

February 6, 2018

The meeting of the Board of Selectmen held on Tuesday, February 6, 2018 beginning at 5:45 p.m. in the Selectmen's Conference Room, Town Hall.

Members Present: Chairman William Rooney, Manny Silva, Carmina Fernandes, Brain Mannix and Derek DeBarge

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First order of business: The Pledge of Allegiance.

5:45 p.m. Eric Nelson – Westmass

Eric Nelson, President and CEO of Westmass Area Development Corporation and Austin Saunders who is project manager and the reason I am here tonight, as you know the town has been fortunate enough to receive a Mass Work commitment letter for three and half million dollars for the Riverside Drive project at the Ludlow Mills. I have visited with you several times back in June and July and we applied for this grant in August. As part of the package which is funding thru EDA which is the other fifty percent of the project what we are looking for in the project is the process for applying EDA is because the money is flowing to the town for from the common wealth it is the towns responsibility to put forth the commitment of the Commonwealths funds for the local share match for the federal government we are in the midst of refining that application to the US EDA for the Town of Ludlow applicant and the recipient for the Mass Works Grant and the applicant and the recipient of the Federal Grant. In working with analyst from Philadelphia for the EDA was recommended a vote by the Board committing the match as a local share of the Mass Works grant to bolster the application for EDA. Mr. Rooney: The proposed language for the vote from this Board has been fully vetted by Town Council. Moved by Mr. Silva seconded by Mr. DeBarge that the Town of Ludlow, Hampden County, Massachusetts for the purposes of Grant Management, Design, Engineering, Permitting and Construction of the Ludlow Mills Riverside Drive Infrastructure Construction Project (the "Project") hereby based on the letter received from the Commonwealth of Massachusetts Executive Office of Housing and Economic Development (EOHED) MassWorks program dated October 19, 2017 commits to utilizing the MassWorks recommended funding of Three Million Five Hundred Thousand Dollars cited in the letter for the purposes of meeting the "Local Cost Sharing Match" requirement of the proposed US EDA Investment Assistance for the Riverside Drive project at Ludlow Mills. The Project will support economic development with the establishment of additional access for circulation and infrastructure to the Ludlow Mills Complex and approximately 60 acres of pre-permitted light industrial land in Section IV of the redevelopment of Ludlow Mills. The Project will utilize funds from the Commonwealth of Massachusetts, the United States Economic Development Administration and other sources as may become available. The Board Chair and the Town Administrator, each acting individually, are hereby authorized to take all actions and execute all documents necessary to convey and communicate this Vote by the Town of Ludlow Board of Selectmen as part of the US EDA Investment assistance application process. Vote: 4-0-1 in favor, Ms. Fernandes abstained.

6:00 p.m. Senator Eric Lesser

State Senator Lesser from the first Hampden, Hampshire District and I have the honor of representing Ludlow in the State Senate and I wanted to introduce Michal Clark from my office and I am open to take questions. It is budget session again and the Governor has released his first draft budget and the House will go in April and then the Senate will go. I try to come at the start of budget season and have an open session talk about everything that is on your plate and ways that we can be helpful. Mr. Silva It was great to see a little more money coming our way but still not quite what every community needs to justify some of the unfunded mandates and I also wanted to discuss the foundation problem that is happening do you think that you will take that up because it seems to be quite extensive project that is going to have to be done. Senator Lesser I will give you an update on this and what we have worked on and I do think there could be a potential impact on Ludlow. The back story is there is a quarry in Connecticut and there was a chemical in the concrete called pyrite when exposed to moisture it creates and erosion in the foundation and hundreds of homes in Connecticut where impacted mostly new construction custom built homes that were constructed between 1980 and 2000 seems to be the rough time when these were built. It has hundreds of people that are impacted and it is complicated by the fact the quarry is now out of business and the contractor and the home owners insurance companies are claiming that they do not cover partial collapse of foundations they only cover full collapse. This has been going on in Connecticut and Longmeadow and we have meet with the division of insurance more than once and they were not optimistic, I consider it an unfair business practice and it does not make sense to me that they could have a policy like that so we are trying to explore all angles. Congressmen Neil has been involved

and he is working with the Federal Delegation in Connecticut, Congressmen Larson and the other Congressmen in Connecticut on potentially a federal angle whether it is IRS rules to help depreciate the repair, they have been very aggressively looking to get everything the Senator Warren. It's not great news I have meet with the concrete industry the trade association to get there side of the story and there explanation for it and I also meet with the insurance industry association to get their explanation. Homes built in that time foundations need to be tested. Ms. Fernandes I understand that there is an expected project increase for Tax Revenues for 2019 and it may be attributable to Capital Gains is that due to the real estate market was so high and people are selling. Senator Lesser I would caution yes we have very encouraging numbers but there is so much in these revenues collections picture and some has from people cashing in on the federal tax laws and some is the healthy and very fast paced economy in Boston and some has been the skyrocketing stock market and I just caution those numbers they been encouraging so far everyone is cautiously optimistic that there is so much instability on the federal tax policy that is scrambling. And four one percent of the budget is health care so that is a huge X factor and the inflation rate has been substantially higher. The situation we face even though the economy is growing and tax revenues are growing with the growth of the economy the revenue is growing a little and the health care has a much larger growth, I am trying to give you a sense of the thought process right now on Beacon Hill in which people are trying to be very cautious. The Governor's draft budget has modest but important increases in local aide and Chapter 70 and it is a bipartisan commitment on everyone's part and we want to add a minimum to our best to keep the local aide portion of the budget in line with the revenue increases with the budget growth so if we are raising the budget two and half percent we would like to see the local aide to make sure that stays as close to two and half percent as well and that has been a goal of the Governors and the Legislature has been supportive of that goal. We know how important those local aide forms are and there is a very challenging set of circumstances on your own health care cost and OPEB. Mr. Mannix we have a commuter lot here behind McDonalds for the highway and I believe 2019 may be time to re-negotiate a contract with MassDOT and McDonalds and the old thing that I would encourage and that lot is full everyday it is to the point now that a few people are parking in McDonalds property but I think this is something that the DOT needs to look into for the benefit of anyone using the highways. Senator Lessor we can reach out to the Government Affair folks and McDonalds and bring them to the table because it is important we would not need the lot if we had a train going thru town. Mr. Mannix eighty percent of it is a full lot and as much as we are trying to encourage carpooling before the trains get here and before that happens that lot is more of a benefit and is used by a lot of people and it is always full. Mr. Rooney last year we applied for a park grant and we were not successful and as we go into this budget session if that is something we can look at again. Senator Lessor yes we can file it again and maybe there is a strategy for engaging the administration to be more proactive. Mr. Rooney the issue of 40B needs to be taken a look at especially when you are looking at communities that have tried to do some things that are relative to senior housing but even senior low income housing and given the restrictions that 40B places on a community there has to be some relief, and it is not fair to some communities there is one thing if a community that has made no efforts but that is not our situation and it is frustrating to think that this project may come and there is nothing the town of Ludlow can do. Senator Lessor I am happy to engage on the 40B discussion and I agree you have done everything right. I have reached out to Wayfinders and I have talked to them and let them know the engage in conservation with this Board and keeping you apprised and that is a two way street and being responsive to legitimate and thought out concerns. Mr. Rooney from time that they have come into this room when they first come in saying that they are going to work with you and we are going to do this and that and I do not think it is an understatement to say that they have been extremely uncooperative to work with deal with and to even get them to the table to discuss they have been very frustrating to deal with and certainly not the least bit what they advertise themselves to be when they are in front us from the very beginning. And lastly I know you have recognized for your work in the Opioid crisis and I want to commend you for doing that you know the family situation and within two weeks there have been two overdoses in town and it is the biggest public health crisis facing Massachusetts and I commend you for your work because you are right there fighting it, thank you. Senator Lessor I want to thank your family as well for the work that you have done we are only as effective as the community we represent in terms of bringing issues on that topic we will have another Opioid bill come up this session and the governor has filed one and I have been very supportive when they are filed and I would like to see them go even further so we will stay in touch with the Board about that and it there is thoughts or feedback about ways that we can beef it up, it is the biggest emergency we face so I appreciate that. Mr. Mannix we as a society we allow physicians to prescribe anything anytime any which way they want with no restrictions and then you wonder why people get addicted that is the target that we need to start going after. We need to start going after CVS and Walgreens they could do a lot to help the program to stopping but I never see that and for some reason we as a society do not target that area

and it is an area that needs to be targeted. Senator Lesser Massachusetts was the first state in the country to limit first time opioid prescriptions for new patients and we got tremendous push back from the pharmacy the medical communities and the doctors. Sometimes on principal hold to your guns and go for it, I would really encourage everyone to join the lawsuit with Greenfield as a partner and have the Town Council sign the brief and in the scheme of things it is relatively small and very symbolic and I publicly want to give Greenfield and the Mayor there a lot of credit for doing that how things get started. Ms. Fernandes I think landlord tenant laws need to be revisited this state is such a tenant friendly state and there is lot of landlords that do the right thing they just get put over it is just terrible and the housing court in Springfield is so tenant friendly it is ridiculous. Senator Lesser the Governor has filed a big housing bill that is more around housing construction and bonding for housing construction and could be a vehicle to bring some of this up, zoning reform some of this is tied in to a view that we can get cost of housing down by making it easier to build homes. It is supply and demand if you build more homes the cost of housing goes down and the more cost to build the homes the more they have to sell them for or rent it for. Mr. Rooney thank you for taking the time to come in. Senator Lesser we pride our relationship with our towns and boards that is one of the most important things we do.

6:00 p.m. Dana Cormier interview for the Board of Registrars

Mr. Rooney: You are here for a position on the Board of Registrars.

