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TOWN OF LUDLOW

Meeting of the Board of Selectmen, held on June 19, 2018 beginning at 6:00 pm at the Town Hall

Members present: Derek DeBarge; Carmina Fernandes; William Rooney; Brian Mannix

First Order of Business: Pledge of Allegiance.

Visitations

6:00 p.m. David Eisenthal, UNIBANK
Elsa Barros, Town Treasurer

Mr. Eisenthal: Thank you Mr. Chairman and members of the Board. I was asked to come here tonight to talk to you a little bit about the process of borrowing given the fact that the Town has authorized three major capital projects in recent months. This afternoon I met with the Town Administrator, the Treasurer and the Accountant to talk about some of the specific needs going forward, one of which we are going to need to receive project cash flows in order to continue planning financings. There is already one that has been prepared for the school project, but we will need to receive similar projections for the senior center and the radio project. Then the Treasurer and I will be working together providing legal documents to bond counsel to proceed with borrowing. As we go forward continuing to develop the financing plan, we will be trying to balance a few items in order to achieve the Town's objectives. Probably the most important thing is to satisfy the project cash flows, make sure that the projects have enough money at any given point to keep the bills paid.

Managing impact, particularly with larger projects on the tax rate, but also on the general fund budget from the radio project which is likely not to be done as a . . . eidetic . . . solution. And then we're going to want to pay attention to bond market conditions interest rates just to make sure that we are structuring any borrowing, recommending any structures that are appropriate for the Town.

With the financing plan that we're going to work together to develop for the Senior Center and the Chapin Street School, and also the radio project, you are looking at a combination short-term and long-term borrowing over the next four years. The exact shape of that is yet to be determined. The project cash flows of which I spoke earlier will really dictate, along with managing those impacts and also paying attention to interest rates, that's what is going to be what dictates any recommendations we make on those financings.

On the radio project it looks like that will probably be handled more as a short-term financing out a few years just to accommodate the roll-off of debt that's not debt-excluded the next few years. I will comment that we are projecting and this is one area, I think, that is important to speak with you as the policy board about the combined impact of the Senior Center and the Chapin Street School. We are looking at somewhere between \$1.00 and \$1.50 per thousand assessed valuation on the tax rate which is between \$225 and \$350 per year or \$20 or \$30 per month for the average single-family house in Ludlow. Our understanding, unless otherwise directed, is that we are going to try to ramp up any impact so that is not felt in any one fiscal year. You'll feel that impact more gradually; you're not going to have people absorbing that increase all at once. There is existing debt that is going to be rolling off the high school, for the boys and girls club, we'll be working with that and with the other cash flows and with market conditions to try to manage that impact. The radio we're probably going to look at short-term financing for a period of time given where the existing debt is. That's all I had been prepared to say tonight, Mr. Chairman. I am prepared to answer any questions that the members of the Board might have.

Mr. DeBarge: I know we were talking earlier before the meeting started, but can I ask you one last time so I can write this down for myself, tell us what projects we will be dropping up to the high school and the boys and girls club, and what years they are?

Mr. Eisenthal: The high school, I believe, is 2021; in 2022 that comes off. In 2022 the impact is the debt-excluded service is going to be about \$300,000 less than in 2021. I think that one of those projects goes out to fiscal year 2025. The existing debt service for debt-excluded ends in 2025. So the current debt existing will be gone in fiscal year 2026.

Mrs. Fernandes: Do we have any debt that we could, this is not the right term, re-finance, knowing that the interest rates are lower?

Mr. Eisenthal: The last time I spoke with you was last fall, last November, when you did such a re-finance; I don't think there is anything that lends itself immediately. Be assured that we will be looking for opportunities to help the taxpayers save money; it is part of what we do.

Mr. Mannix: You were saying that you expected the tax rate to go possibly from \$1.00 to \$1.50.

Mr. Eisenthal: That's the impact of the debts.

Mr. Mannix: And yet you are saying that the average increase for a home would be \$225.

Mr. Eisenthal: That's what that translates into. The average house value in Ludlow is as low as \$221,000 and change.

Mr. Mannix: So if we went to \$1.50 . . .

Mr. Eisenthal: That's \$300 and some dollars. I said that it was in that range, \$225 to \$350.

Mr. Mannix: You used the low end of what the tax increase could be and avoided the high end.

Mr. Eisenthal: We actually, in the projections that I provided in April, it was \$1.40, which translates into more \$325. I think that that is a pretty conservative estimate of where things are likely to be.

Mr. Mannix: And now we are talking \$225.

Mr. Rooney: Mr. Eisenthal, when you are talking about the high school project that would be coming off in the end of 2021, currently what is that impact on the rate?

Mr. Eisenthal: I know that the decrease in fiscal year 2022 is going to be about \$290,000 to \$300,000 which is about \$0.10 on the tax rate at this point, actually \$0.15.

Mr. Rooney: And that has been coming down?

Mr. Eisenthal: Yes, it has been decreasing.

Mr. Rooney: When we go back to the radio project for a minute and turn to short-term financing, what kind of a rate are you talking about anticipating for that short-term financing?

Mr. Eisenthal: Well, I'm thinking it's about two percent and three percent; probably two percent is on the low end but rising up to three percent as one goes along, and we are assuming for bond issue in 2021, four and one-quarter percent. These will be going through a number of iterations as we look at cash flows and changes in the interest rate environment.

Mr. Rooney: Do you have a particular process in place now where you are looking at this on a quarterly basis with the Town Administrator and the Town Treasurer? I'm not sure how that works.

Mr. Eisenthal: We know that the projects are getting going, and as I said at the beginning of my statement, the most important thing is to get a projection of cash flow so we can plan out the borrowing. I expect that we will be spending the next three to four years re-visiting this, probably on a quarterly basis because in all likelihood, at least once a year, you will be borrowing money, and maybe more often depending on how the cash flow needs unfold.

Year End Appropriation Transfers - (Taken out of sequence)

Eric Gregoire, Finance Committee
Mrs. Ellie Villano

Town Accountant is requesting \$1,000 to be moved from the Clerical Full-time Position to the Traveling Conference within her department, being \$1,000 short. All items have been reviewed and signed off by both the Town Accountant and the Finance Committee at one of their recent meetings.

Motion made by Mr. Rooney, seconded by Mrs. Fernandes, to approve the Town Accountant's request for transfer of \$1,000 from the Clerical Help to the Conference Travel. Vote 4-0, all in favor.

Mr. DeBarge: The next one that I have is the Temporary Interest for \$10,000 to Legal Service.

Mr. Gregoire: That should be for the Town Treasurer's department; this is going to address the tax title.

Motion made by Mr. Rooney, seconded by Mrs. Fernandes, to approve the transfer from Treasurer's Department in the amount of \$10,000 from Temporary Interest to Legal Services. Vote 4-0, all in favor.

Mr. DeBarge: The next one I have is Information Technology, Gary Blanchard, Purchased Services to Computer Tech, for replacement equipment, total: \$17,500.

Motion made by Mr. Rooney, seconded by Mrs. Fernandes, to approve the Year End Transfer submitted by Information Technology of \$17,500 from Purchase Services to Computer Tech to replacement equipment. Vote 4-0, all in favor.

Mr. DeBarge: From Town Clerk, Town Clerk's General Expenses \$2,000, transferred to Personal Services line item.

Mr. Gregoire: There was a pay period where it essentially was shorted one week when she did her budget calculation so it was covering that last week of payroll.

Motion was made by Mr. Rooney, seconded by Mr. Mannix, to approve the Year End Transfer for Town Clerk from Town Clerk's General Expenses to Personnel Services. Vote 4-0, all in favor.

Mr. DeBarge: Police Department, Chief Madera, from Capital Outlay to Vehicle, \$3,664.78.

Mr. Gregoire: This is essentially taking the Capital Outlay line item and moving it up to the General Expenses line item to utilize the funding for overages occurring throughout his budget.

Motion made by Mr. Rooney, seconded by Mrs. Fernandes, to approve the Year End Transfer Request from the Police Department from the Capital Outlay account to Vehicles R&M. Vote 4-0, all in favor.

Mr. DeBarge: Fire Department, for fire fighters' salaries, paramedic stipend, ambulance OT call back, total \$60,000.

Mr. Gregoire: This is going towards the attached memo, it gives the background with a bit more detail. It's going toward: the replacement of equipment; the chief is also utilizing some gaps that he had in terms of staffing; and to use that funding in order to purchase some equipment for gear drying, things that are necessary that they have the flexibility to spin gear between shifts quickly when it's utilized, as well as some other minor needs on the ambulance to restock medical supplies.

Mr. DeBarge: Medical supplies used on the ambulance, radio equipment lease, software use at the fire department, gear dryer that will significantly decrease the amount of time that the fire fighter's gear is out of service, and cost of vehicle repair, maintenance supplies, there is a deficit in this account due to the cost of buying our new forestry truck.

Mr. Gregoire: That was due to retro-fitting the truck in-house; that is the other item.

Mr. Mannix questioned the need for the amount of money Chief Pease requested for possibly items not immediately required.

Mr. Gregoire: Two things on that, and Ellie, you can respond if I get it wrong. I am not aware we have gotten, that's all the Fire Department is expending until the end of the year; that there are other funds that are not being rolled back to the General Fund at that point. Secondly, I would say that the Finance Committee takes that very seriously in terms of what the Year End Transfers have been, what's coming through and what's being seen outside of an appropriation or outside of what's being in a year, and we look at where's that money coming from that caused those overages and would that be causing an expense in the future fiscal years. These expenses don't meet those two tasks. There is extra flexibility within the department because of activity within this year between not having the ability to hire the full complement of fire fighters and the like; to be able to utilize it on a departmental need like this helps to offset and be able to pick up a little bit of steam as we move ahead and not cause a budget impact in future fiscal years. I would also just add that the legislature had this in mind when the Municipal Modernization Act expanded the capacity for municipalities to draw on the Year End Interdepartmental Transfers so that it would give a little bit more flexibility at year end to make decisions or be able to utilize that flexibility that we might find in larger departments.

Mr. Mannix: How many department requests have you denied and how many approved?

Mr. Gregoire: We have approved all the requests that we have received.

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Mrs. Villano: If I might add to that, Mr. Chairman, I think that there were some changes made on a few of them. It wasn't. . . . There were some dollar changes.

Mr. Gregoire: There might have been a few minor changes but not on the whole. I would say. I want to just take that because there might be an approval on all of these that we're not doing the due diligence, that we're utilizing a test on these and in trying to take that in the same length not to be too constrictive or too overly constrictive, to not cause problems in the next fiscal year where the department then cannot utilize that funding to do something else or has to wait a significant amount of time for it to go through a more onerous process to allocate a few thousand dollars . . . from Pre-cash to meet those needs. That's why the Legislature expanded that and that's why we have a two-step process here where we approve and you folks as well.

Mr. DeBarge: These three items, and Chief, please feel free to speak up since you're here, the fire fighters' salaries, this \$41,000, would obviously come from the fact you're short four fire fighters.

Chief Pease: . . . fluctuations in staffing, of hiring, . . . retirements, yes.

Mr. DeBarge: I would assume the other two, the EMT stipend and the ambulance OT call back, would almost be similar.

Chief Pease: Well, the EMT stipend, yes; but the OT fill in for the ambulance call back, I have a list going for how many times that we have been unable to fill coverage throughout the year. We're short-staffed; the guys are working a real lot so it's tougher to require them to come back every time the phone rings so there's money left over in that account just because we haven't been able to fill all the call backs due to all the ambulance calls.

Mrs. Villano: If I may, Mr. Chairman, farther down when you get to the Board of Selectmen's changes, you will see that the Fire Department graciously gave the Building's Repair and Maintenance account some sorely needed money to cover the unexpected repairs that were needed to several of the buildings.

Motion was made by Mr. Rooney, seconded by Mrs. Fernandes, to approve the Year End Transfer Request of \$60,000 from the Fire Department from Fire Fighters' Salaries, EMT Paramedic Stipend and the Ambulance OT Call Back to the account numbers listed in the Request. Vote 4-0, all in favor.

Building Inspector, Justin Larivee, All Other Professional/Technical Services, \$11,200 to Capital Outlay.

Mr. Gregoire: This is going to the master plotter, which photocopies plans and everything in the office, went down. Unfortunately, the repair cost for that would exceed what this is, the replacement for that.

Motion was made by Mr. Rooney, seconded by Mrs. Fernandes, to approve the Year End Transfer Request from the Building Inspector in the amount of \$11,200 from All Other Professional/Technical Services to Capital Outlay. Vote 4-0, all in favor.

DPW, Stephen Frederick, Director

Mr. Gregoire: This is . . . largest . . . for a total of \$78,000. This is for the trash, the contractual obligations on the trash disposal and the transfer station, increased activity. There are overages in there due to some, also gas . . . dispositions and some other delayed activity.

Mrs. Fernandes: We're going to have to call the DPW. I had a resident contact me; it seems that it's not always manned and when it is manned, they are not always looking at the cars or trucks for stickers. He has found many automobiles there without the required stickers.

Motion made by Mr. Rooney, seconded by Mrs. Fernandes, to approve Year End Transfer Request from DPW in the amount of \$78,000. Vote 4-0, all in favor.

Board of Health, Cheryl Messer, RN, DON, Nurses Salaries to All Other Supplies, \$7,000.

Mr. DeBarge: Board of Health is requesting \$7,000 transfer funds from Personnel Salaries to General Expenses to cover routine spending through the end of June.

Motion made by Mr. Rooney, seconded by Mrs. Fernandes, to approve the Year End Transfer from the Board of Health in the amount of \$7,000. Vote 4-0, all in favor.

Ludlow Community TV, Michael Hill, Capital Outlay, \$6,500, for Purchased/Contractual Services.

Mr. Gregoire: This has to do with the ongoing contractual negotiations.

Motion made by Mr. Rooney, seconded by Mr. Mannix, to approve the Year End Transfer Request from Ludlow Community TV. Vote 3-0, all in favor.

Westover Golf Course, Ryan Linton, Barbara White, Other R & M Supplies, Gasoline, Ground Supplies, for Building Maintenance and Supplies, \$9,000.

Mr. Gregoire: That is just a rundown, what he's showing where the activity is moving within the Enterprise Fund.

Motion made by Mr. Rooney, seconded by Mr. Mannix, to approve the Year End Transfer Request from Westover Golf Commission in the amount of \$9,000. Vote 3-0, all in favor.

Veterans, Kim Collins, Veteran Services for clerical part-time help, \$1,500.

Motion made by Mr. Rooney, seconded by Mr. Mannix, to approve the Year End Transfer Request from Veteran Services in the amount of \$1,500. Vote 3-0, all in favor.

Board of Selectmen and other Departments, Ellie Villano, \$63,500.

Motion made by Mr. Rooney, seconded by Mr. Mannix, to approve the Year End Transfer Request from the Board of Selectmen and other Departments in the amount of \$63,500. Vote 4-0, all in favor.

Mrs. Villano: If I may, Mr. Chairman, the other Departments were Building Repair & Maintenance and Legal Services.

6:45 Joe Alves, Assistant Assessor
Jared Connell – Solar Pilot Program

Mr. Alves: We're here for the pilot agreement that we had gotten permission from the voters for the Selectmen in the Town Meeting so we are here to finalize some of the numbers. I don't know if you had a chance to take a look at the pilot, some of the numbers. We can answer questions about how we arrived at these figures. Do you have any questions?

Mr. Rooney: Mr. Alves, perhaps you can just walk us through the numbers and how you came up with them.

Mr. Alves: Okay. . . . the new solar ray up at 1077 Center Street. We didn't have a pilot in place last year; we didn't have a deal in place. So DOR guidelines made us tax like a regular entity, so you will notice on the first fiscal year, that that number is rather elevated just because the way we assess the solar rays, not being part of the real estate. We had also agreed, between Jared and my board, that the difference of overpayment in the first year would be spread out for the first ten years. In all reality, the yearly payment would be \$44,892 per year. It is a good change for us considering the direction we are heading. I do have signed copies here from Virago.

Mr. Connell: The owner of Virago is Energy.

