

Meeting of the Board of Selectmen held on August 7, 2018 beginning at 5:30pm in the Selectmen's Conference Room, Town Hall.

Members Present: Mr. Silva, Mr. Rooney, Mr. DeBarge, Mrs. Fernandes

Members Absent: Mr. Mannix

First Order of Business: Pledge of Allegiance

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Visitations:

The Board met with David Eisenthal, Vice President, Unibank to discuss the two financing options for the Town. The town has \$2.6 million in bond anticipation notes maturing at the end of next month. \$2.2 million of which is for the East Street School and \$420,000 which is for the Chapin Street School feasibility study. In addition, based on projections provided to Town Officials it appears that the Chapin School will need about \$3 million local share, based on projected spending of about \$5.8 million total through June 2019 and the Senior Center will need \$1 thru June 2019. The reason to choose June 2019 is mainly because the construction phase of each of these projects is expected to begin then. Really at this point for the Chapin School and the Senior Center ... design and for the senior center were talking the land purchase happening before any major construction work happens on those projects. So, based on those facts, we developed two options.

Option 1 would have the Town to issue permanent financing \$4,000,000 general obligation bonds, \$3,000,000 for the Chapin project and \$1,000,000 for the Senior Center, and to renew the bond anticipation note for the East Street. Option 2 is to issue Bond Anticipation Notes maturing in one year for all these purposes it would total approximately \$6.2 million dollars. We assumed on Option 1 and this was developed in part based on a conversation with the Treasurer that first interest and principal would be February 1, 2019 last payment of February 1, 2043 so twenty-five annual payments of principal. Mostly level debt service, mortgage like we assume that the town would maintain its current AA- Rating from S&P Global Ratings. We also assume that interest rates will generally increase. Now this Option 1 requires some additional action by the town and by this Board there will need to be a Town Meeting Article to appropriate excluded debt service for this fiscal year. If that does not happen the Town would need to otherwise raise the additional excluded debt service on the fiscal 2019 tax rate. The projected impact for fiscal 2019 is .48 cents per thousand assessed valuation which is .25 cents higher than option 2 which is basically doing nothing with fiscal year 2019. The total for the average single-family house is \$106 which is about \$51 higher than doing nothing or Option 2. You can see on the next Option 1 discussion we are looking at a tax rate impact of .48 cents in 2019, .60 cents in 2020, \$1.07 in 2021 and \$1.16 in 2022. The average single-family house goes from \$106 up to \$257 in 2022. So, Option 2 there is no need to change fiscal 2019 that will stay the same and \$23 per thousand which is .25 cents lower than Option 1 average single-family house is \$55 impact do nothing. .23 cents in 2019, .60 cents in 2020, \$1.09 in 2021 and \$1.17 in 2022. The overall impact is projected at a little under \$70 million which is higher than Option 1. There is a variation in Option 1, the town could issue bonds for the East Street School the problem is that the Mass School Building Authority has not yet completed its project audit, we don't know the next MSBA Board meeting is at the end of this month, we do not know whether the audit will be approved by that time in point. If the audit is not approved the town could go ahead with a partial permanent financing this would also require an additional appropriation debt service and this would be within Prop 2 ½, so it might a little bit more problematic. If the audit is approved the town could permanently share finance the entire local share but would still need to appropriate additional debt service for the current fiscal year.

To summarize, Option 1 is to issue bonds \$4,000,000 in bonds, \$2.2 in BANs requires town meeting approval, its is more gradual set of increases and a lower overall projected cost. Option 2 does not require any town meeting vote and has a somewhat steeper increases and somewhat higher projected costs. Mr. Eisenthal states that if the Board can manage from an administrative and a political point of view to propose an article at town meeting, he thinks Option 1 is the better option. It saves a little bit of money assuming that interest rates increase over time, if the town doesn't permanently finance this \$4 million this year, the permanent financing would happen in a year. So, you are basically taking \$4 million and under Option1 permanently financing it now rather than permanently financing it one year from now.

Mrs. Barros recommends Option 1 as well.

Mr. Eisenthal states that the town will be back with a large note issue in the spring of 2019 and a large bond issue in the fall of 2019. The difference is that under Option 1 it will be \$4 million smaller in the fall of 2019 than it would be if you do Option 2.

Mrs. Villano stated as you all know the tax rate is going to increase dramatically with the School and Senior Center and by doing Option 1 you are starting it now, so it is creeping up a little bit at a time as opposed to going from a little to a large amount. So, for economics it's going to be a little cheaper with Option 1, we also thought for the residents it would be easier for them to start seeing that gradual increase before it becomes the full borrowing.

Mr. Rooney stated that we as a Board should support it today rather than waiting for September 18 meeting.

Mr. DeBarge stated that we do our due diligence for the town, as it is going to increase the tax rate and we must get in front of it. Let's do what we must do.

Moved by Mr. Rooney, seconded by Mr. DeBarge to endorse Option 1 for the financing options presented to us by UNIBANK Fiscal Advisory Services. Vote 4-0 all in favor.

The Board met with Eric Nelson, West Mass. West Mass is in the process of compiling another Mass Works Grant for the town of Ludlow. The legislature passed an economic bond bill that has a version of funding for Riverside Drive equal to \$3.5 million. The window for a Mass Works Grant application closes this Friday. He has been working on compiling, yet another application and we are there, about 80-90% done with it already, but one of the critical pieces is to inform the Board of that. This is the second half of the funding, the original funding was acquired and received last October in a 2017 grant. So, this is the other 50% match. So, we are looking forward to that, it is going to be very interesting to be able to sole source the entire project, versus several sources of funding and you know that we have been reaching out to other entities to find that. I would have to say we are waiting to hear mixed results. It is the same project that I have been presenting to the Board now for a little over a year it is a 4,500ft long public subdivision road, the scenario is that West Mass will work with the town to administer the project. Once the project is complete and acceptable to the town and is excepted at town meeting we will convey the land to the town of Ludlow, this includes a major portion of phase two of River Walk which will take us all the way out to First Avenue. When I am at Ludlow Mills at this time of day or mostly any time of the day there are people using the Riverwalk so there has been a lot of clamoring for when the next phase is going to come. The pedestrian portion of this roadway infrastructure project is the phase two of the Riverwalk. It also opens importantly opens up 60 plus acres of light industrial land in the eastern portion. At a meeting with the Board of Public Works a little over a week ago I expressed the projection of tax revenues there at approximately \$2 million annually projected at build out and increased tax revenues at the local level. 950 jobs. This is all consistent with the same scenario that has been the master plan that was approved by the town back in 2012 and consistent with the efforts that we have been under way now for a little over 7 going on year 8. So, I drafted a copy of the letter that then Chairman, Rooney signed back then and affixed your name at the bottom, Mr. Silva.

I am looking to get your approval to work on this grant and an endorsement to apply. It is an electronic submittal. A lot of things are lining up on that, the funding is coming through, a lot of effort by our elected officials and the Mass Works funding application ...are open.

Mrs. Fernandes asked about where they are regarding the Senior Center Location, are they still considering the West Mass?

Mrs. Villano states that later you will have a vote on the "Determination of Uniqueness" for the parcel that is located on the corner of State Street and First Avenue.

Mr. Silva stated that Representative Petrolotti called him and is very enthusiastic about this and he asked that we kind of rush it because the time is short.

Mr. Rooney abstains from the vote.

Moved by Mr. DeBarge, seconded by Mrs. Fernandes that we authorize West Mass Area Development Corporation to complete and submit the West Mass Grant Application for the Ludlow Mills Riverside Drive Infrastructure Project as well as administer the grant if fortunate enough to be one of the awards in the next Mass Works Grant funding round. Vote 3-0. Mr. Rooney Abstains.

Mrs. Fernandes asked Mr. Nelson, about the 950 jobs and where would those be?

Mr. Nelson states that in the master plan it is targeted for light industrial and market studies are proving that that is the most viable, in the master plan there is five buildings out there, but it could be one it could be two buildings. The interesting thing is that there is a need for the larger sites in the area, there is a lack of inventory. Those job numbers are based upon standard Kinsley report from an office of building management association (BOMA) and so for every square foot of that use you project that employment. Those are well within the framework of MEPA permitting and the local comprehensive plan projections.

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Westover Golf Interviews:

Joe O'Brien

Mr. Silva: It is customary that we allow you to tell us a little about yourself and why it is you want to be on the Golf Commission.

Mr. O'Brien: I am retired, and I worked for the Springfield Police Department for thirty-three years, I retired fifteen years ago. I have been a resident of Ludlow since 1989. My wife is a life long resident of Ludlow. The reason I want to be on the commission is, I served on the commission for three terms for twelve years and you have to be off a year and apply again. One time after I applied I wasn't appointed, someone else was, so I was off for two years and then I got back on and served my third term and I had the last year off. I like, I don't golf as much as I used to, I had some medical problems, I had a torn rotator cuff and back problems and things, but I go out to the course a lot. When I was commissioner I would like to sit by the gate shack, or the starter shack and talk to the golfers coming off the course and teeing off, catching them at the end of the ninth hole or starting the first hole.

I talked to a lot of people from Connecticut, and things that I found, is that I know myself, is that the course is improved greatly in the last four or five years, ever since we appointed Ryan Linton as Superintendent. He turned the course completely around. And that's the compliments that I hear from the people in Connecticut when they come here and people that are regular golfers here. Some of the things that they like; they like the price of the course to golf. If you check the public courses in the area we are probably the cheapest. I know at times we got into price battles with the Chicopee Country Club, where they would lower their rate so then we would lower ours, then they would lower theirs and well we are in the business to make money, so we can't keep lowering the rates.

Then we hear the arguments, the arguments are; the course is too long. It is long, but it is flat. There are only two hills. Compared to the place out in Belchertown which is all hills. The other thing they talk about is the sand traps, that they should all be replaced. We should have cart paths all around the course, asphalt. That is an awful lot of money, an awful lot of money, its thousands of dollars just to replace one sand trap. To dig it out and replace it completely. We have improved, we are working on it all the time. Ryan does a great job. They talk about it being backed up and we try to improve on that, we always had rangers out there all the time, all day, we had to cut back on the rangers because of our budget, we had to cut back. Other things that we have run into, problems we have run into is budget problems. Our seasonal employees, we had to increase their average work hour rate, which is going to go up again. Eventually, be fifteen dollars an hour. We must absorb that. The one thing I try to tell people, and I will tell it to you, is golf courses throughout America run on weather, that's how they run. I was out there today, there were very few golfers there at 1:30 this afternoon. I talked to a couple of them in the clubhouse, one guy, he couldn't finish he had to come in, it was too hot. Now what do we have, we have the heat, then at four o'clock we get a rain storm. And this has been a bad month and a half. Another thing that hurts us, we pay the town of Ludlow \$90,000 a year for shared services. So, before the first golf ball is hit, for the year when we open we are already \$90,000 in the hole. We have to make that \$90,000 up before we start making money. Our enterprise fund has gone down. It was up to \$130,000 at one time and its now \$50,000. Part of that \$90,000 is a result of that. Raises and salaries, that's another case. We keep trying to find ways so save money, it could be cutting back the hours, that these seasonal employees work, and you might lose seasonal employees because they want to work, they want hours, we may have to cut back. We can't cut back on what we do to keep that course looking as nice as it does. Ryan does such a good job out there, and I always said this, every time I was on the commission there are three card carrying professionals out there, I'm not one of them. The Chairman is not one of them. So, when Ryan Linton says to me, I'd like to put some Rye grass here and some Kentucky grass there, and some bent grass here. I don't even know what kind of grass I have on

my front lawn, but if he puts it there and it doesn't work then I am going to get on his case. We have done that in the past, we have sat down and said how come this hasn't worked, he says well I'm working on this and trying something different. I like being out there, it fills my time I like being around the people. Most of my time there, the different boards that we have I have served on clubhouse renovations of the clubhouse, the restaurant things like that. Finances, I am not a financial guy, numbers and sometimes it's a little tough for me and math was not one of my better subjects in school. But I just enjoy the golf course and I enjoy the people and I would like to be re-appointed. I hope that wasn't too long for an introduction.

