backlash?

Mr. Strange: I don't think there is a contingency in there. If you look at some of the exterior repairs, the building needs a lot more than 1.7 million dollars of work. The scope can keep on expanding. The tighter we keep it the better. I didn't want to make that decision unilaterally. That's why we came in here to get your feedback on some of this stuff.

Mr. DeBarge: I think the guts of the building are more important than the aesthetic value of it when it comes to money, as much as I cringe when I see the cracks and crevices and paint missing. When I drive past the building at least the front lawn looks good. I'm in here enough I know in the summertime the AC is not working, in the wintertime the heat is not working, there's water leaking. I would hope we can find the money in Capital to do the necessary mechanical work to not only make it a pleasant place to work but a safe place to work. I hope we could do that.

Mr. Gennette: What are we thinking we're looking at for free cash? I know we have a lot of leases, agreements, and stuff like that.

Mr. Strange: It's been the past 2-3 years we've ended up with a little over 4 million. We've done a really good job putting money in the stabilization. The financial policy says between 7-9% of the operating budget. Assuming a 4% increase in the total budget for Fiscal 25. 7% of that would be 4.9 million, 9% would be 7.6 million. That's the range we want to be with our stabilization. Right now, we're at 6.4, so we're right in that range. We have a little bit of flexibility there. The policy says we have to put $300,000 in but we've been putting in a million. There's a little bit of wiggle room there.

Mr. DeBarge: Don't cut that log splitter for the golf course though. I think for an answer because you're looking for…

Mr. Strange: Ideas for what you guys might be willing to forego.

Mr. DeBarge: I stated mine. I'm willing to go mechanically and skip aesthetically if we need to cut costs somewhere, but not mechanically and safety obviously.

Mr. Strange: Painting the exterior is $50,000. I have to get a little more details on that. I don't know if that's necessary. It seems like a pretty high estimate. $35,000 for painting interior space. This is the only room we're going to be painting.

Mr. Gennette: We're only approving the budget of 1.7 here though.

Mr. Strange: This has got to go out to bid. This is an estimate. If we put this out to bid, the question is what do we put in the bid.

Mr. Gennette: From my point of view, we're not going to have a lot of opportunities with money with the way the economy is. If we've got this money and we're just $600 short and we can do it out of Capital, I say we pull the trigger. If our estimates come in lower we're good. We're going to do it now or do it later and it's going to cost more later.

Mr. Rosenblum: Is the labor baked into that 1.7?

Mr. Strange: Yes. Prevailing wages.

Mr. Rosenblum: Knowing how the bidding process is going nowadays, the 2 projects I have at 3, they're going to come in over 4. It's going to come in over 1.7, if you do the 1.7 I would say the bid is going to come in higher. You'll be closer to 2.

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Mr. Gennette: That's speculation. We have to put it out and see what comes back, right?

Mr. Rosenblum: Through procurement, you don't have to take the bid.

Mr. Strange: What about the exterior repairs?

Mr. Gennette: I'm in on this 1.7. If the exterior painting is in there then do it. Because if they do a lot of damage to the cupola or they put in wood and all this other stuff, it's going to look like a hodgepodge on the roof of the building. It's got to get painted. I don't think it's worth $50,000 of painting.

Mr. Rosenblum: I think if it has to do with structural integrity that would be a priority over the aesthetic portion of the other 2 areas.

Mr. Strange: We could also structure the bid such that the exterior repairs are alternates. Make sure the HVAC and the roof and all of the mechanicals were taken care of first.

Mr. Gennette: This stuff is not going to get any cheaper. That's my thought. We've got a lot of stuff we're trying to get done. If we're going to be in it we might as well finish it.

Mr. Rosenblum: The motion could be up to a certain number and that's the number we have to figure out.

Mr. Strange: We already have the 1.1 or so then it will be up to Capital to make a recommendation as to how much they want to appropriate for this. Hopefully this bid comes in a lot closer than the sports complex did. At that point we'd have to look at what the budget was. We can contact Eversource about lighting incentives and get some more clarification on the costs of the painting. My guess is that it's all prevailing wage. That's probably where the cost is elevating. We want to get this out to bid as soon as possible because the lead time is a lot on some of this stuff.

Mr. Gennette: We can table it. I don't have a problem tabling it if you guys want to wait.