Mr. Alves: It is a 20-year pilot and has been put together by our Town Counsel Rose. I think your entity agreed with it; it looked pretty good in her eyes. They also pay on the real estate taxes, about \$10,000 per year. DOR guidelines make us classify the old car junk there, treating it as an electrical facility. It's a good deal for us. The average per mega-watt in western Massachusetts is about \$8,000. We're about \$11,600 per mega-watt so we're definitely on the high side on the average in western Massachusetts. I would like to thank Jared here for wheeling and dealing that with us. Any questions?

Mr. Rooney: Mr. Alves, could you just go back over it, and I see the payment amount, Years 1 through 20. Why are we, and I'm not complaining, but why is it front loaded with the \$89,000?

Mr. Alves: I took a risk of taxing them personal property so this array is spread out between three large parcels. In talking with Jared, I did persuade him not to file an abatement because this way, we had to tax him. Instead of going through an abatement period, being on the tax roll, taking off the tax roll, Jared and

his company agreed to that if we were able to spread out the overpayments of the agreed wattage megawatt price for the first ten years. They could have filed, we could have gone to ATB and started this whole proceeding but in good faith of the dealing, they agreed to this disbursement.

Mr. DeBarge: What do these panels benefit? What or who?

Mr. Connell: This is a community solar project so the way it is hooked up to the Massachusetts system for virtual net metering; and for every kilowatt hour produced it is able to be allocated out as a net metering credit, in this case, it's a community solar project, it's being sold in residential homes that are WMECO subscribers. Basically, any project that is installed within a certain utility service territory and load zone, the kilowatt hours they produced can be allocated to any other WMECO power user in the western Massachusetts load zone. The subscribers on this project are a hair under four mega-watts; so there are probably a couple hundred subscribers to this project at least.

Mr. DeBarge: How far does this parcel go out? If you live near the area and you are a WMECO customer, you can get on this?

Mr. Connell: All of WMECO is in the western Massachusetts load zone for the way power is distributed in Massachusetts so basically, anybody that is a WMECO customer is eligible to purchase credits from this project.

Mr. Alves: This is a group project where you have a lot of different residents, not just from this town, but from all of this area.

Mr. Connell: Any WMECO customer can sign up for it.

Mr. DeBarge: Now, in Year 20, I should say 2037, is the payment done?

Mr. Alves: We need to go back and reassess what needs to be done, and determine what they want and go from there. It seems that solar will be around so I don't see this stream going anywhere and even after that, the pilot is done.

(Addressing Mr. Connell) What do you guys think? After twenty years, you guys will keep?

Mr. Connell: Yes. The lease on the property is twenty years with two five-year extension options so if we extend the option and keep the project on the land, we could probably be back with Joe or with someone in the Assessor's Office talking about extending the pilot.

Mr. DeBarge: Are the options to you or to the lessor.

Mr. Connell: On the lease, there are two as the lessee; it is our choice if we extend the lease or not.

Motion was made by Mr. Rooney, seconded by Mrs. Fernandes, to approve the proposed payment of taxes for the Center Street Solar, LLC, for the Town of Ludlow. Vote 4-0, all in favor.

Firefighter/Paramedic Interviews

Chief Ryan Pease, Fire Department: We cancelled our interviews for today due to the lack of qualified candidates. I received word about 7 o'clock this morning that one of them was withdrawing the packet; now we only have one left. At this point, we decided not to move forward in the hiring process, but I come before you to ask if we could amend the basic requisition for two firefighters instead of one, like I asked before. The State's Civil Service list is pretty beat up. As the candidates come up, it has turned into a game: what do you have over that department; what do they have for us. We lost a candidate to West Springfield, and he was the only one to sign there, there was a job. He was from that community so he chose to go there.

At this point, we're looking at two very qualified basics on our basic list; one is currently in paramedic school, the other will be enrolling in paramedic school in September. They are the only two who have signed our list so far. Of course, if we amend the requisition to two, we probably have to expand the list a little. I think they would be the first to enlist and sign. Since we came from the top of the list down, they are the only ones who signed the list so far. My plan for them would be to get them part time in the station as soon as possible, train them as dispatchers, get them through medical school. Right now, they could affect staffing. As quick as we can hire them, training will probably only be a three- to four-week period for them where I can get them on to a shift and hopefully affect staffing, keeping a close eye on

Chief Pease: We've all had reservations but at this point it seems like the best option hopefully. If we take a good person, a good employee, and they become a paramedic, you have a chance to groom along the way. I think this could be a great opportunity for us also.

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Mr. DeBarge: Chief, I'm sure Town Counsel will probably, and I'm sure you've thought of this as well. I like the idea; I think you should do what you need to do to get them in. It's tough, especially when you don't know them as well as you do in the normal hiring phase. That's why I'm sure you thought about this. I'm sure that Town Counsel thought about this. I thought about this after you and I talked. This has some kind of fail-safe in there, some character. You know even academies pass candidates sometimes; they may get through the ins and outs of the academies themselves, but . . . do you follow what I am saying?

Chief Pease: Yes, paramedic school is not a place where people get pushed through; it's a very intense school. We will have an inside look at them all the way through that process. Another option is Civil Service is extending their probationary period until they complete this. That's an option for us. We will seriously look into it, of course. And if we do that, I think we will cover our backs as much as we need to through that.

Mr. Mannix: The option, if you can do it, is the only way to go. Two is . . . the last time, who knows what Civil Service will look like. The last time we spoke, you had two lists.

Chief Pease: The Civil Service Paramedic list and the Basic list.

Mr. Mannix: We hire two people off the Basic list, but in writing, we are going to require them to become paramedics. If they don't become paramedics, what are the ramifications? If you hire someone from a lesser list, it doesn't mean there are different qualifications.

Chief Pease: If we extend their probationary period, we will have ourselves covered, I truly believe. Again, I will have our Town Counsel look at this before we move forward, but to me, this is the only option we have now.

Mr. Rooney: Looking for action?

Chief Pease: Yes. I'm looking to amend the requisition. I'll get it to you in writing tomorrow morning to Mrs. Villano; two for the Basic list instead of one. We'll cancel this last interview due to unqualified number of candidates, lack of applicants.

Motion was made by Mr. Mannix, seconded by Mrs. Fernandes, to amend the first request by the Fire Chief to a request of hiring two people off the Basic Firefighters list and to move along as aggressively as possible.

Chief Pease: I'll need a letter on Selectmen letterhead to not move forward on the hiring from the Paramedic list.

Motion was made by Mr. Mannix, seconded by Mrs. Fernandes, to hire two people off the Civil Service Basic Firefighters list. Vote 4-0, all in favor.

Motion was made by Mr. DeBarge, seconded by Mr. Rooney, to cancel the request for two paramedics from the Civil Service Paramedic list, due to lack of applicants. Vote 4-0, all in favor.

Correspondence

161. Celebrate Ludlow Donations – The Butler, \$250.00; Chartier, Ogan & Brady, \$100.00.
Grand Total: \$6,420.00.

Motion made by Mr. Mannix, seconded by Mrs. Fernandes, to send a letter of thank you. Vote 4-0, all in favor.

162. Chief Ryan Pease, Fire Department – informing the Board of a \$20.00 donation received in memory of Daniel Yelle from Susan Callahan, made to the Ambulance Grants and Gifts account.

Motion made by Mr. Mannix, seconded by Mr. Rooney, to send a letter of acknowledgement. Vote 4-0, all in favor.

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the list for any paramedics that are up-grading. The new list will be certified by November-December, so we're hoping for some relief by that point. Currently we have four empty positions but anticipated retirements are expected so we are trying to do our best to do things creatively. Again, we need paramedics at the end of the day; we need qualified employees also. At least while we have that dispatch position, seeing that they cannot work as paramedics, still they will be able to affect staffing in that position right now. It will help us out significantly.

Mr. Mannix: When would you expect the dispatcher to leave your department?

Chief Pease: We're probably looking at a year and a half, to maybe three years during the total transition. Right now, beginning Phase One, the police are taking over our Public Safety Dispatch and are taking over EMD, July 1, which is our first step. Our second step is to actually have them dispatch our ambulances and then eventually we will have them take over the full dispatch role. There are going to be a lot of infrastructure changes and policy changes along the way.

Mr. Mannix: You expect to do this in a year and a half? How soon would you be able to get a list in for interviews:

Chief Pease: Yes, conservatively it would be at least two years, maybe more. Again, we've already had them sign. They have their packets but Carrie, we probably have to amend the request because if we are going to do, so we'd open it up for another week for other folks to sign, and then probably a week after that to return their packet. And I think you guys aren't meeting until a week after the Fourth of July. I think that's correct? Depending on your schedule, we'll have yours . . .

Mr. DeBarge: Chief, so in an ideal world given where you are right now, you would be bringing these two on wet?

Chief Pease: It depends if we can get in front of your Board, but as soon as they are done with their pre-employment physicals and qualifications . . .

Mr. Rooney: You would certainly expect in the next four or five weeks they would be in front of us, right?

Chief Pease: I would expect that to happen, absolutely.

Mr. Rooney: Based on what may be your recommendation, we would be hiring someone who hasn't yet completed paramedic school, but I'm less concerned that person as the other person, I don't know the names of them . . .

Chief Pease: The other one that we know so far and again we have to open the list, but he is enrolled in paramedic school and I've had confirmation from the director of the school that he will be starting in September.

Mr. Rooney: So, what happens if the person is hired in between now and September; he or she has a change of mind and doesn't enroll in the basic.

Chief Pease: We are going to have them sign a Condition of Employment saying that we will give them an adequate amount of time to finish their school as a condition. If they fail to comply with any point of the Condition of Employment, we will release them from employment. The only thing being, we're not having a whole lot of, besides a pre-employment physical and all that stuff, there's not a lot of cost for the Town to train them as dispatchers for us anymore. We're not sending them to EMD school; I don't think I have to send them to telecommunicator school. There's still a question I have, but we can work around that. There will be very little investment on our part in training besides on-the-job training. The risk here is probably work as the benefit.

Mr. Rooney: I understand that as there would be a condition that they would complete the school; would there also be a condition that they start school?

Chief Pease: Absolutely, if they don't complete it or never start it. And we will have Town Counsel have a look at it before it is signed.

Mr. Rooney: Given where we are at, it's not the ideal situation but it is a creative solution to deal with what we have. That's my only hesitancy that you've got somebody that has even started the school.

163. Steve Lozyniak – request to become a Registered Republican Poll Worker for the Town of Ludlow.

Motion made by Mrs. Fernandes, seconded by Mr. Rooney, to appoint Mr. Lozyniak to become a registered poll worker for the Town of Ludlow condition upon the Republican Committee's approval. Vote 4-0, all in favor.

164. Massachusetts Municipal Wholesale Electric Company 2017 Join Report.

Motion made by Mrs. Fernandes, seconded by Mr. Mannix, to file. Vote 4-0, all in favor.

165. Chief Pablo Madera, Police Department – informing the Board that Chaplain Doug Fish has retired as of May 18, 2018.

Mr. Rooney: Certainly, under normal circumstances with this kind of request, we would send off a letter of thanks. I happen to think that we should go a little bit beyond that with Chaplain Fish. Anybody who has known him over the years knows that he has been an asset to the Town of Ludlow. I wish him well in his retirement. I have a feeling although I do not know this with certainty, that he has moved out of town. Perhaps we can verify that. Assuming that he has not moved, perhaps we could have him in at a subsequent meeting just to recognize him for his service to the Ludlow Police Department and the Town. If he has moved, perhaps if we could do a citation, sign it and send it off to Mr. Fish.

Motion made by Mr. Rooney, seconded by Mr. Mannix, to send a citation. Vote 4-0, all in favor.

166. Martin Suuberg, Commissioner – informing the Board that MassDEP has created the Recycling IQ Kit to help municipalities' boots-on-the-ground initiative to educate residents about proper recycling practices.

Motion made by Mr. Mannix, seconded by Mrs. Fernandes, to file. Vote 4-0, all in favor.

167. Mark O'Malley, Staff Scientist, O'Reilly, Talbot & Okun – response actions have been performed for the release of gasoline during the removal of an underground storage tank the Permanent Solution with no conditions for Ludlow Country Club RTN 1-20500.

Motion made by Mr. Mannix, seconded by Mrs. Fernandes, to file. Vote 4-0, all in favor.

168. Ludlow Cultural Council – flyer listing the dates of the concerts to be held at the Gazebo during the summer months.

Motion made by Mr. Mannix, seconded by Mrs. Fernandes, to file. Vote 4-0, all in favor.

169. Nicole Parker – letter of interest to become the alternate member of the Zoning Board of Appeals.

Mr. Rooney: Perhaps, through the Town Administrator, I seem to remember we've had a request that was in front of us sometime ago for somebody to be on the ZBA. I think we passed it at that time given the activity with HAP housing Wayfinders? Was that for an alternate?

Mrs. Villano: I think it was for an alternate also.

Mr. Mannix: I believe that someone retired and the alternate moved up to the regular spot.

Mr. Rooney: It may make sense in fairness to the person who had previously applied, and we need to find out whether or not that person had applied for an alternate position. If he did, perhaps we should bring them both in for interviews.

Mr. DeBarge: So moved. Vote 4-0, all in favor.

170. Philip Brodeur – invitation for the Board to attend the Eagle Scout Court of Honor for Ryan Murphy to be held on June 24th at 2:00 pm at St. John's Pastoral Center.

Mr. Rooney: I'll have to get back to you on that, Ellie. I have to check my baseball schedule. I like to go to those. I happen to think I have a game but if I don't, I will get back to you either way.

Motion made by Mrs. Fernandes, seconded by Mr. Mannix, to file with congratulations to Ryan Murphy. Vote 4-0, all in favor.

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171. Anna Lucey, Director, Government Affairs Charter Communications – informing the Board of changes to the channel lineup.

Motion made by Mr. Mannix, seconded by Mrs. Fernandes, to file. Vote 4-0, all in favor.

172. Attorney Michael Schneider – opinion letter on the role of Board of Public Works relative to the day-to-day operations of the DPW.

Mr. Mannix: Mr. Chairman, first I would like to say we need to make sure a copy of that letter gets over to the DPW Director as well as the BPW members. I would also like to say that the morning after the Quarterly Meeting where members of the Board of Selectmen offered their opinions on DPW's meetings, a verbal altercation occurred. Things just blew up the next morning about 7:00 am. I began to wonder what or how to curtail some of those things before something really got out of hand. I think we need to follow through with getting the letters over there, following through with what Town Counsel is saying and following up on verifying if those things are taking place, if any help is needed to implement some of those things that we offer our help and guidance to do those things. I just do not believe those things can continue on as they have. Not even twelve hours later. All of a sudden, we had something happen here. I'm looking more at the future, we, as the town fathers, should keep an unofficial watchdog eye on them, with positive comments, positive reinforcement and a little bit of follow-up.

Mr. Rooney: I certainly agree with what Mr. Mannix is saying although I find myself in maybe a unique position where I think, quite frankly, you are letting them off too easily and I'll say that in mind. Let me go back and deal with a couple of things.

First of all, you mentioned about getting this letter over. As far as I'm concerned, this letter should be mailed individually to each member of the Board of Public Works and to the Director of Public Works. I don't want to hear somewhere down the line, 'I forgot it', I never got my e-mail'. Enough, that's my suggestion; that they each get mailed from this office, a letter to their homes.

Secondly, you mentioned that we just had a joint meeting on June 5th and I won't get into what transpired afterwards because I think it's still open, but I'm trying to be nice in what I'm saying. We are, as a Town, as far as I'm concerned, exposing ourselves to liability with the actions, I'll say generally, that are happening over on Sportsman's Road. I'll leave it that way and when it comes if it comes, it's going to come, unfortunately, in front of this Board. I think we should be sending this letter out; I think we should be bringing them back in. Now whether, and I'll leave it to the powers that be, that's got to be in open session or in executive session. Quite frankly, I really don't care which. But the actions that are going on, on Sportsman's Road, on a number of different fronts is not only an embarrassment to the Town of Ludlow, it is a potential liability for the Town of Ludlow. To hear things that allegedly happen within, as you say, within twelve hours of meeting with them right here at this table on June 5th is absolutely ridiculous. As far as I'm concerned, I'd be looking for the letter to be sent individually to each member of the Board and its Director and looking for them to come back in so that we can address this letter and any other, I'll call it, open issues. I will also say the amount of time that personnel in this building, mainly the Manager of Human Resources and the Town Administrator are spending on issues emanating from Sportsman's Road is unacceptable as far as I'm concerned. I've had it.