Mr. Silva: Any questions from the Board?

Mr. Rooney: Mr. O'Brien thank you for coming back. Thank you for your continued interest. I think it is a credit to you, that you haven't had enough especially with the guy sitting to your left. (laughter) I think you are to be commended for coming. For that alone. Let me bring up three areas; one that I bring up regularly, sometimes kind of kiddingly but not so much. You need more water, and by that, I mean drinking water on the course. I wouldn't even attempt quite honestly to drink out of the, the one between #2 and #8 the one on #13. You know, I play other courses and I'm not talking about private courses and they have those big orange jugs of water. Now for me, especially during this hot weather, my dark Mediterranean skin, it's a struggle, and I play early in the morning. So, I think that's really something you folks should be looking at.

Mr. O'Brien: Yes, we have talked about it, we have tried, I remember one year we buried the coolers we kept sending guys out every so many hours to fill the coolers with ice. We would like to have from day one when we open to have water out there. Everybody says for the hot days, no you need water, but not every hole. To get to every hole would be, but on the back nine or the front nine, say two holes. Front nine two holes, back nine two holes. So, you play three holes you have water, you play or four more you have water. I agree with you one hundred percent. We need water out there.

Mr. Rooney: Let me bring up two other areas, one is just a comment and that is certainly the commission should be commended and obviously, Ryan Lint should be commended. It has been a very hot summer. I continually play Westover, I'm amazed at how well it has weathered the weather and that's a credit to both the commission and to Ryan. Let me just give a, and this isn't a question, but just a note of caution. To me you are right about one of the great assets that Westover has is it's flat. People want to walk they can do that. I am still searching for the second hill. We have fourteen, where is the other one, six?

Mr. O'Brien: Ten you are going downhill, but that's the two hills on the course.

Mr. Rooney: But certainly, that's an asset, but also the course itself is an asset. I personally think there was too much trimming of the tree on fifteen. I don't like the fact that the tree on seventeen was taken out. Now, keep in mind for a golfer, I'm glad it's not there because I don't have to deal with it, but that is I think one of the characters of that course, is its difficult layout. And you know, if you don't want to deal with the tree on fifteen, don't hit it on the right. One of the things that I have at least heard, I hope it's not going to happen, is tinkering with the dog leg, the corner of seven. Clearing all of that out and making it easier to get through, you know seven to me is a great golf hole. And once you start tinkering with that course I think there is a lot of other options out there and that is one of the assets that you have.

Mr. O'Brien: My theory about exactly what you are talking about and when you say seven which is the sharp dog leg right

Mr. Rooney: Left

Mr. O'Brien: Left, but there is another hole that is a sharp that is a sharp dog leg right. You hit out and if you can make it, a strong hitter, you will end up in the tall grass, #17.

Mr. Rooney: But you took the tree down. Now you can kind of ...

Mr. O'Brien: Your dog leg left, if they trim that back, and they trim 17 back and we keep trimming trees back and everything, guess what were going to have? Exactly, that's exactly what I said so somebody, were going to have, every hole will be a par three hole and there is no challenge. If you golf, and I don't know if everybody golfs, but if you golf, you shoot 85 and every time you go out you shoot 85, don't you want to go out one time and shoot 83 or 82 it's a challenge to get better. When they took the tree down on the first hole, the signature hole, that was our signature hole, I have spoken to guys out there

who say they missed the tree, because it was a challenge to try and hit by it. They wanted to try and hit by it. If you have a baseball team or a football team that's very good, you don't play the last place team every game of the season. You play different teams and you have a challenge. Westover Golf Course is one of the few public courses in this area that you have to use almost every club in your bag to play. There are some courses here that you can play it with five clubs. Its too easy. Jack Nicholas started to design courses that were easy play courses, took all the traps out. Agawam Country Club did it. They left one trap. They went back and put the traps in, it was too easy. We can't please all the golfers out there. I was out there the other day, I looked where they cut the tree, ok, trimmed that tree on 15, where they trimmed that tree, there is a tree right behind it that the branches stick out further than the branches they trimmed, it's a Maple tree and the branches, and so now what are you going to do, trim that Maple tree back. There are seven commissioners we don't always agree on everything. Sometimes, we have, I might be the oldest person in the room. I was in the Air Force and I patrolled that golf course when I was in the Air Force when I was stationed here. That golf course was this wide, it is now this wide. It has improved and when we had those people come out to the golf course and we paid to have them look and say what recommendations and all, sure there were some holes they said, yeah you could change around, move some traps and things like that. We are in the process of doing that. It takes time and money.

Mr. Rooney: Thank you, that's all I have, anybody else.

Mr. DeBarge: He has gone through everything that I was going to ask. I appreciate you coming back and having a career at that course. I have been there since I was, I have been playing there since I was that tall and I remember you there quite a bit. And your resume is development of the master, of the master plan of the golf course and all of that, so I appreciate your passion for the game and your passion for the course. So, I won't take up any time.

Mr. Silva: Well, thank you sir.

Mrs. Fernandes: So, as you were telling me, you know going through the pros and the cons of the golf course, the issues that you see with it. A lot of it has to do with financials. Do you see any way to, I know it is very difficult, weather you can't predict, although these days you can, its going to be 100 degrees almost every day. But, how, I mean that's most towns most businesses, most individuals are dealing with that, the financial difficulties and how do you see, maybe some options to address those? Besides cutting back on you know, the seasonal staff.

Mr. O'Brien: Cutting back on seasonal employees would give us more money in the budget. Cutting back on maybe the shared services, in other words, if we loose rounds due to weather, ok, and our amount of rounds goes down, and our amount of money coming in goes down, we still pay that \$90,000. Maybe if the town would say look, we will look at it, and try and balance it off. I don't know if they would do, I'm just saying. They might say alright, instead of 90 we will take 75 this year or something. Another way to do it which is against the law is Chapter 600 which we operate under, we cannot charge or have memberships. Because that's the advantage that private courses have. They have a guarantee when they open up day one, they know how much money they've got. Because of the people who pay their dues. We can't charge memberships. It would be great if we could. Alright, we've cut back on our advertising because we have gone to social media to advertise. Because advertising costs an awful lot of money. But the social media has helped us, people calling in for tee times and watching it on tv things like that. Its worked, and that's. Maybe we should look at, and we have looked at, we had one social media group that we had that we weren't pleased with dropped them, went with somebody else who was cheaper and gave us more. That's the only way I can see. I can't see having more dinners out there and things like that. We are not in the catering business. But it would be great if we had it, but we don't have the room. They talked years ago about building a new clubhouse and tearing it down, because there's a lot of wasted space out there that we are paying to air condition. The ladies room had couches and chairs in there, nobody sits in there, they don't it anymore. The locker room that is never used, it's used for some storage. You can take that clubhouse and make it this big but make it nice. You can make it nice, if you want to have it, and have banquets, but were not in the banquet business, were in the golf business.

Mrs. Fernandes: We can have something like, you know, where you, I know it can't be membership, but something where its like "adopt the course" where people could contribute some moneys to help maintain it and keep it open.

Mr. O'Brien: I don't think we're allowed to do that. I mean, we have turned down groups that wanted us to do certain functions for them to raise money. If we do it for one, we have to do it for 100. So, we always turned people down for that. We can try and work hard, which we have, to get more tournaments. Because we can make money with the tournaments. Mr. Kabinsky makes money on the tournaments. If we can get more tournaments out there but and again to get a tournament you have to lower the prices a little.

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Mrs. Fernandes: But then your guaranteeing a group of people.

Mr. O'Brien: Yes, some of our tournaments and the leagues that we have, we did sell cards, you could buy a, what was it called, it would cost a \$1,000 a membership cards, that we are allowed to do. We push for that. We have other golfers going out and trying to get guys in. We have a league in the morning, Monday, Wednesday and Friday it's a senior league. It varies sometimes for the year, we have forty golfers, sometimes we have 25. We have to push, that's what we have to do. And that's things that, I'm not patting myself on the back, I'm just saying that I like to do out there. Talk to the golfers and say, hey, you ever think of joining the league. That's the way to bring money in.

Mr. Silva: Ok, thank you sir.

Mr. DeBarge: Thank you.

Mr. O'Brien: Thank you very much.

Mr. Silva: Next we have an interview with Walter Craven. Hi. Come on in. How are you. Well its customary that we ask you to introduce yourself and tell us a little about yourself and why it is you want to be on the golf commission.

Mr. Craven: I have a brief bio I will handout just to kind of give you a quick overview. Manny, Carmina and I know each other from when you folks were elected to selectmen, I ran against the two of you.

Mr. Silva: You're out then,

Mr. Craven: What's that

Mr. Silva: You're out then, I'm just kidding.

