

The meeting of the Board of Selectmen held on July 17, 2018 at 6:00 PM in the Selectmen's Conference Room, Town Hall.

Members Present: Chairman Manny Silva, Derek DeBarge, Brian Mannix, William Rooney, and Carmina Fernandes were absent.

First order of business: The Pledge of Allegiance

Executive Session at 6:00 PM

6:30 PM – Visitation with Police Chief Pablo Madera regarding unfunded positions outlined in correspondence item # 177 requesting a meeting with the Board to discuss his proposal of adding an additional five Patrol Officers and one Sergeant to the Department over the next three years and item # 195 requesting the Board to contact the Department of Personnel Administration to request a civil service list to fill (2) vacant positions. These vacancies are the direct result of recent retirements.

Chief Madera noted that the Academy will start in October and we need to start as soon as possible because we need to be ready by September for orientation and have those officers already enrolled into the Academy October class. If we start next week it will take us most of that time to be ready by that date. If we can not accomplish that by then we will have to send them to the Westfield State Police is supposed to run a mixed Academy in November but it is not certain.

Moved by Mr. Mannix, second by Derek DeBarge, to send a letter to Civil Service requesting a list in order to make two appointments.

Vote: 3-0

Chief Madera requested another issue be discussed, the situation of unfunded positions on the police roster and that is to expedite the process of hiring officers. We talked about that and that was brought back to our HR Director to investigate any issues or concerns with Civil Service. And as explained before those positions would be there unfunded to expedite the process of hiring and processing individuals who would replace retiring positions. That would be a permanent process. I am looking to see if the Board would approve to expand the department from 40 to 42 with the 2 positions being unfunded.

Mr. Mannix asked if this would have to be approved on Town Meeting Floor?

Ms. Villano said no that just the budget or funding would have to be approved. The Classification Plan is under the jurisdiction of the Board. And Civil Service has no issues with this process.

Mr. Mannix is very much in favor of it but would like to hear from the HR Director and would like to bring it before a full Board with a vote taken at that time.

Chief Madera noted that the last time they brought this before the entire Board and they were in favor of that providing there was no issue with Civil Service and that is why he brought it up tonight. But there is no rush but he anticipates another vacancy and again finds himself in the same situation. He can wait until the Board has the next meeting.

Mr. Mannix stated that from day one he has been in favor of HR and would like to have her come in and explain her recommendation. Chief Madera is comfortable with that and could arrange for her to attend the next meeting. Ms. Villano noted that HR was in attendance at the last meeting and that there is no 'process' and that she was in agreement; the only issue was checking with Civil service. HR did check with Civil Service and it was fine.

Mr. Mannix felt that they were adding two positions to the police and he would like a full board to be in attendance for the vote. Even though they are unfunded the next step would be to provide the funding so it is a big step. It would make life a lot easier to full positions.

Ms. Villano asked if we could make it two unfunded positions clearly separate in the Classification Plan so that if all of us have moved on it is clear in its intent.

Chief Madera doesn't mind waiting for a full Board, he understands Mr. Mannix' viewpoint.

Mr. DeBarge wanted to go back to talk about and explain the issue why this would be done.

Chief Madera said that many police departments have moved to adding unfunded positions to assist them in recruiting, hiring getting people ready for the Police Academy. The Civil Service exams are not aligned with the Police Academy classes. It takes three to four months to prepare someone to attend the Police Academy. If I have to wait till the day the person walks out the door we are always waiting almost a year and a half to get somebody on. From the time I get through the calling of the list; the background investigations; the oral review board; the review by the Board of Selectmen; the appointment – that is a three to four-month process. Then they go for psychological, medicals and PAT's and you are competing with all of the State for the same



resource and that is why we are trying to be prepared. Only Civil Service Agencies go through this, non-Civil Service Agencies have a direct path on a rolling schedule, we don't, having these unfunded positions in perpetuity would allow the department administratively process their new recruits to get them in. I would say that those positions would never come up for funding because those would always be needed for administrative process. Civil Service will not allow us to call for a list unless we have open positions and this will solve that. If someone gives me a retirement notice I can immediately call for a list to start the process to move forward. And I can wait till the next meeting.

Chief Madera in his correspondence (#177) has explained what he feels the Department's needs will be going into the next several years and feels that we need to address that need. He provided the Town stats to the Board going back to 2012. At that time Chief McGowan had been asking for two additional police officers each year. In 2012 our call volume was 11,000, we had just achieved a 40-man police department and we have been struggling to stay at that number since. Today the stats show you that our yearly call volume has increased each year and today we are up to 18,000 calls a year. That is at the manpower base we had then not counting injuries, sick leave etc. so you have less officers to address that increased call volume. This does not include all the specialties, investigations and training. There has been a tipping point that has been reached and I make it clear that we are doing the best that we can to handle this. But how long can you sustain this and the reality is that this needs to be addressed. We are looking to increase our force by adding another school resource officer in the middle school, this was discussed with the Board prior. The three officers who are graduating from the Academy next month will take a good 10 weeks before they can be deployed. But we still need to answer the calls and I need the patrols on the street. But we also need to be in our schools & out there investigating and interdicting narcotics activities to deal with the issue in front of us namely the opiate issue. We are doing that and asking our officers to work more hours than scheduled because they must cover for injuries & illness. Our ability to become proactive has become very limited, we are more reactive than we have ever been in the past. That is a problem in the police department, I feel we should be as proactive as we can be. Because of the call volume we are having a hard time maintaining the presence we would like. Yes, we have assistance from Special Police but these are people who have full time regular jobs, their personal lives, they come in and assist us on the weekends and it is becoming more difficult for them. I propose a three-year plan to increase our force. The detective bureau needs to grow, and unfortunately, I have had to pull from there to cover other immediate needs. I will let the detective sergeant address this issue. Everyone knows that when something happens, all the paperwork gets put down and we hit the streets. But when an incident happens it can take 36-48 hours for one of those incidents to be cleared up to the point where people can take a break, go home, come back and continue addressing that situation. Unfortunately, we are facing different things than we were facing before. I can tell you that over the past few years the overtime has been consistently too much. The amount of money spent in fiscal 17' & 18' surpassed \$300,000. Each year. You could hire four officers with that kind of money. Yes, do we always have overtime, yes, we will. We will never be able to get rid of that. When you lose one or two people to injury, illness or family leave or deployment. We try to keep enough officers out there where it is safe for them and for the community. I think this is something we have to look at. I looked at the ratios for IACP & the Dept. of Justice on the ratio of police officers and it ranges. For all agencies the average is 2.5 officers per thousand. We have a population of about 21,000. That is 52 officers, I am not looking at that. I went with the DOJ which is a little bit more conservative, and they were looking at 2.0 ration per thousand which is 42. But the needs of the detective bureau dealing with drugs, fraud, property crimes & social crimes- those issues don't go away. So, the department needs to grow. I would in a three-year time line add a patrol officer per shift and a school resource officer and another patrolman assigned to the detective bureau for narcotics interdiction. There is no choice to add another officer for narcotics. There are things that have to be done but we need to look at how to reduce the expenditures for overtime. in the 90's my overtime was \$ 198,000. My budget today is \$ 95,000, it is not enough to cover what we need. I would say that if we didn't take the conservative methods we did our overtime would have been double. And I would say that is to cover officers on their days off. Overtime will not go down as long as we are undermanned as an agency. The call volume requires it, the activity happening in our community need it and it will let Detective Tulig talk to you about those needs.