Mr. DeBarge: Time and time again. First let me start with this. I like to see this, this is a good start, a small one but a good start; I was happy to read that but I have said before, and Mr. Rooney can attest to this because he thought I was crazy, probably called me a new kid on the block, doesn't understand what he's talking about. I said that the charter needs to be changed because the DPW needs to be put under the Board of Selectmen because they clearly cannot govern themselves and they need to be put under somebody that governs them for them for the protection of the laborers. Because when I talked to those laborers, they don't know which way is coming or going when they come to work because they are being told by one person to do this, another person to do that, and then there's whispers going on between this one and that one and those are usually the managers. They want to come in and go to work. Most of the time the problems come from the managers themselves. That's why, since I've been here, and this is my first term, I have been their liaison. I have requested to be their liaison for my three years. And it has been the same thing. The laborers that I talk to, it's been the same thing. This is a little refreshing but it's not going to get the job done unless we continue to stay on top of it. We, as the Board of Selectmen, by talking, by staying on it, I'd love to hand-deliver them. I agree with the mailing; however, it's done but it's got to change and I'm sick of saying it's got to change. If somebody says that something has to change, then they have got to be willing to go as far as it needs to go to get things better. And that's why I'm saying if this doesn't work, if nobody is willing to make that change, then it's time to start discussing the charter change, because they need to understand that, that area down there has become, just like Mr.

Rooney said, has taken up way too much time. Our manager who could be doing a litany of other things; Human Resources can be doing plenty of other things, then dealing with one department constantly, constantly, constantly.

Mrs. Fernandes: I just want to clarify for people, we often hear, we need a mayor in this town. Sometimes, it's just changing the charter because oftentimes our hands are tied with appointed individuals, with the DPW, the Planning Board, Clerks' s office, they are appointed, and we don't have much control over the decisions, and likewise with the DPW we have no control over that department. Maybe we should have an open meeting and let the people know what the cause of all of this in that department, so they can go and vote. Change the Charter, so there is more control. Getting a Mayor is another option. Maybe it is time to change the charter, until a Mayor is required for this town.

Mr. Mannix: Makes a motion to send a registered letter and a copy of the letter to the Town Attorney and a registered copy to each member of the Board of Public works, as well as the Director of Public Works and request that the Board of Public works come back into the Board of Selectmen as a unity meeting, so we can work together. Depending on what's going to be discussed, whether it should be an open or closed meeting.

Mr. Rooney asking the Town Administrator if any further direction from Board is needed to decide whether it should be held in executive session or not.

Mrs. Villano: Depends on what you want to discuss, some of the items I am aware of and I can pass it along to Town Council to see whether it should be an executive session or open session.

Mr. Mannix: The Director at the DPW is the man in charge. The DPW Board needs to instill upon him, that he is the boss. Mr. Mannix would like to sit down and work with them together.

Mr. Rooney: We are discussing a letter to the Board of Selectmen from the Town Council outlining basically the roll of The Board of Public Works. The Board of Public Works and the opinion of Town Council is to be similar to the Board of Selectmen. A policy making Board. I think that is what we need to be looking to discuss with the Board, because in mind is far from what is happening currently.

Motion made by Mr. Mannix, seconded by Mr. Rooney, voted 4-0 all in favor.

Police Lieutenant Interviews

Sgt. David Irwin

Mr. DeBarge: Sgt. Irwin if would kindly introduce yourself and then make an opening statement if you would like.

Sgt. Irwin: Good evening my name is Dave Irwin, Sergeant with the Police Department. I am honored and pleased to be here tonight to interview before you for the Operations Lieutenant position. This is a moment that I have been working towards and that's to become a leader in this department and to try and positively influence the way the department is shaped in the years to come. I truly believe that I have the knowledge, skills and abilities to perform the jobs of the Operations Lieutenant successfully. If no other evidence, I do some of those jobs now, I was given the time-off approval and entry, department wide and keeping the schedule book updated and out several months in advance so that anyone in the department from the Chief on down can see exactly what the staffing status is on any given day up to weeks and several months out. Recently Chief Madera, my superiors Lt. Brennan, Lt. Metcalfe selected me to become a firearms instructor, I'm currently in that class right now, I have one week left. Looking forward to bringing that knowledge back and training members of the department, I was also selected to become a use of force instructor for the entire department which those two areas I think are two of immense potential liability to the department and I'm personally grateful that the Chief and my superiors entrusted me with that job of bringing the training back. In addition to that, I've studied the job, I'm very aware of what I'm going to have to do in this job, a big thing is supervising the 911 communication center. There is a big change coming on July 1st when the police department assumes public safety dispatching for the fire department and starts emergency medical dispatching. Personally, I think that everyone who is working that job now will make a smooth transition into the job, but I would really like to be there to support them as this goes into effect because I have experience doing that. In my former department I had to dispatch on a fill-in basis, if a dispatcher called out sick they would pick an officer to sit the desk and we were certified in that job, so I do have some experience with that. I know that most are going to

be the canine supervisor that program is very near and dear to my heart, when I was in Longmeadow I put forward a proposal to implement a canine program, the department had never had one before and as the Board is aware big changes like that sometimes take time but within two years that program was implemented and it has been a tremendous success and an asset to that department. Canine is something that is very important to me and I would really like to do that. In addition, really all of the in-service training the scheduling, time-off again that would stay under the operations lieutenant ... for both the department for patrol, sergeants, dispatch that would all be with what the operations lieutenant does and its all really just an extension of what I'm doing now with the time-off entries. And lastly, I would like to say that I think that my Masters Degree has allowed me to further develop my abilities in some of the more abstract less apparent functions, but their still critically important, problem solving, communication, critical thinking those are sort of the less apparent less attractive parts of the job but they are equally important to figure out what the department needs. Thank you.

Mr. DeBarge: Ok we are going to go around the room and ask you some questions. Mr. Rooney would like to start.

Mr. Rooney: Sergeant thank you for coming in.

Sgt. Irwin: Thank you sir.

Mr. Rooney: Let me ask you this, can you give us an example, not mentioning any names, of where you have had to make a difficult decision lets say in the last five months that hasn't been very popular either to an individual or a group of individuals at the department.

Sgt. Irwin: I can't give a specific example along that line because right now my responsibility is to the midnight to eight shift, I work that shift. I have six patrol officers under my command and I can't think of any time where I've had to make a decision on the street something critical where they've taken issue to it, where it wasn't performed properly in the field immediately or there was criticism brought back to my superiors who then came to me about it. I can't think of a situation.

Mr. Rooney: And I appreciate that, let me change the question slightly. Let's anticipate that shortly you are going to have to make a decision that's going to be unpopular with an individual or group of individuals at the department. How would you go about approaching that?

Sgt. Irwin: Thank you I can work with that one more, an unpopular decision, something like that usually is going to be something on the larger scale and I think the biggest way to minimize the problem before it even becomes a problem is to address it with them. Know that change is coming. Tell them that change is coming, give them time to appreciate why you are doing it, why you think it needs to be done and be consistent with it.

Mr. Rooney: What is your vision for the Ludlow Police Department in the next ten years?

Sgt. Irwin: That's another difficult one because this is an interview for a lieutenant, I'm not interviewing for the Chief of Police. My job is to work subject to the direction of the Chief and enforce the rules and regulations and do the jobs that he has assigned to me. I can say that whatever vision the Chief has for the department, it's my job to get everyone moving in that direction as the Operations Lieutenant. I end up being the mouth piece of the Chief to the department and work to make sure everyone starts focusing their energies and moving in the same direction.

Mrs. Fernandes: Why do you want to become a Lieutenant?

Sgt. Irwin: I want to become a lieutenant because I want to be a leader in this department. I have a long time left in my career, it will be in Ludlow. I am firmly committed to this department and this town. My wife is equally committed to the Ludlow Public School system and this town. I have always tried to develop my leadership abilities, as I said, not repeat but I love teaching and I have been selected for some teaching positions within the department right now and to sum it up best the undelivered remark from President Kennedy "leadership and learning are indispensable to each other". I think they go hand in hand.

Mrs. Fernandes: What is the one trait you think is the most important for this position?

Sgt. Irwin: To be an excellent communicator you have to be able to talk to people, all ranks in the department. Again, being the voice for the Chief, getting everyone working together, that's not an easy thing to accomplish because you have forty members of the department all with certain opinions and

certain ways of doing things and at the end of the day all of it has to harmonize and be to the Chiefs approval.

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Mrs. Fernandes: Why do you think you have that trait above the other two candidates that are going to becoming before us?

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Sgt. Irwin: With respect because I am here tonight. And like I said because my career has been focused on becoming a leader and communication is an extraordinarily important part of that. After working for multiple departments I became a sergeant in short order and I'm here tonight. Thank you.

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Mrs. Fernandes: Thank you.

Mr. DeBarge: Mr. Mannix:

Mr. Mannix: How many years have you been on the Ludlow Police Department?

Sgt. Irwin: A little over 4 years, sir.

Mr. Mannix: And how many more years to you anticipate that you may be around?

Sgt. Irwin: Several decades, decades, sir.

Mr. Mannix: And through those several decades you kind of danced around the question I was asking you, but you talk about being, looking at leadership, wanting leadership, striving for leadership, and everything else but when a future question came to you, "well I'm not the Chief, and I'm only going to follow direction". I am saying to you what are you looking at for your future? Decades from now, where do you expect to be, what do you want to be?

Sgt. Irwin: Decades from now I would like to be the Chief of Police. I would like to further develop my leadership abilities, constantly, I am always looking to learn, I'm always looking to exchange ideas and take more advice but, your first question very direct, how many years do you have on, I would say to you though, the experiences about the quality of your service, not the quantity of service and what you do with it. From the beginning I've tried to assume additional responsibilities in addition to those of a patrol officer. I became a field training officer, I became an assistant court officer, I became a sexual assault investigator. All of those positions carry increased responsibility, an increased need for discretion and to be honest my favorite one is the field training officer because you have a direct impact on a new officer. You have the ability to mold that officer into the type of officer you would want if you were their leader.

Mr. Mannix:got his ankle broke for him. You talk about your Masters giving you a lot of direction and helping you a great deal, you have talked a great deal over on things that may be changing, of how you're going talk to people, the only thing I haven't heard you say and something I'm going to put a lot of my own trust and faith in is my education is delegation of authority, very good on other areas, but when it comes to the rank of a sergeant, the rank of a lieutenant, the rank of a chief. How do you feel on the leadership position also having to give up, delegate.

Sgt. Irwin: I am very comfortable with delegating, because I know one person cannot do it all. Law enforcement is a team effort and the department in of itself, one person cannot do any job. The key to delegation, in my opinion is to explain yourself, that's where communication comes in, you have to clearly explain what you're looking for, you have to give clear timetables on when you want things done. You have to make yourself available if they have questions, you have to make them feel confident enough to be able to come to you with a question but also at the same time empower them by saying I trust you to do this job and get back to me at the appropriate time. And that's what I would do for the chief. They talk about the exception principle which is, you don't bother your boss with anything but the most important things.

Mr. Mannix: So true. My last, I'm going to use the expression, simple and easy questions, something that is to my career always bothered me a great deal and was never fully done, never fully enforced. Most people don't jump on the bandwagon, but from a hundred years ago to today, major complaints people have: speeding, red lights, stop signs. My wife makes a joke about Center Street and Rood, the sign doesn't say stop, it says yield because nobody stops ok and to go along with those things ok your in a position of leadership and I'm saying to you and I'm saying true or not true I'm not putting that out there, I'm saying that's not happening, it's a constant thing, not just Ludlow it's the whole the country. What can or what would or what might you do to improve and satisfy people like me?

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Sgt. Irwin: In a situation like that I can tell you what I would do. The first thing is I would say I need more information. So if there is a complaint about, let's take that example. Center and Rood for the stop sign ok, one complaint for it is not enough for us to deliver an appropriate response, we need a little bit more data than that. Maybe that's more complaints, we need to hear more complaints, or we need that person to come up with a little more specific information. When are you seeing this, what times of the day, what days of the week, something like that. Then we can analyze that information that we get, it might be just from one person, might be from many and then we can direct an appropriate response. If it is on the 4 to 12 shift we can put a traffic car at that intersection, an unmarked car that can sit maybe at freedom credit union, maybe parked in a spot at Randall's where no one sees it and do something about it. If its on the midnight shift, well we direct that district officer to maybe pay a little bit more attention at those times. The town in general is not going to stop needing our services, but with more information we can generate a better more efficient response to address that concern.

Mr. Mannix: If I might say, just my own personal opinion from your answers you are not giving me an answer I'm very satisfied with. Those things I mentioned, I'm going to say you know those things are happening and you know those things are happening constantly and they are not being addressed in a manner that the general public would like them to be addressed. And when you say that one person to go out and complain more and that one person needs to go out and find more people to complain on topics that are country-wide and that are constant, and you are pushing back all on us. A lot of it is on you, because you are the leader, and you are the police officer and I'm looking for your obligation to go out and satisfy (me) and when I say me I'm talking about the town of Ludlow, not me as an individual.

Sgt. Irwin: You as the town of Ludlow, you're on the select board you represent the town. I'm not saying were not going to go out and enforce traffic violations unless we meet a minimum threshold of complaints, but I'm saying, like you said, from the start of your career and before, it's the same problems that don't get fixed. I think that someone needs to be brave enough to say, we can't just knee-jerk reaction and fix that problem we need more information. We are not looking to increase the burden on the person reporting the issue, we are just looking for a partnership. We need a little bit more help knowing when is a good time to put that officer out there. Because I can go put an officer out there and you can go check the log, its public information and I can say that I put an officer there for an hour once a day at random times and that may or may not solve the problem. But if I have a little bit more information as to when that majority of the problems are occurring I can provide a more directed response to try and address that issue and satisfy you.

Mr. Mannix: My last comment is, I believe you are the future of the department. I believe you are at the age, education and knowledge of being able to be that leader today, tomorrow and the next day, I'm not going to say right at this moment, yes, I believe you are there. There are avenues you probably need to open up and we all have our little projects that are good, bad or indifferent. In that leadership position, if you have a narrowness in your job, I don't work with you so I don't know, is that way today and maybe the sergeant is this way, but as lieutenant or chief you have to be fully wide-open to anybody and everybody on the street as well as the person on the station, and the person who's working under and over you and I respect you for that. Thank you.

Mr. DeBarge: Sgt Irwin, congratulations for making it into the room, congratulations for being the first interview and on your answers to the questions. I understood what you were talking about. I have a couple of questions for you. Now your department like any other department has personalities, as a lieutenant how would you continue, or begin a positive esprit de corps within your department as jobs or times change?

Sgt. Irwin: I think the best way and the most effective way I can do that is to be consistent, alright a lot of personalities. They view, react to things differently, introverts versus extroverts, judges, perceivers, things of that nature. But the best thing I can do is be consistent in enforcing the rules and in promoting the Chiefs agenda. The Chiefs job is to have the vision for the department and put out the agenda. Its my job to make sure everyone is working towards that. I can tell you from my time as a sergeant, the biggest thing that helped to gain the respect of older officers and older sergeants was to be consistent.

Mr. DeBarge: Ok. Now it doesn't matter if you choose two or three, that why the question is two or three. What do you think are the two or three greatest threats to our community that we should be consistently evolving our preparedness for?

Sgt. Irwin: It would be the opioid crisis and school safety. I don't know any person in town or in the greater community in general who hasn't been affected by opioid addiction. If there is anything we can do to change that, anything at all that can limit the number of people who are affected by it it's a win. That's not the police department alone, although Chief Madera has implemented steps, a pilot program

starting right now in partnership with social workers and nurses to visit homes of overdose victims 48-64 hours afterwards and our officers will provide security for them during that time. I think that's a huge win for the community, for us, and for the health professionals everyone wins by it. The second is school safety. My wife is a teacher in the Ludlow school system, so you can never under emphasize how important school safety is. I will buy into it everyday and twice on Sunday. My kids will be going to Ludlow schools at some point. My wife will be in the Ludlow school system. Every person who I know in Ludlow that has kids in the Ludlow school system is near and dear to my heart. However, we can do that. Its not an easy question to address as far as what you can do. There are many different approaches. Some are as simple, effective and cost efficient, as metal detectors and a policy of, once you leave the building you do not come back in at all.

Mr. DeBarge: You thought about things.