Mr. Cormier: I have been involved with various aspects of community service and always found it rewarding and fulfilling and I have not done anything for the last several years and as I approach retirement I am thinking of different ways to get involved and I saw the article in the register looking to fill a seat on the Board of Registrars I thought that would be a good opportunity to get involved.

Mr. Silva: I absolutely have no problems with him serving and he will do a great job.

Mr. Mannix: Thank you for coming forward and getting involved with the Town once again I will say thank you.

Mr. Cormier: I do notice that so many positions go unfilled or people run for office unopposed, it is difficult to get people involved and I have found it very fulfilling in the past.

Mr. DeBarge: Thank You it is great when someone steps up and fills those and I appreciate you stepping up.

Ms. Fernandes: I know this is a short term, I hope you will apply for the longer term.

Moved by Mr. Silva seconded by Mr. DeBarge to appoint Mr. Cormier to the Board of Registrars.
Vote: 5-0 in favor.

Fire Interviews – Deputy Chief

6:30 p.m. Captain Richard Machado

Mr. Rooney: This is for appointment to a Deputy Chief position and you have been thru this drill before so you know you can make an opening comment and then open it up to questions from the Board.

Captain Machado: I appreciate the opportunity to be here, everyone here looks very familiar and this is my fourth time interviewing in front of the Board of Selectmen if there I anyone here that does not know me I am Ricky Machado I have been on the Department for about twelve years and Captain for the last three. Married to my beautiful wife Laura and we have a beautiful daughter Ava that is eleven months and I know they are watching and I appreciate the opportunity and looking forward to the questions.

Mr. Mannix: I have a few concerns over the resume you submitted, you are a Veteran.

Captain Machado: Yes sir.

Mr. Mannix: I did not see a DD214 in there, I am going to say something showing what, when, why and everything else you did in your military career. I go through the resume I see nothing high school or college transcript you are looking for a position of Deputy Chief that has a lot to do with administration and purposes, maybe budget purposes as well as your Firefighting career of leading men in the Department within it self you will be the second person in charge. As the appointing authority by not having those things I see nothing that I can reference too as far your knowledge and your background and any of those matters and I would even go a little bit further with the fact that in your job as a Firefighter you get the community involved a great deal with people in tragic situation a whole a lot of situations your interaction with them plays a great role. And I am not saying anything negative in what you put in there I am bringing out things that would show me your knowledge, your experience what you have for a background and education in those field would go a long way when it comes time to make a decision for the appointment and the only thing that I am going to say to you I will say to each and every firefighter that comes in here tonight, no one did any of those things and I would think on a resume for any job especially in the positions that we are

looking for today I would think to me in my opinion I would be something beneficial sitting on this side of the table. Yes you have been here before and you have answered a lot of questions and you know everybody on the Board and everybody on the Board know you but for me it is just something that we need to be very forward with you can take it for what it is worth and I tell people my whole life I am person to plant seeds and if the seed grows fine and if it doesn't that is fine too. What my likes may not be what everybody else is I am just saying that those are important aspects to where we are going if you were in here being fired as a Firefighter it may be a little different this position is an important position as Deputy Chief is not be a Firefighter your job as Deputy Chief is a whole lot of other things other than that and as much as I can look and draw on that there are a few comments that you have in here and some of the schools that you have been to those are good I am not saying they are not and letters of references they are always worth something too, but to go that step further to go a little bit better but also for me to sit on this side of the table and make an evaluation that I think is the best way to make an evaluation I am missing something other than that like I say I commend you for your years and what you have done and what you have accomplished and everything else best of luck.

Captain Machado: I appreciate the comment I apologize that if I did not verify some of what I put on the cover letter it there needs to be any follow up all of that is in my personnel file at the Fire Department. I guess I wasn't trying to overwhelm everyone with a giant packet and I apologize.

Mr. Mannix: You do not have to apologize.

Captain Machado: I apologize that I did not verify and I thought I made it clear on the cover letter and in the future if I am in front of you again I will tend to that so thank you for the comment.

Ms. Fernandes: Why do you want to be a Deputy Chief?

Captain Machado: It is a good question, I long to be the Deputy Chief because through every step of your career in the Fire Department you gain a little more responsibility and little bit more influence and in the beginning it is a formal process we take a new firefighter and he trains and works his hardest and he learns his job and then after that it becomes a little informal, guys who are ambitious they tend to get involved in our social club which is our charity and there is an influx of between twenty to twenty five thousand dollars a year that we take in and are able to give out from there we graduate to the union. Guys who are ambitious and looking for upper mobility they tend to get on the union and those are little steps of responsibility and influence and I was lucky enough to do all those things and then I was lucky enough become an Officer which I take very seriously, I take the safety of the town very seriously, I take the safety of the people who work underneath me very seriously. In terms of my progression on this department my goal is to be sitting here one day and taking the next step to become the Deputy Chief and having a greater scope of practice more responsibility and more of an influence on how we better take care of the town is what I long for so that is kind of my interest in the job.

Ms. Fernandes: This job requires a lot of administrative skills especially with all the monitoring of requirements from the Federal Government. On your resume I did not see any courses or anything in that area what skills do you have that can compensate for that or have you done that work.

Captain Machado: I would not say compensate the four year degree I got from Springfield College would mirror the job description it is Emergency Medical Service Management and what that is a business degree where you become a Paramedic and as you read the job description of the Deputy Fire Chief he is the figure head and that is the top position in terms of EMS and you are not only in charge of making sure everyone is up to date on the continuing education but what we need to order for the ambulance, making sure the contracts are signed between the hospitals. I also have a second degree in Fire Science and I think I could be in contingent to have more higher education than anyone else on the department or at least equal or equivalent. I have been fortunate thru the military and thru college to be prepped for this job although in the last ten years, I have not done a lot of administrative work and more on the operation side I welcome the challenge and I feel like I could hit the ground running.

Ms. Fernandes: Do you think you are respected by your colleagues and coworkers.

Captain Machado: We are very lucky to work in a department that we work in and it may sound cliché but it is home away home, it is our second family I think there is a great amount of respect thru the department for everybody. Everybody has a strength everyone works well together and there is no doubt in my mind they are all watching this tonight and routing for everybody to represent the department in a good way. The short answer is yes. I think we are in good position being in a small department and everyone knows one another and we all know each other family and we all root for everyone for the best outcome for everybody no matter what it is up to and including a good showing on a medical to a result like this.

Mr. Silva: What do you think is going to be your major objective to improve the Department?

Captain Machado: In the Deputy's position to collaborating with other departments to further our education and specifically on the EMS side and there may be a cost savings there. I think we have the ability to train and continue our con-eds collaboratively with other departments, I would

certainly like to give that some attention and on the other side of the house I would like to see there be a more formal training structure we have a minimum number of contacts that the State requires for you to continue to have the medic card, I would like to see something similar but it is not required by Ludlow to have minimum number of hours that we do a year at the fire side of things. If it is important that every two years someone takes a two week class so if they go out on the ambulance they are able to diagnose if something is wrong with your heart it is equally important as to have a class on how to run a pump proficiently at a big fire so once again tie that into a package in training, I would like to focus in on training there is a tremendous opportunity to improve what we do there at the moment.

Mr. DeBarge: Congratulations for coming into the room. Can you tell me what the Deputy Chief position is about and can you tell me what that position is about, and what does the Deputy Chief do on a daily basis.

Captain Machado: Because we were limping along piece parts of a job amongst different Captains and I do not know off the top of my hand when we took over EMS but it has been a longtime and it is growing expediently, so the Deputy Chief currently would be in charge and he would be the figure head of that department and we desperately need continuity in there and we handle narcotics and there is a lot of paper work and a lot of administrative work and a lot of checks and balances to make sure that all goes the right way especially with today's environment so EMS and billing, from the time the ambulance leaves to the time it gets back and everything that gets on it and how we bill for it the Deputy Chief would be in charge and after that it would preventive maintenance for the vehicles. We have an older fleet and there is no doubt in my mind that we will come back for a lead structure piece we have two trucks that are over twenty five years old and one is our lead truck that goes to every structure fire we go to and the other one is our mutual aide piece and they both require a lot of maintenance and the Deputy Chief will be in charge of preventive maintenance in making sure that we get every mile we can out of those before we replace them other than that it will be what I talked about earlier putting a little structure to our continuing education when it comes to EMS and putting a little structure our education when it comes to the fire side and it seems like the default job of the Deputy Chief when he is on a fire scene and the Chief and the Commander is going to be safety. Amongst anyone you talk to in the career field is not taken lightly it is paramount in what we do and as that default position I can imagine the Deputy will take that over at every fire scene unless the Chief is not there. I hope I am not under stating this or under selling this you represent the Department as a whole when the Chief is not around and in his absence, Ryan is new to this and he has big shoes to fill and he does a tremendous job and whether you are interviewing me or Jeff Lavoie we both understand the gravity of the responsibility.

Mr. DeBarge: How would you handle in house conflict?

Captain Machado: For the most part that has not been an issue at the Fire House, like any good family there is squabbles and most of it tends to take care of itself or handled informally. We really on our Captains which is the job I do know and I try to keep a tempo in the department and as far as I have been on there has not been a formal discipline and I think that it is due to the caliber of senior privates that we have, I would like to tell you it is the Officers but it is typically the guy underneath the Officer who keeps his fingers to the pulse of their crew and everyone in line.

Mr. Rooney: You began a Captain in 2015, so certainly in the scheme of things you are relatively new to that positions, are you ready to be Deputy Chief.