Mr. Craven: Thank you for having me here. As my bio says real briefly, I'm of course a long-time resident of Ludlow. Married currently and have four children. Currently working in the Hampton County Juvenile Court system as a guardian I provide services to youth at risk. That was a career change I did about five years ago. For about the first twenty-five years of my life I was in the technology field, business ownership, corporate management, did some sales management a little bit of everything. I did sit on the golf commission, I couldn't come up with an exact date, but Sean was there. So, I hate to say it Sean, but we are both getting old. I suspect it was about ten, maybe twelve years ago. I fulfilled a three and a half year of an unexpired term that was originally Joe O'Donnell's. Joe left and then I believe Richard Devine took that seat and shortly thereafter he left, and I took his seat. When I was on the board you will see some of the things that I was responsible for. One of the things that I am most proud of is I brought westovergolfcourse.com on to the internet. I personally created the first webpage for Westover.com. Went out and secured the URLs for westover.com and I was the champion with Sean's support in bringing Westover online with tee-times. We were actually the first, golf course in Western Massachusetts to have on-line tee-time ability. That was something that I championed for many many years. I am very passionate about running the golf course as a business. I know it gets mixed up and kind of crosses over in the gray area of a municipality, but it is a business, it is a for-profit business, it needs to sustain itself. As we all know the golf business is very competitive and if you take a look at the financials over the last three or four years, unfortunately, the enterprise fund is down to about fifty thousand dollars. Where at one time it was well over a million. The course over the last couple of years, have lost about \$100,000 in three years, this year from looking at the numbers from the accountant it looks like there will be about a \$5,000 maybe \$10,000 profit. One of the things that I championed when I was on the committee was advertising. When I first sat on the committee, we had probably \$2500 a year for advertising. When I left three and a half years later it was at \$25,000. I strongly believe that the golf course needs to be marketed. Golf in general, if you look over the last twenty years its pretty much flat, number of rounds played in the U.S. in the last twenty years have gone up 7%. But there is about 40% more golf holes available. So, there is little increase in player ship, but a significant openness in regard to the number of courses that are out there. As we all know Ledges has had its financial trouble, Southwick is on the verge of closing, there has been some discussion that

Agawam may follow. Chicopee last year was off almost 10,000 rounds almost \$250,000, so Chicopee is going to be confronted with a very interesting dilemma in the next couple of years. So I missed the opportunity, from what I understand, Sean is still there, Paul Charizan is still on there and a few other people that I know are still up there. Of course, Bill Kabinsky is still there. I knew Bill when he was teenager at Veterans. I think I have a good working relationship with him. I know the ground crew, Mr. Linton and I think I would fit in. I know Mr. O'Brien who was here, Joe and I sat on the board for many years together, Joe is a very fine gentlemen and I feel very fortunate sitting here in competition with Joe, because I think we both would be a good choice for thein regard to which way you folks decide to go. You have my bio, is there any questions or thoughts on my bio?

Mr. Silva: Any one questions?

Mrs. Fernandes: Besides the advertising, where do you see where maybe the course could use improvements?

Mr. Craven: Well the course is in excellent condition, unfortunately I do not play nearly as much as I like to. So physically, the course is in pretty good condition. There is always room to make a business better in regards to keeping expenses down, in regards to making it affordable to the players that are there, in regards to making a "better opportunity". I have played four or five times this year, maybe six times. I couldn't get a cold drink on the course, if I had to pull my eyes out on a couple of water fountains. And it isn't a hit against anybody, it just happens that on Tuesday morning at 6:30 or 7:00am there's nobody out there to get drinks. So, there is some tweaking we can do in regards to the business. I understand, you know, Billy doesn't want to put a cart person out at 7:00am, 8:00am if there is, only twenty-five players. But there are some things that can be tweaked. We when we, I was on the committee ten years ago, we even looked at the "white elephant" the concession stand, pro shop that is expensive to run. Electricity is high, plumbing cost is high on that, I know there has been an awful lot of maintenance done on that. At the time we were talking about potentially replacing that, but the money just isn't there today. So, there is some hospitality things that can be tweaked and some services that can be tweaked. But, in regards to the basic, layout of the golf course, there is an professional staff up there, they are very good as I did put on my bio I did spend some time with the USGA when they were up there. We had hired them to do a greens analysis and a fairway analysis and I spent some time with them walking and listening and things of that sort.

There are some very good organizations out there that we can turn to help tweak the business plan and the player ship of the golf course. Beyond, if you look at some of the holes the sand traps, in the middle of woods if you look at some of the holes, in regard to how Warren Hatch originally designed them to what they are today. There's overgrown trees in places, there's some water that doesn't make sense, there is always some player ability issues. We had this debate several times when I was on the committee, about what trees do you remove, what trees to you keep and the bottom line is you can't grow grass with too many trees. How many healthy banterers did we have about trees, dozens of times, dozens of times, so there are always things that can be tweaked. My dad was part of the conservation commission and they planted a whole bunch of those pine trees at our golf course, or at Westover. So, many of those white pines, they were literally 3 inches tall when they were put in, they could be trimmed back, they could be removed. But we always had the typical discussion of the esthetics and the environmental impact, and I know for a fact the DPW doesn't like to remove trees. So, we always tried to not remove trees unless they are critical. I don't think, there's no ... for change, beyond just looking at the play ability and ensuring that when folks come out they have a good round of golf, it doesn't take them too long, its affordable and they leave with a pleasant taste in their mouths. If we can do that, I think in the next three to five years you will see enterprise fund growing again in regard to value and Westover once again being one of the premier courses in the area.

Mr. Silva: Any body else? Mr. Rooney.

Mr. Rooney: Well first of all, thank you for coming in. Let me just give you a hypothetical. You are sitting around with three of your buddies, deciding where to play golf this weekend, and there is discussion about the Ledges, Chicopee and Westover. Why would some in the group, hopefully not you, but why would some in that group be pushing for Ledges or Chicopee rather than Westover?

Mr. Craven: Well cost is always an issue. Play ability, how long is it going to take to play, how much time do we have is always an issue. Second is, do we have a home course favorite. I don't like the Ledges, I don't like that way Ledges is laid out, I think it is too hilly, I don't think it is a walkable course. I don't think it is a course, for what I consider the typical 10, 15 or 20 rounds per week person. So, I

would immediately say Ledges is out. Now, Chicopee, nice course, rather good shape, the huge advantage they have is tons of open tee times. Player ship is way down there, lots of people just aren't playing Chicopee. A lot of it is their own fault. But, from a simple strategic standpoint, Westover is more challenging, it's a longer course it offers an easier walk than most courses. And overall, I think it offers a better value. But Chicopee and Westover, their both two good courses. I have always like Westover. I like the length, I like some of the hole positions I like some of the challenges, I think it just plays, it's a little bit more mentally challenging and physically challenging over Chicopee. That would be my vote, doesn't mean I get to go where I want, that would be my pick. I prefer playing Westover. I was in a league at Chicopee for many years, almost ten years and I enjoyed it, but I do, I really do enjoy Westover. I always enjoyed Westover. Westover has got a good reputation, I don't know if you played, have you played up there this year, Bill?

Mr. Rooney: Oh, many times

Mr. Craven: Derek have you played up there?

Mr. DeBarge: No not

Mrs. Fernandes: Oh no.

Mr. McBride: We prefer Carmina to stay away.

Mrs. Fernandes: Your budget might go up with me on the course.

Mr. Rooney: The last time she played she was sunning herself on the second fairway. Literally lying on the ground sunning, herself.

Mr. Craven: With the geese.

Mr. Rooney: No

Mrs. Fernandes: No not with the geese. I felt like I did less damage that way.

Mr. Craven: The course is in beautiful shape. I have to congratulate Sean and his team, they've done a great job. Its really wonderful, I was up there a couple of days ago, just doing a ride through, just to do a visual because I haven't played since the kids got out of school and it really is beautiful. I think it is a hidden gem and that's one of the reasons again I go back to, we have to market it we have to sell it. Golf is up 6% but the whole play ability is up 40%, we have to get back into it. Why does McDonalds advertise, why does Coca-Cola advertise, you know generic sustained long-term advertising, that's what drives people. You know, how do we get those four people, that you mentioned, not me or you to think first, lets go to Westover. The way that you do that is generic sustained advertising, you have to keep the name out there, keep the face out there. And I know why it was cut, because of budget. The town gave an edit to the committees to either flatline or cut 1% or cut 2% or cut 3% and I get it, but I think its time to go back to the finance committee as we did ten years ago and say we need a little leeway in this, and this is why.

Mr. Rooney: Ok. Thank you.

Mr. DeBarge: Mr. Chairman. Mr. Craven I just want to say, you know again, thank you for coming in for this. It is always nice to have somebody who knows, not only the course, but also knows the job, come back who has done it before and knows the ins and outs of it. Your resume or your bio is, as I said to Mr. O'Brien is impressive with your knowledge of the course and your ideas are, to be truthful, are what a lot of people say with marketing, and stuff like that, I interviewed for job before, saying the same thing and what caught my ear the first time you said it was the money that was there before and of course from marketing and obviously the money is not there now. I don't know what the answer is to get more there, I agree with you in that Westover, and I have said it before, is the best course in the area bar none, I wish I could play, I can't due to an injury, if I could I would be there every day. But again, I thank you for coming in and applying again for this. I appreciate it.

Mr. Silva: The only comment I have is Westover and is well known, takes a long time. Westover just can be an hour longer than most courses. It might be the length like you were mentioning and stuff like that. Quite honestly, I don't know what the answer is to make it a little quicker, but the course is in great shape.

Mr. Craven: We actually talked about that, Manny, on several occasions when we were on the committee. We looked at everything from moving the pins up on the busy days to putting pins in the

middle of the greens.... corners on those busy days and do the little things that can tweak up the flow. Perfect example, and it was no plan of the committee. The tree on one got cut down. If you remember years ago, they scalped around the bottom and it got cut down and had to go. That tree, if you watched a new group, that tree could add three to six to eight minutes just on that hole, for one group. So, when that tree went the playability of just that hole increased tremendously. We had on several occasions, when Sean and I and Joe and I were on the committee, debated this and looked at this, you know, how do we get play moving, what do we do. Again, how are we going to be responsible to not only, the people who want a good challenge, who made the decision to go there for the challenge but keep time at a responsible level. The good news is, of what I see, of what I hear and of what I play, I can make it around weekday morning early in under 3 hours. There is almost nobody there that's going to tie you up. I haven't played on weekends since last year, but the two or three times that I did, I was right around 4 hours. So, I think part of that is the fact that there is 40% more holes to play, as I said earlier. So, there is just not as much crammed in player ship as there was at one time. But by simply moving the tees and moving the flag and doing things that you can, and there is a ranger on staff there is a ranger on payroll and there is somebody who's job it is to go around and keep people moving. One of the other challenges is to put the golf cart out there, the drink cart that slows people down to. So, when you want the amenities as Carmina said earlier and we are trying to satisfy the needs of the players and make it a good experience, we now all of a sudden add fifteen minutes because we are going to stop them three times to see if they want a drink. So, you know it's a challenge. I, when we were on the committee we had looked at adding three additional holes over by the Boy Scout camp with the philosophy of creating an executive three-hole type quickie round of golf, so business people could come in and play three holes and leave. I still think without adding three holes, that Westover can be, because of the way 1,2 & 9 set up and the way that 10, 11 & 12 or 10, 13 & 14 that we could offer weekday three hole special to business people. Get them in and out in 45 minutes. And be the first in Western Massachusetts, like we were for the on-line tee time, to offer three hole \$9. Come in 45 minutes play 3 holes for \$9 get in get out. Biggest thing I hear from most business people is, Bill your business people, how much time, when you go play like a Chamber of Commerce golf outing, how long does it take, 6 hours?

Mr. Rooney: Sure, but I will give you my own opinion. I don't believe you are going to get people playing three holes.

Mr. Craven: Offer it once a week.

Mr. Rooney: I may be wrong. But I won't go to play 3 holes. Maybe it's just me, but I don't even like playing nine. Maybe because it takes me nine holes to...

Mr. Craven: So, you would rather play 18.