Sgt. Irwin: Yes. Things that affect the community. That's going to be my job from the police departments end as the operations lieutenant end is troubleshooting and anticipating problems like that.

Mrs. Fernandes: What would you improve at the police department? And in the community if you could in your position?

Sgt. Irwin: I would like to improve in the community, right now something that is near and dear to people's hearts is traffic safety right now. I'd like to work with the safety officer and see if we can maybe look at the speed limit zones in town and see if they need adjustment. I think a big part of that would be reviewing our accident data, very easy to do so, based on a computer program that we use, and we can look at the areas in town that are affected and try and do that. I think that benefits both the community and it benefits us.

Mrs. Fernandes: Thank you. Congratulations on being one of the first candidate here. Its never an easy thing to be the first one to take the hot seat.

Mr. DeBarge: Chief

Chief Madera: Thank you. I think I have to emphasize for the board that we are fortunate to have the people who we have coming before us tonight. There is no doubt, that this board, previous boards have selected excellent candidates and you can see that and that you will see coming before you. Again, you have to kind of look at each individual that's coming before you tonight. And just kind of a summation of what I, I have to say that I was instrumental in recruiting this gentleman to come to this police department and I think it was one of the best investments that Ludlow has made. There is no doubt about it. Like Mr. Mannix said, he is the future of this department and we can see that. He is working towards that. Sgt. Irwin has obviously as he has mentioned, he has a Master's in Criminal Justice and a Bachelor's in Criminal Justice as well. He was promoted to Sergeant in 2016. Remember that number because he was appointed a Patrolman in 2014 and that's quite the accomplishment. He has been a Police Officer since 2010, so he has eight years of experience in the profession. Special assignments, as Lt. Metcalfe who was retiring, it was requested, and I will talk to him about who would you see as being somebody being proficient in this position and as a supervisor who would take over as a firing instructor and sergeant was selected and he is completing that particular training in this point in time. He has also been a domestic violence records coordinator and that is a very critical component of what we do. It is one of the calls that consumes an enormous amount of police resources and we have to maintain a constant review of restraining orders, protection orders, harassment orders to ensure the safety of the community and making sure that those are up to date. Defensive Tactic supervisors that's something that is the future of the department. We will be doing our own Defensive Tactics Training internally is where this vision is going and Sgt. Irwin along with another officer, they will be taking that forward into the future. He has also attended the University of Rhode Island, Roger Williams School of Leadership for Supervisors and that's a two-week program and he has also participated in an RTFO program which is the field training of officers which has been instrumental in our department and he has made such a significant impact on the quality of our officers today. Yes, he has had an impact on this department, there is no doubt it. I think to kind of go a little bit more into what this position is about, the Operations Lieutenant position is in dealing in the daily operations of the department. Because of the scheduling, this will be a 4-12 assignment on a Monday thru Friday schedule.

The core responsibility, obviously, the departments operations patrol, scheduling, canine, training, internal affairs accreditation which has become a major part of our departments future and operational services. Any specialized assignments that are that would be deemed from the Chiefs office. I have one question, and I want to ask this question. Its' been kind of touched upon by the Board, but my question to you. If you were selected to be the departments next Operations Lieutenant and as a part of the

departments executive command staff, how do you see your role in going forward in support of the departments mission and leadership?

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Sgt. Irwin: I see myself having to be here at the department in critical moments. I have always made it a point to do that anytime there has been an issue, a bomb threat, and most recent unfortunate circumstances at the Ludlow Central Bakery, the unfortunate events on Sewall Street I was willing to come in, but I was told to stand down. I think it is important to be there as a member of your command staff.

Chief Madera: Very Good. Thank you. I am all done.

Mr. DeBarge: Do you have any closing remarks, Sgt. Irwin?

Sgt. Irwin: Again, I would like to thank you for the time you have given me tonight to interview before you. This has been one of the most intensive and demanding processes that I have ever been part of professionally for Lieutenant. I have taken every opportunity that I had to develop myself as a leader in both promotional processes. I passed with the top score on each one, and I have done better every time. All while in the middle of studying, my wife and I welcomed a new child, thank you, to the family each time. So that has added even more of an arduous dimension to that job, but yes, they are amazing, I'm so lucky to have them and to have their support tonight.

Mr. DeBarge: Did you say arduous dimension?

Sgt. Irwin: An arduous dimension of it. I'm trying to study when it is nice out and when I'm giving them a bottle. Two children under three and doing this has been demanding. I hope it shows to the Board and to you Chief my commitment to this department and these jobs.

Chief Madera: It's been a pleasure. Well done

Mrs. Fernandes: Hopefully you are training them to become future police officers, so we will be all set.

Sgt. Irwin: Mr. Mannix says no.

Mr. Mannix: Great job. Thank you

Sgt. Irwin: Thank you very much.

Sgt. Brian Shameklis

Mr. DeBarge: Next we have up, Sgt. Shameklis Welcome Sgt. Shameklis. How are you.

Sgt. Shameklis: Very good, how are you.

Mr. DeBarge: Alright. Ok. Let's get this thing started. Would you please go ahead and introduce yourself and if you would like, you can start with an opening remark before we get started with questions.

Sgt. Shameklis: For those who do not know me, I am Brian Shameklis, I have lived in town for about 20 years now, I have been with the department for 12 years. I have been a Sergeant for the last 4. I am currently the commander of the Special Response Team. I also manage the taser, and field training officer program, and as you know I am the Chairman of the Safety Committee. I have just retired about 4 years ago now from 20 years of Military Service. I am excited to be here, and I appreciate this opportunity.

Mr. DeBarge: Mr. Mannix would you like to start?

Mr. Mannix: Sure. I forgot where I left off. One of my pet peeves as a police officer of 32 years also a citizen of town and a member of this board, is I have always seen. I have always read, I have always heard that the biggest complaint that most citizens have about a lot of things around town and any place else is, speeders, red lights, stop signs, and things of that type. As I mentioned earlier I use the Center and Rood Street, because my wife yells at me all the time about it. She says the sign doesn't say stop it says yield and if you got a leadership position where you rose through the ranks, Lieutenant maybe even Chief. What can you do or what would you like to do to satisfy a person like myself or I believe a lot of other people in the town of Ludlow?

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Sgt. Shameklis: That's a great question. I as the Safety Officer, I field an amazing amount of complaints, via email or voicemail. Speeding, reckless operation, you name it, everyone has seen it, running through red lights, running through stop signs. One of the things that we are working towards is trying to get some of the speed radar signs, so it shows the speed limit of that area and then there is a radar built inside of it and it actually show the speed. You have seen them in Chicopee I'm sure, if you have driven through Chicopee recently. They are expensive, certainly. We would have to try and buy them through a grant or some other type of way. I believe it is worth it. I think when people see that, oh goodness that's my speed, I don't want anybody to see that, I'm going to slow down. There is definitely a drop there. I think also, we can work with some engineering of the roads, I'm just a police officer, I'm not an engineer by any means, but I think the placement of other signs or changes in the roadway, kind of like what we did with Howard Street. That changes the traffic pattern, I think it makes thing safer in that sense. There is also a program, I haven't forced the Chief on it, I may be stepping out of bounds here, but there is a program I was looking at that are being used in the Western states. A lot of times we end up with people calling and saying there are people doing 55 miles per hour down my street and I look at the street and I say there is no way they can reach 55, but ok. Its called a traffic community watch. What you would do, is get volunteers of the community who are concerned about speed or concerned about their neighborhood. You would bring them in and train them with the use of radar devices that we have at the station, maybe some of our older devices. Then they would volunteer in a four-hour block, or a two hour block to sit in there areas where we see a lot of these complaints, of course they would wear safety vests and whatnot, and use the radar guns to try and figure out if there is actually a problem there or not, without having to spend police resources there. I think that program, although I have some questions, I do have to speak to some of the facilitators in some of the western states and figure out what some of the problems are because I can definitely see some problems there. I think it might have some potential here in town. So those are basically what I think I could probably do

Mr. Mannix: How long do you anticipate you might be around?

Sgt. Shameklis: That is a difficult question. I think I probably have at least 20 years here. At the very least We just had our fourth child, she just turned one.

Mr. Mannix: Oh well twenty-two years of school and a couple after that. You would come up short with twenty.

Sgt. Shameklis: I don't know if I can do any more than 20 just because of my age and such. I think 20 is a good guess at this point.

Mr. Mannix: What I would say to you, like I said to the last candidate is I look at our department now and the Chief has really patted everyone on the back, there is some good young blood here that has given good direction and moving forward and that's what we look for, we sitting here as a Board that's what we look for also. How long have you been on the Safety Committee?

Sgt. Shameklis: Since I put on Sgt., so about 4 years.

Mr. Mannix: Anyone between you two?

Sgt. Shameklis: Yes, no there was a change over between him and I.

Mr. Mannix: No that's a. Ok I'm all set.

Mr. DeBarge: Mrs. Fernandes

Mrs. Fernandes: Why do you want to become a Lieutenant?

Mr. Shameklis: That's a really good question. I always grew up with what my parents instilled in me, wanting to always make things better and leave things better than the way you found it. It was what was instilled in me back in the day and I use that all the way through my professional life and personal life. I always try to make things better than the way I found it. I think that I have enough experience in doing that from my military career I think I have accomplished that very goal with a special response team, I've made it better, the safety committee, the safety in town I think I have also made it better. That's my motivation, is to try and make things better. That way when I leave, it's a better department, better town, better community than we were when I got here.

Mrs. Fernandes: Name one trait that you think a Lieutenant absolutely has to have? Then explain to us, how you have that trait, potentially above the other two applicants that are before us tonight.

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Mr. Shameklis: I think a Lieutenant has to have leadership. A leadership is the key trait I think, especially when it comes to policing or military or anything kind of along those lines. You have to, especially in policing, policing is a grind, it wears on you over time, so you have to be able to motivate Patrolmen and Sergeants and Lieutenants and even Chiefs to continue pushing forward. That's what leadership means. I have roughly 20 years of total experience in a leadership role between my military career and my career here at Ludlow police department. My last five years in the military I was the Operations Superintendent. The Operations Superintendent at my unit directly correlates with the duty and responsibility of the Operations Lieutenant in the police department. I handled the day to day operations, training, budgeting to a certain extent and deployment and most of all leadership. The military is very big on leadership and making sure you have those traits. The military is built on leadership. To me leadership means that you are setting an example and you are inspiring your Patrolmen, your inspiring your employees to do better and become better people and to develop completely into what they want to become.

Mrs. Fernandes: What would you improve both at the Police Department and in the community if you could as your position as lieutenant?

Sgt. Shameklis: That is an excellent question. I think what I would improve the most is our community outreach. I would like to see the department actually go out and spend more time with the community. This is something I learned early on as a Patrolman, and it was reinforced as the Safety Committee. A lot of times of when you have a problem in an area, this almost goes back to your question, Mr. Mannix, we have a problem in a certain area, who knows better than how to fix that problem, or a better idea, or a better understanding of that problem, than the people that actually live there. A lot of Patrolmen drive through, I drive through as a Sgt., sometimes but I just catch a two-minute glimpse of an area. People that live there are the people that know. A great example would be, if we had a lot of breaking and entering, something along those lines in a certain area. I think reaching out to the community, having the community meeting, neighborhood even smaller than community, a neighborhood meeting in the area that is affected, getting input from the people that live there as to what they are seeing, what they are experiencing, what their thoughts are. A lot of times as a police department we default by just throwing patrol there, and I think just to have patrol drive through quite often and that increases our visibility certainly, but I think reaching out to the community would be one of those key things. Along those same lines, I would love to see a Citizens Police Academy. I think that would bridge the gap between our department and the community and there isn't a very big gap here in Ludlow. We are actually very fortunate here in Ludlow, we have residents that are extremely supportive of us and we see it every day. But I think there are some misunderstandings and those misunderstandings can be filled in with a Citizens Police Academy. To go even further, to build for the future, there can be a Junior Police Academy, where it targets high school students, maybe high school students that are interested in law enforcement, maybe just curious about law enforcement. I think that would be a beneficial program, like a week during the summer. They come out and they do a program for them and show them the basics of what we do. Finally, the ride along program. I would like to see more citizens come and actually walk in our shoes for a while. If it is a completely dead shift, you can see what we do on a completely dead shift, as opposed to when we are going from calamity to calamity, and we don't even get to have a dinner after an eight-hour block. I think that would open the eyes of our community members and have them understand exactly what it is we do.

Mrs. Fernandes: Thank you

Mr. DeBarge: Sgt. Shameklis, congratulations for making it into the room. I have a couple of questions for you. Ok. In your department, as in many departments, if not all, many different personalities, wouldn't you say.

Sgt. Shameklis: Yes

Mr. DeBarge: How would you as a Lieutenant continue or begin that positive esprit de corps within your department as jobs and time change?

Sgt. Shameklis: That is a very good question, and there really is a lot of different personalities, and you would think that policing brings a certain block of community or segment of community but really is a cross-section of everyone. So yes, you definitely need to reach out to everyone to build esprit de corps to build moral in a department, it's a difficult thing, and like I said before, being a police officer is a grind and it takes a toll on your soul and your emotional well-being. So, to have the department there to support you is the beginning part of that and I would like to see, I would upgrade our awards and decorations program. I think that goes a long way to. When someone does something well I think we need to be there right away and award them for that. I think all too often, when you make a mistake your

there right away and were telling you that's wrong, and when you do something well, a lot of times, that was good but that was your job. I think awards and decorations are incredibly important. Recognition is incredibly important. I also think that being their support officers when we have a critical incident we have something that, the likes of a stabbing or shooting or something, along those lines, I think having a program, the fire department does a great on this, I would like to see us follow suit and maybe even tag along with the fire department in critical incident debriefs. I think that would go a long way to helping officers recover mentally, emotionally, physically at times from such events. I think that's the very tip of the iceberg of how to bring moral back around. Bring esprit de corps to the department I think this is time to strike while the irons hot because we have if you look at our roster roughly half of our department is under 10 years so really, they're at that point where their excited, their happy to be here their go getters. I'm not saying that anybody above that half is not a go getter by any means. But you can change the culture of the department if so be it now and move it forward in more of a unity, family type of atmosphere.

Mr. DeBarge: Thanks for that. My last one for you is, what do you think are two or three and you can pick either one, two or three of our greatest threats to our community that we should be constantly evolving our preparedness for?

Sgt. Shameklis: Well one that jumps to mind right away is the Opioid crisis. I mean that is devastating, anyone who says that drug use is a victimless crime hasn't been paying attention. I mean not only does opioid use destroy lives it destroys families, destroys bank accounts it leads waste to a lot of things. That's one of things we need to be focusing on right away. As a department, I think we do a pretty good job of that. We really went after the drug dealers in town, and I think we forced most of the drug dealers out of town actually. So now people are leaving town to get their heroin. I think, probably, the answer to that is more involvement in the Hampden County Drug Task Force. Where we are able to communicate with other towns and cities and try to take down the, for lack of a better term, take down the dealers in other cities. I think we also need to treat our users in town, that is kind of beyond the police department I think, its more of like a courts or sheriff's department. Although we do have a new program where we are identifying those users and we are reaching out to them and trying to give them some counseling. As you know, you really need to want to recover, before you can actually respond to counseling.

The second threat that I think threatens our community is the threat of active shooters. If you pay any attention to the news what so ever, its all over the place. I think that as a police department we have done a great job in regard to getting ourselves moving forward. We have a great relationship with the school department, I have been in on a few of the investigations into some of the threats that have been posted on social media to the schools and we work really hand in hand with the school department to take care of the public relations side, the safety side and the investigation side all as one bundle which is outstanding. I think that we need to move forward though, with retrofitting some of the schools that exist now. And it could be as simple as allowing the teachers to be able to lock the doors from the inside. I don't want to go to detailed with this stuff because this is an open forum, so I will leave some details out. As a department, I am an active shooter trainer and we went top to bottom about a year and half ago training the entire department for active shooter protocols, the newest the latest and greatest. We have run several exercises along with ALICE exercises in town, which as you know is to train victims not to be victims. Then, along the same lines as going back to the schools, I'm on the school building committee for the new school and I'm also on the security sub-committee for the new school. We are working very hard with a lot of different aspects of that new school so that it will be the safest in the area by far.

Mr. DeBarge: Mr. Rooney.