Captain Machado: We come from a family of being modest I am extremely confident in my abilities in terms of operation, I think I do that better than anything else that I do at the Fire House sometimes my word choice could be better when we are inside the walls but when we leave to go to a fire scene that is where I feel most at home when it comes to operation and a say that knowing that someone is having a bad day and I would not wish that on anyone but it is one of the things that I do well, so in terms of operations I am extremely confident and I have no reservations about making a forward progression in my professional career at the moment the hardest thing will be not going on calls when the bells ring and tending to administrative work which is equally important there is no way that we can provide the tremendous service that we have without filling this position and I understand the amount of responsibility that goes along with it. I would ask you not to get hung up on the three years as an Officer I think I have dedicated my life to the service and I started preparing for this interview on my first day and I had this in mind when I joined the service and I had this in mind when I went to college, although I might be relatively new to being an officer I am well versed in responsibility.

Mr. Rooney: You answered a question put forward by Mr. DeBarge you think conflict is good, so let me put you in the hot seat. You get along with Chief Pease.

Captain Machado: Yes sir.

Mr. Rooney: You respect him.

Captain Machado: Yes sir, he is like a brother to me.

Mr. Rooney: He respects you.

Captain Machado: I would like to hope.

Mr. Rooney: Lets create a little conflict tell the Chief that there is one thing that is not going well in the department right now that you think you can bring a change to as the Deputy Chief.

Captain Machado: It is nice to be on the hot seat and not to circumvent the question a lot of the things that would require improvement on the Fire Department. Ryan holds the line in the position of the town and most of those things are financially motivated, we could use more people he knows I think that, we talk about it a lot. I think if Chief had an endless purse he would put more people on the force in a moment. I think there are times when we talk operationally I can see how maybe better equipment or manning or larger minimum number of people to start the day would be more beneficial and I know sometimes not that he disagrees he has to be physically responsible to the tax payers to the town where I just get to bicker with him in the Captains office about all the things I would like more than not and the only things that we tend to bicker out typically have a financial restraint and I know you guys are responsible for the whole Town, he is responsible for the Fire Department I am not responsible and I advocate for being physically responsible but I am only responsible for the safety and the operations when I talk about the best things that we need to do to change the Fire Department the last thing on my mind is the dollar and cents that is his job and he does that well and that is typically when we get to bicker.

Mr. Rooney: You obviously bring a certain skill set to this position what is the one thing lacking in that skill set.

Captain Machado: I would tell you experience, I have been able to take on rolls and responsibilities and for the most part they have been operationally driven it. It would not be the first time in my life in the military I was lucky enough to be able to execute decision on a higher level financial motivated and I was responsible for some of the finer details that I would be in this job but for the most part this would be a new talent for me I really have been operationally driven since I have been on the Fire Department and if I had to answer that honestly, I do not have a lot of experience on the administration part of our house, minimum.

Mr. Rooney: You get the last word and why don't you take advantage of that.

Captain Machado: As always I appreciate the questions and this is a big moment in my life just to be here interviewing and I have worked hard to be at this moment in my life and I would like to think that even during this interview I represent the department in a good light with that being said. I know you interview a lot of other people here even for the Captains positions I cannot tell you what high caliper of people you are going to see walking in and talking to you tonight. Just because I am interviewing against them I almost feel obligated to tell you when I was brand new and first on the department Jeff Lavoie was a pillar already he was an Acting Captain and he invested a lot of time in me and a lot of people invested a lot of time in me and being a Fire Firefighter is a team sport and I would not be here if people have not supported me and I am thankful that they did. But Jeff Lavoie specifically who you will talk to tonight put a lot of time in me and helped move along my career. On a positive note it is a special moment to be here interviewing against him for the Deputy position and I know he is responsible for a lot of that too. It would be hard to interview in front of him and not say that out loud. Thank You.

6:45 p.m. Captain Jeffrey Lavoie

Mr. Rooney: You have been thru this process before and you probably understand that you are afforded the opportunity to make some opening remarks and then we will ask some questions and then you get the last word.

Captain Lavoie: I just had my twenty third anniversary on the Department in January I was hired in nineteen ninety five and have been a paramedic for eighteen years. I started in Monson Fire Department four years prior to so I have twenty seven years of Firefighting experience, I am currently the Captain of B group at the Fire Department. I did three years in fire prevention so I have been a Captain now for seven years and here I am and thank you for this opportunity to come in front of you this evening.

Mr. DeBarge: Congratulations. All of your resumes have a lot of Certifications. Can you tell me what the Deputy Chief position does?

Captain Lavoie: The Job title and what the position is you are in charge of EMS and you oversee EMS you are also the training Officer which actually I am currently now. You also QA the reports it is quality assurance for our Ambulance reports, you also oversee the Fire Prevention Office which again I am the former Fire Prevention Officer and you also respond to emergencies, probably the most important thing you can do as the Deputy Chief is that you are the Chiefs right hand man so he delegates jobs to the Deputy. But really the Deputy is the gate keeper for EMS that is the majority of what we do at the Fire Department as much as we call ourselves the Fire Department it actually is emergency services the fires are few and far between and we do four thousand emergencies a year and not to many of those are fires, but the majority are EMS and so that keeps the Deputy very busy by making sure the equipment is ready to go EMS and that we are doing a good job out there and

they also coordinate with the hospitals and the pharmacies our medical control doctor it is a very important position.

Mr. DeBarge: How would you handle in house conflicts?

Captain Lavoie: I think I handle them very well, unfortunately I have had some experience with that and I would say in house conflicts are more difficult than emergencies. When I first became a firefighter in this business I thought the emergencies were the tough part certainly the in house problems if they are complicated what I have learned is if you nip it early it usually does not become a problem and I think I have learned that pretty well, if you are a little more proactive with things and do not let things get into a big deal it is much easier to handle and I have handled both spectrums, we have had some serious incidents that actually you were involved with but most of the time we have very good employees they all love their job, they do a great job, and I think some of those internal conflicts are difficult because they happen so rarely especially in Ludlow. We really pride ourselves and do a good job.

Mr. DeBarge: Thank you.

Mr. Silva: What would be a major objective to improve the Department?

Captain Lavoie: The good thing about the Deputy Chiefs position and the Department itself we are really in a good position right now but we can certainly make things better and what was instilled with me with Officers before me was always make the place better than when you found it. I think we could definitely use a little more technology we have a station program that we just started running. The Chief really took that into the future but it has a lot more potential and if we use that more than it is really going to make a difference and make our department run more efficiently and that is exciting to me that we already have the technology and we just need to implement it so I would like to see that used more and we can use it in all aspects of the job for personnel issues vacations booking things out in the future inspections some of our plan review and things like that.

Ms. Fernandes: Why do you want to become a Deputy Chief?

Captain Lavoie: that is a good question when I first started I certainly was not on my horizon. At this point I have done everything I was a private for sixteen years, a Captain for seven years and a Fire Prevention Officer for three years and some it is the next step, it just makes sense to me and it is something that I would love to do, I would love to have the opportunity and sense I have done all the other positions that I would fit that position very well.

Ms. Fernandes: Do you have any administrative experience in your current position that a Deputy Chief would require to do.

Captain Lavoie: I was ALS coordinator which means that you do a lot of EMS you do the quality control to run reports, you do go to EMS meetings we have regional meetings where we make sure anything comes down the pipelines and for medical control, changes in the protocol I have attend those meetings I know the networks of people so I have done all that so I feel that I can just jump right into that position. Administration wise again I certainly have a little bit of a learning curve but it is different from when I went to Fire Prevention when I first promoted to Captain I did not know anything about Fire Prevention and I was very nervous and I knew I had a good head on my shoulders and I thought I could grasp it very well and it went very well but this I fell more confident of my abilities. Again I think I have done everything as far as the Deputy Chief but this just brings it all together.

Ms. Fernandes: Do you feel you are respected by your colleagues or coworkers.

Captain Lavoie: I do, I was Union President for five years and I was voted in as Union President so I must have done something right, every year they have to vote you in and I think that I am respected, because I respect everybody else. I treat people the way that I want to be treated so I hope I have earned people respect and I do not take that lightly.

Ms. Fernandes: Thank you, that is all.

Mr. Mannix: The little I know of you and your work because I know nothing about firefighting, I will commend you for everything that you have done for your department and the years that you have put in. I would say as an outsider looking in you always appear to be very hardnosed, very strict, very much by the book and did not let anybody breath right, wrong or indifferent which brings along a line of satisfaction about you and for the same token when you are looking at the job and as the job progresses from Firefighter to Captain and possibly Deputy Chief those are goals that we meet and those are goals that we want I will say to you the same thing that I said to the gentlemen before you I find being on his side of the table that looking at the resume I am missing a major part for me to make a decision as I said to him in his resume there was no DD214 which is an important piece of paper like myself and most Veterans can show that off you have no transcript from your high school no courses that you took, no transcripts from the College you went to in the position of Deputy Chief where there is so much involved in the job of administration leadership financial checks and balances along with you will get more involved with people in the community, people that have the destruction and satisfaction because of the fires that your department goes to and as well as EMS services the complainant people that come thru the door and everything else I

can sit there and look and see if you have finance classes, administration classes that you may have taken it could be a sociology or any type of classes that you have taken other than what you have taken thru the Fire Academy I have spent thirty two years on the Police Department and I went to I do not know how many Police Schools fifty, a hundred of them I could not tell you how many I went too. I also started on the Police Department when I came from vocational High School had very little knowledge of anything and I did not know what the word peer meant and I did not even know what that meant and that is the truth. I went to School for eleven years I have an associate's degree I have bachelor's degree the courses I took in school taught me so much, the courses I took in school taught me so much on how to work with people and how to understand people and how to see what people are coming from and I said the same thing for Captain Machado I am a seed planter, I am planting a seed your resume is good and I already patted you on the back for your career to this point. It is something that I believe is very important and this is my thought and who knows what the future will bring and I do not know if I planted any seeds with the Chief or Mr. Machado or anybody on the Board here it something that I find important thru some of my life experiences and the position you are going and twenty three years ago when you were hired those things should have been important and not as important today. Today you are looking for leadership you are as close as being Chief as your right hand man so it is a thought.