Detective Tulig - The first thing I want to explain is the increase in opiate overdoses, and not just overdoses but fatal overdoses. We are up to six this year alone. Each of those cases require a large amount of investigation, who sold the drugs and search warrants, this year we are up to 24 search warrants. 80% of the search warrants in Palmer Court is from us and these are to get into cell phones, social media – things that did not exist years ago. Things have changed drastically in the last five years. We are investigating homicides and in my 20 years here we are seeing things we



have never seen before. So, with a homicide case that means interviewing anyone related to the case, search warrants, subpoenas, video systems, social media accounts, cell records and this takes a lot of time. We do have the assistance of the State Police and one of the comments I get is "I can't believe what is happening in your Town". Hearing that from an outside agency is alarming. The opiate crisis has increased home break-in & theft. We are also responsible for sexual assaults quarterly checks on all our level 2 sex offenders. All the background checks for people we are hiring. Typically, the patrolmen would hand it off to the detective bureau but we find we are handing off to patrol. And we still have to maintain our 911 system. If we could add a position or two in detective it would help the quality of work we are doing and the amount of effort we can put into each call.

Chief Madera noted that the rest of the department has stepped up and are helping. Of all the major critical incidents in the Town the department has adequately responded and followed through, making arrests & closing cases. But it is the volume. There is a point where burnout happens when you have a constant drain on personnel I can see how this can happen. They are also being tapped to cover all of the construction details that are going on within the Town.

The department since I came has grown appropriately but since the last few years a tipping point has been reached with the expansion of calls and the problems within the community. We are still a very safe community but we need more manpower over the next few years. I would like to see two added to the detective bureau. There is enough work there to keep them busy. Over the next few years adding patrolmen to achieve that goal of a 45-man department by 2021. I can't guarantee that is the last time you will ever have to add personnel. I want to have the bike patrols out there more often, I want to expand the park & walks. Crimes against persons have dropped and that is due to presence on the street but we have seen a big increase of crimes against property & shop lifting which can be traced to substance abuse.

Mr. DeBarge noted that the police department has grown in the past five years. And publicly we have been very busy. Then I look into the staffing, the names and listen to what Detective Tulik says about a lot of crimes that take a lot of time. You spoke about burnout and I look and see a lot of the same names in the same spots and perhaps training officers like writing search warrants or how to investigate would be good. I think that 42 officers would suffice for us. With all the things going on in Town and the financial impacts adding 5 more officers over three years and think this could be stretched out to five years plus the schools are very important.

Chief Madera noted this would probably take five years to achieve this but it needs to be started. There is trickle down training being done now and the schools are high on our priority. I am stretching the department as much as I can. We have been 40 since 2012 and patrol is the meat and potatoes of the department. That is where we need the strongest presence. We need to start somewhere. There is a three-year grant to help with hiring that we could apply for and after the three years the Town funds that position. But I will have Lt. Velotis talk about his area.

Lt. Velotis -we can look at communities like ours that have more staff but the most important thing is that we have a police force that can handle the volume that the community produces. The Chief is being as positive as he possibly can but now we are being completely reactive. Our supervisors fill holes all day long. The training requirements alone, our drug interdiction and our drug detection on our officers need the tools to be able to do their jobs. The training of a week just for drugs for all the staff would require coverage that we do not have. The in-house training that we do soon will not cover the requirements. We have had to mimic the training for the Special Police they have to train for 100 hours just to meet the basic requirements to carry a gun, drive a car & wear a badge. The bare minimum. We cannot count on the Special Police volunteer police to cover for the regular staff except for the most basic duty. Job safety is becoming an issue. Drug training takes from 4-6 days which everyone should have but to send we have to backfill and that is overtime and costs money. Booking and interview processes are at least 5-6 hours on one case according to due process. Detectives, to do their job sometimes go on for days working with the State Police and fulfilling more and more requests for information. Accidents do not go down. It is a densely populated area with more and more development and more cars creating more accidents.

Mr. DeBarge asked what the Drug training was now.

Lt. Velotis noted that it takes from 4-6 days and every State Trooper gets this training and we have sent two officers. Chief Madera noted that you have coverage on each shift. Everybody should receive the training but you are talking thousands and thousands of dollars of backfill to cover the officers that are gone. Just passed in the legislature and in effect next year a \$2.00 surcharge on car rentals in Massachusetts to finally fund training in the State. The budget of the Ludlow Police Officers is almost the same as it is to train the officers in the State, approximately nine million.

Lt. .... - we say we have 40 officers but that is on paper, we don't - badges 28 & 29 have never been issued out; badges 26,27 & 28 are in the academy now and hopefully all three will graduate.