Mr. Rooney: Ok thank you. Sgt. Can you give us an example, not using any names, let's say in the last year, where you have had to make a decision that perhaps isn't popular with either with an individual police officer or a group of officers and how you handle that?

Sgt. Shameklis: It's really hard to be vague and not have everyone know exactly who I am talking about.

Mr. Rooney: Well let me stop you, that's a good point. Let me change the focus. Let's assume going forward, you've got to make a decision that you know is not going to be popular. How do you go about approaching it?

Sgt. Shameklis: Well I have found that any decision that you think is not going to be popular should probably involve the people that are involved in the decision. So, if you are changing a work condition or your changing something that your group of officers are not going to like, then those individuals should probably be brought in and have some input into what your deciding, what you are thinking about doing. I say that because, when you do that you are going to get buy in from those officers and they are going

feel like they are part of the process as opposed to just being told what to do. So it will be easier for them to swallow and be able to tell that that's a great idea, that's not going to work because of this, and something your looking at from a 30,000 ft point of view and they are on the road where the rubber meets the road view and it may be something you completely missed, and it would have been a total failure. So, I really think that is the key to it, is talking to those individuals, telling them what the plan is or what the proposal is. You can't give up all your power, certainly, either. You can't say, alright this is what I'm thinking, what do you guys want to do? I mean that works to a certain extent, but you have to also take your authority into account as well. But I think that is probably the easiest way, or the most effective way to put across an unpopular decision.

Mr. Rooney: Sgt. What do you see as your vision for the Ludlow Police Department over the next ten years?

Sgt. Shameklis: I think that we are going to end up growing, I see us growing in size. Only because we have a spike in the amount of calls that we are handling on a regular basis. I think we need more personnel to handle that. I see other threats were facing such as active shooters and school security. Ten years ago there really wasn't a threat to a school. You weren't seeing this kind of thing of Facebook or Twitter or Snapchat. Those might have not existed back then, but you weren't seeing threats like that, you would see your bomb threat now and again. Now your talking about five or six threats a year, so to handle that I think we need an increase in personnel. We are also need to, I also see us diversifying more. I think the DB should probably get larger, I think at some point a traffic division should probably be carved out of the department to address what Mr. Mannix was talking about, the speeding and the motor vehicle situation. That is where I kind of see us heading in ten, fifteen, twenty years. I see us getting bigger and more diversified.

Mr. Rooney: Thank you that is all I have.

Mr. Mannix: Quick question, if I can Mr. Chairman. On your discharge from the military what rank were you.

Sgt. Shameklis: I was an EH, I was a Senior Master Sergeant.

Mr. DeBarge: Mr. Mannix are you all set.

Mr. Mannix: That is all I have.

Mr. DeBarge: Chief.

Chief Madera: I think it is becoming pretty obvious to the Board, you can see the quality of the candidates coming before you. You have a lot of similar responses to some of the questions. Obviously, again, I have to say that I am very proud to see Sgt. Shameklis here as well. I can appreciate how hard it is to accomplish what he has accomplished. There is no doubt that as Mr. Mannix has mentioned before that we are seeing the future of our department coming before you tonight. An estimation of what I have looked at, when I looked over Sgt. Shameklis' background and sure the Board has to but to take a quick summary. Education level, Batchelors in Management, and Associates in Criminal Justice. He has a certificate from Roger Williams University for the First Line Supervisors Training School a two-week program. They bring a lot of the skills back from that and apply them in the position that are in at this time. Thankful for his twenty years of service to the US Air Force. As you can see he has responded he retired as a Master Sergeant, quite an accomplishment. He has twelve years of service, promoted to Sergeant in 2014 and appointed as a patrol officer in 2006. Special assignments, the SRT Commander and that is a large responsibility and that is in making sure of training for our special response personnel and also providing training to all department personnel for active shooter response. It's quite a responsibility. He has assumed the FTO program in manager and supervisor in 2016 and that is a critical part of our department The FTO Field Training Officers program impacts every member that comes into the police department. So, you can see that for years to come. I am thankful for that, for what they do for that program. As you are well aware the department transitioned to tasers recently and that program was a result of the efforts put in by Sgt. Shameklis and his assistants. The active shooter training instructor program continues to evolve, it has been around for a significant amount of years. Something Mr. DeBarge can attest to that, we started that many years ago and it continues to evolve, and it goes through every department member that comes in. Obviously, the community traffic safety officer is a critical position and I think he has done an excellent job in that role as a liaison to the community. His roles with the school department, school building committee and the Sgt. DeForge Fitness Challenge which is something that the SRT has taken upon to participate in support of the community. So, you can see the effort that has been put in by Sgt. Shameklis into his development and his abilities. There is no doubt that he has skills.

I have a question concerning as we move forward. If you were to be appointed, obviously this is operations position requires a 4-12 assignment Monday thru Friday with core responsibility being operations patrol scheduling, K-9, training, internal affairs, accreditation, operational services and maintaining those and obviously that is something the department has embarked on in moving forward in other specialized assignments deemed necessary by the Chiefs office. The question for you is, as part of the departments executive command staff, how do you see your role going forward in support of the departments mission and its leadership?

Sgt. Shameklis: I see me taking on those responsibilities in day one. Getting my nose right to the grindstone and take those pieces and move it forward for the whole department and providing leadership for the department and pushing us to the next ten or twenty years.

Mr. DeBarge: Ok Sgt. Do you have a closing statement?

Sgt. Shameklis: Again, thank you for your time. I know this is probably a really long night for all of you, but I appreciate your time. I'm looking forward to the next step in my career and taking the department forward. Thank you.

Sgt. Daniel J. Valadas

Mr. DeBarge: Sgt. Valadas if you want you can state your name and then begin with an opening statement should you wish to do so.

Sgt. Valadas: I do. Thank you. My name is Sgt. Daniel J. Valadas. I want to say that first, it has been a privilege to work in Ludlow for 25 years. July 19th I was appointed, May 8th of 1990 I was appointed a special and then in 1993 I was given the opportunity to become a full-time police officer. I started the academy July 19th. So, no matter what my endeavors have been, other than my personal endeavors, but my professional endeavors have focused on Ludlow. And at some point in time in my career, even as a young man, I made a decision that we were going to raise a family here and Ludlow was going to be it. Thank you.

Mr. DeBarge: Mrs. Fernandes would you like to start.

Mrs. Fernandes: Why do you want to become a Lieutenant?

Sgt. Valadas: This position to me is an operational position, so I want to take my twenty-five years experience and everything I could possibly think of, train on, that I have done and be a resource for everyone in the police department, most definitely my officers. I want this position to focus on without a doubt, patrol first. I want to support the patrol operations it's a second shift position, it's very flexible. I have twenty-five years experience, thousands of arrests, affidavits, complaints, testifying, whatever it might be. I want to be there for them, I want to help out with whatever it might be, operations itself, the scheduling, the manpower, the recruitment we need to draw in good people all the time I think that is utmost important.

Secondly, I want to help out with the investigations. I have had some experience in that. I want to increase that, I want to help out with the introduction, I think Det. Sgt. Tulik is doing a great job, Det. Kornacki is doing a great job. Det. Richardi, they need help, I want to be there, my twenty-five years like I said, all the experience I have I think you need that in this position. You need someone who is solid right there and the officers know, and that he'll be there for them. If that means getting called out in the middle of the night and I have to go to the most critical scenes there is, I absolutely want to do that. I think I can best serve the department doing that. This is not a position where you fill out applications and you make copies and do filing. This is, your Operational Lieutenant, it should be somebody in my opinion, on the front lines. I want to do that.

Thirdly, training I have had a privilege of being able to do instruction. First in the service, and then I got to do it other endeavors. So, I have been at Holyoke Community College, I currently work at Western New England College for the past eleven years. I have had a mentor in Chief Madera, Chief Madera and I are two state certified instructors and we actually both teach for an outside contractor, professional development contractor. So, we have the privilege of going other places. One thing you learn really quickly about teaching is, especially with police officers, the Chief can attest to this, Pat Rogers, he is our employer out in the Eastern part of the state, he says, police officers in a minute can tell right away if what you're talking about, what you plan on lecturing on for the next three, four, six hours whatever. You better know your material, you better offer something, what are you giving me that I'm listening to you

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for, because I have also been there done that. So, I try to as much as possible, I laugh with my wife all the time and my kids, I think I do more homework now than I ever did. I constantly have to bone up, I constantly, because again if you are going to truly try to offer somebody something, and they are paying you for it, I mean you better offer it. I want to be that as much as possible for the department. And more and more I think we need that in house, we need, it saves on cost when you have your own trainers. Its not easy so people don't do it. I have had the opportunity, with Chief McGowan and Chief Madera to get the certifications, do the training, I want to continue to keep doing that. The outside endeavors, those are what I call supplemental support positions, they are nice, I think it looks good for the town, I think it looks good for the police department, but I'm a Ludlow police officer that's what I do. That's how I make my living, that's what I do. I'm invested, I love my town.

Mrs. Fernandes: You might have answered this in your responses, but What trait do you think is most necessary for this position? Convince us that you have that trait above the other two candidates.

Sgt. Valadas: Justly and honestly lead your people. They must look at you and they know you are doing something that is judicious and honest. That you are doing it for no reason that anyway carries a biased, that carries any kind of malis anything at all, it must be genuine. They must know that you are there for them. I think that is the same way you treat your citizens. They must know, the residents of your community must know, it's a cliché, that you care about them, but beyond that, that everyone in that building, everyone is someone that is vested in you and your vested in them. I don't care who it is, if its Jack the oldest person that walks into the building, to the youngest person I recruit I want them to know that. The whole reason why I keep teaching at the academy is I get to see young officers, it's the most enriching things there is. You see your young recruits, three of them in there now, I think it is awesome for them to see Chief Madera for them to see me and know that I care, that I want to be there for them. I can't be there twenty-four hours a day, but you can be there as much as you can. And when they need something I want to be there.

Mrs. Fernandes: When you said the oldest person in the building, you looked over at Bill is there a reason for that.

Sgt. Valadas: Absolutely not, absolutely not.

Mrs. Fernandes: I said he looked over there, I was just wondering about that. What would you improve if you were to obtain this position in the police department and in the community if you could?

Sgt. Valadas: It's frustrating to be reactive, and unfortunately, we are still to reactive. I can't recall ever having three supervisors on sick leave. Four officers, five officers that don't come into work because they're on sick leave. When you are handcuffed like that all you are doing is plugging holes, you are constantly, every single day we are constantly plugging holes. So, we have officers that are more tired, dispatchers that are more tired, and they are asked to do the duties and hours are allotted for other people and yet they have to and they have to do it at the same standard or better. So, in my opinion, we are still too reactive. How can we get more proactive there are things we can do. Without a doubt, unfortunately, when I interviewed for Chief here four years ago, I mentioned that we have to be ready for those things that we don't have happen in Ludlow, unfortunately those things have been happening. We are in no more in danger than every other community. We still have to be ready for the active shooter, the device, that person that's going to come in, a malicious act or hateful act against someone. Or that a person who is selling something that is so toxic that people go into respiratory arrest and die. We must be proactive and the we can be more proactive in my opinion, we must have officers every single day out there, they must be seen, and they must be interdict. As police officers, our duty is to get people in the criminal justice system in the system. Everything we do provides them the means to be adjudicated later, everything we do, we are that conduit to get them into the system. It's not viewed negatively, to me it's the best thing we do. We can talk to people, we can help people, we can council people, we can mentor people, we can be examples for people, but if our two most auspicious powers are that of taking someone's life or taking someone's freedom I take that very seriously and if you're going to do that you must be able and polished and professional and educated to be able to at the very last moment only when you have to, do that. And as far as an intake into the system. I was just at a Sheriffs meeting the other day, a task force, a opioits and opioids and there was a lady that stopped the meeting right in the beginning, I was one of the few uniformed officers there, myself and Officer Germain, we were the only ones wearing uniforms and she was insulted and upset that there was law enforcement officers in the room. There were DA representatives, Sheriffs representatives and everybody for a few seconds waited, and I asked if I could answer her question. I told her, I said these are medical emergencies, police officers go there, they don't look at the person as can I arrest them, they look at the person likes it's a patient, it's a patient were going over there to help the person. I said these are ... reports, these are, were there like help them and then get the ALS in there, and I said the only that has changed is ok, we have had to do

reports on overdoses before it was more on suicides now we have to do them because there may be criminal intentions, criminal acts that we can investigate later. But initially its not criminal. I dispelled her fears and I was happy to say that afterwards she came up to me and thanked me. Thank you, I didn't want you to take that the wrong way, but I don't particularly trust police officers. I don't particularly trust that you are in here listening to peoples, you know where they live, and that they have a problem. You may intraduct them or use it against them. I'm like, mam, we arrest drug dealers, but we understand that people have problems, and if anything, I think we are there to help them.

Mrs. Fernandes: Thank you

Mr. DeBarge: Mr. Mannix

Mr. Mannix: Sure. You have been a Sgt for how long now?

Sgt. Valadas: 15 years.

Mr. Mannix: 15 years. You are looking for move to Lieutenant. The leadership style that you have now, whatever you may want to call it. What would you, or what could you or what should you change to something different as taking over as Lieutenant of Operations?

Sgt. Valadas: I think particularly with this position we have a lot of younger supervisors and I think at this position they need that stability. If I can offer that, especially on the off shifts, or maybe I have to stay over to the midnight shift. The department has like metamorphized into, we joke about, the older guys, I'm 51. We joke about, there is a handful of people that over the age of 45 or even 40 so its like we are very young. Its just the way it worked out, we are very young so, I think that they need, especially during the off shifts, the nighttime hours, they need somebody to look to and say, you know the Lieutenant will be there for us, the Lieutenant will give us whatever we need. If I can't figure it out I will go look it up. I will find out what to do and I will get done. I think that is what I can provide. Its different, the Sergeant, he is your frontline, he is your frontline, he is jack of all trades, he is doing everything. Honestly, the Dispatchers and the Sergeants to me are the busiest people in the entire department. The dispatcher takes the call, and takes everything, the radio, the call and then the Sergeant is there as like to help them as much as possible. For I to, calm peoples fears, reports and then deal with the things that nobody wants to talk about, but if I can offer help. The other day I went in at 4:00am, not because I wanted to go in at 4:00am, not because I wanted to leave my wife, but they needed help, they needed somebody to come in. I ended up dealing with a man who basically, I can't even say the things that he wants to do to my daughters, and every other officer in the room to their daughters, I can't even say it in here, but I was able to calm him, get him booked, and then get his fingerprints before he went to court before he told us all kinds of other things. But if officers can see me do that, at 51 years old with twenty-five years on, then if I'm gonna do it, then they are going to help me. I'm there so.

Mr. Mannix: How many years do you think you have to go?

Sgt. Valadas: Officer Mayo and I graduated High School together, the law says I have to retire on February 28th 2032. He says if I stay, I have my birthday before his, he says if I stay till 2032, he will wait till that day to retire with me.

Mr. Mannix: He is lying. I know officer Mayo, I'm sorry.

Sgt. Valadas: So, Gerome keeps looking at me going 2032, 2032.

Mr. Mannix: What shift are you working on now?

Sgt. Valadas: I am on days

Mr. Mannix: If you take this position, you are going back to 4-12. One of the privileges of getting promoted in the police department, is you go backwards. So now you are going back to 4-12 as an expression for the rest of your career.

Sgt. Valadas: You did it. You did it, Sgt. I worked for you. I saw you do it every day.

Mr. Mannix: It is always something that you in your position have to think about. Turn around and look at the family, and career, at about where you have been, where your going and then put the pieces together and make the best choice. In your twenty-five years you said in the beginning, you got this position, one of the things you would really like to help a lot on is patrol operations. Well, I have my crazy

little scenario that I love, that nobody else does, but that neither here nor there, alright. Society, citizens, people, myself you work for me. You'll understand once I say what I'm gonna say, is I find and I have always seen and heard and listened to people long before I, hundred years ago when I used to work and I want to say to you, you keep saying twenty-five years, you have been around almost a hundred years there, trying to make yourself younger and shorter. But you have been there forever. No but, stop signs, red lights, speeding in places and everything else is a pet peeve of most and every citizen. And I will say it again, my wife makes, I don't want to say a joke about, she is almost serious about it, that yield sign at the corner of Rood and Center Street. When is that yield sign going to come down. We spell yield in this town STOP. Ok. So, you are talking about operations officers and everything else. What are your thoughts, ideas that you may like to see, not see implement to help satisfy people like myself and to make the town a better place?