Mr. Rooney: Yes. Now granted it's a trade-off. Now I don't have a problem with the length of time it takes to play Westover, but when I'm playing I'm playing somewhere between 6:40 and 7:30 never beyond 7:30. But certainly in that range I never have more than four hours. Now I don't know what it's like between 8:30, 9:00 or 10:00 because it just doesn't fit my style, but again for me personally I wouldn't play a three hole, it would take too much to get out there you have to get changed, and play and get back and

Mr. Craven: Its actually common out in the Mid-West.

Mr. Rooney: It's an interesting thought.

Mr. Craven: Just something to think about. And again, the good news is, if I'm on the committee I'm one of seven. One thing Sean will say is I'm always full of ideas. Some of the ideas are good and some not so good. I'm always thinking outside the box, I'm always tossing around, always willing to kick the can and see if it hits.

Mr. Silva: Ok sir, thank you so much.

Mr. Craven: Thank you Manny, Thank you Bill, Carmina.

Mr. Silva: Sir, any comments that you may have.

Mr. McBride: Sure, Thank you, Manny. Thank you, guys. Obviously, every time it seems that I'm before you guys with candidates, you have difficult decisions to make. In a perfect world, would we have \$25 or \$30 thousand dollars to spend on advertising and be able to do all of those things, sure that would be great, and we would make good use of it. The reality is like any town department we have to be

cognizant about the bottom line, we have to be fiscally prudent and when it comes down to the product that we are putting on the course to make it as playable and as enjoyable as it is, or the personnel that maintains that property, that's the route that we've decided to go. Both candidates have their attributes, I think that Mr. O'Brien in my opinion has always been a true ambassador of that golf course. Somebody, because of some health issues doesn't golf nearly as much as he would like or what he did in the past. He is always up there, he is always greeting guests, he is always asking for ideas, asking for their input and that's where true change comes, is from asking the folks that are up there playing. He takes their ideas and he is genuine and his concern for peoples' ability to play around in a timely manner. He is cognizant of the issues we have concerning our finances. He is open to suggestions and he is a true ambassador to the golf course. So, if it were my decision to make I would lean toward Mr. O'Brien. But again I think both, as you can see from the resumes and from the bios they both have, although they are different bios they offer a lot of qualities and I think in my opinion, I think that the customer service that Mr. O'Brien would provide to the golf commission is valuable for us, who don't have the time or the luxury or the ability to spend hours up there on a daily basis talking with customers. My opportunity to talk to customers happens once or twice a week if I happen to go up at night and play nine holes, and I happen to join in with somebody and I can pick their brain a little bit.

So, I think the amount of information Mr. O'Brien brings to the table and brings to our meetings is really valuable for us when we are making decisions on what direction we should go on a number of different issues. Whether it be playability, whether it be trees and I tend to agree with you, I think they went a little, unless they got a new saw or something, they went a little crazy on 15. I don't want to see the integrity of the course change, its not what the designers of the course, didn't want it to be an East Mountain, its Westover. Its long and its challenging, one of the reasons why it takes a little longer to play is because of the challenge. But that's part of our uniqueness, I think that's part of the decision making that goes into those four guys that are sitting around determining what golf course they are going to play. Most people want value for their money and want a challenge. If you are playing with three other guys and your throwing a couple of bucks on a game you want to be able to hopefully have a little bit of a longer drive than the other three guys, so maybe it works out for you. My opinion, I think Mr. O'Brien would be would be, he would be my choice if I was selecting.

Mr. Silva: Thank you. Anybody have any recommendations, motions, anything? Mr. Rooney

Mr. Rooney: I certainly would agree with what's already been said in terms of the two candidates. I think that both of them have done it in the past and bring a certain amount of passion. I think I would give the edge to Mr. O'Brien given his track record there. Kind of reaching out, it is a business. Westover is in competition with some of the other courses around and if there is somebody who is there picking the brain of players on a regular basis I think that can only help the commission as a whole. That would be my sense of going with Mr. O'Brien.

Mr. DeBarge: I have almost the exact same sentiment. To have that kind of passion and that kind of time to be able to do that and be involved for the amount of time he has, the years that he has and all that, I would agree with that pick.

Mrs. Fernandes: Mr. Silva, I agree, both, we are very lucky that both are experienced, and both served on the commission, they both understand golf quite a bit. Their background is very impressive. But, I defer to you because you know more than anyone there.

Mr. McBride: That's the first time anyone has ever said that in a room full people.

Mr. DeBarge: I was going to say did you have to say that.

Mr. McBride: You can come up and play Westover anytime you want.

Mrs. Fernandes: Thank you, thank you Sean. See I knew I liked him.

Mr. Silva: Don't take that too seriously, your talking about somebody who doesn't golf, knows nothing about golf.

Mrs. Fernandes: If I took it serious I'd probably be better than any of you guys here. Just saying. But it is true. He has years and years of experience for this, he has the time and the customer service which seems to be, and its free. So, it seemed, like I said both candidates, Mr. Craven to is, his experience and his background, but it seemed that Mr. O'Brien can probably, has the time to commit to this right now.

Mr. DeBarge: I hope he comes back, Mr. Craven.

Mr. Silva: Certainly, the one for me is a benefit. I like Mr. Craven's enthusiasm and I like some of the stuff he has done and some of his ideas, and Mr. O'Brien as well. Does anybody have a motion?

Moved by Mr. DeBarge, seconded by Mr. Rooney that we appoint Mr. Joe O'Brien to the Westover Golf Commission. Vote 4-0 all in favor.

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Interviews for Zoning Board of Appeals:

Mr. Silva: We have Mr. Chester Giza here and ready, Sir would you like to step forward. Mr. Giza, we all know you pretty well, but

Mr. Rooney: I'm sorry Mr. Chairman, but we may want to invite Mr. Jarvis in he is the Chairman of the ZBA.

Mr. Silva: Mr. Jarvis if you would like to sit up here. He is kind of hiding back there behind the books. Mr. Giza, like I said we all know you pretty well, but for the people who don't out there on the local television, if you could just introduce yourself, let us know a little about yourself and why it is you want to join the Board of Appeals.

Mr. Giza: Chester Giza, 134 Yale Street. I have been a life-long member of Ludlow, 75 years. I ran a business in which I just sold not too long ago. I feel that, to be honest with you, a lot of stuff going on in town that we haven't, a lot of rules and regulations, but enforcement is dead. That goes from one department to the other department and nobody holds onto finding out what's happening. What is the sense of having all the rules, when nobody abides by them. That's why when I heard there was going to be an opening, I said I'd like to join that for a while.

Mr. Silva: Thank you. Any questions from the Board?

Mrs. Fernandes: I can start. What are some of those areas that maybe you have seen that need more enforcement for example?

Mr. Giza: Well, I don't know where you want to start. I have a lot of stuff, I don't want to start naming names, but I have enough problems just talking with those people. How about I take a situation, for instance, one of the situations was, the guy had a truck parked in the wrong place, its not supposed to be there, the zoning and all the people living around there, he was told to move it in 60 days, and 6 years now the truck is still standing there. Nobody is doing anything about it. It goes on and on and on. It starts with the Fire Department all the way down to the Planning Board. I'm not bitter, I just feel that we have all the rules, but we keep changing them all the time. Last time as a precinct voter, I have been a precinct voter for over 50 years and so you get to know what happening around the town. A lot of people wanted me to join in the group, but I said no let somebody else do it. This one here I would like to see what's going on. I don't think the people are doing the job that we are supposed to be getting.

Mrs. Fernandes: Thank you

Mr. Rooney: Mr. Giza, you are applying for the Zoning Board of Appeals, right? I am really not sure why you are here talking about what the Planning Board is doing or what some other department is doing. What do you think you have to bring to the table to be an asset to the Zoning Board of Appeals?

Mr. Giza: The same as anybody else. I mean, the rules and regulations, you go by rules and regulations and if there have to be some enforcement on it you do that.

Mr. Rooney: Now, you were on the Zoning Board of Appeals previously correct?

Mr. Giza: That's correct

Mr. Rooney: Back I don't know 15 years ago, or so. It's my understanding, what happened, if you can summarize what happened there?

Mr. Giza: Well what happened there, as most of the guys who were with me at that time. The problem was, that the selectmen were trying to do the job that they gave us to do. And as far as we were concerned, if were making the rules that we don't need any help from the selectmen if they didn't want us to make the run and check out what was going on and, then what's the sense of us being there. So, I will just resign. That's it. But, yourself, you know a lot of these people they come in they got a hundred foot lot next to their house and they made them change it to one whole lot, they pay taxes on it for twenty-five years, kids get old, they get married, the father says oh I will give you a lot, build yourself a

house, and all of a sudden, boom, he can't do it. I don't think that's fair. If you take the tax on a person for a building lot, it should be a building lot. But when it comes to using it, you can't use it. Then you have to go through all the red tape. You know I was on the, well I don't want to go into details, I will stay with this.

Mr. Silva: Anything Mr. DeBarge?

Mr. DeBarge: We always, for those that you know have issues with what we do or what other departments do, we always say you know, get involved if you have a complaint or whatever and its always nice to see someone coming up and wanting to get involved if they have issues. I just wonder, and Mr. Rooney, kind of touched on it, until you said I didn't know you were part of the ZBA before. I just wonder if these issues that you have, it sounds like you have with a lot of departments and I wonder if the ZBA is actually the one that you want to go on, sir, because of all these issues that you have. How would you go by taking care of all these issues by being on the ZBA?

Mr. Giza: Well how many members are there on the ZBA right now?

Mr. Jarvis: Six, Five regular and one alternate.

Mr. Giza: So, I would be an alternate?

Mr. Jarvis: Correct

Mr. Giza: As whatever comes up, you have to. You guys are selectmen, you have been selectmen for a while. You travel the town, you see what's happening, all of the junk happening everywhere. No matter where you look, take for instance near the park, across the street on Oak Street, there is a guy with three vehicles, unregistered, covered up with all kinds of different crap. It looks nice, you know what I mean.... for the neighbor next door who keeps his yard swept, because you know the Portuguese people, they love to sweep the streets and everything. You know what I mean, but it just, there is not no need for it. Secondly, is we are always crying to money and in our by-law, it says, if it is unregistered then it don't belong in our town. So, its got to be registered and have a sticker on it and if they don't they can't even sell it with a for sale sign without getting permission. So, you know, I can name you a hundred vehicles that should have been gone a long time ago. Its all junk. Nobody enforces the laws. You go to a town meeting and the last meeting they wanted to change it again. Three times they changed the laws, as far as trucks and cars and everything, and it didn't go anywhere. I'm the guy that voted down the last one because they wanted to make it a little easier, I mean keep what we got and just enforce the law. But there is nobody to do it. The Chief don't want to do it, Fire Department don't want to do it, and the Building Department don't want to do it and that's part of their job.

Mr. Silva: Mr. Giza, a couple of final words, I don't have any questions. Do you have a couple of final words for us? Are you all set?

Mr. Giza: I think I said enough.

Mr. Silva: I think we are ok for now. Thank you so much for taking the time and thank you for serving on various boards and trying to serve on another one.

Mr. Giza: Well I am on Housing now.