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We have two officers out injured, other officers that are on military leave for the month of August. We try our best to fill holes. But the last six months have been difficult for patrol coverage. We have special services, property & evidence accreditation & how police reports are processed through to court. We have an SRO Program that we are looking to expand by two officers for School safety. You can't just put anyone there without training and the right fit. Mr. Silva noted that this has been brought for consideration and research for future. Chief Madera stated that this is what our needs are and this needs to be started. We need to expand. Mr. Mannix said that some of this should be brought up in executive session and also questioned the resource officer and he only works 38 days a year for the police department and this is not a burden that the police department should have to make. The school should be picking up this financial burden. If they want it they should pay for it but there has not been much movement on that so far. We should discuss this further in executive session. But there is more we can do. Chief Madera disagreed that the patrols are out there and they are producing and doing a good job. Mr. Silva thanked the group.

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Senior Center Building Committee- it has been quite an exciting time, they met with the Western Mass Realty Company, first we were told the property (A) was not available but the next day we were informed it was, and that there is a way that we can do it. In your packet there is a letter as follows:

To the Ludlow Board of Selectmen,  
Ludlow Senior Center Building Committee

Re: Request for declaration of uniqueness

Dear Member of the Board,

At last week's meeting of the Senior Center Building Committee, the Committee discussed WestMass Parcel A located at the corner of State Street and First Avenue adjacent to Health South. As you know this parcel has been of interest to the Committee for more than a year. We were recently told that it was no longer available. The Committee has learned that it is again available. At this meeting the majority of the Committee concluded that Parcel A is uniquely well suited as a potential location for the new Senior Center. In reaching that conclusion, we considered the following factors:

- a. location-within walking distance of four of our elderly housing facilities, Housing Authority State Street, Chestnut Street, Stevens Memorial Senior Housing and Chestnut Street and West Mass Mill Housing as well.
- b. close walk to the River Walk
- c. close to Library
- d. close to medical services
- e. near historic center shopping services in Town
- f. close to population center
- g. on a bus line
- e. access, infrastructure on an existing public way
- f. A & R processing available through Planning Board
- g. safe access & egress from secondary road
- h. all utilities are available
- i. topography, lot is level and flat – ready to build – 'shovel ready'
- j. limited development costs
- k. maximum access for seniors with mobility issues

While there are other parcels available in Town, none of these boast the location benefits offered by the Westmass project and no other available parcels within this project are level with frontage on an existing public way.

Based upon our discussion, we concluded that it would be in the Town's best interest to suspend publication of an RFP and instead enter into direct negotiations with Westmass for parcel A. In order to do so the Ludlow Board of Selectmen must take and publish a determination pursuant to MGL chapter 30B, section 16e, 'to that advertising will not benefit the governmental body's interest because of the unique qualities or location of the property'.

At last weeks' meeting the Committee voted to request such a determination. We, therefore, ask that the Board review the factors above, and should you agree that the property is uniquely suited to this project we so declare by rule of the Board.



Respectfully Submitted,  
The Senior Center Building Committee

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Mr. Silva: thank you, any questions?

Mr. Mannix: what other locations have you looked at?

Mr. .... Well, approximately 38 locations, and I can name them for you if you want.

Mr. Mannix: well give me five locations you looked at.

Mr. .... well we looked at property B. which is down on, behind Graphics, it is owned by Westmass realty; we have looked at property up across from Randall's Farm, the two parcels up there, both have water problems; we looked at a large amount of property off of Fuller Street; and that property also has a water table problem and he's selling it as such; one off of Cady Street. And the thing that we did to due diligence, early in the process we had the Town Planning Board come in and tell us what property was available. We looked at Chapin Street School and we looked into the parking lot into something we could use, but once again we are running into water problems. There is a property off Chapin Street going in and around right next to the new development going in for the Town. All of these properties that we have looked at have a significant handicap. Just imagine one of our seniors getting out on Center Street at 4:00 pm when the Center closes. Trying to get out onto Chapin Street. Significant problem as far as fighting the traffic, it would require a light and such.

Mr. Mannix: why do you think an RFP would not find you a better property?

Mr. ....: we don't want to take the chance that we would lose what they offered. The problem that going out to RFP is they pull A. which has always been the property we wanted, the property that best meets the needs. They can now pull that off the board and we are left with some other property, I am not willing to take that risk. And if anybody takes that kind of risk and it falls apart and there is no property in Town, I'd like to let it fall on their shoulders and not mine.

Me. Mannix: I wouldn't have a problem with that falling on my shoulders if something like that happened, you know those RFP's are out there for a purpose to help improve procurement and to come in and ask that it puts a lot of concern on my mind. Have you looked outside at the piece of property the Town owns outside by the Boys & Girls Club?

Jody .... I think this has been a process that we have been working on, this Committee, for over two years now, and at the Senior Center, we have been working on this for over five years now.

We have looked at every single property, we have brought in the Town Planner, maps. We have looked at everything. Between water and no sewer and I think every one of our meetings comes up with talking about property. We have really honed in on the Westmass property just because it is the perfect size, and it is the least amount of traffic options and it is centrally located and does meet the needs. It has not been an easy process. Now that we have been offered the property, we don't want to lose it.

Mr. Silva: so, this property came back to you, has the price been discussed?

Mr. ....the price negotiations are up to you, the Board with Town Counsel. But in our deliberations and taking into consideration, other properties in Town don't have sewer, utilities so all of them have weaknesses that we consider significant enough....

Mr. Silva: that is understandable but you are putting all your apples into one basket, and if they come back with a big number, it's going to fall obviously.

Jody .....we have a baseline price

Mr. Silva: but if it goes over a baseline price you are still going to have to look at other properties.

Jody .....we have a letter from them in writing of what the price of the property is but still up to negotiations as well.

Mr. .... they did give us a price back in January, it was a price that has gone up a little since, and I can't quote the figure but I can't do that.

Mr. .... Mr. Chairman, if I may say, we are asking you for this declaration so that would allow us to enter into negotiations, obviously if the property is unaffordable, we believe this is the best location available in Town, if it unaffordable we will have to go to a less beneficial location.