Sgt. Valadas: We are in a healthy position, because the town, from when I moved in when I was nine years old till now. It's a healthy growth. I think that is, that shows the town is where people want to go. The developments don't stop, we have more apartments coming into play, we have more businesses coming into town. I think all of that is positive. The flip side of that is, I am not dating you, but again you can remember once there was like two street lights. We have to deal with the traffic, we have to deal with the people in town, I think that we are naive to think that opiates and opioids come from everywhere else and users come from everywhere else and some of these just appear in Ludlow. No, it gets sold here and plenty of it gets done here. What we can do is to, to belay people's fears, is you have to be able to, in my opinion, let them know and that's one thing that I feel that being the public information officer, one of the things I always thought was, people need to know what you are doing. If they just see you, they don't know what you are doing parked on the side of road and I know Mr. DeBarge knows what that's like to. Because, you sit there, and they think all kinds of different things, whatever it might be.

Mr. Mannix: Nothing good

Sgt. Valadas: I know, and I can't tell you how many times in your career do people come up to you and go, people used to commonly just say to you, they don't say it to me now because they see what goes on. But they used to say, nothing goes on, you're not doing anything right, were working construction sites and the guys would be like what do you do, we don't do nothing. I mean for someone to say that now, because they are not paying attention to what's around them, situational awareness right. I think the best thing we can do is to let people know we will take every complaint that they have as seriously and as best as we can. We cannot justify all ludacris complaints. I was on the way here listening to somebody in Methuen, is suing the police department for an OUI arrest and its for a million dollars. I don't know how you do that, in a situation like that because I have never been involved in anything, in my opinion that was illegal. I have never seen it, I've never seen it. You know, people talk about brutality, people talk about race relations and whatnot. I have never seen it in Ludlow. I tell people, I have never gone on duty with, next to an officer even in the military, I have never had an officer next to me, going today I'm going to go beat me up one of them. Whatever that might be, I never, maybe I got lucky, and the service does that to you, Mr. Mannix, Mr. DeBarge you know one thing that the services offers to you is that your standing there in the shower, there is forty people and you have to use six showers, you have a towel the size of a washcloth, does it matter that the person next to you is, what race they are, or what sexual orientation they are. It doesn't matter, you have ten minutes to get in that shower. I tell that to my classes, what does it care, you learn your not the strongest, you're not the dumbest, you're not the smartest, you're not the fattest, you're not the thinnest but you learn that you are all in it together. So maybe I meandered a little bit on that answer, but I think people have to know that you are out there everyday and that you're not looking my next cup of coffee, you know, what I'm going to be doing, standing there playing with my phone. They need to know you are going to take them seriously and that your, when you go there you shake their hand and you look at them and that your paying attention to them.

Mr. Mannix: I Thank you for your answer. Thank you for you input. Tonight, listening to you, the disaster that is striking this wonderful town and everyone around us, the first time I'm glad I'm retired. I have never really said that out loud to much, but things, and I mean this in a positive way, not in a negative way. I am sitting there listening, and the Chief's always said to me when I have seen them on the side, aren't you glad your retired, you know what, I'm glad I'm retired. I'm all set.

Mr. DeBarge: Are you all set. Ok. Sgt. Valadas I have a couple for you. In your department, like many or probably all, you have personalities, how would you as a Lieutenant take those personalities and continue or begin a positive esprit de corps within the department as jobs and times change?

Sgt. Valadas: I think you have to be able listen to every person. When you listen to them they have to know that you are going to make a just decisions. You have to make just decisions, and you have to be just about it, and I think if they know that you're doing everything that you can to understand their issues

and then to help them in some way mediate or mitigate what their conflict is, and if you can't to make a decision based upon what was right. I think if they truly, you don't get along with everybody all of the time, supervisors, your colleagues you just don't. There are different personalities, there are people you like more, there are people you like less, but everybody in there has to work together. I think the service teaches you that. We have to accomplish the mission, which is, we are police officers, you conduct yourselves professionally. I am not going to tolerate something that obviously if its illegal and unethical, but if it is unreasonable, you have to make those officers and that dispatcher, that civilian whatever that's its unreasonable. You can't ask, you can't ask for that to, for your one consideration, to be that's it. If it infringes upon somebody else, when everybody else is trying to do the best that they can. So again, I'm going to listen to them the best I can, try to make the best just decision that I can. That is the best thing I can say Mr. DeBarge.

Mr. DeBarge: Ok. What do you think, I put down two or three, so pick two or three. Two or three of the greatest threats to our community that we should be constantly evolving our preparedness for?

Sgt. Valadas: The Chief and I were talking about this recently. We have some issues that are coming up, in this state particularly. One of the ramifications we are going to see, the National Highway Traffic Safety Council estimates that for the past five years, four or five years, drugged driving, has outpaced drunk driving nationwide in states that have taken the next step from making marijuana semi-legal and progressing it forward. The specific issues we are going to deal with, there is going to be a day. We are already seeing increased drug traffic, and I'm not just talking about opiates but pharmaceutical diversion and other substances. And situations where there is only the drug or the substances and no alcohol. What are we going to do when that is a motor vehicle homicide and that is a serious injury. We are trying to be as proactive as possible. The Chief has increased training tremendously. There is a specific training A-Ride and there is interdiction that we can do. Where officers can take, there is not only, they use narcotics interdiction class, usually two to three days, the A-Ride is two days, every trooper gets A-Ride. Its an advanced detection system, its not necessarily DRA but it at least gives your officer better tools. We have forty officers, 30 patrolmen we have sent two. We must, we must increase that ability we must increase our tool box because that is going to happen. Its not a matter of if, it's when. Twenty-Two thousand people, fifteen thousand registered cars and our streets aren't less conducive to traffic. We are going to have that. We are going to have the distracted driving we already have that the devices have changed everything. So, I mean, that right off the bat.

Mr. DeBarge: Did you say drugged driving?

Sgt. Valadas: Drugged driving. Even more than drunk driving.

Mr. DeBarge: So that's One.

Sgt. Valadas: Drugged driving is One. Definitely an issue and in Massachusetts, the law states that you have to try to show drugged driving, what they are on. It is a very very restrictive standard. How can an officer, again, even an EMT are using whatever training they have A-Ride or DRA can be specific as far as it being an amphetamine, barbiturate, some type of hallucinogen whatever it might be. That is an extremely difficult bar to cross and Massachusetts will be dealing with that over the next few years. Now on top of that I also feel as if we have our traffic issues and opioid issues.

The Opioid issue is something that, the reason that this is obviously becoming so much more deadly than it ever was before is because your using a substance that is basically an analgesic, so you do surgery with it people go into respiratory arrest and let's face it if you can't reverse that you're going to die. This is not an amphetamine, this is not meth, this not coke this is not what other parts of the country are saying. I think personally, you draw the correlation between the high level of heroin and fentanyl in the Northeast because of the fact that there is so much pharmaceutical diversion because there are so many hospitals and more population, more university hospitals. People go there for care they get prescribed these things and you end up with a problem. Did the pharmaceutical companies know, they certainly, my wife being a nurse, these are anesthetics. These are the things they give patients for people who have surgery. So to deal with this deadly problem we must take the precautions not only for the safety of the officers, with the precautions of the breathing, inhalation and whatnot, but we must be able to interdict and again, that's where I come back to. The best thing the police officers are able to do is to interdict, seize what you can get, go after the sources if you can and you must get people in the system. And I am not even saying for convictions, I'm saying get them in the system, get the help they need and I know the Sheriff, the Sheriff's started at the jail when I did, that he is going to offer every service that he possibly can. I think when you do that you bring down the barriers between your social agencies and your police officers. This is a unified command, a unified battle this is not one faceted, one agency, one venue can do this. This is everybody together.

My last issue is school safety. My personal opinion, four children going through the school system. One graduated, my daughter Bella, my son's going. You have a resource, there is training that we can do. Alert training, tackle training, single officer response we load quickly they are done in minutes. I know Mr. DeBarge has a lot of experience in this. They are done in minutes. You must be able to have your asset there. In my personal opinion, if you want to secure the schools its an officer in every school. You have the platform there you have your tool there. We even have the system where you can your rifle system available to you in the locked cruiser. Now again, there is some cost to that. You have to have the cruiser, you have to have the rifle there, you have to have the officer there. The training is minimal. A single officer response training, like a flexi-training is five days. But its' one officer, you go in the building, you go and encounter, all the statistics lean 70-80% these happen quickly. You must bring that force in, and I think there is a deterrent effect when they know there is an armed officer there. You can't leave the school out, what about my kid and East Street School and my kid, you can't leave the school out. You can make an argument about a private school. But again, if you want to secure the schools, you have to have an officer there with all of his tools, everything that he has, everything that a patrol officer has must be available to him, he stops the threat. As soon as he hears stimulus, he goes to the threat. I think, my opinion, that's how, that's the best thing you can do.

Mr. DeBarge: Ok. Mr. Rooney.

Mr. Rooney: Thank you. Sergeant, a while back you did the job for six months as Lieutenant, tell us what you learned from that in two ways. Number one, what things do you think you did well? What things do you think you need to improve on should you get this position?

Sgt. Valadas: I wanted it to be from before. It was a position four years ago, it was an acting position almost like half vested, obviously, I gave it everything I could. A little bit of a learning curve, because there was no second shift Lieutenant. So now suddenly the Sergeant, all these years of working by yourself, now you have another officer in another office, that by the way he also out ranks you. It was different to work with a Sergeant, and in a way I tried to make it like, you know we were in a partnership together. When you need help you let me know and I'm in. Whatever you need me to do, you want me to take command at the station, that is fine you want to go out, you want me to go out, I will go out. I want to make this operations position without a doubt, something that, when Det. Sgt. Tulik, Det. Kornacki, when they need help, I want to be there for them. At the most critical scenes, you know, we will work with State Police investigators, we will work with whoever else shows up, I want to be there. I want to use my experience that I have.

What could I have done better. Because it was a position, Mr. Rooney, that was kind of so much up in the air. You have to take the exam, I wasn't vested in it. I didn't get to get that active role that I would have liked. And then loosing it was one of the toughest things I ever went through.

Mr. Rooney: What is your vision for the Ludlow Police Department in lets' say the next ten years?

Sgt. Valadas: We must maintain, and we have already started that standard with the Chief's initiatives on the communication system. The initiative with Lt. Brennan on getting a set of policies, which in my opinion, its practices, it's what you do. It gives you a base. Now we must make every single officer perform as professionally as possible. Give them the training that they need, give them all of the tools possible that can handle. These officers in the academy receive a wide-range of training. You know, everything from terrorism to fire arms to ALS. There get so much training and when they get to your department they have this huge tool box. You have to make that, you have to make them good at the tools and if you can explain the tool box further. Give them A-Ride, give them active shooter, give them DRE, give them everything they possibly can. Use their motivations, you are going to have officers that are more motivated than others. It doesn't matter, you are only as strong as your weakest link. You know the military aspect of it, your strongest as the person in the building that performs, make that person perform as high as he can, and then use that and everybody else, make them better with whatever they have. I also want to say to you, Mr. Rooney, I would love to see the department be fifty officers. We could use more resources, we could do more things, we could get ourselves involved in a lot more than what we do, but again I understand. I live in town, its not easy, we have a lot of demands and that we have to be understanding of that. I know Chief Madera is very understanding. I think he has done a great job.

Mr. Rooney: Thank you sir.

Sgt. Valadas: Thank you.

Mr. Rooney: I have one last question. You can only answer it in one word. I don't want to hear multiple words, one word, I know that's hard. One word.

Sgt. Valadas: Can I talk with my hands

Mr. Rooney: Who is your choice for the world cup?

Mrs. Fernandes: It better start with a P

Sgt. Valadas: Portugal

Mr. DeBarge: All right Sgt. Valadas, if you want to make a closing statement before we go the Chief. That's alright we will go to the Chief.

Chief Madera: Thank you I appreciate it. Again, I think I have to emphasize the quality of the personal that you have seen tonight. There is no doubt that you all have witnessed the future of this police department and couldn't be more proud to be a part of this it is a milestone in my career to get to this point. I am going to summarize a little bit of what you have heard already, but to kind of re-emphasize education wise, Sgt. Valadas comes with a Master's in Criminal Justice Administration, he has a BA in Political Science/Criminal Justice and an Associates in Law Enforcement. He is also a certified EMT and an NBT training instructor, which is ... police training council, he teaches at police academy, and trains new officers. Twelve years of military service as a military police officer, his honorable discharge as a Staff Sergeant. Police experience, twenty-eight years. He gave me twenty-five if you include the three years as a special police officer. Appointed Sergeant in 2003, appointed Patrol in 1993 and Special Police Officer in 1990. I think that there is no doubt, that investment that was made back in 1993 has obviously paid for itself today and you can see that with the Sergeant appointment. Special assignments. One of the areas is a Special Police Commander, that is like running another police department. He oversees the recruitment, training and oversight of approximately twenty-five special police officers. This is a very important group to the department, it helps our police department in times of need. They have to maintain the same level of training that our police officers would obtain through the regular sworn academy and their in-service training. It's imperative, when your doing training for forty sworn officers you still have to maintain the twenty-five others, so we are talking approximately sixty-five police officers that you are responsible for making sure that they have all of the same training and that they meet state standards and that is something that Sgt. Valadas has undertaken in the last few years with the utmost professionalism and competence. There is no doubt that that group would not be where it is if it wasn't for his leadership in that role. He is the public information officer which is a position that we evolved in 2013 and he was critical in its development, going to the training. The demands of it, its not like you can go home, I have seen him posting items at 12:30 at night. Things will pop up on my phone. His constant communication, so those phone calls come in and he is there doing that job, and he has been doing it well. I think more people know him better than they do me. That's the role of the public information officer of the department. He represents the department and the town, and I think all of you have seen that. The FDO program. He in 2013 brought that program forward and I thought that was the best thing we did for our department. There is no doubt about it. The body of personnel, the seventeen new police officers that you see have been through that FDO program, and it shows. It shows in the quality of the police services they provide there is no doubt about it. That is one of the best things that we brought into this department. That was started by Sgt. Valadas and overshot into approximately 2016 and we turned it over to Sgt. Shemkelis and provides support when its needed. The departments training officer, he has been doing that for years. On and off, but mainly as the FTO Officer and also as the liaison to the Special Police. That is a critical component, if you saw the packets that came before you and the amount of training that has to be done and maintained on a daily basis. That is not something you just do every once in a while, its daily, every day. That as well as our ... instructor and supervisor which is basically our breathalyzer machines, infectious control,officers. So there is a lot ofthat you see and this kind of runs amongst all of our supervisors. They still run shifts, which is, you know, and then we ask them to do everything else that you see before you. I think his answers and I think that you saw were in depth and to the questions and it still flows as you saw with the rest of your candidates that there is a good foundation amongst all of them. Their knowledge and what's going on in the community and what they think needs to happen to have this police department to move forward. I couldn't be more proud of that fact that they are all at that level. But again, I think you can see for itself here. I emphasize with all three of the candidates here, we are very fortunate to have these people come into this room and come before you tonight. Thank you.

Mr. DeBarge: Ok

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Chief Madera: I have one question left though. That was it. Obviously, if you are appointed Operations Lieutenant, it is a 4-12 assignment, its Monday thru Friday. Core responsibility obviously, is the Operations that includes, patrol scheduling, K-9, training, internal affairs, accreditation, operational services, accreditation is the core of our police department today as we move forward and any specialized assignments that are deemed by the Chiefs office. One of the things that I have asked every candidate tonight and as part of the departments executive staff, command staff, how do you see your role going forward in supporting the departments mission and its leadership? Your role in that.

Sgt. Valadas: Trying to keep our employees as much as possible in believing in what were doing. And Chief, you set the mission, and I think the job for myself and Lt. Brennan is to execute that mission as smoothly as possible and I think we can do that.

Chief Madera: Thank you. That concludes it, Mr. Chairman.

Mr. DeBarge: If you have a closing statement.

Sgt. Valadas: Thank you. Thank you to all of you, I am a little long winded, but I love this town so. This is where I plan on staying and again thank you, I appreciate it.

Mr. DeBarge: All right. Thanks very much. Thank you. All right we are going to take a five- minute break.