Mrs. Fernandes: I just want to add if I can real quickly, first of all, thank you, you mentioned joining the ZBA and you mentioned one zoning area that I think we should address a little bit more here, especially when you are saying that we don't have enough affordable housing in Ludlow, looking at those larger lots and especially in the center of town, is definitely something that the town should be looking at. So, but thank you, I agree with Mr. DeBarge that a lot of people complain, and a lot of people point fingers, but they are not willing to step up to the plate and take some action and role up their sleeves. So, thank you very much for doing that.

Mr. Silva: Thank you very much.

Mr. Giza: Thank you gentlemen, have a nice day.

Mr. Silva: Ok we have another interview for the Zoning Board of Appeals, Nicole Parker. Is Nicole here, Nicole is here perfect. I am sure you heard so, if you could give us a little background about yourself, your name and so on, and why

Ms. Parker: Hello, my name is Nicole Parker, I have been in town here about fourteen years. Six years ago, I joined Palmer in the municipality in the Planning Department. Then last year I went to the managers office and so I am very well versed in municipal, you know the work that we do here, and I have been wanting to get involved, but I really wanted to, really know how towns operate and how things work before I really got involved. I have been looking at the vacancies for a while I did see a Planning Board vacancy a while back, but that was a five-year commitment and I see this is an alternate and it's a one year, so, I am very very busy in my job as I'm sure we all can attest. So, you know, I couldn't really devote too much time, but I definitely wanted to start getting involved and see what I can do for us here in Ludlow.

Mr. Silva: Thank you, ok go ahead I thought you were done.

Ms. Parker: I supported the ZBA in Palmer for four years so, I am definitely well versed in the Palmer Zoning ordinance where it is a city not a town. I know some of Ludlow too. I don't know the zoning by-law by heart, but I know a lot of it by just looking at different things when people want to build something, they always come to me. You know, what can I do here, I live in agricultural, so what can I do, so I kind of have been through the by-laws but I don't them as well as I know Palmer.

Mrs. Fernandes: But you are willing to learn them, right?

Ms. Parker: Of course.

Mr. Silva: Anyone any questions?

Mr. Rooney: Mr. Chairman. First of all, Ms. Parker, thank you for coming forward. Based on your experience, with the Palmer Board of Appeals. Do you see it as a position, where people are coming in front of you, sometimes your having to say no but sometimes it's not even so much what you say but how you say it? Do you feel like you have that ability to perhaps send somebody away because they don't fit within the exceptions of the various by-laws? What is your take on that?

Ms. Parker: Yes, so I feel like I'm pretty polished now especially when it comes to dealing with the residents and the public. This experience in my job now has afforded me that. It's never personal, I feel like we have to interpret the by-law and that's how we come to our conclusions. Its not an opinion, it's not, you know let it go, let's just let them do it this time or they're really great they donate a lot of money and it really comes down to interpreting that by-law and standing by it. They are there for a reason. Several times we have to say no.

Mrs. Fernandes: What about, how do you deal or how would you deal if you had a big business or somebody who is influential in town and they come in and they think that they should have special treatment or anything like that. How do you think you should...?

Ms. Parker: Well once again I feel like we have to interpret the by-law the way it is written. I don't see any favors ever being given. It is illegal, first of all, and its just, you know I think it has to be uniform. I think boards need to work by their by-laws and stick to their by-laws and I think a lot of places to sort of give favorability to certain applicants, but when it really comes down to it, I feel like the by-law is really the document that needs to be abided by. It wouldn't matter to me who the applicant was.

Mrs. Fernandes: Why do you want to do this?

Ms. Parker: So, I am in a municipality now, and I need to get my master's Degree to be a manager, but I feel like you need to help out in your own community as well. I do, I work a lot there and I work for the Town Counsel, I am doing various volunteer work there, but I really want to get involved in my own town. I really feel, especially if you do work for a municipality and its not your town, I think you should really try to give some effort to the town you live in. I get it to, they complain about everything, nothing is right, its all my fault even though I wasn't around when the Mass Pike was built, but it cut through their year so. You know, so, I have to be very diplomatic and you know apologize but, in the end, I see the residents and I want to help the residents because I feel like I have the experience and knowledge to do that.

Mrs. Fernandes: They also have a saying the busiest person gets things done usually so.

Ms. Parker: And being the alternate I think it's, not necessarily I would still be there.

Mr. DeBarge: It's a pleasure to have you here. As I was saying to the gentlemen before you, its nice to have someone that if they come here and complain a lot about departments and they want to get

involved, its nice to see that. Complete opposite, you are here and don't complain, I have never seen you before and yet you want to get involved for the reasons that you said, it's not only refreshing but its, especially for the ZBA where we don't get at least in my ten year on this Board, we don't get applicants for that area. For your letter, the support staff for the Board of Appeals in Palmer, Administrative Assistant in the Planning Department and of course the Executive Assistant for the Town Manager definitely shows that you have patience which is a great thing for the ZBA. So, I definitely appreciate it.

Ms. Parker: I'm not a life long resident and I don't know everyone in town, I who you all are, I know you don't know me, but obviously working, I know whom my Selectmen are and woman. I certainly, I'm not coming in to you know, blow the roof of the place, I just want to do my part.

Mr. Silva: Ok now, you said you do all of these things at meetings, do you have meetings over in Palmer, evenings?

Ms. Parker: Town Council meetings are Mondays.

Mr. Silva: So, you know when the meeting is for

Ms. Parker: I see that their Thursdays, as needed, because Monday's I'm out. Monday's I could never, I there till 8pm. So, I see that they're Thursdays as needed, which is another reason why I could apply.

Mr. Silva: I have been to a couple of meetings in Palmer, I've got to say they have been pretty, much better than they were. I have been to the Planning Board, I have been to the Board of Health, all of them, you know, Building. They have been very cordial.

Ms. Parker: Good to hear, we run a tight ship.

Mr. Silva: Do you have a few final words?

Ms. Parker: I appreciate you having me here tonight and I hope I get the opportunity if not, as long as the Boards are served and served properly and dutifully and the way that they should be I am great with that to.

Mr. Jarvis: How did you hear about the job opening?

Ms. Parker: I'm on our page all the time, its been open for quite a while. I just decided to finally do it. I really didn't know that there was anybody else, I just took a shot that it would be open.

Mr. Silva: The other thing that did open, you did say, you knew it was an alternate, one year, but these things, unlike you're an alternate for a year or two and all of a sudden somebody, you step right in, you have any issues with that?

Ms. Parker: No not at all. I understand, in a year I can sorry this isn't working out for me or I can certainly want to be reappointed so that was another move, a deciding factor for me. With the Planning Board which is something I really know a lot about I just wasn't into the five-year commitment, if I couldn't do it. And I am not going to start something I can't stop.

Mr. Silva: Thank you so much.

Ms. Parker: Ok Thank you. Ok I do have a question, sorry. Will I hear from someone?

Mrs. Fernandes: We are probably going to vote today, if you want to sit there.

Ms. Parker: Alright, why not.

Mrs. Fernandes: Ms. Parker I just want to tell you, that was one of my first positions as an alternate for the ZBA.

Ms. Parker: And look at where you are now.

Mrs. Fernandes: There could be some other opportunities out here. We need a little more balance.

Mr. Silva: Any discussion on the two applicants. Anyone?

Mr. Rooney: First perhaps, if we could hear from the Chairman.

Mr. Jarvis: I had a chance to review the resumes, I found that Ms. Parker had a very current resume, very impressive resume. She is dealing with current issues that relate to Boards of Appeal and Planning Boards. So, she is up to speed on what out there and I kind of recommend her.

Mr. DeBarge: I have to agree with the Chairman. Especially the part where its fresh, you know the, Ms. Parker is dealing with now. Now issues and what I see on her letter is very very impressive and I have to say it seems like Mr. Giza has some alternative motives. I would definitely like to ah my vote would be for Ms. Parker.

Mr. Rooney: I would agree totally, to me of all the different Boards and committees we have in town, the Zoning Board of Appeals is in some regards a thankless position, but its also a position where the Board members need to be cognizance of the fact that many times they are saying no to town residents who may not like hearing no and that sometimes it's not so much of what you're saying but how you are saying it. I think that came through loud and clear in these two interviews. I think whether its ulterior motive or various axes to grind with one candidate vs. Ms. Parker who is certainly, should be commended for coming forward and is certainly up-to-date albeit in another town on the issues, I think it's a no brainer.

Mr. Silva: Motion

Mrs. Fernandes: I'd like to add, what I like, I think the fact that Mr. Giza has already served on the ZBA, Ms. Parker brings in a fresh approach. She has been involved in Palmer. What I liked about her is applying the law that we have and trying to apply it in a fair and just way across the board and I think that brings respect to any board that we have here in town. If people respect the members and these members don't come in with, whether its grudges or not being diplomatic or whatever it is, I think the Board is a lot more respected and it functions better. Her qualifications are superb, I'm sure that Mr. Giza has his own he would bring, but she just seems to be a much stellar candidate for this position. And gosh, if you ever want to work for the Town of Ludlow and there is an opening, you know. Thank you very much, and of course, she is a woman, that's outside the, excellent credentials, Thank you. Sorry guys got to bring in more balance here.

Mr. Silva: Mr. DeBarge.

Moved by Mr. DeBarge, seconded by Mrs. Fernandes, that we appoint Ms. Nicole Parker to the Zoning Board of Appeals alternate position. Vote 4-0 all in favor.

Mr. Silva: Is that quick enough, Ms. Parker? Ok.

Eversource Pole Location Hearing

Moved by Mr. Rooney, seconded by Mr. Silva to open the hearing for Eversource Pole Location at 7:45pm. Vote 3-0 all in favor.

Mr. Silva: Mr. Lebowski, the floor is yours sir.

Mr. Lebowski: To keep it simple, there is three locations that we are looking to do some work. The first one is going to be on the corner of East and Carmelina's and the other two locations will be on Carmelina's Circle. Basically, Eversource will be adding one pole, a mid-span pole on East Street to allow for us to re-feed distribution to Carmelina's Circle that will be purely for reliability. The other two locations would be setting a pole on Carmelina's Circle and one hex-hole to intercept existing primary cable that's there.

Mr. Rooney: I have no problem with that with one exception. It's Carmelina's Circle. It has an apostrophe s, it is the circle of Carmelina.

Mr. Silva: Thank you sir. That is my mother. They named it after my mother. I developed that street.

Mr. Rooney moves to approve the pole location as outlined by Eversource. Seconded by Mr. DeBarge. All in Favor. 3-0.

Moved by Mr. Rooney, seconded by Mr. DeBarge to close the hearing at 7:47pm. Vote 3-0 all in favor.

Fire Captain Interviews:

Mr. Silva: First we have Kent Doyle. Sir. Back again. Great to see you again. You mind telling us a little about yourself, and why you want to be Captain.