Mr. Rooney: You have been on the force since ninety five, so you have been on for twenty three years you are the most Senior Captain how do you respond if someone was to suggest that it really passed you by that we need somebody that has fresh innovated ideas.

Captain Lavoie: I think the biggest challenge facing our department right now is we have a very young department, very smart very capable people that work for us but I think at the top you need that experience and you need the leadership because I completely agree that the College courses and the Fire Academy courses but you can read a book and you can take as many classes as you want but to actually live it day in and day out and to learn things that you did right and to learn things that you did wrong. And when you do things wrong it is a better lesson than when you did it right, so I think with that past experience and certainly I have done things wrong, what I strive to do is not to do it wrong again learn from it, teach and try and move forward with that. Our leadership definitely needs experience and I am certainly one to embrace technology and I am certainly one to embrace the younger people that our coming on this job that our really tech savvy and as the Deputy Chief I would not want to do everything myself if there is somebody with that ability that is tech savvy I am going to take them in under my wings and either have them help me or teach me, so we can definitely use it to our advantage both the leadership having experience but these newer people that our coming in that are really smart with technology.

Mr. Rooney: Certainly with this position as Deputy Chief you will have to work hand in hand and with Chief Pease correct. Do you get along with him?

Captain Lavoie: Yes, very well.

Mr. Rooney: Respect him.

Captain Lavoie: Absolutely.

Mr. Rooney: You think he respects you.

Captain Lavoie: I think so.

Mr. Rooney: Fill in the rest of this sentence. Chief with all due respect you are absolutely wrong about

Captain Lavoie: I will say if it were to come to that it would be a closed door conversation and I think that we have enough respect amongst each other that we can bounce those things off of each other and I do not think I have worked with him long enough as the Chief and he has done a phenomenal job in the six or so months that he has been there. I think together as a team with both of our experience because he has a lot of experience and he is a great leader I think us as a team that we will maintain that respect and we will bounce ideas off of each other but at the end of the day he is absolutely the Chief and I do not think that I would have to correct him very often and I would be very wise on doing that. He is the Chief and I understand the pecking order and the chain of command but he is also a dear friend of mine and I respect him and I do not think we would get into it in a negative sense, but I think we could really use each other and progress forward because I think we have a lot of great ideas and I think we have similar ideas and I think we are a pretty good team.

Mr. Rooney: You bring a certain skill set based on your experience and training and education to this job what is the one thing that is missing from that skill set that you are bringing to this position.

Captain Lavoie: I think is tying it all together I have done each of the positions but I have never done it altogether and I definitely have a little bit of learning to do because when I was the ALS Coordinator it was before we were on the computer system so that is a bit of a learning curve so I think those things I will have to catch up to speed, but I think just the general knowledge of it I feel very comfortable with and I think anything from there I can just pick up very quick.

Mr. Rooney: I did promise you that you would have the last word.

Captain Lavoie: Thank you for the opportunity and as I said I do have a lot of experience and I have been doing Firefighting for twenty seven years and I am currently the training officer which is what the Deputy Chief oversee, I am certified in Fire Prevention which is what the Deputy Chief oversees and I have been a paramedic for eighteen years and I know the network of people that I need to network with if I became Deputy Chief. I think I can really hit the ground running being ALS coordinator there is also another certification that I have and it is EMDQ which is for Emergency Medical Dispatch and we have to review every 911 call and I am the only one that does that and again it would be much easier to add a day position to do that, so I think will all that I never felt more confident into entering a position and I just hope that I have the opportunity to do that and I thank you for your time tonight.

Mr. Rooney: Thank you. Chief we will turn it over to you for your comments and your recommendations and thoughts.

Captain Pease: There was actual three people that were eligible to sign for this appointment Captain Lavoie, Captain Machado and Captain Dubuque. Captain Dubuque you did not see today just because the job was no him right now and it was more personal than anything else, but I just want to you to know that all three gentlemen are capable of doing a Deputy Chief jobs. In our department I would like to have at least two or three people to fill every position and we are very lucky that we have three people that our all capable of doing that job, right now I will give Bill a lot of credit because he has been filling in he is our current ALS Director he has really been filling in for the Deputy as Captain Machado and Captain Lavoie, together the three of them have really been stepping up to the plate especially over the past month it is an honor that they are qualified to do this job and as you have seen from Captain Machado and Captain Lavoie they are both very qualified. In my there is one candidate that sticks out amongst the two of them and that is Captain Lavoie his experience in Fire Prevention being in there for three years and learning that job being the person that is probably going to train our next Fire Prevention Officer being the person that is going to fill in for the Fire Prevention Officer if they are not there and having the Deputy Chief that is capable of doing that job is very important to us, also being our Training Officer for over four years. Deputy Chief is also being our training for EMS and also our Fire Department Training Officer, Captain Lavoie has done that, he has been our ALS coordinator for Five Years which again is no small feat in of itself and also being our only department member that is certified EMDQA right now and that is Captain Lavoie. He has been a very highly respect member of our department which all the candidates our he is hard working and self-motivated and most of all probably the most dedicated member of our department that I know to point he has always been there he has excelled at the role of incident commander and many opportunities to do that and I think he would be fit to adapt to the job as Deputy Chief, so without reservation I recommend Captain Lavoie for the position of Deputy Chief.

Mr. Rooney: Ms. Ribeiro do you have any questions, are you involved with the interviewing.

Ms. Ribeiro: No there was no interviewing, we already had an established list.

Mr. DeBarge: I have the utmost amount of respect for these two Captains and also for Captain Dubuque as well. These two Captains are top notch in every single way and in the end a decision needs to be made and with the Chief saying ending his decision and on how he comes to a decision the way he ended it was without any reservation that is a strong way to put it and my decision was the same simply with the years the training and pretty much having every single qualification and had done or is doing everything that is in that position which is Captain Lavoie so that is where I would go for this position is Captain Lavoie.

Ms. Fernandes: I congratulate you on these two candidates. When I first started I did not know many of the men and I did not know Mr. Machado and I already saw him as a future Captain one day and he presented very well here but he has and opponent is just as marvelous and even better and the experience that he has. When Mr. Lavoie came before me and after 23 years he will be set in his ways, he's not going to have progressive vision and he convinced me that he doesn't, he was very good about talking about bringing in technology and not only has he trained the young ones, but he is embracing the young ones and training them to the same capacity in the stellar capacity that we have here and to me that impressed me. He changed my mind tonight and Mr. Machado I recommend that you keep trying and you I think you will make it one day. I think that Captain Lavoie would be my pick.

Mr. Mannix: The only comment I need to make is for the Chief and sitting on this side of the table and from what I have seen I will commend you for the homework that you have done on making decisions and you made yourself some good notes and you backed them up with good support and you sat here and expressed yourself to this Board which I do not always see and that is what an administrator is supposed to do. That is your job and you have done that job better than anybody in all the years that I have sat on the Board. I already made my comments about the candidates but I will make a comment about you and say thank you.

Mr. Silva: I have no qualms about the decision and as you all know it would have to be a considerable deficiency in someone that the Chief is proposing to promote. I would never dispute the Chief unless it was an obvious error I have yet to see it in the years and I am ok with what the Chief decides and he is the one that should be promoting.

Mr. Rooney: In terms of being preparedness and coming it is a great job and I want say it makes our job easy but it really does not, you are making our job harder based on the quality of candidates that our coming in front of us. I have to say when it comes to Captain Machado, I was thoroughly impressed in large measure with his humility this is a guy who you can tell just loves being on the department loves the people that he works with and is not the least bashful or shy about extolling their virtues and that does not always come thru when we do these types of interviews, I have to say I have seen Captain Machado in action in one of the three worst days of my life and to see how he not only talked about operational but there is also a compassion that I saw firsthand and it is not something that I will ever forget. In terms of Captain Lavoie I think he has the whole package and that is not a reflection on Captain Machado but it is a reflection on Captain Lavoie he has been there and we would be very fortunate to have him as the Deputy Chief I think he brings the complete package to that job based on the experience he has had and the respect that he has for the department and the respect that the folks at the Department have in him, so I am very comfortable with that and having said that are we ready.

Chief Pease: In regards to Captain Machado I am sure that this is not the last time that you will see him and I think a lot of you know that.

Moved by Mr. DeBarge seconded by Ms. Fernandes to appoint Captain Jeff Lavoie as Deputy Chief for the Fire Department effective immediately. Vote: 4-1 in favor. Mr. Mannix is opposed.

7:00 p.m. Firefighter Seth Falconer

Mr. Rooney: You have been here before and you know the drill. Give us a quick summary and we will open it up to questions from Board Members and then you will be given the last word.

Firefighter Falconer: Hello, Good Evening thank you for having me back, my name is Seth Falconer and I am employed by the Town of Ludlow and I am a Firefighter Paramedic, I have been with the department eight years this summer, I am a Ludlow boy I grew up here, I was born and raised here, played team sports all my life here, graduated from Ludlow High School. Married to my wife Stacy who is at home with our 11 month old Blake and twelve days ago we just had another baby boy Gavin so they are all at home watching, yes exciting time at the Falconer household. I am here tonight to interview for the upcoming Captains position.

Mr. Silva: Give me your major objective on what you like to do to improve the Department.

Firefighter Falconer: It is my belief that is position will be the new Fire Inspector so if I was to get the position my days would be fire inspecting, code enforcing and arson investigation that type of thing. But if I can make some improvements upon the Fire Department I would work with the administration and I would bring up the minimum manning of the department quite often the amount of people could fluctuate day to day if someone is out on vacation if someone is out on sick, someone is taking a class so we could down to as few as five guys on the floor. That you are able to respond to an emergency and quite often the first ambulance goes out, second ambulance goes out, third ambulance goes out with the call back people if you were increase minimum manning you are increasing the chance of even somebody back at the station that they could respond to another emergency if one was to come in.