Interview for Sergeant

Officer Sean Knox

Officer Sean Knox: I came back served was in the Reserves, that's when I proceeded to obtain my Associates Degree and then I went onto work to become a police officer, which you know took up some time, but my goal has always been to go back to school, especially if I want to keep on continuing in this path and any other further promotions, that has not slipped out of the back of my mind.

Mr. Rooney: You are currently acting Sergeant.

Officer Knox: Correct, yes.

Mr. Rooney: And so, can you tell us the things that you do well in that position and what things you think you need to improve upon?

Officer Know: Um I feel like I am pretty well organized, I sit with Sgt. Gilrain, and every morning he comes in and his desk is neater than it was than it was when he left. He can tell I am kind of a neat freak, you know, I think that's my upbringing through the military. Its kind of kept me dress right dress. Some people say I'm a little OCD I don't know, but I feel as though I am pretty well organized and get through the tasks during the day that I need to get to that need to get done. On the same token of that, sometimes I maybe over analyze or loose a little bit of focus on one task and jump to another task, eventually I will finish the first task I started, but hey look bubbles and I will go to this task and I will finish it, but I get back to it, but I think that's just a little bit of experience comes with you know, trying to maintain focus on one thing and then get to the next thing you need to get to after that.

Mr. Rooney: Either in the real life or a hypothetical situation, if you've got to deliver or make a decision that you know is going to be unpopular with a particular police officer or a group of police officers. Tell us what your leadership style is as to how you would approach that?

Officer Knox: Really just talking to them like you would want to be talked to back. I have had to make a few, its very unpopular to tell the guys they have to stay after their shift especially when the shift is short. But I think, you know, if you get down to know the officer at a personal level the message comes across a little bit better. As opposed to a direct "you have to do this" or you think you can maybe manage to do this for us. I think knowing your officers and the people that you work with at that personal level helps tremendously in delivering a message that is just not going to go well with anybody.

Mr. Rooney: Thank you

Mr. DeBarge: Ok. Are you still acting now?

Officer Knox: I am

Mr. DeBarge: If I call you Sgt. Knox that will be ok?

Officer Knox: That is perfectly ok.

Mr. DeBarge: Now your department like any other like I have said three times already, four times already, has many different personalities. Now how have you if you have run into this or how would you begin or continue to keep a positive esprit de corps within the department as jobs or times change?

Officer Knox: I think that goes back to little bit of what I just explained to Selectman Rooney here, is just getting to know the people. Everybody has a different personality everybody seems to do things differently. Being in the police world everybody's got that type A hard-shell and sometimes it's hard to break through. You have your generation swings too, where people, sometimes to get a message across now it's easier to text them, they might take that better than you know face to face conversation. I think you have to understand all of those avenues as time progresses not just stay particular to the way you do things. You just have to understand how everybody else does things because its going to different. To be social able and just get down to what they understand and what you understand I think that just goes a long way.

Mr. DeBarge: Now what do you think are the two or three greatest threats to our community that should be constantly evolving in our preparedness?

Officer Knox: Ah I would say school's safety is paramount nowadays, we see the news its happens. Its unfortunate that it happens but I have thirty guys back at the station and most of them have kids in the school systems, they have been brought up in the systems, my wife is a teacher, my daughter will be in the school systems at some point. No one wants to see that happen here. And I think we all realize that they are a soft target and things need to change with that. So that I think would be my number one, right after that we have a drug problem. Most notably, opioids. That needs to be somehow correct to. That's a huge issue, not going away and what really comes after that is I think would be my number three is property crimes. We all know that opioids however it happens, they are now at the bottom of the barrel and most don't have money, so they resort to breaking into people houses, stealing things. I know when I was in the detective bureau for the few years that I was there, that was, we were just inundated with those, we just can't keep up with it. They have to make their money somehow, they break in they steal they go to pawn shops and they get their twenty dollars or forty dollars and get their fix. So, I really think those three are paramount. My mother had her house broken into twice, since I have been a police officer. I don't think there is no greater feeling, I would say that its not a great feeling watching your mother lose all her heirlooms to someone who is trying to score. So, I think really, those three are probably our biggest issues that we need to really crack down on as a community to take care of.

Mr. DeBarge: Ok. Thank you. Mrs. Fernandes.

Mrs. Fernandes: Why do you want to become a Sergeant:

Officer Knox: Ah you know I have had a great opportunity here in the Ludlow Police Department. They have given me some great training values, they have sent me to some great schools. I think it is the selflessness in me that wants to give that back to the guys to may never go see it. May never have the opportunity to go to the trainings that I went to, to do the things that I have done, being in the DB, that's a spot that most people don't get to go and being in there brings up a whole gamut of different avenues and you see policing in a different way. If I can give that back to a few of the guys I think that is great. Not to mention me, if I was so fortunate to get the position and now it opens up an avenue in the Detective Bureau for someone else to get in there. If I stayed there and took it and just said, this is where I want to be, weekends off sounds pretty good, 5 and 2, you know, someone may never get that chance so I feel like I have had a good opportunity and now its my turn to give back to they guys in the community and not hold onto what was so great, and let someone else have that opportunity to do it.

Mrs. Fernandes: Um, what would you improve at the Police Department and maybe even the community in this position if you could?

Officer Knox: I would really like to see a better community partnership with the guys in the street. I think we do a good job with it, but I don't think we go out and shake hands enough with people. Just getting out there and knowing the community, walk downtown, stop at a couple of stores, say hey how is it going, is there anything we can do for you, any issues we need to work on. Just to get out there and to talk to the people. I am a member up at the country club and there is nothing more than I enjoy is going up there

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and just talking to the guys going out playing eighteen holes and they tell you their problems, you tell them your problems, and everybody has a great day. So, I think that might be beneficial just to get back to the old, get down their kissing babies and shaking hands.

Mrs. Fernandes: I think that is it.

Mr. DeBarge: Mr. Mannix.

Mr. Mannix: I just have a couple of short humorous questions. I will be very easy on you, the toughest question I am going to ask, is I had three people coming in here looking to be Lieutenant, they all wore dark suits, you come in here you have some color you have some flare, now what is it between Sergeants and Lieutenants

Officer Knox: laughter I don't know yet. It must be in that test that they took, not sure.

Mr. Mannix: How long have you been acting Sergeant now?

Officer Knox: Oh geez, ah, a rough estimate I would say probably right around the six-month mark is probably accurate.

Mr. Mannix: When you became our acting Sergeant, um, what was the thing that bothered you or that you faced that you would say to yourself, why was it happening, and really didn't have an answer for?

Officer Knox: As far as...

Mr. Mannix: Anything within the department.

Officer Knox: Anything within the department. That's a good question, especially with the Chief sitting right next to me. You know I think there was, you hear a lot of talk, everybody talks to everybody else, and some people work harder than others. There always seems to be a disconnect and why that is. And why it wouldn't change per say. Like this guy would issue a hundred traffic sites and this guy would only issue two. You know, where is the happy medium. So I think that, you know, is it the person that, is it their work ethic or is it the department not being aggressive enough to say hey can you do a little more traffic for me, I mean you know its in your job description, can you just write a couple more tickets, or whatever it may be, answer more calls do a little more reports, write a longer report, whatever it might be. So, I think it's trying to get everybody to work equal opposed to one being up here and one being down here, where everybody should be kind of in the middle as a team. It should be a team effort to get the mission accomplished.

Mr. Mannix: Ok. Well myself I'm not looking for everybody equally. I like your answer to the point of trying to instill more into some people, not take less away from it. Now your going to be that guy. You are going to be that guy in charge of quite some time. Your leadership, style, quality is going to put you, as an expression, on the spot now. So now you are going to have to do that with some degree of resistance and some of these people you have played with for a long time now you're the boss. So, when you get the new guy, two or three new guys, on your shift that you don't even know, and you've got your golfing partner on your shift that you goofed off with for four years when you were working the midnight shift, sorry Chief, now you're the boss. What's that going to mean to you?

Officer Knox: You've got to get it through. You can't just let it bypass, if its an issue you had in the past, you to try to fix it, however it comes across. Whether you just say hey, let's go, I will go out there with you to write some tickets, let's work a little bit, let's work as a team. I am not scared to go out and do it with you, if that's what it takes. Again, it goes back to just knowing who you are dealing with, who you are talking with. Maybe it is an issue, maybe he is not trained properly, and its just something he is missing that you're missing, and you go out there together and you find a happy medium and the next thing you know he is happy and he is progressing, and he is doing what he is supposed to do.

Mr. Mannix: Part of that answer you gave is, I respect it tremendously the fact that, if need be I will go out there with him and heaven knows too often we miss that. Sometimes as a Supervisor or something else it just, go out through leadership, through friendship through direction, you hope it never comes to that direct order, but the other thing is I made the comment, you are looking for a promotion, you have a pretty good job now and if you went back as a patrolmen, as an expression, you would have a real good job. You would have an opportunity of maybe working days and maybe five and two. But now your going for a position that's, your gonna go backwards. You could be backwards for a long time, long time. For some people it's a year or two, for some people it's like fifteen years. And then if your goal is future

advancement, once again, you go backwards. Its something that's, I'm not going to say you really put a lot of thought into, but something that going to bite at your mind, and what you come up with a conclusion to your answer that's going to reflect back down on everybody that works under you as well as the leadership above you. It's a big crutch to carry.

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Officer Knox: Trust me it's a hard position to take, I have a family, I have a two-year old daughter, my wife works days which is nice, it's convenient for the work schedule. Me going back to midnights, you know I contemplated it contemplated it, but I didn't take the test three times in a row to not pass it. I put a lot of effort into the last one, I knew it was coming down the line if it happened, if I was so lucky to get this position. I think it comes back down to not being selfish. I have a great position, but you know what now, someone else can have a great position. And I can move forward and maybe, my path leads me back into the detective bureau as a sergeant or if we have another lieutenant's position or whatever it may be. Or maybe I just work down the days on Sergeant and someday I go back 4-12 as a lieutenant. I have thought about all of those and I really dug deep down inside and said I can't be selfish, this is the path I choose, and this is where I am going to go with it. Whatever comes at the end, I hope for the best and I really hope I can progress even more, whatever avenue it takes, Lieutenant, Chief, Detective Sergeant whatever it is. Unfortunately, the police world is not easy, it's not an easy shift, it's not an easy schedule.

Mr. Mannix: I will leave you with a little humor. I have been married for fifty-two years, my wife worked for the school department for twenty-eight years. I worked nights twenty-eight years, how did we last fifty-two years? She worked days twenty-eight years and I worked nights for twenty-eight years, there are some things that work out. And she is listening, don't worry, she's watching tonight. I am all set Mr. Chairman.

Mrs. Mannix: She is saying the same thing.

Mr. DeBarge: Chief

Chief Madera: Just a quick summation, educational wise, Associates in Criminal Justice, certified as an EMT, as you are well aware, 17 years of service to the US Army as a Staff Sergeant, 11 years as a Police Officer, promoted to acting Sergeant 2018, appointed to the Detective Bureau in 2016 and appointed patrol in 2007. His special assignments are SRT Team Leader, FTO, Field Training Officer, narcotics investigator, and also participates in the Sergeant Forge Fitness Challenge that department participates and supports. Again, Sgt. Knox, even in his acting role, has stepped up to the plate and that was a big request going from being a detective to then ok I want you to be the shift supervisor. We gave him a little bit of training, with Sergeant Gilrain, and he adapted quickly and well, and has done an excellent job. I think we have been talking about the fact that possibly going back to midnights sooner than later, he is prepared for that and with that in mind. The Sergeant position is a 12-8 assignment, and you understand that. Obviously, the responsibilities, core responsibilities, shift supervision schedule, and training, and specialize assignments as deemed by the Chiefs office. I do have a question, to conclude this and that is. As part of the departments line command staff, how do you see your role going forward in the support of the departments mission and its leadership?

Officer Knox: Well I mean, whatever is delegated down from the top, whatever policies, SOPs or where ever our department takes us in the future, is what I have to push out to the patrolmen and that's what I will do. I will do whatever it takes to get the mission accomplished at the patrol level at my supervisory level. That's, dive right into it and take care of business and move forward with the progress of the police department of which I can see over the next ten, twelve years progressing even more than what it is today. I look forward to that opportunity.

Mr. DeBarge: All right, Sgt. Knox if you have any closing remarks.

Officer Knox: No I just, a thanks for the opportunity again, I know its been a long night and the Board probably wants to get home to their family, they still have a little more work to do, so thank you again for the opportunity and should you need any from me you know where to reach me down at the station. So, thank you again.

Mr. Mannix: Take care of yourself.

Mr. DeBarge: Ok. Chief.

Chief Madera: I think, first hand we have to look at the Lieutenant's position appointment.

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Mr. DeBarge: This first one we are going to do, yup. Is there any, um, is there anything that you want to say about that?

Chief Madera: I do. I think there is no doubt that we have good candidates that came before the board tonight for the position of the Lieutenant. I think they all have their qualities and skills that will offer the department going into the future. I think the department is going to have to, as we look at these individuals that came before you tonight, as the town as looks at it. I think you have to take into consideration the level of experience, the years of service, and what they bring to the table. I think one of the biggest concerns I have always had in any position that I have asked the Board to support and appoint is the preparedness of the individuals coming into that position. I think you can see that from Sgt. Valadas, Sgt. Shameklis, Sgt. Irwin. They all have done a lot to prepare for that role. I think as a supervisor and knowing as a supervisor and as being a Line Staff Supervisor, a Lieutenant, Chief of Police, on the job training goes a long way and the Lieutenant's role today you have to be prepared it is not a learning role. It is not a job to take and become, to go to that level. I think you have to bring that to that position to get there. I strongly support the Board looking at the level of experience and the years of service and what they can bring to that position. I don't doubt that these individuals are all capable, but I do state, and I'd look at the level of experience that they bring to the job. This is not a job where you can come into and train for what needs to be done, you have to bring that experience with you. You develop that through years of service. I know what I had to go through to get to that position myself as a Sergeant. I knew what it took to get to the position of Lieutenant and achieve the position of Chief. So, it does take a lot of time to get there. I would support the Board's choice, but I recommend that they strictly look at experience and the level of service that the person brings into that position. So, I will withhold any more comments at this point, to see the Board in which way they want to go.

Mr. DeBarge: Ok. Ladies and Gents any comments?

Mrs. Fernandes: I agree with the Chief that, I have to compliment you because, very difficult we have, it's not difficult, tonight is actually not difficult, but we have three candidates for this position and the training and preparedness that obviously you and the police department have given these people really speaks highly of the department, and makes me feel proud of the Board of Selectmen member to be interviewing these individuals. They all offer something, you know, we one that still has a lot of youthness and probably needs a little more experience for this position in my opinion but has the ability in the future, you know, to be a Chief. You just have to keep going at it. But I thought you probably need a little more experience, Mr. Irwin for this particular position. Very intelligent, presented yourself very well, but then you had two other amazing candidates tonight and both very different. You have Sgt. Shameklis with calm, very cool and collected, he commands respect I know him very well, in his calmness, he commands a lot of respect. Then you have Sgt. Valadas, who really is a candidate for Chief. He has really stuck out to me for this position. It started to me, when he first entered the room, he sat down and already sat in the middle. All three of you guys, when I asked what trait is most important for this position, all three of you guys said leadership. He just immediately showed that, not that the other two don't have it, but he excels in that, in my position, in my viewpoint. As I said he could be a Chief already and I think he would be amazing for this position, not to say that both of you aren't. You guys are very well qualified for this position you just happen to be sitting with somebody who, at least in my opinion, is almost over qualified for this position. I always say, sometimes you can be the little fish in the big pond or the big fish in the little pond and it all depends upon who is with you in that pond. Tonight, you just, you guys, in my opinion, had a candidate that I think could be, that was outstanding for this position and could be the next Chief. His honesty, his genuineness, all of you guys have that by the way and that's a real, it's amazing to have so many people in our department applying for high positions that are so qualified. But in this situation, I think Sgt. Valadas probably really excelled in that, and his passion that came through, oh my god, it must be the Portuguese thing. But just the experience he had, both of you Sgt. Shameklis had the experience, but you have been there, training, I think that training experience you had is tremendous for this position. And very difficult between not that again, I think in a few years you are going to be in this position. But I still think you have a few years to get that experience that you really need in this. Sgt. Shameklis, again if you didn't have Sgt. Valadas here you would be my next candidate, but you did have him here tonight. In my position I think he would probably make the best candidate for this.