Mr. Doyle: My name is Kent Doyle, I have been on the Ludlow Fire Department for twenty-two years, prior to that I worked as a call Firefighter for the Town of Whitman for six. So as of right now I have twenty-eight years of firefighting experience. I have a solid background in training. I am a certified firefighter instructor, I used to work for Mass Fire Academy. I help out with the training at the department. On the EMS side I was the first paramedic that they hired, I help get the ALS service started when I first came to work here, I was the ALS coordinator for a while. I served as the EMS service director for a little while. I think with my background, that I would do good as a Captain for the Ludlow Fire Department.

Mr. Silva: Thank you, but before I go for the both of you as you can see, there is only three of us, three members here, I don't know if you want to postpone and have more members, or your good.

Chief Pease: I think we are good, you have a quorum here, so I don't want to delay things. Happy to proceed.

Mr. Silva: Thank you. Any questions for Mr. Doyle?

Mr. DeBarge: I will start if that is alright.

Mr. Silva: That's ok

Mr. DeBarge: I think we could probably do your opening for you. You want to switch seats and I can say I am Ken Doyle and go over your resume for you. Welcome back. It says a lot about you for making it back in here. You know I was thinking about what I would ask you because for the last couple of days and I'm flipping through this for no other reason than I am talking flipping through this because I feel like I know it like the back of my hand. Since the last time you were here have you done anything different?

Mr. Doyle: I became more involved with the in-house training at the fire department. Captain Debuke is in charge of it and I have been assisting him with the training and in April or May I filled in for Captain Debuke, because he was out for an extended period of time, then I switched back to D crew where I am now and Captain Kozak has been out so I have basically in charge of a crew since and of April beginning of May. More involved in the training.

Mr. DeBarge: So, if it was you tonight, that would be chosen, how would it change what you are doing at work tomorrow?

Mr. Doyle: I think what would be different is, I actually had this conversation with somebody else before, it's kind of a weird position that I am in right now, because I have the responsibility of the crew pretty much for the last few months, but I'm not actually a Captain. A Captain comes in on overtime, I go back to the regular rotation with everybody else. We still have my spot on the rotation on our crew list. So, I think somethings, so its kind of a weird thing because I have the responsibility, but not actually the Captain so I have to balance the fine line. I could be a Captain today and not tomorrow and once whatever happens tonight, I could go back to not being the Captain.

Mr. DeBarge: So, you still have to tell them what to do sort of speak.

Mr. Doyle: Yes, but without

Mr. DeBarge: being a jackass

Mr. Doyle: More or less, yes. But that being said, if I do get the position, I will not be a

Mr. DeBarge: jackass. Ok that is all I have.

Mr. Rooney: That is a tough act to follow. So, Mr. Doyle, you just so I am clear, you have done the job of Captain for several months now continuously or there has been some back and forth, some days yes, some days no.

Mr. Doyle: No, it is pretty much every day. The only day I am not is if an officer comes in for the overtime for the shift, if there is overtime on that shift. And somebody is actually, whether its one of the Captains or Deputy works that overtime shift. Then I am not in charge of that for that particular shift. But pretty much other than that it's me every day.

Mr. Rooney: So, for the most part, it has been you every day.

Mr. Doyle: Yes

Mr. Rooney: So, given that you have now been doing it, where as previously whether its my questions or others they have been more theoretical you have now done it for several months. What things have you learned in those several months that you are doing it that confirm that you have what it takes to be a Captain? I will come on the flip side after.

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Mr. Doyle: I have had a couple of significant calls. We had a structure fire that I was ... commander for, we had multiple fires in one night when I was in charge and we managed to handle both of those. So, on the emergency side of it I'm fairly confident that I can do the job. As far as the personnel side of it, that's the part I am still learning.

Mr. Rooney: And that probably anticipates the converse of that question. If I were to ask the D crew members tomorrow to give me two or three words that describe officer Doyle filling in as Captain Doyle, what do you think the words would be?

Mr. Doyle: I think they have been happy with me filling in. I think that they are confident having me as a shift officer. I think there is a mutual respect between me and the crew. So, I guess, Happy, Confident, Respectful people.

Mr. Rooney: All right. That is all I have. Thank you.

Mr. Silva: I don't have anything further, you were here just a short time ago, I think the questions I had you answered before and I'm sure they're still the same. So, last comment for you.

Mr. Doyle: Like I said I have, I think a decent amount of fire and ems experience, I have been getting experience in D-Captains position over the last few months and I think I am doing well at that. I think I would be a good edition to Chief Pease's Command Staff.

Mr. Silva: Thank you.

Mr. Rooney: By the way, somebody told me and I'm not going to reveal sources, you are like a Jeopardy expert. Is that true?

Mr. DeBarge: I totally believe that.

Mr. Doyle: Not an expert but, no but I am pretty good at it, its because I do a lot of crossword puzzles, so you learn a lot of.

Mr. Rooney: I wish I could come up with one, but I can't. Thank you.

Mr. Silva: Good evening sir. Once again, we sit before you again. Tell us a little something about yourself. Tell us why you want to be Captain?

Mr. Nally: My name is Dave Nally, I have been with the Ludlow Fire Department for thirteen years now. I have been striving for Captain for quite a few years now. I have taken the test a couple of times and have been in front you gentlemen a few times already. Right now, I am the CPR instructor for the department and the child safety seat instructor for the general area. Baystate just closed their program, so anywhere south of Holyoke I am the child safety seat installation technician. I have been putting a lot of effort in towards my education, training at the academy. We just finished a four-day extensive RIT training class so that has been something we are working on. I am helping to implement the training program for the department as far as the next two months, I believe, the next two months we are going to be doing a lot of extensive RIT Training with the personnel. I am here striving for the position of Captain and I hope I meet your expectations.

Mr. Silva: Thank you. Any questions anyone?

Mr. Rooney: You mentioned a four day something training, I didn't get the word.

Mr. Nally: The RIT Training it is basically a rescue training for firefighters. Firefighters get trapped in a building, collapse, run out of air that kind of situation. It is training for another 4 or 5-man team to go in their with specialized equipment and training, search in the dark grab your guy get him converted onto more air and get him out of there.

Mr. Rooney: What crew are you on?

Mr. Nally: I am on B crew

Mr. Rooney: If tomorrow morning I was talking to the remaining members, out of your presence, of the remaining members of the B crew what would be the two or three or four words that they would use to describe you?

Mr. Nally: That's pretty good, hopefully they would use some kind words. I think they would say I am dependable, I watch out for them. I make it a point, I don't, when I am the acting Captain of course, I make it a point, I don't eat, I don't sleep, I don't rest before the fellows on the crew do. They are the ones doing the more physical, manual labor of the job. I am pretty calm and collected, any emergency scene I try to stay calm and collected. If the officer in charge gets excited and amped up that just makes things worse for the guys working on the line. I think they would say I am dependable.

Mr. Rooney: What do you personally think would be the one area that you need to improve on?

Mr. Nally: I would say it's the same as the last time, delegation of tasks, and that's something that seems to be a regular for any leadership position. You are used to be the guy, you know Johnny on the spot, and you want do everything you can and you can't mitigate the full situation, big picture wise, if you are trying to do everything, you need to step back and delegate those tasks out to different people, otherwise nothing is going to get accomplished.

Mr. Rooney: The last, I will call it hypothetical, let's say tomorrow you were the Chief of the day, what's the one thing you would implement for the fire department?

Mr. Nally: Like you said, the training has increased tenfold in the last six months I'd say, maybe even 24 in the last three months, I would continue with that. The officers are really good about us brainstorming coming up and what kind of training you want to do, if you want to do something and your serious about it, write up a training plan give it to us, see if we approve it. So, I'd say just continuation with that, and like I said before I'd still like to see some more public interaction training like our SAFE program is phenomenal, probably second to none in the area. I think there are more things toward the adult and older teenager side. I'd like to see a town where 50% of the people between 15 and 50 are CPR certified. A 100% of the people in town realize the places that you go that has an AED monitor in case someone, not as a first responder but as a good Samaritan, that extra knowledge, that's going to make our job better and going to increase that window of survivorability for a patient. I'd like to see that going.

Mr. Rooney: That is all I have, Thank you.

Mr. DeBarge: David. It is nice to see you here again. I don't know if you heard me, but I was telling Kent I feel like I could read your resume and sit on that side of the table because you guys have been here. Congratulations for being here. It is says' nothing about being here multiple times just means that you guys have done good things for sure. Since the last time you were here, what have you done, have you done anything, and what have you done differently, not differently I'm sorry, to add to your resume to make yourself that much more?

Mr. Nally: More training at the academy, like I said, we did the RIT training, certification for Fire Officer 1 has finally come in. I had quite a few more acting Captain shifts so that has been phenomenal and definitely getting a lot better with our new technology. In our age technology is, we are used to video games and calculators, now we have computers that tell us everything, but I think it is very user friendly now, so, I have had more interaction with that.

Mr. DeBarge: How many acting Captain shifts have you had?

Mr. Nally: I think around 20 something, over three years.

Mr. DeBarge: If you were the one to be selected, how would that change you tomorrow? What would you do at work? Would you do anything differently? How would you go about it with your crew?

Mr. Nally: That's a tough one, it's a tough transition to go from being just another guy on the line to being the guy in charge. To me, I don't take it lite either, it's the responsibility you accept in that position.

Mr. DeBarge: Do you think you would have to change?

Mr. Nally: I don't think I would have to change, I would definitely have to practice what I preach a lot more, you know face value. You couldn't say no slacking here no slacking there, and then show that you are slacking. You have to prove that you are not going to ask them to do something that you are not willing to do. So, if it is something menial as its time to wash the apparatus, the Captain should be out

there washing the apparatus with them, unless obviously he has other tasks that are, that the boss wants you to do. You have a responsibility because you bought that responsibility accepting the position, you are responsible for their safety, they are responsible helping mitigate whatever situation, fire emergency, you are the one that has to watch their back, you are the one to make sure that they are doing the right thing for the community, but for themselves as well. So, you have to, you have to show that you are willing to stay physically fit and eat right and your willing to do the chores their doing. Like I said before, you don't sleep, you don't eat, you don't rest before your crew does. They are the tools you need to get the job done., you have to watch out for them.

Mr. DeBarge: Thank you. That's all I got.

Mr. Silva: I have nothing for you. You have sat here several times you have answered all of my questions before. Any final comments?

Mr. Nally: I appreciate the opportunity again, hopefully I made the decision much easier or much harder for you whichever works my way better. I look forward to this endeavor. I'm very excited about moving up to a Captain's position and like I said I hope I met your expectations. Thank you very much.

Mr. Silva: We want to hear from the Chief first.

Chief Pease: I can't say that I was expecting to be back in front of you again so quickly to promote another Captain, but I am happy to say that we do have a couple of great candidates that we brought before you. Dave has done a lot with getting his CPR certification, car seat installation certification. Kent has been here a long time and he has been doing the job very well. He stepped up just recently for Captain Debuke who went out, had some elective surgery and I believe he filled in for about ten weeks there, six to ten weeks not sure the exact number. He did an excellent job with the crew that he wasn't a part of, I moved him from D crew to that crew. When Captain Debuke came back, Captain Kozak who has been out for a while, D is the crew that Kent was originally on and Kent has been doing an excellent job. Since his last interview he really stepped into the role of being a training officer with our department, he has been taking a strong leadership role and he showed up at every training, whether he has been off duty or not. He has made it to every single one of them 100% of them, which I can't say has been across the board. People have other obligations, obviously, but you know, my recommendation would be tonight to promote Kent Doyle to the role of Fire Captain, effective August 26, 2018 would be the day after Captain Kozak's retirement, effective August 25th.