Mr. Silva: Do we need to move on this quickly? We are spending an awful lot of money on a lot of things. Right now, the sports complex is not going to come in at 4.6. We're going to have change order after change order. In discussing with one of the people that work for Mott, there's not going to be enough money there, quite honestly, he seems to think. So, I think we better buckle our belts and do the projects we have before us. Let's get rid of those projects and then move on to the next thing. If we're going to have all of these projects at the same time we could get into serious problems money-wise. If we have the money, great. I just don't want to spend more money than we're going to have. We promised our constituents we're going to be reasonable and save some dollars for them.

Mr. Strange: The sports complex is being funded by ARPA, which is a totally different bucket. If it does go over, and we're trying to figure out a way to reduce the scopes so it gets closer to something that might be palatable, if it does go over we're going to need to pull money from some place. Those funds will not be available until after July. The timing on that could get difficult with kids going back to school, August practices and things of that nature. If it's going to go over then I guess we'd have to use free cash and we'd have to get that appropriated and be able to use it for after July 1st. The timing on that gets difficult and wonky for the high school for scheduling and what not. The other thing is this project pre-dated me. I inherited this project. This was originally $125,000 project. I don't know where that estimate came out of for the roof. The roof went from $125 to $300, then the asbestos, it kind of kept on building. Which is in large part why I'm here tonight because the scope keeps on getting bigger. We have 1.1 million. We have money in free cash to supplement that. $600,000 is a big nut. There's no question about it. The AC doesn't work in this building. My office is 85 degrees in the summertime. Some of them work. In the wintertime it can get cold. In the summertime it is brutal in here. The roof is clearly leaking.

Mr. Silva: There's no question we need to do some renovations. I just want to be careful where we're going with all this. I know we have the money from ARPA funds. Certainly, taking money from taxpayers that we could actually lower their taxes. When we need it we need it. The sports complex I have no issues with it. It's absolutely something we have to do. Spending more and more…yes costs go up. I understand that. We see it all the time. I just don't want to get into a jam where we're going to run into like we did several years ago. The townspeople just revolted. They were not happy. I just want to be careful.

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Mr. Rosenblum: You're the chair of Capital. Can you recall the total amount over each year you've allocated?

Mr. Strange: I checked that before. It's about 1.5.

Mr. Gennette: We were pretty low when I first started. I think we're at 2.7-3 million and we were able to bring stabilization back up. Part of the reason to do that was because of our bond rating. That stabilization is very important to have and we wanted to get into a specific range of what our total budget was. Marc just gave us those numbers. We're in that range now. That number should continue to be reflective of what the overall budget is. We should have plenty of free cash this year to be able to get this done within the budget we already have without increasing taxes. We should have that there. I think this is possible. When we were talking about it at Capital to try to pay this originally was $125. They were looking at the roof. Then they had to take the cupola off. The cupola was badly damaged already and has to be replaced. If we have the roof open we might as well take care of the HVAC. Now we've got the roof open with the HVAC open and asbestos tiles and it was raining down from the top. This is part of the reason the scope has gone further and further out. I think the big-ticket items on these, $250,000 for the HVAC unit. If we're looking at $50,000 for a paint job and putting it out on an estimate and it comes in at $35,000 are we going to put that $15,000 toward the track & field? Is that $.02 on the tax bill? I understand everything is important but at the same time it's going to cost us 3 million on 2 years with the way the economy is going? It still has to get done? Whatever you guys want to do I'm all for but I think that if we don't pull the trigger now it's going to get more expensive.

Mr. Goncalves: Does it cost us anything to prepare the bid, go to RFP and look at it when it comes in?

Mr. Strange: Yes. $75,000. That's for all the stuff you're talking about. Engineering, design, bidding support and construction management.

Mr. Goncalves: Don't you need to do that anyways for the HVAC for whatever parts are necessary that can't wait? We've got a leaky roof. We're going to have to get a roof. How much of that $75,000 is for the roof?

Mr. Strange: It's for the whole project.

Mr. Goncalves: So, the minute we're going to touch the roof we're going to spend $75?

Mr. Strange: I think it would be less than that.

Mr. Goncalves: How much of the things that have to be done versus ones that could wait a year, 2 years? Maybe have another round of Capital to deal with if we're worried about the field going over. Do we spend $75, see where we're at and if we're over we put it off? Or a little bit of it off? Whatever can wait?

Mr. Strange: We could just do the roof this year. That would negate the need to move people because the asbestos wouldn't be remediated. We could probably do the HVAC. I don't think they're going to have to re-do the guts of it. We could certainly piece meal it instead of doing everything at once.