Moved by Mr. DeBarge, second by Mr. Silva that the Ludlow Board of Selectmen will make a determination that the advertising will not benefit the governmental body's interest because of the unique qualities or location of the property, which is a parcel located at the corner of State Street and First Avenue. The board agrees with all of the unique qualities as provided in this paperwork.

Vote: 2-1-0 in favor

Second for discussion by Mr. Mannix.

Mr. Mannix: is there any reason why you can't negotiate the property price and still have the RFP go out?



Mr. Silva: you can't do both. I would like Mr. DeBarge to add something about the price.  
Mr. DeBarge: well, this is only for them to enter into the negotiations not to purchase.  
Mr. Silva: oh, ok then

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Mr. ....Mr. Chairman, we would have loved to build this on a piece of property the Town owns and we looked at everything, we can't buy anything, only you can and if the price is too high.  
Mr. Mannix: was concerned on the price that Westmass is charging.  
Board thanked the Committee

Meeting took a short break.

Interview with Nathaniel Keaton for Firefighter

Mr. Silva: hi how are you. Nathaniel we customarily allow you to introduce yourself, tell us a little bit about yourself, why did you want to work for the Fire Department in Ludlow and then we will ask you a series of questions and at the end you can have a final word.

Nathaniel Keaton: Absolutely, I am Nathaniel Keaton, I live in Ludlow, I work currently for National as an EMT Basic in Springfield. So, I have been wanting to be on the Fire Department in Ludlow for a long time now. Currently I live in Ludlow, I have been in Ludlow since 2011. 2012 excuse me. So, I took a test in 2016, looking to get on of Springfield, but I decided I didn't want to work in Springfield. It just came up and since I am a resident in Ludlow now, I figured this would be the best spot for me.

Mr. Mannix: an easy question, if we turn around tonight and say we are going to hire you, and Springfield called you tomorrow to take you.

Mr. Keaton: no, I would not go.

Mr. Mannix: that's a firm no?

Mr. Keaton: that's a firm no!

Mr. Mannix: I don't believe a lot of firm no's at times (laughter) How long did you spend in the service?

Mr. Keaton: so, I was active duty from 2000 to 2004, and I was in the Guard from 2008-2014 so a total of ten years.

Mr. Mannix: why at this stage of your life, I know young people like to come in and do a lot of things, why at this stage of your life did you decide that you wanted to become a firefighter and or a paramedic?

Mr. Keaton: well, like I said before I wanted to be a firefighter for a while, now that I have been living in Ludlow, it is hard to find a place to work if you are not a resident in Town and since I have been a resident in Ludlow for a long time now it seemed like a good fit. So, as of right now, everything kind of fell into place, as it were, and I worked as an EMT in Springfield for a while to see if it was something I wanted to do, it is something that I absolutely wanted to do and I went to Medic School thinking that I would try for Ludlow in ..and after Medic School things happened the way it happened.

Mr. Mannix: you are a certified paramedic now?

Mr. Keaton: no, I am a basic now.

Mr. Mannix: when do you expect to have that happen?

Mr. Keaton: so, I start school in the fall, it's 18 months I believe, so maybe the beginning of 2020 I would say. Guesstimate.

Mr. Mannix: I must say a number of people probably told you already, it's not going to be the easiest thing to accomplish .....

Mr. Keaton: it's difficult, yes.

Mr. Keaton: well I work with a lot of people who are, have just graduated the same program that I am going through, the GCC Program. They just passed and I have a few that are currently in it right now, so, not saying that I 100% understand what they are going through but I have a general idea of what to expect as far as the work load and that kind of thing.

Mr. Mannix: that's all for now Mr. Chairman.

Mr. Silva: Mr. DeBarge, anything?

Mr. DeBarge: how long have you been working as a basic?

Mr. Keaton: a little over a year now.

Mr. DeBarge: can you give me your toughest case?

Mr. Keaton: toughest case,

Mr. DeBarge: how it affected you?

Mr. Keaton: how it affected me, we had a, I don't know if it was my toughest case, but we had a stroke today and it was difficult for me to kind of be there. It was a good learning experience for me as far as that goes because I haven't had many of those, but it was good to go in there and actually have to do the assessment without a medic, it was just basics. So, it was a good experience



for me to actually do all the stuff myself. To not actually rely on the medic to do it. So, toughest case, ....

Mr. DeBarge: so how did this one affect you, did it affect you at all?

Mr. Keaton: you mean like negatively?

Mr. DeBarge: like how you handled it without the medic coming in right away?

Mr. Keaton: I felt good once we got him to the hospital, I felt pretty good that we did what we were supposed to do. We did call for ALS but they never actually intercepted us by the time we got to the hospital, but we did exactly what we were supposed to do; briefed ourselves on the protocols going to the call, yeah, it was a good call over all.

Mr. DeBarge: with being in fire service and having been around a little bit, how do you, how do you handle stress?

Mr. Keaton: a lot better now a days I would say, I like to exercise, been working on my diet, working on my sleep. Getting more sleep, getting better sleep. I'd say relaxing spending more time with my wife, that kind of thing. Finding time to relax, finding a good work-life balance.

Mr. DeBarge: oh, you found that?

Mr. Keaton: no, I have not found that. It's a work in progress.

Mr. DeBarge: cause if you do, come back and find me. Laughter. All right, Mr. Chairman, that's all I have.

Mr. Silva: I see that you have enrolled in school?

Mr. Keaton: yes

Mr. Silva: now, have you checked into the schedule with, I mean have you checked into the schedules is that going to interfere with the scheduling that you (Fire Chief) need with his schooling?

Chief Pease: the nights he is supposed to go to school, if he was supposed to work, we would provide him with the time off for that. When he goes into his clinical and field portions of that he would do all that on his own time. And that will be written up as a condition should he be offered the job.

Mr. Silva: now, have you any training, anything at all to do with fires itself, like gone to a fire, even if it was viewing what goes on and be done.

Mr. Keaton: I don't have any training in that specific area, no.