Mr. DeBarge: I think both spoke very well, both represented themselves very well, I think both represent the fire department very well. I think it comes down to, for me it comes down to, Kent has paid his dues. Twenty-eight years of service fighting fires being a paramedic. I have known both of them for a long time, I have known Dave since he's come on, before he's come on and I have known Kent for a long time as well, he volunteers his time, you know for football as the EMT or the medic for football and again I'm just going to go back to the twenty-eight years he has been doing this. He has paid his dues, he has been here for how many times for promotion, to me that's what deserves it, he's worked it for a long time and they were both excellent tonight no doubt about it. Twenty-eight years to thirteen for a promotion, my vote is for Mr. Doyle.

Mr. Rooney: I certainly concur with what you said, Mr. DeBarge and Chief. I guess I will take a little leeway only because I have been here the longest of the Board members, but I have to say what impressed me, especially about Mr. Doyle, is that he has made himself a better candidate. I think Mr. DeBarge you probably asked the most important question tonight of both, what have you done since you were here last? I don't in any way mean this as a knock-on Mr. Nally because I think he too answered the question of what he has done. I don't want, personally, somebody who is part of the appointing authority, I don't want somebody sitting there who simply has brushed off the package, submitted it again and let's give it a shot this time. The person has to make strides and I think to his credit, Mr. Doyle has done that. You have addressed that, and I think that is a credit to Mr. Doyle. I think that should be a further lesson to Mr. Nally who I would say is right there and it certainly appears as though he too has made progress since the last time. But don't just come in here and be the same person. And neither one of them did that to their credit. I think that is something that I look for when we are trying to appoint somebody as a Captain, somebody who perhaps didn't get it last time, well I will give it shot again, well that doesn't do it for me. I want to know what has the person done to make himself a better candidate this time. With that I think both of them have done that and I think to the credit especially of Mr. Doyle I would be very confident in following your recommendation and also going along in voting to appoint Mr. Doyle as the next Captain.

Moved by Mr. Rooney, seconded by Mr. DeBarge to appoint Kent Doyle as a Captain effective August 26, 2018. Vote 3-0 all in favor.

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Correspondence:

197. Our Lady of Fatima, One Day Special Permit for August 31, September 1, 2, and 3 2018 and Sunday Music and Dance Permit for the Annual FESTA Celebration.

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Moved by Mr. DeBarge, seconded by Mrs. Fernandes that we approve the applications for Beer and Wine for all of the One Day Special Permits and Sunday Music and Dance Permit for the annual FESTA Celebration. Vote 4-0 all in favor.

198. Maureen L. Beauregard, President, Ludlow Lions Club – Celebration of Carlos Santos' 100th Birthday and to celebrate the Ludlow Lions Club 75th Anniversary on September 12, 2018.

Moved by Mrs. Fernandes, seconded by Mr. Rooney. Mr. Silva said he will be attending this event. Motion to file. Vote 4-0 all in favor.

199. Debbie Williams, Event Chair/Vice President, TJ O'Connor – requesting the Board to approve Ludlow Police assistance in Ludlow for the 10th Annual Ride Like an Animal Motorcycle Run and Car Show Fundraiser for September 8, 2018.

Moved by Mr. Rooney, seconded by Mrs. Fernandes to approve the Ludlow Police Assistance for the 10th Annual Ride Like and Animal Motorcycle Run and Car Show Fundraiser on Saturday, September 8, 2018, contingent upon approval from the Ludlow Police Dept. Vote 4-0 all in favor.

200. Ludlow Police Dept. Monthly Crime Briefs for first quarter of 2018.

Moved by Mr. Rooney, seconded by Mrs. Fernandes, to file. Vote 4-0 all in favor.

201. Gravel Bank Inspections - Board to approve the Gravel Bank Permits as listed.

Mrs. Villano stated that they have all been inspected by the assistant town engineer and operations supervisor and they are all good to go.

Moved by Mrs. Fernandes, seconded by Mr. Rooney to approve the Gravel Bank Permits as listed. Vote 4-0 all in favor.

202. Chief Paul Madera – is requesting that the Board appoint the following individuals to Special Police Officer status effective immediately: Tyler J. Bastos, Troy J. Rubner and Oguzhan Karaaslan pending completion of background investigations, physical exams, drug screening and psychological testing.

Moved by Mr. Rooney, seconded by Mr. DeBarge to appoint the individuals listed in the Chiefs letter of July 17, 2018 as Special Police Officers. Vote 4-0 all in favor.

203. Neil R. Schofield, Senior Project Manager of Sovereign Consulting Inc. is notifying the Board of the availability of the Immediate Response Action Completion Report for the Ludlow Service Plaza.

Moved by Mrs. Fernandes, seconded by Mr. Rooney to file. Vote 4-0 all in favor.

204. Patrick J. Markey, Esq., Markey/Barrett Attorneys at Law – is requesting a meeting with the Board to discuss and better understand what uses are permitted on land that is zoned for agriculture.

Mr. Rooney stated that when he saw this letter, he first thought was that this was something that should go to the Planning Board. He actually visited the site and spoke to the owners of New England Pallets and had a conversation with Doug Stefancik and had a conversation with Justin Larivee and with our Town Counsel, Rebecca Thibault. It is his understanding after his conversation with Attorney Thibault that this under the Selectmen's jurisdiction, given that we are a "right to farm" community. Mr. Rooney is not sure whether, are we simply inviting in Attorney Markey on behalf of his clients to have an evidentiary hearing or to hear them out, that he is not sure of and need to get a little bit of clarification from Attorney Thibault on that. In visiting with New England Pallets, he is only hearing one side of the story. But looking at the property next door, it is a shame at what that property looks like now compared to what it did before.

Mr. Silva stated that he agrees with Mr. Rooney if that is in fact the case that is under our privy. Mr. Silva is still a little troubled that the Planning Board issued the permit for a home occupancy and it has gone beyond that, so he would like to hear from the Planning Board if he is complying with his ordinance

that the Planning Board put on it, usually they don't just issue a permit to do whatever you want. I would like to hear from them if there are any violations or anything so that we can have a better understanding of what we can and can't do.

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Mr. Rooney stated that we may want to bring in the Building Inspector into the next meeting. He had a lot of insight into my conversation with him today, and may also make sense to talk to the Planning Board and then perhaps after we gather that fact finding then if it makes sense to bring in Attorney Markey with his clients, if that is what he is requesting.

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Mrs. Fernandes stated that she also went out to the property and agrees with Mr. Silva, that the question is, what is that abutter allowed to do, and what does his permit allow him to do, and is he violating that or not, I think that is the big question. Some of the other issues are a private matter that must be resolved.

Moved by Mr. Rooney, seconded by Mr. DeBarge to ask that we bring in the Building Commissioner for the next meeting and in the meantime reach out to the Planning Board for their input on this issue. Vote 4-0 all in favor.

205. Philip Jordan, Vice President of BW Research is providing the Board with a summary of a recent study analyzing the proposed statewide ballot question that would establish mandated Nurse Staffing ratios.

Moved by Mrs. Fernandes, seconded by Mr. Rooney to file. Vote 4-0 all in favor.

206. Jean E. Christy, Project Engineer, Tighe & Bond Inc. provided the Board a copy of the post-closure use landfill – Quarterly Inspection Report for the Holyoke Street Landfill.

Moved by Mr. Rooney, seconded by Mr. DeBarge to file. Vote 4-0 all in favor.

207. Celebrate Ludlow donations – Polish American Citizens Club \$100, Caracas Construction Corp \$100, Ludlow Fire Department Social Club \$250. Grand Total \$10,470.00

Moved by Mr. DeBarge, seconded Mr. Rooney to accept these donations listed above with a letter of thanks to the above companies. Vote 4-0 all in favor.

208. MGM Springfield invitation to attend Grand Opening Press Conference on August 23, 2018 at 11:00am.

Moved by Mrs. Fernandes, seconded by Mr. DeBarge to file. Vote 4-0 in favor.

209. Peter J. Cavicchi, Interim District Highway Director of Mass DOT informing the Board that the Highway Divisions Project Review Committee has approved a project replacement of the municipally owned bridge L-16-026 Piney Lane over Broad Brook, Mass DOT has begun development.

Moved by Mrs. Fernandes, seconded by Mr. Rooney to file. Vote 4-0 all in favor.

210. Justin Dias, Zone Change Application.

Moved by Mr. Rooney, seconded by Mrs. Fernandes to accept the master application for the Zone Change, further move to put it on the warrant for the October town meeting and then forward it to the Planning Board. Vote 4-0 all in favor.

211. Complaints received against an elected official. How does the Board wish to proceed?

Mr. Rooney stated that he is not quite sure where to start. What we have in front of us are complaints, they're not, they are allegations. We don't know if they are factual or not. Knowing that they are allegations, they are very troubling, and I have had my fill with DPW issues, quite frankly. We reached out to them in our last quarterly meeting, and again it's an allegation the day after we met with them, the morning after, not even 12 hours. The amount of time that the staff in the Selectmen's Office, the Human Resource Dept. namely the manager of the Human Resource Department is spending on issues involving Sportsmen's Road are ridiculous and unacceptable. Will some people change their method of operation, probably not, but that doesn't mean we should just simply wash our hands of, as much as he would like to, he is sick of dealing with these issues, and I don't think we are doing our job as elected officials if we don't at least address them. Whether or not that changes the way things happen, I don't know. The letter that was sent certified mail some time ago is a start. (the cd ended conversation because of power outage)

Mr. Silva stated that we have no choice but to put it on record that this can't happen, whether the complaints are true or not, from my readings there are some violations, there are HIPA rules that are very important, so we must do something.

Mr. Rooney stated that he is all for doing something. He wants some direction, what do we do if this person comes in and denies the allegations. Do we feel like we have enough evidence gathered at this point to conclude that the allegations are factual? What we decide to do, what we can do, that's a different issue. Just want to make sure that if it is a simple denial or no it didn't happen, or it happened this way and then we get into a he said he said situation.

Mr. Silva stated that there is, two letters from two individuals.

Mr. Rooney stated that the second person is not filing a complaint.

Mrs. Villano disagrees and said he was outlining putting on record an instant that happened with, he did do a memo outlining, but if I might Mr. Chairman some of these incidents that are outlined are public record, they took place during an open meeting. So, I do have copies of all those meetings.

Mr. Rooney stated that whatever term you want to use I don't know if I would say the confrontation, the face-to-face encounter between one employee and one official, the content of it is perhaps open to some interpretation. Are we looking to take evidence?