Mr. Goncalves: I'm just worried we are going to get caught where we're not going to have enough money.

Mr. Silva: Have you started the budget process? Is there anything in the budget as far as what the school is looking for and any preliminary numbers and how far off we are. Because we're usually way off.

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Mr. Strange: Level 1's are due next Wednesday. That's when every department sends in their wish list. That's going to be way over budget. We've been talking to the School Department right along. I think they're looking for a 7% increase for level service. It's going to be tight. The free cash piece of it is different. That money is already there. It's going to be a tight year.

Mr. Silva: We used to have excess levy capacity year after year. I know maybe that's not the right thing to do but it showed we were being prudent and giving taxpayers spending a good...Recently we've gone right up to the levy limit and it's hurting. I know I've said it time after time but it really is. All our fees have gone up. Everything keeps snowballing.

Mr. DeBarge: I think we're a product of our own failures at spending by lowering the tax rate with money we shouldn't have and the boards before us. The spending that you're seeing, and I've said it to a number of committees I've spoken to, for the first time I've actually heard in my career a thank you for spending money because we're doing things in the community that need to be done. I will say this about this building. The only people that don't want the renovations to be done in this building are the people that don't work here. If you work here, in any extreme weather, and extreme could be 80 degrees, it can be brutal in here when the AC is not working. I don't know how anyone, those of us that have had a job anywhere would not complain or want some type of something if you're uncomfortable at your workplace. We all go through that. I understand that. But that's not the kind of work environment we want to provide for our employees. Especially from the Board of Selectmen in the very building that we're talking about. I understand the cost. I understand our free cash. I would work on whatever that is. If you want to come up with a number whatever that is is fine. Aesthetically we can bypass that but mechanically, roof, all of that, I don't see how we could be responsible and not vote to have that done.

Mr. Goncalves: Spend the $75,000. Let's get the scope done. Let's go to bid with the understanding that the bid is all a-la-carte. Then we look at it again and not say we're just going to do it and we're $400,000 more than we think we are right now. We thought we were 3.8 million with the track and we're 4.6.

Mr. Strange: The only issue going with a-la-carte is it's going to increase the bid price. Now you have different contractors bidding on different items. Instead of a GC coming in and bidding on the whole things you're going to have a roofer bidding on the roof, then an HVAC company bidding on the HVAC.

Mr. Goncalves: That might not be a bad thing. Maybe instead of hiring a GC, a painter comes to us direct.

Mr. Strange: If we're going to do that we should just piece meal it ourselves and say let's get the roof done this year, let's get the HVAC done this year. We know we've got the money for that. Then next year look at doing some of this other stuff.

Mr. Gennette: Who's doing the scope?

Mr. Strange: Architecture EL.

Mr. Rosenblum: That would you be prioritizing the 3-4 things that are most important. Roof, AC, HVAC and probably asbestos. To start a-la-carting it is too many alternate bids. It's a mess and it's going to cost you more because they're all going to want...subbing it out is a little bit less.

Mr. DeBarge: I'm fine with that.

Mr. Strange: The bathrooms are $500,000. That's the big nut that is increasing the cost of it. I don't know where the line of it is. Where once they actually start doing work in Town Hall when that triggers the ADA accessibility piece. I don't know if they just do the roof if they have to necessarily touch the bathrooms. I guess what I'm saying is maybe go back to Architecture EL and say give us what we can do short of opening up the whole Town Hall.

Mr. Gennette: Have we used Architecture EL for anything before?

Mr. Strange: I don't think so.

Mr. Goncalves: How did we get them?

Mr. Strange: They picked up the phone.

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Mr. Rosenblum: That would be the question. What opens up ADA compliance? Generally, when we were talking about Vets Park, when you change what you're doing in the building then you have to be up to code with everything.

Mr. Strange: Once you open it up then you've got the scope created. You're going to be in here. So many things need to get done.

Mr. Goncalves: I don't know if an HVAC is going to trigger a bathroom change.

Mr. Strange: I don't know if it is.

Mr. Rosenblum: We should have an answer by the time you end up going to Capital as to how it's going to break down. At this point, if you make a motion to approve the 1.1 we already have, then if we know that we're going to go to Capital after or stay within the 1.1 and do what we can the following year and see how it breaks down I guess. Again, I don't want to piece meal too much of it because then it's going to cost us more. I'd be willing to make a motion up to 1.1 if that's what we have and then once we know what we need and where we can go with the project then hit Capital. If we can get into free cash then I think we'll know more at that time.