Ms. Fernandes: Why do you want to be Captain?

Firefighter Falconer: It has been something that I have been working for, for quite some time and primarily I want to develop professionally within the fire service within our department here in town, I want to rise in the command structure and the way we do it here in town we go from a Private and take the test for Captain and hopefully one day we will become Captain. I have a lot of good things to offer and I bring a lot of energy to the position and if ever so lucky to get the opportunity.

Ms. Fernandes: What are the qualities that you have that you think you would bring into to this position.

Firefighter Falconer: I mentioned I bring the high energy, I am also a hard worker, my reputation in and around the Fire Department speaks for itself it is something that was imprinted on me from my parents I take on projects and I always like to keep busy I take on things in and around the department. I try to lead by example and things like that.

Mr. Mannix: High energy you are and you show that. You are looking at moving into a position of leadership authority you are two steps away from making Captain and becoming the Chief and you are one step away from taking over from the Deputy Chief if it so desires, I am looking for where your educational part of your training comes from course selection on maybe administration things, maybe financial things maybe even human relations even leadership positions because that is what a lot of this job is going to involve you're not going to be the guy that jumps on the truck and goes to the fire all the time there will be a whole lot of different things and when I sit here and I look for

something there to grasp a hold of I do not see it. As I said to other people I plant seeds and if the seed grows and you pick up on it and you think it is worthwhile sometime in the future then I will pat you on the back if you decide you do not want to do that is fine too, but everybody can make their own decisions but when I have to sit back here and make some decisions the resume's that we have even with the things that I want are sparse and the questions that we ask are sparse and the answer that we get all the time are sparse and there is nothing wrong with any of that. It is an important position and authoritative position, it is a leadership position that has a lot that comes with it and some of things that I look for I do not see. You are young and ambitious you're energetic and you will be around for a long time so you may be pushing the Captain out door someday who knows. I am planting a seed use it for a thought.

Firefighter Falconer: If I ever find myself in front of the Board again I will absolutely provide the proper documentation.

Mr. Mannix: There is other things that you find as we go along that they can add to that and take it for what it is worth.

Mr. DeBarge: A Captain in your department can you tell me what he does on a daily basis.

Firefighter Falconer: Comes in the morning hopefully early and typically has a face to face with off going Shift Officer, what was done last night, things that could come up during the day if they go to a certain residence maybe they could start trending and if they are going there during the day. Typically the head upstairs for some administration work and we have a new computer system that we like to get up and running and setting the duty roster right off the bat and there is record keeping making sure people are showing up there is a couple books and we want to log and what position they are on the floor and then going from there typically anything can happen. Typical run sheets vehicle check off and every morning you come in and the privates check off trucks, there's a clip board and we go thru and inspect the truck from front to back and inside and out and we make sure we have all of our proper equipment and the Officers just check up and make sure everything is checked off appropriately.

Mr. DeBarge: How would you handle in house conflicts?

Firefighter Falconer: I would like to think that everybody gets along with everybody over there but sometimes a conflict or two may arise and we are all adults over there, so I think verbal communication with one another to try to understand where we are coming from and maybe we can solve it. If we had to try to understand where we are coming from maybe we could solve it that way if we had to bring some management in with the Deputy Chief just to supervise and kind of mediate and just offer some words of wisdom but I would like to think that there is no conflict over on that side of the building.

Mr. Rooney: You have been on the department since two thousand and ten and we just appointed a Deputy Chief that has been there for twenty three years, the Chief has been there for a good amount of time for sixteen years, so you have been there a relatively short period of time. How are you going to go in to the Chief or the Deputy Chief and say you are wrong about this, I am sorry this is what you have to change.

Firefighter Falconer: I hope the Chief respects my opinion, absolutely respect his opinion and if I was to get into an Officers role over there and something came up verbal communication it is something that goes on, but the Chief's word is the law and if it is something that I do not agree upon we can work together to find a happy medium.

Mr. Rooney: The job that you are doing now is obviously different than you are interviewing for so you have certain skill set you talk about it but what is the skill set that you think you are missing for this position.

Firefighter Falconer: Maybe if I was lucky enough to get in the position maybe some of the initial learning that goes on and there would be classes that I would take initially to acclimate myself to the whole procedural documentation on goings of that Fire Inspector position with anything I am assuming there will be a learning curve. But I am a fast learner and I bring hard work to this table and it is something that I would like to wrap my head around and get in there and apply myself and do the best possible job that I can.

Mr. Rooney: I did promise you that you would have the last word.

Firefighter Falconer: First and foremost I appreciate your time being able to interview me for the position of Fire Captain I know it has been a long day, I just want to say thank you to everybody and I hope you strongly consider me for the position of Fire Officer for the Town of Ludlow.

7:15 p.m. Firefighter Kent Dole

Firefighter Dole: I have been with the Ludlow Fire Department since nineteen ninety six twenty two years in March of this year. I am not originally from Ludlow I moved here twenty two years ago when I got the job originally my plan was to move to back to the town I came from and I was offered a position on their Fire Department and I decided to stay here instead because I liked it out here better. I worked for that department for six years before I came here as a call firefighter with a total of twenty eight years of firefighting experience, I also worked in private EMS for four years

before I got a Ludlow Fire so I have twenty six years of EMS experience I was an instructor at the fire academy for six years and I am certified Fire Officer One, Fire Instructor One and I believe that is it for now.

Ms. Fernandes: Why do you want to be Captain?

Firefighter Dole: Because I believe with my experience and my background I would be good at the job, I have an extensive experience in firefighting itself as well as training and EMS and in one point and time I served as the ALS coordinator I was the first paramedic they hired and I got that position by default in the beginning. In one point in time they were transition between EMS Service Directors so I filled in that position for a while so I have experience in almost all of the aspects of the department and as a Captain I could utilize that experience to help better the department in that position.

Ms. Fernandes: Beside the experience what other qualities do you have that would be beneficial to this position.

Firefighter Doyle: I like to think I am fairly level headed, I understand especially for the position that I believe is open in fire prevention the roles there are fairly black and white, so I believe I can be fair and impartial with doing that kind of stuff. I am good with puzzle and trying to figure things out for the fire investigation aspect of it to try and determine the cause of the fire, I believe those random little skills would help there.

Mr. DeBarge: Congratulations on making it back into the room. I have just two questions. Can you tell me what a Captain does on a daily basis?

Firefighter Doyle: A Shift Officer is responsible for the daily routine for the day to day operations at the station making sure that the vehicles are checked off and guys have the gear out and they are ready to start the day when an emergency comes in, managing the crew, a lot of paperwork usually the initial Commander at any major incident the initial mitigation of whatever emergency is going on. There is also dealing with the crew dynamics when there is conflicts he should be the go to guy that they come to help resolve any issues on the crew between personnel and training and the initial training for the new guys and the guys that have been there for a while that is just a partial list of what the Captain is responsible for.

Mr. DeBarge: How would you deal with in house conflict that may arise?

Firefighter Doyle: Initially the way to do it is to try and handle it amongst the crew. If it just the crew that you are in charge of try to handle it within that crew usually most things can be worked out, it is like a dysfunctional family and you put six guys in the building working in those conditions twenty four hours a day they will rub each other the wrong way eventually and usually they can work it out amongst themselves even before it gets to the Captain usually you try to sit them down one at a time if you need to and usually you can talk through it and if it is a friction between crews than you start with the Shift Officer on the other crew and work down from there.

Mr. Silva: What do think will be a major objective to improve your department?

Firefighter Doyle: To try and increase staffing to keep up with the call volume that we have. Originally when I first started here we were doing about maybe six to eight hundred ambulance calls a year now we do over three thousand, the staffing at the Fire Department back then was five guys a crew and now we are doing four times the call volume with just the ambulances alone with an increase of one or two guys a shift, so I think that would be the biggest objective I think for improving because that will make it easier for us to continue to provide service at the level that we do and with the response times that we have instead of trying to pull people from hospitals to come here and relying on the out of town services to come in and back us up.

Mr. Mannix: You are a Military Vet.

Firefighter Doyle: Yes I am.

Mr. Mannix: Thank you very much for that. I will thank you for moving to this town that is a big plus in my way of thinking. You came and the fact that you stayed and you had an opportunity to go back east and you didn't, Ludlow is nice and your experience will do a lot of good and draw on a lot of things our younger department and hopefully you can have a chance to proceed with that. Looking at your resume you have a good resume and good background a couple things I said I like very much and I do not see a DD214 I find one that it is surprising we are all very proud of that and I sit on this side of the Board looking at you looking for a position of authority leadership and a lot of other things that come along with it you are two steps away from being the Chief. A DD214 doesn't tell a lot to some military people it says a lot and there is not High School transcript and no College transcript and things of that type, I am interested in that and the fact that I want to know what some of your educational background is other than you have a great deal of EMS no question about that I would not even dare question that the educational part it could be in the Fire Sciences it has a lot to do and it would tell me lot with that leadership position it may tell me what knowledge you may have on making budgets being an administer doing leadership as a Captain and I said to the Deputy Chief you will find yourself that you will be more involved with the people of the community as a firefighter. As a Captain you may find yourself and there is a lot more people

coming to you before they go to the next step and dealing with those human relation type things and I think on my side when I have to make a decision on some different ideas and all I am doing here tonight is planting a seed with you and if it is something that you want to grasp and you think it is worth growing and if you will be in there for Captain and you do not know how long it will be before another position and maybe you will be back in a short period of time and if you think it is something that will help you like I said I am a seed planter and the Board members have heard me say it before and for some reason I find it strange and with a smile and I picked on you are a resident your DD214 is something to be proud of and some of things it says on it and how long you have been in your rank when you made your rank it says a lot about you.