Mr. Silva: now, how would you, I don't know if this is similar to what Mr. DeBarge did but how would you handle the situation where you just came upon a fire and it was really traumatic, like a burn victim. How would you go about handling that situation?

Mr. Keaton: you are talking about on the fire department?

Mr. Silva: yes, you are on the fire department now.

Mr. Keaton: if I was at a fire and I had a burn victim in front of me, I would treat them accordingly to the protocols. Try and transport them as quickly as possible. I ah...yeah that's what I would do.

Mr. Silva: ok, that's all I have also. Anybody else have anything?

Mr. Mannix: I have a couple, just a couple of quick comments. I didn't have this when I first got it. I am looking at your younger history of your operation. I will say with a smile, but you don't know me but with a smile I will say horrendous. Not all that bad either. I have flashbacks of some of those days, it's not all that...I am probably more concerned when I looked at a number of things listed there as defaults,

Mr. Keaton: yes

Mr. Mannix: I am more concerned, at this time of your life, if ...a yes or no would probably be sufficient are we at the point where we can stay away from defaults .....

Mr. Keaton: those days are behind me, if you look at the dates it was 2009, I haven't had anything since 2009. I can say that those days are behind me, I made some mistakes and I am trying to get past that.

Mr. Mannix: I mean it has been a hundred years since I was appointed to the police department as an expression, when I was appointed to the police department, civil service at that time could have said that was a habitual traffic record, that alone, could have disqualified you for a job. I don't believe that is standard anymore, as a thought to always remember. As I was looking quickly through your scenario there, you went to Ft. Benning, Georgia?

Mr. Keaton: yes

Mr. Mannix: were you Airborne?

Mr. Keaton: no, I wasn't. sorry

Mr. Mannix: that's all

Mr. Silva: ok, some last comments? Or before you do that, Chief do you have any questions for him at this time?

Chief Pease: no, he went through the interview process, with HR and our staff so we have already asked our questions.



Mr. Keaton: like I said before, this process happened pretty quickly, I am very excited to be given this opportunity, hope it all works out. If it doesn't I will see you again in two years.

Mr. Silva: thank you then

Mr. Keaton: thank you, I appreciate it.

Mr. DeBarge: appreciate it.

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Mr. Silva: ok our next appointment would be the firefighter interview with Joao Bernardo.

Mr. Silva: Mr. Bernardo, how are you.

Mr. Bernardo: good thank you.

Mr. Silva: the process here is that we give you an opportunity to introduce yourself, tell us a little bit about yourself, and why it is you want to become a firefighter for the Town of Ludlow. We will ask a series of questions, and after that you will have the opportunity to give us your last word.

Mr. Bernardo: I am Joao Bernardo, I was born and raised in Ludlow, I enjoy soccer, playing soccer. I like to be active. I work out. I enjoy working in EMS right now. I work in Springfield. I really like being on the ambulance, and my assumption is that I am going to enjoy working on the fire engine as well.

Mr. Silva: ok, thank you. Mr. DeBarge, question?

Mr. DeBarge: yes, just give me one second. What, Mr. Bernardo, what level medic are you?

Mr. Bernardo: I am an EMT basic right now. I am currently enrolled in a Medic program.

Mr. DeBarge: got it. Can you tell me, as long as you've been a basic, what your toughest case was and how it affected you?

Mr. Bernardo: I think the toughest case to me is really any call where it is an elderly person who has died and there is a Do Not Resuscitate in order. So basically, we get there, we get shown that piece of paper, and the family continues to say they don't want anything done for that patient. It kind of hits hard because it is one of those things that could happen to your family members. You go there, the first responders show up, you show them and you don't want anything. To see how it affects people and how they cope with it and how they are emotionally when we get there. I think that is one of the hardest types of cases to be at.

Mr. DeBarge: very good answer, you are right about that. Alright, this probably coincides right in with something like that. Stress, how would you handle that? Because as a firefighter, as a paramedic, sometimes more than a firefighter, you see some crazy, crazy stuff. So, stress, do you have ways that you deal with that now?

Mr. Bernardo: yeah, I mean, I like to work out, I like to kind of decompress, talk to my friends, I have a really good support system. I am really open with both my parents. So, I talk to them a lot about things that go on and it helps me mellow out after the day and after those really tough calls. Get ready for the next day and next shift.

Mr. DeBarge: alright, thank you for that.

Mr. Silva: Mr. Mannix

Mr. Mannix: you know, your answer to the first question put me back in a place where I don't want to even ask any questions. A DOR, I guess there is nothing worse than that in my mind, I'm sorry, I can totally reflect on having you say how you feel. Put me at a loss for words. Ah, what would you expect to be a certified Paramedic?

Mr. Bernardo: my goal that I have set for myself is by the end of February, based on all the paramedics and instructors I talked to, if I get everything how I want it to go, then most realistically it will be like April.

Mr. Mannix: you know, going to work for a department the size of Ludlow, you are going to be working with small groups of people. And as the new guy on the block, though the door, and everything else, you said you got involved with sports and everything, how have you handled a situation where you are the new man on the block, how do you feel about it? Try to relate, intermingle, work with the others that have been there for some time?

Mr. Bernardo: I mean you kind of just take the punches and all of that. Try to find common ground, something you guys both like in the situation. It could be related to sports, books, exercise, anything along those lines. Just find that common ground so it will be a little bit easier to transition.

Mr. Mannix: and in your time here, looking to come on the Ludlow Fire Department, if you were offered a job at a 'bigger and better place' what are you looking for?

Mr. Bernardo: honestly, I want to be on Ludlow. I have been looking at it since I started on EMD, when I first got my EMT Basic Card, at the Fire Station when Chief Pease was not the Chief, and I asked a couple of the firefighters who were down in the dispatch center if they had a volunteer academy and they told me to apply to a private EMS or to a , like a Monson or one of the places that hire volunteers. Honestly, bigger and better is cool, but I like the community I am in and I would rather stay here.



Mr. Mannix: thank you

Mr. Silva: now being involved in Ludlow soccer and all that, do you consider going back at all and helping out coaching?