Mr. Gennette: I don't know why we want to skirt being ADA compliant.

Mr. Goncalves: Because sometimes goofy little things can cost you a zillion dollars and they make no sense.

Mr. Rosenblum: You're then playing the Department of Justice game.

Mr. Goncalves: I don't want to end up spending a half million dollars on bathrooms because you touched the HVAC. There's nothing wrong with the bathrooms.

Mr. Rosenblum: The thing is once you open it up in the department…I just went through it. Then the Department of Justice comes in and then they're going to open it up and they're going to look at everything. Once they look at everything we're talking 5 million.

Mr. Goncalves: If I'm talking about putting vents in how does that create a half million-dollar nut?

Ms. Ribeiro: I'm not sure. I will say I have a brand-new office on the first floor and the ceiling tiles are already ruined because of the roof leaking and I just noticed the other day brown spots all over the rug from the roof leaking. In the winter I have a space heater in the office because it's so cold. There are people that are literally working in gloves and you're sweating in the summer because it's so hot.

Mr. Silva: We have no question on some of those things. If we've got to get it done we've got to get it done.

Mr. Rosenblum: Why don't we table it till the next meeting until we get some answers on what's going to trigger ADA.

Mr. Gennette: Are you ok with that? Just get some more information.

Mr. Rosenblum: Just so we know what triggers what dollar amounts.

Mr. Silva: And next week you're going to have a better look at the budget.

Mr. Strange: Level 1 always comes in a million dollars over.

Mr. Gennette: Consider it tabled.

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Mr. Goncalves: While we still have Carrie here, do we need to approve this new position for Sue?

Ms. Ribeiro: Sure.

Motion made by Mr. Goncalves to approve the draft position for Administrative Assistant for Planning and Conservation LATOSS 4 as submitted by HR. **Mr. Rosenblum second.**

Mr. Goncalves: The position we awarded to Sue doesn't exist so we should probably give it a classification plan.

Ms. Ribeiro: You approved the reclass, you didn't approve the position.

Mr. Goncalves: We approved her to a reclassification to a position that doesn't exist.

Ms. Ribeiro: The job description is in there but there was also a financial request for Personnel Action Form to pay. So, you're going to approve it as submitted?

Mr. Silva: Do we have a job description?

Ms. Ribeiro: Yes.

All in favor. Motion passed 5-0.

Board to discuss purchasing new town signs.

Mr. Strange: We're ready to move forward potentially with replacing some of the other town signs. We did Sportsmen's Road first as a first run at it to see what really worked best. The initial lettering was a little thin. We had them bold it and the sign looks nice now. If we're happy with that model, I think there's 5-6 other signs around town. The question is do we want to move forward with replacing signs? If so, do we want to do them one at a time, a couple at a time, all of them? The signs will probably be purchased with 40R funds, which we already have.

Mr. Rosenblum: This one here was 7?

Mr. Strange: That was 7 and the DPW paid for that.

Mr. Rosenblum: This will probably be a little less. 5? We're missing the one coming in from Granby?

Mr. Strange: We have one in Chicopee, Belchertown, down by the Mills.

Mr. Rosenblum: The one at the dip in the road where you can go right to Belchertown or you can go straight into Granby like you're going to Westover. There used to be a sign on the corner when you're coming into Town on the right.

Mr. Gennette: Do we want to do them all?

Mr. DeBarge: I'd like to do them all if the cost is not burdensome to the 40R. I know Center and East at the Putts Bridge needs to be done. If we're going to choose over doing all of them I'd like to do that one first.

Mr. Rosenblum: One other thing is the one coming down from Chicopee on Burnett, is there any way to move it out a little? A few years ago, I asked them to mow the grass around it so you could see it. All of a sudden you come into town and half of it's behind the fence. Probably 7-8, we're talking about 40 grand at the most. How much is in 40?

Mr. Strange: There's $135. And we'll be getting more 40R once Mill 8 comes online. $230,000. You can use 40R for anything. If we've got that kind of money it's not really burdening the taxpayers.

Mr. DeBarge: That's a great account we use throughout the entire year.

Mr. Strange: It's been for little stuff that goes a long way.

Mr. Rosenblum: If we say we cap it we could do a motion up to $40,000 thinking that...