Mr. Rooney: You have been on the job for twenty two years you have done a number of different things but you are dealing with a Deputy Chief that we just appointed tonight and you are dealing with a Chief that just came on six or seven months ago how are you going to go in and say to either one of them or both of them guys with all due respect you are wrong about this and this is what you should be looking at and you are doing it all wrong how do you approach that.

Firefighter Doyle: As previous Shift Officer I have a lot of experience with that. Being able to address the situation I am actually fairly comfortable with talking to a Superior if not telling them they are doing it wrong but maybe telling them there is a different way things could be done and letting them take it under advisement and at that point the decision is on them and short of it being a safety issue where anybody has the right to step in and say this wrong you have stop operational issues or even just day to day stuff around the station the final decision is up to them if I do not agree with it an just respectfully address it with them and just don't tell them what is wrong and what I think would be a different option and then just let them make the decision from there and if it doesn't whoever they want to do things then that is how things are going to done.

Mr. Rooney: If you could walk into work tomorrow morning with the expectation of any manning issues personnel increases what is the one change you would put in play?

Firefighter Doyle: Honestly it may sound like a minor thing but find a way to have substation and spread the apparatuses out to decrease our response times at the other end of town and make room in the station that we have.

Mr. Rooney: That is not a minor thing that is for sure. Given the twenty two years of experience you have in doing a lot of different positions and during those twenty two years you certainly have a certain skill set that you bring to the job for this position what is the one thing that is the glaring weakness in your skill set for this position.

Firefighter Doyle: I think the biggest one is after twenty two years and at my age I am set in my ways and it is easier for me to change things if I want to change them but if someone else wants to change them I think that is my one as I am resistant to change if I am not in on the change.

Mr. Rooney: That is all I have and I did promise you that you would have the last word so it is yours.

Firefighter Doyle: I think I would be a good candidate for this position and as I mentioned before I have plenty of Fire, EMS and training experience and I do have my degree from STCC, Military experience in a leadership position over twenty years ago. I have been in town for the last twenty two years I like this town I have made my home here I have a son in the middle School here, I help out with the Sports programs that he is involved in and I am involved in the community and I think that will also help in the position of getting to know people in town because I have kids then I do any other thing and I think the people I have meet through doing that will help me do my job when I run into them outside of here. That is all I have. Thank you very much.

7:30 p.m. Firefighter Nally

Mr. Rooney: You have been through this process before and you have the opportunity to make an opening statement and then I will turn it over to questions for us and then you will have the last word.

Firefighter Nally: I have been on the Ludlow Fire Department for thirteen years this coming April. I grew up in Ludlow most of my life I moved here my sophomore year of High School and married my High School sweetheart and I have two children in the High School system right now it has been a long road making a decision to take this endeavor to become an Officer I have taken a lot of thought, advice and mentorship from the Chief and a few of the other Officers and I am hoping that I meet your expectations.

Mr. Mannix: You are a Military Veteran.

Firefighter Nally: Yes sir.

Mr. Mannix: Thank you very much and I have said this to all the candidates before you to military and two non-military. I so things that I find a lot of your information is in your resume and it is not always what I am looking for and maybe I am looking for a little extra something different than others but in your case I do not see a DD214 and I do not mean that as a criticism I go someplace that means something to me and if I think that DD214 is going to help me I bring it along, I say that sitting on this side of the table I am looking to appoint someone in a leadership position and I am

looking for someone that is a two steps from the Chiefs job. You went to Ludlow High School but you High School transcript I do not see, your College transcript I do not see your EMS, your Paramedic training a lot of your Fire Academy Schools that you have gone to you have those but there are other things that I look for an education type of administration courses that you have taken financial courses you may have taken leadership type classes that you may have taken in school and as a Captain I believe you will come into the public more often and you will be talking to more people in the public either positive things or investigative things or some complaint things or something else types of courses sociology or something else but the may help and when I have to sit here and make a decision that helps me. The DD214 will tell me how long you were in the service, rank, your re up classification I think that goes a long way your educational part of college goes a long way your medical training that is up to date that is working and that is something you do all the time. You are moving into a position now of administration so that helps me along the way I said the to the other candidates and the Board I plant seeds if it is something that you want to use for some time in the future we all have our little perks that we like or dislike and I have to make some decisions and when you sit and look at the candidates here tonight there is not a lot of difference and I have to make a call and what pushes me over the fence and you were the only one that turned in the DD214 and that could be what pushes me over the fence. I commend you for the years on the job.

Ms. Fernandes: Why do you want to be a Captain?

Firefighter Nally: Leadership is the next evolutionary step for anybody who is anybody who is going to join the Fire Department it is a job that is a very high stress high impact job and you take all that mentorship working with the Chief he taught me a million things that I still use today we have a lot of young firefighters coming on the job. You want to pass that knowledge along and you want to show them how to do things the right way and avoid the mistakes that you make along the way it keeps you safe, healthy and keeps you in better standing with the rest of the people that you work with, I think it's an ohmage to the people that mentor you and for you to mentor somebody else and keep that tradition going.

Ms. Fernandes: What qualities do you bring to this position?

Firefighter Nally: I am driven, I am very motivated I came out of twelve years of being in the Military Service and work in a very high volume EMS system in Springfield and our system is getting even more high volume day to day. I think I bring a good educational background I graduated from paramedic programs from Springfield College I did that while I was with the Army Star program and I graduated through Greenfield Community College in the paramedic program I have taken numerous courses with the academy Firefighter 1, Firefighter 2 and Hazmat, Certified Fire Instructor 1 and currently the only National Highway Transportation Safety Administration Child Safety Seat technician for anywhere outside of Baystate Medical Center and I am a Certified CPR Instructor so I think my background with my education and leadership background with the military that helps to move me along.

Mr. Silva: What is your major objective that you think that you would do if you became this Captain to better the Department?

Firefighter Nally: I would look to see if implementation with more public interaction as far as CPR Training, we have the car seat installation that is moving up. I worked with Captain Kozack recently putting in smoke detectors for the elderly people that did not have compliance with them we did that with the American Heart Association, so just more public safety education outside of what they see on the news, our Safe program for the children is phenomenal and that has made a big impact but sometimes I think we could push a little more towards the High School Kids the Adults just increase that safety.

Mr. DeBarge: Can you explain to me in your own words what a Shift Officer Captain does in your department?

Firefighter Nally: He will do a face to face with the off going Captain he will need to know what calls are done and what needs to be accomplished and what the next mission statement is for the rest of the day and then he will start his day making sure that everybody else is being responsible for themselves they have to make sure they check their trucks their narcotics logs, you will do basic daily service of testing the equipment and apparatus and there will be mandatory training, drills that you do and ambulance coverage is a big issue with it so we have to keep in compliance with getting coverage every time the ambulance goes out and you want to make sure everyone is up to speed and that everything is done in an orderly fashion.

Mr. DeBarge: Being a captain and being in charge of other Privates how would you handle in house conflict.

Firefighter Nally: If is a job with alpha personalities otherwise they would not get into the career field. I would say firm but fair you do not want to be over zealous and just start throwing disciplinary action at everybody a Captain gave me excellent advice and they had a similar situation nothing big just a typical alpha personality just bang your heads and how do you decrease that

without making enemies and he said the best thing to do is tell them everybody down to the apparatus floor and let's do training and then forget about the conflict with each other and then everyone is tired and when they relax and you say what was all that about and most of the time the conflict is off their mind and they do not remember what they were arguing about.

Mr. Rooney: You have been on the job for thirteen years and certainly have a wide range of experience based on that plus your prior experience but you are dealing with a deputy Chief that we just appointed half an hour ago and you are dealing with a Chief that has been on the job six or seven months how do you approach going into them individually or together basically you know that they are one hundred percent wrong on this particular issue how do you get them to see the light.

Firefighter Nally: Do your research and have the evidence with you I would not go in there empty handed and say Chief you are wrong because that would be the wrong tactic to do and knowing the Chief and the know appointed Deputy Chief they both mentored me and one of the biggest things of going into any leadership position in any job is to know that you do not know everything you have subordinates that are going to know some things that you do not know and there will be other coworkers that know things that you do not know. So to be a leader you need to be open minded to the other suggestions of maybe this is not the right way to do it and maybe there is another way. I would go in tactfully and say you are absolutely wrong I would go there and have evidence in hand and hopefully they would take the advice.

Mr. Rooney: You have a certain skill set based on the training and based on the number of years on the job you are now going into something that is somewhat different and maybe completely different in some respect what is the one skill set that you are missing that you just do not have to be an Active Captain.

Firefighter Nally: Anybody moving into a leadership position one of the things is we are alpha personalities and we want to do everything ourselves and you cannot do that as Captain you have to delegate some of that, break it up into little pieces because you cannot get everything done especially in an emergency scene. Learning to delegate to get those mission statements done and accomplished in a timely manner that could be a challenge but the only way to learn is when they throw you in the deep end of the pool because you have to learn.

Mr. Rooney: I did promise you can have the last word.

Firefighter Nally: I appreciate everybody's advice and I will never do that again that is a mistake on my part and it will never happen again. I hope you take into account all of our education and effort here and I look forward to your decision. Thank you very much.