Mr. Rooney: I came onto the Board of Selectmen in 2008. I have said it over and over again, in those ten years this is the most important job we do. In terms of appointing police officers, patrol officers and then obviously supervisors. Certainly, at a patrolmen's level we're selecting somebody in giving them a gun and asking them to protect us. There is not a more important job and again, I have said it over and over again in the ten years I have been on the Board of Selectmen. It is the most important job we do. I have to say, I can't remember maybe there is one, I don't know, I can't remember an instance where the three candidates going for the position are as close as the three of you. Um, again maybe somebody can point out an example to me over those ten years, but I truly think this is the closest because of the quality of

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candidates. Um, obviously, whatever I say, whatever we do, and you know one person is happy, two people are walking away perhaps, disappointed. But, so I will start with Sgt. Irwin. I keep searching that transcript looking for a B, somewhere there has got to be a B. I can't find it. You know when you look at Sgt. Irwin, on paper Summa cum laude for his Bachelors, Summa cum laude for his Masters. Number one in his class at the academy. But it is more than just what's on paper. Certainly, you have shown a leadership that is, I have to say amazing to think that you have been in this position in Ludlow for two years, as a Sgt. Right that's right, that's what I meant. As a Sgt. and now you are in this position. That is an incredible testimony to you, and to the entire department and to the leadership staff. I think I agree with Mrs. Fernandes in terms of that experience isn't quite there yet. But, please in no way take this, if this is the feeling of the Board, I don't know. Obviously, its going to be disappointing if that what ends of happening. But I know it's easy for me to say, it shouldn't be because, you truly are a shining star. I mean that, I just mean that. Um, Sgt. Shameklis. I don't know if I have ever seen a candidate that has asked, that has answered the questions more directly than you have. In a calm, confident manner. Every question you were asked you answered directly with examples. Its one of the best, I don't want to say performances because that's really not the right word that I am looking for. But your answers, your, what you exuded in terms of your professionalism, was fantastic. I think again, I will reiterate what Mrs. Fernandes said, I think the two of you are in a somewhat unfortunate position because you have this guy. And I said it to you before, I will say it to you again, I don't know if I have ever seen somebody interview as well as you do. Experience, passion, and it's clear not only do you bleed Ludlow police department, but you bleed Ludlow. I was a little surprised how long it took you to say Portugal, I'm not going to hold that against you. Ok, we will move on. Maybe the question caught you by surprise. I don't know.

Mrs. Fernandes: He was thinking 2026, the U.S. is going to be, you have to think.

Mr. Rooney: I am still trying to find Ireland in that... I don't see them but, anyway. You and I, if I remember we had a conversation last time, when there was probably some disappointment, um, you can tell that you love the position and obviously the others do, I don't mean in way to suggest that you don't, but you have that experience in a wide range of areas. I go back to the comments that the Chief made in terms of I think in the end to some degree, it's got to come down to experience. And I don't just mean the years in the job, but the breath of knowledge in the different areas that you bring. Um, again I don't want to belabor the point, but I have never had a situation during these years where we have had this quality of candidates, and you know the three of you are just right up there. In terms of your experience and passion that you bring to the job as far as I'm concerned you are my candidate for Lieutenant. That's all I have Mr. Chairman.

Mr. DeBarge: Mr. Mannix go ahead.

Mr. Mannix: I hate you all. I have sat here for five years and made a lot of appointments on the police department, several promotions. The problem is, I spent almost thirty-two years there. And, I lived through the good, the bad and the ugly, what I liked, what I didn't like, and when I started and when I finished I, when I started, nobody young was on the job. I'm twenty-two years old, I had one guy, twenty-seven, one twenty-nine, everybody else was thirty-four or older. I know what it is to be young and see young people come behind me and good example right here is our Chief. I see what young blood brings around. And for so many years I was that young blood, and I hold onto that. Um, we look at what the future is, the problem after tonight is when I make an appointment and two people are out of luck. It will be ten years before there is another Lieutenant position to come along.

Mr. DeBarge: No there won't.

Mr. Mannix: I am just saying like it is. Something could happen, its going to be ten years, its going to be longer than that. I saw one Sgt. while I was working, he sat on that midnight shift for fifteen years, because we made no Sgt. appointments. Imagine sitting on midnight and just rotting there.

Mrs. Fernandes: Geez

Mr. Mannix: You work midnight to eight and sit in that station, one of these people, I think it was Sgt. Irwin you said you worked as a dispatcher as a fill-in. Alright, in the old days when you got promoted to Sgt., you were the desk officer, you were the dispatcher, you were the everything. You were the only person in the station. Every night, you weren't even allowed to go out. Ok. That's why I say you sat there and rotted for fifteen years, that happens. No, I mean you have to be there to live through the emotions of it andthat taken place, its difficult. And you have to live through the job of knowing what's there, not to many people are going to say out loud,ten years or longer, just, ah, it's terrible. Um, I did work with Sgt. Valadas, a short period of time. You know, he asked me a few questions a few times when he was up and down with what he was doing or where he was going, if he should take a test or he is was

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going to get promoted to something. I gave him some very good honest answers and he says, how do you know that? Only because of experience. Ok. Out of the thirty-two years I worked I think I was the youngest Sgt., the person ever appointed Sgt. when I got appointed Sgt. So, I was a Sgt. for a hundred years, about as many as Danny has been working the station. So that leadership and experience and everything else, most of these people have done military time, understand that a little bit better than some that haven't. Sgt. Valadas' years of service, his leadership quality between military time, twenty-five years on the police department and everything else. Yes, it has to count for something. It brings something with it. Experience of twenty-five years brings something with it. I can always remember, I first became a police officer, I thought it was the greatest job in the worldrest of these people, I'm doing more work than the whole day shift. They would say to us in the old days, you don't even become a cop until you have been on the job for five years.After you have been on the job about, six, seven, eight years, you look back all the whole time As great as you thought you were, you didn't really become a cop until you had a lot more time, I mean that came with the experience and everything else. And that makes a difference. There's, ah, I'm having a little bit of a tough time, I would support Sgt. Valadas for this position. I'm a strong believer in the civil service testing. I am one of the few people in the world, I don't want to see it go away. Ah, and as our civil service ranking is I sit here with my own mind, saying what do I say, what do I do as the candidate have said. So many good people there, I hate to see something take place that I don't want to see take place after I cast my vote. Its difficult, to make it a little more difficult, and the Chief and I have always been good friends, but I'm going to zing him a little bit tonight, sorry Chief, but you know me well enough. I think, I don't remember, but I have been trying to put it through my mind.....Chief spoke and mentioned he did. I believe this is the first time he didn't come right out and mention who he supported. And if I missed it, at which time it didn't I'm sorry I just, but in my own mind on a positive aspectI just told you I'm on the spot for where I came from and where I am. Well if I think it's that tough of a thing, maybe he thinks its that tough of a thing right at the moment. I am just saying the three, all I can give the other two candidates is a heck of a pat on the back. I feel a little guilty and I don't know something else about that, but I don't know what to say. As I said already for the, what I learned through my years there, through what I learned in the military and I hoping for the people that have been in the military and everything else. They understand, what, you know, years of service, leadership, experience means. Because if you have been in the service, you're looking at seeing that all the time police departments are the same, were looking at that all the time. Yes, I, a little bit before anybody else, I would say I would support Sgt. Valadas for this position. That's all.

Mr. DeBarge: You all set. Ok. I commend all the candidates for being here tonight, I have a little different way of thinking about things. Um, leadership is something very important to me. Um, especially when it comes to the type of environment like a police department, military things like that. Um, seniority, as far as time in depending on the minimum amount of time I don't think seniority is a number one thing when it comes to leadership. I have seen guys with you know, like I said, with that I believe five years in is goodtest for everybody to learning their job and learning how things go and beginning a good career. But leadership is almost something that is inbred in you. So, if you have going to be a leader your going to be a leader. To train to be a leader in whatever job that you take, you could be a leader as a foreman in a shop. If you've worked on an assembly line all your life, you're going to be a leader there.

The interviews, Sgt. Irwin, I was blown away by it. You are an educated man, there is no doubt about that, the questions that I asked you, you actually answered them in the way that I would to the letter. Which, when I say I was surprised, not surprised at your answer or that they were the same answers that I was looking for, it was awkward to have them said back to me the way that I would answer them myself, and I am the one that wrote the question. When I first met you, I thought you were going to be going places rather quickly. And Sgt. Shameklis, you have been moving since you got here. I think you have been pretty fortunate and not to any other reason than your work ethic of course. But you have been doing pretty much everything since you got here. So, twelve years and you've had your hand in pretty much everything, so you have had a real good career and done some good work. But this position, um, and again I go back to, I'm talking about leadership as far as seniority, but I'm going to swing back to this position. This position is not just a position of leadership alone, this position is about an Operations Lieutenant that is a litany of other things. Leadership is a hundred, is seven days a week, 365 days a year, 24 hours a day. And you either have it or you don't. All three of you have it. This job, however, has a lot of ins and outs and this is where the seniority does come into play. This is where time and grade, time in the department does come into play. Because there is a lot of things that, just being around for all that time, it gives you a little bit of the upper hand. And by that I think you have to go with for the betterment of the department and the betterment of how its going to move, you have to go with the seniority. And that's all I will say. He spoke before us, is there anything else you want to say Chief?

Chief Madera: I think the Board as I mentioned before, it's a tough decision to make, and I can look at all of these officers here, Sgt. Irwin, Sgt. Shameklis, Sgt. Valadas and I can tell them exactly that they all have tremendous impact on this department, and will, as we move into the future. They are dependent upon

to do an amazing number of things, and they do an excellent job and I would support every one of them in this position. But the reality to it, as I mentioned before and I made it clear that we need to look at level of experience that this job requires, the Lieutenant's position requires. Its not a position where you can come in and just start learning to do certain things that you probably have done as a Sergeant but have to expand your experience and level on. So, there is no doubt in my mind that I think that the Board has reviewed the candidates and their making the right choice in Sgt. Valadas. I think that he'll be a critical component in this department and moving the department forward with the support staff that he has, that you see in this room today here. I support the Boards position and their summation of the candidates.

Mr. Rooney: Mr. Chairman

Mr. DeBarge: Mr. Rooney

Mr. Rooney: Before a motion, Chief the effective date is when, today?

Chief Madera: July 1

Mr. Rooney: I would move to appoint Daniel Valadas to the position of Police Lieutenant effective July 1st 2018.

Mrs. Fernandes: second

Mr. DeBarge: Ok. Motion is made and is seconded. All in favor. Motion carries 4-0

Mrs. Fernandes: I just want to thank the three candidates for the commitment that you have displayed both to the community and to the department I think that is amazing. All three of you really, amazing.

Mr. Rooney: Chief is the Sgt. effective July 1st as well?

Chief Madera: Yes, were going to have to make a decision right now to appoint.

Mr. Rooney: but effective?

Chief Madera: Yes July 1st

Mr. Rooney: Do we want to wait?

Mr. DeBarge: Hey, Brian, still have work to do, come on man

Mr. Mannix: I don't hear you saying anything

Mr. DeBarge: We still got to do Sean.

Mr. Mannix: He is not even in the room.

Mr. DeBarge: He is right there, dude. Mr. Rooney.

Mr. Rooney: Mr. Chairman.

Mr. DeBarge: Mr. Rooney.

Mr. Rooney: I move to appoint Sean Knox, to Police Sergeant, effective July 1, 2018.

Mrs. Fernandes: second

Mr. DeBarge: We have a motion on the floor and seconded. All in favor Motion carries 4-0. Congratulations, Sean.

Mr. DeBarge: Alright, let's move on.

Mr. Mannix: I am going to excuse myself Mr. Chairman, for a moment.

Unfinished Business:

Board to sign the One Day Special Permit for Michael Rodrigues, Europa for the Spring Fest for Saturday, June 23rd previously approved with a rain date.

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Mrs. Fernandes moved to approve and sign the One Day Permit for Michael Rodrigues, Europa for the Spring Fest. Mr. Mannix second. Motion carries 4-0

Board to discuss setting up the committee to review the future use of school properties located at 54 Winsor Street, 63 Chestnut Street and Veterans Park School.

Mr. Rooney asked if we can pass this to a later meeting. There might be some discussion involved in it. I don't think there is an urgency.

Mr. DeBarge moved to postpone to a later meeting. Table to later meeting.

Board to approve and sign the Liquor License for Tony & Penny's which was approved by the ABCC.

Mr. Rooney moved to approve and sign the Liquor License for Tony & Penny's. Mr. Mannix second. Motion carries 4-0

Mr. DeBarge asked the Town Administrator to update the Board on the status EDA Grant Application and MassWorks Grant.

Mrs. Villano stated that we are waiting to hear if it passes the pre-application phase and goes to the full application. That is for the matching grant for the Riverside Drive Project, of which the town received \$3.5 million for the MassWorks Grant. That contract has been signed and forwarded to the state for execution. They had some questions, they it back as non-responsive which allowed us to apply again. A lot of it depends on federal funding.

Mr. DeBarge moved to approve and sign the Selectmen Meeting Minutes of May 14, 2018 and March 6, 2018.

Mrs. Villano thinks we will have to table them, they are not here.

Mr. DeBarge suggested we table that until the next meeting.

Board to discuss upcoming meeting schedule, particularly July 3rd meeting date.

Mr. Mannix made a motion: Since it is the night before the night of the 4th of July and people are on vacation, we could cancel the meeting of July 3rd and I would be very content with just having the one meeting on the 17th on our regular meeting night. Mrs. Fernandes: second All in favor of that motion. Motion carries 4-0.

New Business:

Board to review and approve the agreement between the Town of Ludlow and Exit 7 Players. Does the Board wish to make any changes?

Mr. Mannix asked that with and whenever the Senior moves out of that building, where they are, is anything going to affect the heating and air conditioning, lighting or up keep of that area?

Mrs. Villano does not believe the heating and the air is affected. I don't think it will affect the lights either. They have their own air conditioning. They have their own system. I will check on the heating system. I think they stand alone.

Mr. Mannix thought he understood at the time, that their heating system for all of those buildings, their all connected.

Mrs. Villano stated that its true the heating system that heats the Senior Center heats the coal building and the early childhood building next door. This is only an annual agreement, and the senior center is two years out. The Board of Selectmen negotiates the agreement for Exit 7 Theater. I just didn't know if you wanted to make any changes for the next year or leave it the same.

Mr. Mannix made a motion that we approve the agreement with an expiration date of June 30, 2019. Mr. Rooney: second. All in favor Motion carries 4-0.

Board to peruse the Selectmen's Meeting minutes of March 20, 2018 and April 10, 2018.

Mrs. Villano made a motion to table the Executive Session to a future date. Mr. Rooney: So Moved. Mrs. Fernandes: second. Motion carries 4-0

Closing Comments

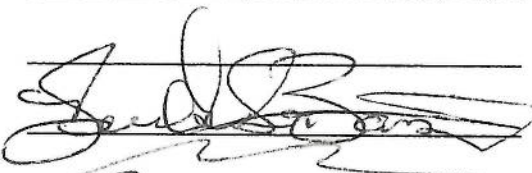
Mrs. Fernandes: I just want to remind everyone that this Friday between 5-7pm we are launching the first event for Dementia Free Ludlow and its going to be held at Come E Cala's there's free hors devours and there are free drinks for the first 20 people that made reservations. I have a feeling those are already taken. You are welcome to come and join us.

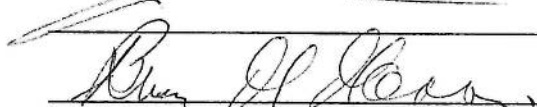
Mr. Mannix: Just a couple of quick things, one is, we made some great appointments tonight, probably the toughest thing for me personally that I have done in a long time. Number two is I would like to thank our new support staff for taking notes here tonight. This is the longest meeting that's ever been held, its not always this long.

Mr. DeBarge attended, Friday, Senator Lessors "Thrive after 55" Fundraiser. Lot of great vendors that showed up. Great for aging parents, people that may have a disability. State agencies that can offer help for people with disabilities. You can contact me through the Board of Selectmen's office if anyone needs further information.

Mr. Mannix made a motion to adjourn, seconded by Mrs. Fernandes.

Chairman





Ludlow Board of Selectmen

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

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