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Mr. Gennette: We already know what the price is, right?

Mr. Strange: We have kind of a ballpark.

Mr. Rosenblum: 5-6. If that one was 7, that's a lot bigger. Up to 50 then. If you have $6,000/sign and possibly 8 signs.

Mr. Gennette: I think 50 is a great number.

Motion made by Mr. Rosenblum to approve 40R funding up to $50,000 for new town signs entering into town. **Mr. Silva second.**

Mr. Gennette: We could use those until it's exhausted. Hopefully we can get all of them done. That should take care of at least 5 that we're talking about. I think there's more than 5 out there.

Mr. Strange: The ones I've seen are Burnett Road, Belchertown, maybe West & Chapin. There's a sign there that says municipal offices, one down by the mills. I took pictures of all the ones I've seen. I'll send them to you and if you're not seeing one on there, let me know.

All in favor. Motion passed 5-0.

Mr. Gennette: While we're on the topic of signs, should we put something out to the clubs for them to replace their signs before the 250th? A lot of the club signs suck. I can reach out to Brigham Lodge, because that sign sucks.

Mr. Strange: Are you referencing the ones coming over the Putts Bridge?

Mr. Gennette: Yes. There's club signs on the ones by the main bridge coming over. There's club signs on Burnett Road and the one over by...Lions Club is usually one, Brigham is one. I'll have to take a look. If we're redoing signs we might want to say if you're going to do them now is the time.

Board to recognize Grace Dias (Grace Group Realty) and Tony Tavares (Villa Rose Restaurant & Catering) for being nominated for the 10th Annual Barry M. Portnoy Immigrant Entrepreneur Awards.

Mr. DeBarge: Congratulations to them both. Grace Group Realty and Tony Tavares from Villa Rose & Catering.

Mr. Gennette: Two prominent members of our community.

Mr. Strange: I don't know if anybody had a chance to look up the awards but it's a big thing.

Mr. DeBarge: The official citation for Grace Dias, Grace Group Realty, LLC. Grace has been nominated for the 2023 Barry M. Portnoy Immigrant Entrepreneur Award. Grace Dias and her husband opened a local grocery store in 1990, providing the Portuguese immigrant community a place to purchase foods of their culture and continue with traditions. Later, she formed Grace Group Realty. Her knowledge, experience and superb customer service is perfect for a first-time home buyer. After her son lost his battle with addiction, she created the Michael J. Dias Foundation to help others. The Foundation is a not-for-profit with three homes for young men with addictions and a support group. It is looking for property to create a home for women. Dias has quietly impacted her community, touched families, and made a difference in the lives of many. We, the Board of Selectmen, present this Certificate of Recognition to you, Grace Dias, in recognition of

CLOSING COMMENTS

Mr. Goncalves: Ludlow High School boys' soccer. They're off to the races. They won their first state tournament game. Congratulations Western Mass champs. They beat the West Springfield team to get the Western Mass title. They've won their first state tournament game 3-0 over Framingham. They're playing tomorrow at 4:00 at Danvers against John's Hopkins Academy for a quarter-final round of 16 games. Good luck to them. I was with Mike Szlosek, our Town Moderator, who also is in charge of finding people for the Finance Committee. We're short 4 bodies right now and it's super important that anybody out there that's qualified, thinks they're qualified, cares to help maybe step up to that position. It's a huge position. Very important. Making the recommendations and putting budget items in a palatable fashion, voting in favor, tweaking, whatever it is. It's really important that if you're out there and you have any interest in helping the town out this is a great place to do it on the Finance Committee. You can send a letter to Mike Szlosek, Town Moderator at 488 Chapin Street with your interest. I'm sure he'd love to talk to you.

Mr. DeBarge: Saturday, November 11th is Veteran's Day. We will be doing our town ceremony that we normally do at the high school auditorium at 10:00 a.m. Awards for Patriot Pen, voice of democracy, teacher of the year, John Kulig memorial award, organization of the year, community partner of the year, business of the year, volunteer of the year, our children and youth awards. Again, this is Veteran's Day, November 11th, 10:00 a.m., Ludlow High School auditorium. Friday November 10th, Happy Birthday to all my brothers and sisters. Semper Fi.