Mr. Bernardo: I have thought about, it my brother and my dad are really into coaching. I kind of like playing more than that being on the sidelines watching. I like being out there doing, yea, not yet.

Mr. Silva: ok, now, have you had any experience at all with actual fire? Weather it be viewing a fire scene or seeing a firefighter and what they actually do, other than on TV now?

Mr. Bernardo: right, we work along side Springfield Fire Department with AMR. We see them coming to our medical calls and assisting us, motor vehicle accidents if they have to open the cars or put something down on the road because there are fluids leaking. And there is the fire aspect, the putting out the fire, bringing down part of the roof, opening the windows, all that stuff.

Mr. Silva: are you afraid of heights at all?

Mr. Bernardo: no

Mr. Silva: I think quite honestly that is all I have. I know your family well, so. Oh, I do have to say, I looked at your school and 3.3 this term? (yes) and a cumulative of ..... very good.

I believe the Chief doesn't have questions since you went through the interview process. So, the last word for you.

Mr. Bernardo: honestly, I really want to work for the Town, it has been my goal since I started in this field. It took a little sour searching to get to it but when I looked back on it the thing that kept sticking out to me of growing up was I would see the fire trucks at Chapin Street School when you would have the firefighters come in. it is that kind of thing that stuck with me. It made me want to pursue a career here. And I would like to move forward with that.

Mr. Silva: well, thank you sir, I guess that is it.

Mr. Bernardo: thank you

Mr. Silva: ok Chief, give us your opinion?

Chief Pease: again, this is kind of uncharted territory where we are hiring people that aren't paramedics yet. Bu all means do I not want to hire a paramedic at the end of the day. This is just a kind of different way to do it so to speak. We have four MP positions now and here I can fill two of them, I am hoping to. We interviewed both candidates, my staff and I, we were satisfied with both of them, like I said with this process they are going to sign a condition of employment that they will, you know become a Medic. And we will use them as dispatchers for now for a couple of years and when they get their Medic they will be sent to Fire School. And two reasons for that is of course we want them to get their Medic first, I think it would be impossible/impractical for them to be going to fire school and paramedic school at the same time because both schools take a lot of time and education wise.....

Mr. Silva: so, you need two at this time?

Chief Pease: I would like to hire two at this time

Mr. Silva: you want two at this time? As far as applicants that's all you had or?

Chief Pease: we went off the resident's list this time. This is the Town resident list only. They were the only two that signed on the list. They both happened to be going to paramedic school or already in paramedic school. Ideally, I'd like them to be further along but, now I think this is a solution to our temporary problem.

Mr. Mannix: out of curiosity, one is supposed to be done in April, this, worse case scenario, he fails the exam in April, you have enough flexibility to (over talk)

Chief Pease: yes, there is discretionary language in their condition of employment. So, yes, we have invested time with them. Its like there has to be some discretion involved.

Mr. DeBarge: do we have protections against anyone that graduates from medic school and beats feet somewhere else?

Chief Pease: technically we are not paying for their medic school and giving them some time off when they are scheduled for it. Most of it is going to be on their own time. And again, that really hasn't been a problem with Medics at this point, you know.

Moved by Mr. Mannix, second by Mr. DeBarge to appoint Mr. Nathaniel Keaton and Mr. Joao Bernardo to the Fire Department effective today July 17, 2018 along with the conditions the Town Fire Department have set up for them.

Vote: 3-0-0

Chief Pease: thank you



173. Letter from Eversource requesting to add (2) Poles on East Street to allow for "Loop" Feed distribution to Carmelina's Circle.

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Moved by Mr. DeBarge, second by Mr. Mannix for the Board to schedule a hearing on the request from Eversource outlined in item # 173.

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TOWN OF LUDLOW

Vote: 3-0-0

174. Celebrate Ludlow Donations – Duro-Last Roofing, Inc. \$500.00, Villa Rose \$250.00, Precision Home Improvement \$200.00, William Mahoney \$50.00, Unity Athletic club \$100.00, N.L. construction Inc. \$100.00, JL Massa Collision Specialist, Inc. \$100.00, Chemi-graphic Inc., \$50.00. Grand Total \$7,770.00

Moved by Mr. DeBarge, second by Mr. Mannix for the Board to accept the donations for Celebrate Ludlow as listed by Mr. Silva with a thank you to all companies & individuals who gave.

Vote: 3-0-0

175. One Day Permit requested by Mike Rodrigues, owner of Europa, to have a "Beer Garden" for multiple dates in July and August.

This was discussed before and after checking it is ok to approve these. It won't be every weekend because there are only so many one day permits per year allowed to each entity and these events must be segregated from the regular business. This will be outside to the side of the building in what the previous owners had a 'volleyball court'.

Mr. Mannix asked how many permits per year are allowed. Ms. Villano said 30. Mr. Mannix wanted to know if there was any requirement to notify police or fire? He does have to notify them, it used to be more than 100 people but he is obligated to notify. The departments will receive copies of all the permits if the Board approves them all. In addition, copies are sent to the State. It seems to be a trend for micro-breweries to do these 'beer gardens' during the summer months.

Moved by Mr. DeBarge, second by Mr. Mannix to approve One Day Permits for Mike Rodrigues, owner of Europa for "Beer Gardens" on July 14, 21, 28, and August 4, 11, 18, and 25<sup>th</sup>

Vote: 3-0-0

176. Invitation to the 'Thank-You Dinner' for VFW past State Commander, Eric Segundo on August 10<sup>th</sup>, at the Polish American Citizens Club. Mr. Mannix wanted to thank Mr. Segundo for his work and efforts for Ludlow, Commonwealth of Massachusetts and all Veterans.

Moved by Mr. DeBarge, second by Mr. Mannix to file item # 176

Vote: 3-0-0

177. This was handled with the visitation of Police Chief Madera at 6:30 tonight.

178. Letter from Chester Giza, Chairperson, Ludlow Housing Authority requesting the Board fill the vacancy currently open on the LHA

Moved by Mr. Mannix, second by Mr. DeBarge to post the vacancy on the Ludlow Housing Authority.