Chief Pease: It is with great pride from our department that we see such three qualified candidates be brought before you today which all made our department look well and of course we only have one job for the three positions which is never easy suggesting one person get the job over the rest of them. Our department after this promotion will be looking at some stability at least in the form of ranking Officer's for some time I am not anticipating any retirements in the near future in that respect so as far as promotion go it may be a while and again I think any one of these candidates could be very qualified and it is tough having to pick one of them because they are all very qualified but again I have to pick one. At this point I recommend that you promote Seth Falconer to the new position of Fire Prevention Captain. I have talked to Captain Kozak and he will go to the line and there is a lot of work to be done there it is there different from being a shift Captain they work Monday thru Friday they have to be a very self-motivated hard working individual which Seth is. He has taken on roles in the union and in the social club activate with Safe program and he is also the Chairman of the Muscular Dystrophy Association so he leads there. Another position that Seth has kind of taken over especially from Captain Moll after he retired Seth is the sole care taker of our 911 monument people do help him take care of it but he definitely leads and he will be in on his off days mowing the lawn because it does not look right and he takes a lot of pride in that responsibility he is always the first to volunteer for a job in the department and I had the opportunity of working with him on C Crew when we were both privates and he would be the first to talk about his dancing and he also is a painter so he would paint anything and fix anything and like he said he is always busy and leads by example. When you want others to follow and work hard he is always there he has demonstrated in proficiency in being a leader as an Acting Captain in the absence of a shift officer and he is well respected amongst the ranks in the Fire Department. So I recommend that Seth Falconer be appointed to the position of Captain.

Mr. Silva: I follow the Chiefs recommendation and the Chief is the one that works with these people and he knows who to promote.

Mr. DeBarge: I couldn't agree more I will go with the Chief's recommendation as well.

Mr. Mannix: I will compliment you again.

Chief Pease: Thank you. I appreciate that.

Ms. Fernandes: I agree it is three great candidates, I think it is a little more difficult here than in the first decision, but the Chief knows what he needs in that position and has more experience with the these candidates so I would defer to the Chief in this case.

Mr. Rooney: I would agree with what you are saying, and the other two are very good candidates I think with Seth you are right, he brings a certain energy and passion for the job and that is going to be needed in the fire inspection area so I have no hesitation going along with your recommendation.

Mr. DeBarge: I make a motion that we appoint Seth Falconer to the position of Captain effective immediately to our Fire Department.

Mr. Mannix: Second.

Mr. Rooney: Any discussion. Hearing none. All in favor. Motion carries 5-0.

Chief Pease: I want thank the Board for your time this evening and I want to thank every member of the Fire Department that interviewed today because our department was very well represented today and it is because of them that this place is what it is. And as far as Firefighters Doyle and Nally I think you will see them again and they have represented the department very well even though they were not promoted here today along with Captain Machado.

7:45 p.m. Health Insurance Discussion

Ms. Villano: First and foremost the Board has to decide whether they are going to want to implement design changes to the health insurance changes through the adoption of 32B sections 21 thru 23 and if the Board decides that they want to implement the design change we will adopt that particular section of the law and once you adopt that you have in front of you the design changes for the HMO and PPO it is a current plan and four different alternate plans. The forth plan is a little stronger in deductibles and preparing for the meeting I contacted our insurance carrier to get an update and they informed me that they are no longer offering the alternative four. They offer 3A because it is based on recommendations and some questions and ideas that the Insurance Advisory Committee had put forth. You have all the design changes and once the Board decides to make the changes then you will take a vote to implement the design change based on whichever alternate plan is before you.

Mr. Rooney: We have meet with the folks from the Advisory Committee for several months and I do not think it is a surprise to anybody at the health insurance cost is a line item that is no longer sustainable in 2011 our health insurance cost were about seven point eight million dollars to fiscal year 2015 they were eight point one million dollars that is a four percent increase and in fiscal year 2017 they went to nine point six million dollars a ten percent increase. That is something that we cannot continue we have tried over a number of years to negotiate with the union a change from the current eight one percent being paid by the town and the nineteen percent being paid by the employee and we tried to negotiate that to a seventy five, twenty five and a number of unions have agreed to that but unfortunately a number of unions have not gone along with that and that has left us in the position where we need to do something our options are a change to the eighty one nineteen or a change to the design of the benefits. Our hands are tied relative changing to seventy five, twenty five based on the unwillingness of some unions to go along with that and the that option is off the table and we need to go to an option of making changes to the benefit package and it probably comes down to what kind of changes are we looking for in savings.

Mr. DeBarge: These unions that have not talked or I do not know how far negotiations have gone I know that we have been strongly talking about the schools union for such a long time and I know some of the smaller unions have waited for the school to make a decision on whether they should vote for the seventy five twenty five and they have not. I just want to make clear so it is on record if we do vote to make these changes people need to understand that this is not some small change this is a big change from taking seventy five twenty five off the table and moving to something like this. It was a great savings for the town and it was a great plan for the individual and the family bar none and the next ones that we are going to entertain are not going to be anywhere close to that .

Mr. Rooney: There are nine unions that negotiated in favor of seventy five twenty five and that is the Police Union, Police Supervisors, Dispatchers, Firefighters, LATOS, Nurses, Library Technicians, DPW and School Custodians. The unions that have not voted to change are the Teachers, School Administrators, School Para-Professionals, School Technicians, School Secretaries, School Cafeteria Workers and the School Nurses. The numbers speak for themselves we cannot offer the number speaks for themselves we cannot continue to offer the services in the town that I think the residents have come to expect and to desire and have health insurance cost go up at the rates that they are going up over the last several years it is not going to happen and I think we would be fiscally irresponsible if we did something other than that namely stay with what we have.

Mr. Mannix: 3A is something that would satisfy to great deal in the direction that we should be going. If we had gone to the seventy five twenty five when the first union agreed to go and the whole town went that way it would the difference of three and half to five million dollars which

would have been a savings to the town and to has been at least five years since the unions have gone that way and we are willing to bend twist turn and everything else and we would be in the position that we are in right now and that is part of the reason why I will get little to no support. As an employee in the town knowing that I had stability on what my insurance would be for today and what I thought my insurance would be in five, fifteen even twenty years down the road even a long way especially when I was a young parent and having a young family is very beneficially and anytime we have to take more money out of our pocket and pay for anything no we do not like it but I also thin stability on where we are going in the future plays a major role for everyone and for the town to budget for a lot of things but also for the employees to understand where they are going to be.

Ms. Fernandes: It is a tough decision when we are looking at all of these things the cost are way up and we can't keep taxing the residents so we need to cut down on our cost and this one of them when you compare our town to other towns they have taken even more drastic cuts and we have to do something, our cost are way up and we can't just keep taxing our residents so we need to look at other ways to cut down on our cost and this is one of them.

Mr. Rooney: If they go from eighty one nineteen to a seventy five twenty five the towns share of saving would be seven hundred and forty thousand dollars per year and alternative three would be eight hundred and ninety three thousand.

Mr. Ellison: I just want to move forward and say that if we go on with any design changes it would be our feeling to keep the town's best interest and also the subscriber's best interest in mind if we are selecting a new plan because that is in fact what this Board decides to do.

Mr. DeBarge: The design changes are going to happen because we have waited too long.

Mr. Rooney: If in fact this Board adopts Chapter 32B Section 21-23 there is an expedited negotiation and it is a different type of negotiations then the nine years torture that we have been on currently. We cannot continue spending this kind of money on health insurance and we have tried to engage to insurance advisory committee and that has not happened and we are moving on.

Mr. DeBarge: I have involved on both sides of the table myself with unions and this twenty five seventy five has been going on for such a long time, nine years and for so long we have been waiting and now the design changes will not be a negotiation it is just going to happen because we have waited too long.

Mr. Rooney: The only thing that I would say to that is if in fact this Board adopts Chapter 32B Section 21-23 there is an expedited negotiation but it is much different type of negotiations than the nine year torture that we have been on currently.

Ms. Villano: If the Board adopts this Chapter tonight and picks a design plan it notifies the insurance advisory committee of their decision that they can take the matter up but then there also is a public employee committee formed with a representative from every union with a representative from the retired state and Municipal Board and then that thirty day negotiation or discussion. So there could be some movement and there may not be some movement it could be at the end the Board may say no we are implementing this it then goes to a review at state level and if there is an agreement then it moves forward. If we reach an impasse then goes to the state for review.

Ms. Villano: I just want to do a quick explanation if the Board of Selectmen adopts this Chapter tonight and then picks a design plan it is then we notified the insurance advisory committee of the their decision so that they can take the matter up but there is also a public employee committee formed with a representative from every union with a representative from the retired state and municipal board and then that thirty day negotiation or discussion and it is expedited so there could be some movement there may not be some movement and in the end the Board may say that we are implementing this and it then goes to a review at the state level and if everyone is in agreement then it is fine. If it reaches an impasse then we go to the state for a review.

Ms. Fernandes: I always try to balance the towns interest and the employees you are the town and to me when I look at this it is another way of taxing and this is one way to do and it is unfair to keep increasing residents taxes and not being fiscally responsible and looking at other ways that we can do it and considering that the trend has been a reduction and we do have to balance both.

Mr. Mannix: We take everything into consideration and no nobody wants to pay more and none of us want to change more but realistically I think a lot of people sitting in this room have also done that and that is how some your ideas came up with some changes with MIIA saying this is what we have.

Ms. Ribeiro: With the plan design that we currently have being a non-deductible that is unheard of in the private world. It is worth making a point that now in the private sector you are seeing deductible of twenty five hundred dollars for an individual and five thousand dollars for a family the deductibles are very high out there and they now have moved into the municipal world all other towns and communities except one or two in Western Mass have deductible plans that are very comparable to the plan you are speaking of is a good plan because there are some really high deductibles out there so it comes down to you are either going to pay a little bit more out of your

pocket every week or unfortunately when you need the health insurance you're going to pay more when you need the insurance not moving off the eighty nineteen to the seventy five twenty five unfortunately that is the way the health insurance market is right now. The cost of insurance is going up and the service is less and less and unfortunately they are unregulated and there is nothing we can do about it. Health insurance is not getting any cheaper and this is what you are seeing in the private world for a long time.