Mr. Silva: I attended a couple things the last few days. One was the Walk to Remember. What a great thing to do. CARES Coalition spearheaded that. Michael J. Dias and several organizations were there. They held a nice program. If people didn't get to get out there, next year I think you should. It really focuses a lot on some problems that not just children but some older people have and how they can get help. I want to congratulate the recipients of the scholarship the Night in Portugal had this past Saturday. It was well attended. 12 students got $12,000 and the Luso big golf tournament and the Anna C. Dias foundation. They've been great for this community and dishing out money for a lot of those things. Congratulations to them and congratulations to the committee that put it together. It was well done.

Mr. Rosenblum: We always talk about when it's very hot out to check on your neighbors and elderly, now that we're getting into the colder season where people are more homebound and people don't get out as much, do the same as you would when it's hot out. Check on your neighbors.

Mr. Goncalves: Starting to fire up the furnaces for the first time, the carbon monoxide situations.

Mr. Rosenblum: Everybody should have somebody checking their chimney.

Motion made by Mr. Rosenblum to leave regular session at 7:39 p.m. not to return to discuss strategy with respect to litigation if an open meeting may have a detrimental effect on the litigating position of the public body and the chair so declares. **Mr. Goncalves second. Roll call. Mr. Goncalves yes, Mr. DeBarge yes, Mr. Silva yes, Mr. Rosenblum yes, Mr. Gennette yes. Motion passed 5-0.**

_____ Chairman

Ludlow Board of Selectmen

Mr. Silva: I wish we read this while Tony was here. I completely forgot.

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Mr. Rosenblum: The official citation for Tony Tavares, Villa Rose Restaurant and Catering. Tony has been nominated for the 2023 Barry M. Portnoy Immigrant Entrepreneur Award. Tony Tavares brings the community together over delicious Portuguese American cuisine. The Villa Rose offers fine dining in a relaxed and intimate atmosphere that garners rave reviews for cuisine and wait staff. They cater as well. He is a role model for many in his community. He hires numerous immigrants who need to supplement their income, providing them positions in food and customer service. This also gives them the opportunity to socialize and interact with others, which helps them to learn English and to assimilate. Each month he supports a local not-for-profit and donates proceeds to that organization. Tavares felt he could impact his community with his knowledge of running a successful restaurant, so he sought and won a seat on the Board of Health.

We, the Board of Selectmen, present this Certificate of Recognition to you, Tony Tavares, in recognition of the outstanding contribution that your business has made to the Town of Ludlow and Massachusetts' well-being. Signed the Board of Selectmen.

BOARD UPDATES/MISC

Mr. DeBarge: I'd like everybody to know, for those of you watching us here and those of you that are interested in this Town's form of government and its change, the Charter Committee meets the 1st and 3rd Thursdays of each month. After our 4th meeting, we agreed as a committee that we would be pursuing information on both mayor/council and town manager/council and not pursuing any more information on governments in our state that are similar to ours that basically have representative town meeting. We recognize as a committee that representative town meeting is not working for us. We recognize as a committee that the 2 best forms of government with a lot of other things involved in it of course. It's interesting conversation. The meetings have been very good and interactive with all members and I think we're progressing very well for our 4th meeting. You should check it out. You can come to the meeting. It's here. You can give your input if you want to. It's an important thing. I hope people that are interested get involved in the next 12 months.

Mr. Gennette: Has it been well attended so far?

Mr. DeBarge: By the public? No. The 250th is heavily involved in the Christmas tree lighting and parade and all of that. Hopefully another big announcement on our motorcycle raffle.

Mr. Rosenblum: The only thing to add to that is that on the agenda for the charter there is a public opinion section. As Derek was saying, anyone is welcome to come in. In those 2 forms of government that we're looking at right now between mayor/council and town manager/council, those can be put together and not in the traditional way. You can add aspects from each one into one, meaning that in some instances a mayor would sit as a chair of the school committee.

Mr. Goncalves: There's interchangeable parts?

Mr. Rosenblum: Yes. There's no cookie cutter set for doing it if you choose mayor. There's some that have town manager, weak town manager strong council, which is Palmer. There's some that are strong town manager. You can put it together a-la-carte.

Mr. Goncalves: That's where the mayor or manager sits as the head of the council vs being independent?

Mr. Rosenblum: If you were to take Palmer, I think they hired the Collins Center also, town manager does day-to-day and city council does policy and everything. We can put it any way we want to.

Mr. Gennette: A brief update on aggregate electric. The state's department of public utilities has changed their rules and guidelines as far as that. You haven't heard much about it because we had to re-address some of those issues. We're going to keep going on that.

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.