Vote: 3-0-0

179. Invitation to Accept Offers to Purchase Land from Vincent E. Delgado, Esq., from Thomas J. Stebbins. The parcel of land is known as 0 River Drive.

Moved by Mr. DeBarge, second by Mr. Mannix to file item # 179

Vote: 3-0-0

180. Letter from Dennis R. Duarte requesting to become an Election Poll Worker for the Town of Ludlow, registered as a Democrat.

Mr. Mannix suggested that his name be sent to the Democratic Committee and Ms. Villano noted that his name has been sent in twice and they are waiting to hear. The process is to send any requests to either committee and wait to hear.



Moved by Mr. Mannix, second by Mr. DeBarge to approve the appointment of Mr. Duarte pending the approval of the Town Democratic Committee  
Vote: 3-0-0

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181. Memo from the Safety Committee to accept the resignation of Phil McBride and to advertise the vacancy.

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Moved by Mr. Mannix, second by Mr. DeBarge to accept the resignation of Mr. McBride and post the vacancy. But, also to thank Mr. McBride for all his good service.  
Vote: 3-0-0

182. Letter from Diane Goncalves informing the Board that she resigned from the Council on Aging effective June 30, 2018.

Moved by Mr. Mannix, second by Mr. DeBarge to accept Ms. Gonsalves resignation from the Council on Aging and post the position. Also, to thank Ms. Gonsalves for all of her service through the years.  
Vote: 3-0-0

183a & b Letter from Anna Lucey, Director, Government Affairs Charter Communications informing the Board of changes to the Channel line -up.

Moved by Mr. Mannix, second by Mr. DeBarge to file item # 183a & b.  
Vote: 3-0-0

184. Letter from Louis Gilli, Environmental Engineer, MMWEC that they will be performing routine inspections and mowing operations on its natural gas pipeline right-of-way during the third quarter of 2018.

Moved by Mr. Mannix, second by Mr. DeBarge to file item #184.  
Vote: 3-0-0

185. Notice from Melanson Heath regarding the audited financial statements of the Town of Ludlow as of and for the year ending June 30, 2017 and have issued their report dated June 7, 2018 asking if the Board wishes to set up a meeting.

Moved by Mr. Mannix, second by Mr. DeBarge to set up an appointment with Melanson Heath and the Board.  
Vote: 3-0-0

186. Letter from Chief Ryan Pease, Ludlow Fire Department informing the Board of a \$25.00 donation received from Anthony T. Torres to the Ambulance Grants and Gifts Account.

Moved by Mr. Mannix, second by Mr. DeBarge, for the Town to accept the \$25.00 from Mr. Torres to the Ambulance Grants & Gifts Account and send a letter of thanks.  
Vote: 3-0-0

187. Letter from Marguerite McGinley, Area Director Philadelphia Regional Office, EDA informing the Board they have conducted an initial review of the proposal for The Riverside Drive and Infrastructure Improvements Project. Based on initial review, the Proposal Review Community has determined that the proposal is responsive to the Federal Funding Opportunity.

Ms. Villano informed the Board that the Town has been invited into the Full Application Process. This was done this last Monday with WestMass as the administrator of the Grant. The next meeting is the 19<sup>th</sup> and we should know more within the next week or ten days.

Moved by Mr. DeBarge, second by Mr. Mannix to file item # 187.

188. Letter from Timothy W. Brennan, Executive Director of Pioneer Valley Planning Commission with an invoice for the 12-month assessment for fiscal year 2019 in the amount of \$ 3,184.67 which has been calculated based on official 2010 U.S. Census figures.



Moved by Mr. Mannix, second by Mr. DeBarge to file item # 188.  
Vote: 3-0-0

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189. Letter from Rebecca Paul and Laurie Smith, Co-Chairs, Celebrate Ludlow, requesting permission to hang three banners for Celebrate Ludlow at the Mass Pike entrance/exit and at Putts Bridge and entrance to Sportsmen's Road. Also requesting the fees be waived for permits from the Building Department.

Moved by Mr. DeBarge, second by Mr. Mannix for the Board to approve the request by Ms. Paul and Ms. Smith for Celebrate Ludlow to hang banners at Mass Pike entrance/exit, Putts Bridge and entrance to Sportsmen's Road and to waive all fees.  
Vote: 3-0-0

190. Complaint of Vicious Dog filed by Daniel Fernandes for a dog residing at 29 Wedgewood Drive.

Mr. DeBarge would like to invite the officer who took the complaint and wrote the narrative at the scheduled hearing. He also noted that the dog owners don't always want to work with the Board. Ms. Villano told the Board that they only received a copy of the complaint and their office requested the full report from the police department. The Animal control Officer was contacted and provided any current/prior tickets and reports he had. In the report the first offense was never filed as a complaint. The Board of Health also has a report because they are responsible to make sure that particular animal has been quarantined. Now the report is complete.

Moved by Mr. Mannix, second by Mr. DeBarge to schedule a hearing regarding this complaint and have the officer taking the complaint present.  
Vote: 3-0-0

191. Letter from Lori J. Carrion requesting wildlife crossing signs to be installed on Church Street, Fuller Street and Kendall Street due to excessive wildlife injury and /or death.

Ms. Villano noted that Ms. Carrion would be glad to help the Town in any way to try and get this accomplished. Ms. Villano also forwarded this to the DPW prior to this letter and they said they would prefer going with the federal Guidelines. If the Board of Selectmen would like to see signs go up they could. Mr. DeBarge said that he would call over to the DPW.

Moved by Mr. DeBarge, second by Mr. Mannix for the Board to send this letter to the BPW for their perusal, approval and response of action.  
Vote: 3-0-0

192. One Day Malt Beverages Permit application for the Beer Wagon at Celebrate Ludlow requested by the Ludlow Fish & Game Club.

Moved by Mr. DeBarge, second by Mr. Mannix to approve a One Day Malt & Beverage Permit by Ludlow Fish & Game Club for the Beer Wagon at celebrate Ludlow on July 28<sup>th</sup> 2018.  
Vote: 3-0-0

193. Letter from James C. Peterson, Attorney for Hill, Peterson, Carper, Bee & Deitzler, PLLC, informing the Board of the National Prescription Opiate Litigation MDL 2804 Government Plaintiff Fact Sheet (PFS).