Mr. Rooney: We need to decide if we are going to an alternative which one are we looking at and there are two motions that are required procedurally and legally based on Chapter 32B.

Moved by Mr. Silva seconded by Mr. DeBarge that the Board of Selectmen vote to adopt Mass General Law Clause 32B Section 21-23 for the purpose of implementing changes to the Health Insurance Plans. Vote: 5-0 all in favor.

Mr. Rooney: I am incline to go with alternative 3 or 3A and you are looking at a one hundred thousand dollar difference between the two and I am more incline to go with alternative three and I am looking at maximizing the savings because we are in a different position today and to me 3A is the minimum and I would be incline to go beyond that.

Moved by Mr. Silva seconded by Mr. DeBarge to implement changes under Mass General Laws Clause 32B Section 21-23 further that the changes to the Health Insurance Benefit should be three A as outlined in the documents attached. Vote 5-0 in favor.

The Board voted to postpone discussing the Building Permit, Electrical Permit and Plumbing and Gas Fitting Fee schedule increases.

Correspondence

25. Carmen Desrochers requesting to be appointed as a Democratic Election Officer.

Moved by Mr. Silva seconded by Mr. DeBarge to appoint Carmen Desrochers as a Democratic Election Officer. Vote: 5-0 in favor.

26. Christ the King Annual Beano Report.

Moved by Mr. Silva seconded by Ms. Fernandes to file. Vote: 5-0 in favor.

27. Polish American Citizens Club Annual Beano Report.

Moved by Mr. Silva seconded by Ms. Fernandes to file. Vote: 5-0 in favor.

28. Christ the King Parish application for a One Day Beer & Wine permit for the Children of Mary Pasta Dinner to be held on February 17, 2018. Board to waive the fee.

Moved by Ms. Fernandes to approve the Beer & Wine permit for the Children of Mary Pasta Dinner and to waive the fee. Vote: 5-0 in favor.

29. Jose Santos, International Produce application for a Common Victualler License for 4-6 White Street.

Moved by Ms. Fernandes seconded by Mr. Silva to approve the Common Victualler License for 4-6 White Street. Vote: 5-0 in favor.

30. Umit Baytemur, Ludlow Pizza application for a Common Victualler License for Keraus Corp d/b/a Ludlow Pizza, 257 Fuller Street.

Moved by Ms. Fernandes seconded by Mr. Silva to approve the application for a Common Victualler License for Keraus Corp d/b/a Ludlow Pizza, 257 Fuller Street. Vote: 5-0 in favor.

31. Joan Lupa, Lupa Zoo Invitation to the Board for the Lupa Zoo 15th Annual Winter Fundraiser to be held on Saturday.

Moved by Ms. Fernandes seconded by Mr. Silva to file. Vote: 5-0 in favor.

32. Andrew McCaul, Senior Transportation Planner informing the Board that Pioneer Valley Planning Commission is starting the development process for 2019 to 2023 Transportation Improvement Program, the TIP Sub-Committee meeting will be on February 20, 2018 at 9:00 a.m. at PVPC.

Moved by Ms. Fernandes seconded by Mr. Silva to file. Vote: 5-0 in favor.

33. Chief Pease, Fire Department donations received from Betty Garrow 80.00, Mr. Michael Kobjack \$50.00, Mr. & Mrs. Robert Sears \$100.00 to the Ambulance Grants and Gifts Account. Board to accept the donations.

Moved by Mr. Silva seconded by Mr. DeBarge to accept the donations as set forth in item 33 and to send letters to each, thanking them for their gracious donation. Vote: 5-0 in favor.

34. Cynthia Levine interested in becoming a volunteer for the Commission on Disabilities.

Moved by Mr. Silva seconded by Ms. Fernandes to have Ms. Levine come in for an interview. Vote: 5-0 in favor.

35. Maureen Downing, Chairman, Finance Committee's vote and report recommending approval of the new Senior Center and the new Elementary School.

Moved by Mr. Silva seconded by Ms. Fernandes to file. Vote: 5-0 in favor.

36. Patricia Leavenworth, P.E. Chief Engineer informing the Board of the new MassDOT Highway Division project intake tool and the Updated Project Review Committee Approval Letter.

Moved by Ms. Fernandes seconded by Mr. Silva to file item 36. Vote: 5-0 in favor.

37. Wendell Prior, Jr. notifying the Board of his resignation as a Special Police Officer effective January 1, 2018.

Moved by Ms. Fernandes seconded by Mr. DeBarge to accept the resignation of Mr. Wendell Prior, Jr. as a Special Police Officer effective January 1, 2018 and thank him for his service. Vote: 5-0 in favor.

38. Kevin Healey notifying the Board of his resignation as a Special Police Officer effective December 18, 2017.

Moved by Ms. Fernandes seconded by Mr. DeBarge to accept the resignation of Kevin Healey Special Police Officer effective December 18, 2017. Vote: 5-0 in favor.

39. Maura Healey, Attorney General Approval of Articles #3 and #4 from the November 6, 2017 Ludlow Special Town Meeting.

Moved by Ms. Fernandes seconded by Ms. Silva to file. Vote: 5-0 in favor.

40. Mary Pichetti, Director Capital Planning The Massachusetts School Building Authority review comments for Schematic Design submission for the Chapin Street Elementary School project in Town of Ludlow received by MSBA on January 3, 2018.

Moved by Ms. Fernandes seconded by Mr. Silva to file. Vote: 5-0 in favor.

41. Eric Nelson, President/CEO WestMass Area Development Corporation, myself and my staff wish to convey to the Board and publically express our gratitude and thanks for the superior job the staff and officers of the Ludlow Fire Department has done assisting during the recent extreme cold weather.

Moved by Ms. Fernandes seconded by Mr. Silva to file. Vote: 5-0 in favor.

41a. Eric Nelson, President/CEO WestMass Area Development Corporation, myself and my staff wish to convey to the Board and publically express our gratitude and thanks for the superior job the staff and officers of the Ludlow Police Department has done assisting during the recent extreme cold weather.

Moved by Ms. Fernandes seconded by Mr. Silva to file. Vote: 5-0 in favor.

Unfinished Business

Board to discuss Cumberland Farms request for an amendment to the order of taking for the parcel located on Center Street as part of the Center Street reconstruction. The appeal to this from the Towns' perspective is to foreclose future damages.

Moved by Mr. Mannix to have Attorney Schneider take care of item number eight with Cumberland Farms and the Town of Ludlow and have no problem bringing it back to revote on it or as a motion do that once all agreements are approved with Attorney Schneider and Cumberland Farms.

Board to discuss the proposed Building Permit, Electrical Permit and Plumbing and Gas Fitting Fee Schedule increases

Board to sign the One Day Beer & Wine permit for the Children of Mary Pasta Dinner to be held on February 17, 2018, if approved

Board to sign the Common Victualler License for International Produce, if approved

Board to sign the Common Victualler License for Keraus Corp d/b/a Ludlow Pizza, if approved

Board to approve and sign the Selectmen Minutes of February 21, 2017 and June 6, 2017.

Moved by Mr. DeBarge seconded by Ms. Fernandes to accept the minutes of the Selectmen meeting held on Tuesday, February 21, 2017 with all members present except Mr. Silva. Vote: 4-0-1 in favor. Mr. Silva abstained.

Moved by Mr. DeBarge seconded by Ms. Fernandes to accept the minutes of the Selectmen meeting held on Tuesday, June 6, 2017 with all members present. Vote: 5-0 in favor.

New Business

Reminder: Selectmen and Residents, The Cable Advisory Committee will be holding the Franchise Renewal Hearing for Charter Communication next Thursday, February 15th at 7:00 p.m. in Hearing Rooms 1 and 2, Town Hall, in order for the Selectmen and Residents to provide their input/testimony for the license renewal.

Board to approve the contract between the Commonwealth and Ludlow for the MassWorks Grant in the amount of \$3.5 million dollars for the Riverside Drive project and to authorize and the Town Administrator to execute the contract

Board to abate the Selectmen's Invoice #533 for Ludlow Pizza's Entertainment License in the amount of \$20.00 and Common Victualler License in the amount of \$20.00.

Board to peruse Selectmen minutes of August 24, 2017, October 17, 2017 and November 14, 2017.

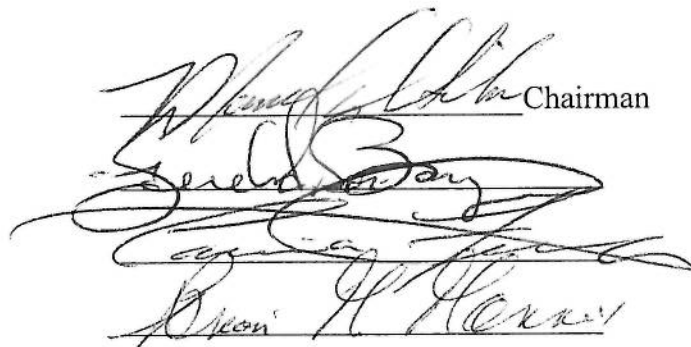
Board to peruse the Selectmen minutes of December 12, 2017.

Board to enter into Executive Session for the purpose of Union negotiations with LATOS and Fire Units.

Mr. Rooney I would entertain a motion to go into Executive Session to discuss strategy with the respect of collective bargaining with the LATOS and Fire Units as I as Chairman declare that an open meeting may have a detrimental effect on the bargaining position of the public body.

Moved by Mr. Silva seconded by to go into Executive Session at 9:54 p.m. and not comeback into regular session.

Mr. Mannix yes, Ms. Fernandes yes, Mr. Silva yes, Mr. DeBarge yes, Mr. Rooney yes.

Chairman

Ludlow Board of Selectmen

All related documents can be viewed at the Board of Selectmen's Office during regular business hours.