Moved by Mr. Mannix, second by Mr. DeBarge for the Board to file item # 193.  
Vote: 3-0-0

Ms. Villano informed the Board that this fact sheet must be filled out and returned to the attorneys representing the Town needs this information compiled and filed with them.

Moved by Mr. Mannix, second by Mr. DeBarge for the Board to complete the fact sheet and return to the attorneys when done.  
Vote: 3-0-0

Moved by Mr. Mannix, second by Mr. DeBarge to table item # 194.  
Vote: 3-0-0



194. Letter from Jonathan and Judi Rodgers, Retired Educator of the Ludlow School system informing the Board of their concerns over alleged mishandling of his wife's health insurance enrollment -Blue Cross/Blue Shield Coverage.

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195. Letter from Chief Pablo Madera, Police Department, requesting the Board contact the Department of Personnel Administration to request a civil service list to fill (2) vacant positions. These vacancies are the direct result of recent retirements.

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TOWN OF LUDLOW

This has been taken up at the Visitation.

196. Letter from Anthony Leroux, race director for the annual Cyclonaut Sprint triathlon which starts and finishes at the Chicopee State Park in Chicopee MA. I am writing to request police support for a portion of the race course. I would also like to request the help of the special police unit as much as is practical as this race is a fundraiser to provide the Holyoke YMCA with funds to support their water safety programs.

Ms. Villano forwarded this on to the Police Department but did believe that they should be providing this coverage at a cost. It was a paid detail last year, and they do not have the staff to cover that this year unpaid and since this goes through several communities; the other details are considered paid details. That was the recommendation from the Police Department.

Moved by Mr. Mannix, second by Mr. DeBarge to approve this request with the same conditions that was in effect last year.

Vote: 3-0-0

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#### Unfinished Business

Board to approve and authorize the Chairman to sign and execute the Project Funding Agreement between the Town and the MSBA for the Chapin St. Elementary Project.

Moved by Mr. DeBarge, second by Mr. Mannix for the Board to approve and authorize the Chairman to sign and execute the Project Funding Agreement between the Town and the MSBA for the Chapin St. Elementary Project.

Vote: 3-0-0

Board signed One Day Permits for Mike Rodrigues on behalf of Vanished Valley for the 'Beer Garden' dates for July 14,21,28 and August 4,11,18,25

Moved by Mr. DeBarge, second by Mr. Mannix for the Board to approve and sign the minutes of Tuesday, March 6, 2018 at Town Hall in the Board of Selectmen's Room with all members present.

Vote: 3-0-0

Moved by Mr. DeBarge, second by Mr. Mannix for the Board to approve and sign the minutes of Tuesday, March 20, 2018 at Town Hall in the Board of Selectmen's Room with all members present.

Vote: 3-0-0

Moved by Mr. DeBarge, second by Mr. Mannix for the Board to approve and sign the minutes of May 14, 2018 at the High School Cafeteria with all members present except Mr. Rooney.

Vote: 3-0-0

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#### New Business

Board to appoint new Election Officers effective July 15, 2018 to July 14, 2019

Moved by Mr. Mannix, second by Mr. DeBarge to appoint new Election Officers as posted in our paperwork from July 15,2018 to July 14, 2019.

Vote: 3-0-0

Moved by Mr. Mannix, second by Mr. DeBarge for the Board to open the Warrant for the Special Town Meeting



Vote: 3-0-0

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Board to approve and sign the contract between the Town and COMSFAR, LLC for the Ambulance Billing Services for the Fire Department.

TOWN OF LUDLOW

Mr. Mannix asked if anyone has looked over the contract, Ms. Villano explained that this has gone through the RFP Program and been procured and this is the same company that was awarded the contract originally. The contract comes from Town's legal council format and was written by Ms. Villano.

Moved by Mr. Mannix, second by M. DeBarge to approve and sign the contract between the Town and COMSFAR, LLC for the Ambulance Billing Services for the Fire Department.

Vote: 3-0-0

Board signed the One Day Malt beverages permit for the Beer Wagon at Celebrate Ludlow.

Golden Cane Award information

Ms. Villano noted that each year the Board recognizes and awards the Golden Cane Award to the oldest male and female residents of Ludlow. The Clerk provides the Board with names and dates of birth and the person /persons come into the Board Meeting where they are given the certificate and their name goes on a plaque in the Board Room.

Moved by Mr. Mannix, second by Mr. DeBarge to ask the Clerk to give the Board the information to be able to award the Golden Cane Award.

Vote: 3-0-0

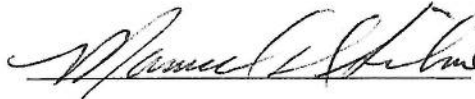
Mr. Mannix commented that the Town has had a number of resignations from positions where most are volunteered for many years and have done a fantastic job and he would like to thank them all. It is nice to get good people in the Town and will encourage more to volunteer. He also wished to thank all the sponsors and donations to Celebrate Ludlow they make it what it is. Without them we could not do it.

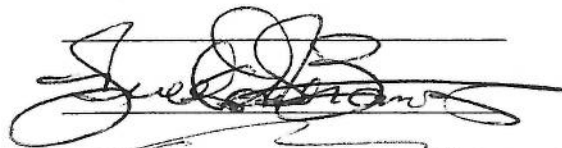
Mr. DeBarge wanted to also thank the people who resigned for all their selfless work for the Town. Also, July 28<sup>th</sup> is Celebrate Ludlow, please come out to celebrate with us. Last thing, tomorrow at the Villa Rose, for the entire day they are doing 20% off for the American Legion Post 52, so please try to have lunch or dinner 20% of the house is going to the American Legion.


Mr. Silva concurred with encouraging everyone to attend Celebrate Ludlow, drink responsibly and have some fun.

Moved by Mr. Mannix, second by Mr. DeBarge to adjourn at 9:08 PM.

Vote: 3-0-0

 Chairman



  
Ludlow Board of Selectmen

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