Mrs. Villano stated that she can certainly query once the Board decides whether they are going to do anything or not, I can certainly query town counsel and find out exactly what steps and how this will evolve. As in any case when you go to your evidence the evidence is still going to be for some of them, he said, she said. So, it is a determination you are going to have to make.

Mr. Rooney asked if town council will be prepared at that meeting to advise the Board on what range of options we have the authority to take.

Mrs. Villano said yes.

Mr. Silva stated that we should have them in and we will deal with it, if he denies it then we will deal with it in another way. We will have town counsel here anyway. Let's take a motion to have them come in and we will schedule it, obviously the liaison can't be here, I think we should probably move it to another meeting.

Mr. Rooney states that just so we are clear we are looking to bring in a named member of the Board of Public Works in?

Mr. Silva stated It's going into Executive Session.

Mrs. Villano stated that you can name the individual.

Mr. Rooney states that the motion needs to name the individual. I think the motion has got to include the name of the individual and then perhaps a second motion on asking the entire Board in at a mutually convenient time. Why are we bringing in the entire Board of Public Works? What is our point there?

Mrs. Villano states that it is two separate issues. One is whatever you decide to do with the complaints. The other issue is The Board of Selectmen at several meetings ago said that they wanted the Board of Public Works back in for a meeting. It doesn't have anything to do with this one, really.

Mr. Rooney asked if it is tied in to the letter that was sent by this Board to that Board.

Mrs. Villano stated yes, I believe some of that yes.

Moved by Mr. Rooney, seconded by Mr. DeBarge that based on correspondence that item #211 namely complaints that we have received against an elected official, namely Mr. Tom Haluch that we ask Mr. Haluch to come into a meeting based on his position as a special municipal employee and that it be his choice whether that meeting be in executive session or in open session. Vote 3-0 all in favor.

Moved by Mr. Rooney, seconded by Mr. DeBarge a second motion to move that we invite the Board of Public Works in as a Board in at a mutually convenient time to meet with us to discuss ongoing issues involving the Board and the department of public works. Vote 3-0 all in favor.

212. Anna P. Lucy, Director of Government Affairs, Charter – providing the board the annual balance sheet (form 200) and statement of ownership (form 400) for Charter Communications for Calendar year 2017. Motion to file. 3-0.

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213. Linda Augusto, President, Our Lady of Fatima Parish requesting to hang banners for FESTA at the Turnpike Entrance and Putts Bridge.

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Board approved the request to hang banners for FESTA. All in favor. 3-0.

214. Seth Falconer, MDA Committee Chairman – requesting permission to hold the annual Boot Day to benefit the Muscular Dystrophy Association on August 31, 2018 from 1-6pm in front of the fire department at Chapin and Center Street.

Moved by Mr. DeBarge, seconded by Mr. Rooney that Seth Falconer, the MDA Committee Chairman be allowed to hold his annual Boot Day to benefit the MDA on Friday, August 31, 2018 from 1pm to 6pm in front of the Fire Station at Chapin and Center Streets. Vote 3-0 all in favor.

215. George Laires, Primavera Restaurant application for Beer and Wine Special One Day Permits for September 1st and 2nd, 2018 for outside seating under tent to be held in parking of Primavera Restaurant.

Moved by Mr. DeBarge, seconded by Mr. Rooney that George Laires, Primavera Restaurant that we approve his application for Beer and Wine Special One Day Permit for Sept 1st and 2nd 2018 for outside seating under tent to be held in parking lot of the Primavera Restaurant. Vote 3-0 all in favor.

216. Chief Ryan Pease, Ludlow Fire Dept., requesting the Board to vote to request a list of candidates from the Firefighter/Paramedic Civil Service List to fill (1) vacant position.

Chief Pease stated that he anticipates that somebody that's qualified on the list coming up, he is asking the Board to approve that we call for a list to fill one position we currently have two vacancies right now, that is not counting the retirement of Captain Kozak that's August 25th, that will create a third vacancy. He is just trying to stay on top of things right now with the lack of paramedics knowing one that's coming forward, I think we must do our diligence and being proactive with this and streamlining this process. He is just looking for motion to call for a list right now for one firefighter/paramedic to fill one of the two vacancies.

Moved by Mr. DeBarge, seconded by Mr. Rooney to request that we call for a list of candidates for a firefighter/paramedic from civil service to fill one vacant position. Vote 3-0 all in favor.

Chief Pease has a question about having to come before the Board to ask permission to "call for a list", obviously were not looking to take any of your authority away from you appointing firefighters, or captains. But this whole process that we have to come before you to call for a list, so if we do have an open vacancy, I would ask that through your authority, you delegate it, town administrator, HR and I the ability to just call for a list, just because once we call for a list it's another ten days they have to sign and we have to wait within your schedule when your meeting to schedule interviews. Candidates that are paramedics are hard to come by right now, and they don't wait around, they are usually being offered a job as soon as they upgrade. So just to streamline this process, again it's just calling for the list, I am looking for the Board's input on that.

Mr. Rooney asked the question, how in your opinion does that get a better qualified candidate for the Town of Ludlow?

Chief Pease: It gets a better qualified candidate, you know, if another municipality has a different form of government where they don't have to let's say, if this gentlemen just upgraded on the list, and you're not meeting for two weeks, now I have to wait another two weeks to come before you to call for a list, so now the other town just called for a list, they have already signed and their doing interviews, on the day were calling for a list, we just missed out on that candidate.

Mr. Rooney stated that he would refer to Mrs. Villano and Mrs. Ribeiro to see if they think that is a reasonable request and process to put in place.

Mrs. Villano stated yes.

Mr. Rooney asks if there is any down side to it?

Mr. DeBarge would like at least some kind of notification to the Chairman, email or phone call so that he is aware. Whether it is an approval from the Chairman or a notification to the Chairman that they are doing it, just so he knows.

Moved by Mr. Rooney, seconded by Mr. DeBarge to defer the calling of the list process for upcoming Firefighters to the Fire Chief, the Town Administrator and the Manager of Human Resources with notification to the Chairman of the Board of Selectmen. Vote 3-0 all in favor.

217. Mark Fanelli, Fanelli's Traveling Amusement Park Inc., application for a Sunday Entertainment License for Carnival Rides during Our Lady of Fatima's FESTA on Sunday, September 2, 2018.

Moved by Mr. DeBarge, seconded by Mr. Rooney so moved. Vote 3-0 all in favor.

218. Kurt E. Klaggs, LSP Project Manager, Jewel Environmental Corp. informing the Board that Jewel will be filing a Permanent Solution report with the Mass DEP for I90 W Tractor Trailer Accident and Diesel Fuel Release at the Ludlow Service Plaza.

Moved by Mr. Rooney, seconded by Mr. DeBarge to file. Vote 3-0 all in favor.

219. Neil Scholfield, LSP Senior Project Manager, Sovereign Consulting Inc., informing the Board that copies of the Permanent Solution Statement from the I90 W Tractor Trailer Accident can be obtained at the Mass Dept of Environmental Protection Western Regional Office.

Moved by Mr. DeBarge, seconded by Mr. Rooney. Vote 3-0 all in favor.

220. Chief Paul Madera, Ludlow Police Department requesting the Board to charge off medical expenses and lost wages to Chapter 41 Sec 111F for injuries sustained by a police officer on July 10, 2018.

Moved by Mr. DeBarge, seconded by Mr. Rooney so moved. Vote 3-0 all in favor.

221. Chief Ryan Pease, Ludlow Fire Department requesting the Board to charge off medical expenses and lost wages to Chapter 41 Sec 111F for injuries sustained by a Firefighter on June 9, 2018.

Moved by Mr. Rooney, seconded by Mr. DeBarge to charge off the medical expenses and lost wages to Chapter 41 Sec 111F for injuries sustained by a Firefighter on June 9, 2018. Vote 3-0 all in favor.

Unfinished Business:

Tabled from a previous meeting Board to discuss setting up a committee to determine the future of the Veteran's Park School and the Cole and Primary buildings.

Mr. Silva states that the Board tabled this to have a better or more members of the Board present and it looks like we are now at the same position, does the Board wish to discuss it and maybe do something or again wait?

Mrs. Villano stated that the decision was because there wasn't a full board you tabled the discussion to have the discussion whether you would form a committee or not. And that is where we are, again you are still not at a full board so the suggestion I believe is to table it again until there is time for the full Board.

Mr. Rooney stated that he is all for tabling it for when there is either a full board or more of a full board. I will say just for discussion, and I'm not saying that any action be taken tonight, we do have an opportunity, a challenge, I'm not sure how we call it, but that at some point down the road a little bit, there are going to be buildings that are going to no longer be used by the school committee, the school department. It is important that there be a sub-committee or task force to look at the various options. Are we knocking them down, are we selling them are we using them other municipal needs. Perhaps it come back to the full Board at the next meeting in case there are other thoughts, well why not a member from this or that, he is not suggesting that he covered the full gamut, maybe somebody else on the committee has other thoughts that it should be somebody from this committee or that.

Moved by Mr. Rooney, seconded by Mr. DeBarge that there be a committee formed with one member of the Board of Selectmen, one member of the School Committee, one member of the Recreation Commission, the Town Administrator as an ex officio member and one member from the Long-Term

Planning Committee, one from the Planning Board, one from the Finance Committee and then three town residents. Vote 3-0 all in favor.

Board to approve and sign the "Determination of Uniqueness" for the parcel located at the corner of First Ave and State Street.

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Mrs. Villano stated that she wrote up the "Determination of Uniqueness" and sent it to Town Counsel for approval. So, she would like the Board to officially accept it.

Moved by Mr. Rooney, seconded by Mr. DeBarge that the Board of Selectmen of the Town of Ludlow has made the following determination of unique qualities and location pursuant to General Laws Chapter 30B Sec. 16E2 with the respect to the property located at the corner of First Avenue and State Street, Ludlow, Massachusetts. This parcel consists of 4.3 acres of land which is pre-permitted and shovel ready. The town proposes to purchase the property for \$435,000 the assessed value of this property is \$435,000, this parcel is within walking distance of 4 elderly housing facilities, is close to the library, medical services and shopping areas. It is on an existing public way with access on two streets for ease of use in public safety. The property is located on public transportation, the PVTA bus line and all public utilities are available. The lot is flat and level with the frontage on an existing public way to permit maximum access for seniors with mobility issues. No other centralized land has the same features as the property at First Avenue and State Street. The Parties having a beneficial interest in this property are: West Mass Area Development Corporation. All in Favor.

Mr. Silva: Discuss?

Mr. Rooney states that he must abstain, therefore asking that his motion be withdrawn, and it be offered by another member.

Mrs. Villano states that there is a quorum of the members present.

Mr. Rooney states that given that the uniqueness involves a corporation that he is affiliated with, that he doesn't think he should be voting on it.

Mr. DeBarge agrees with the withdrawal.

Mr. DeBarge moves that the Board of Selectmen of the Town of Ludlow has made the following determination of unique qualities and location pursuant to General Laws Chapter 30B Sec. 16E2 with the respect to the property located at the corner of First Avenue and State Street, Ludlow, Massachusetts. This parcel consists of 4.3 acres of land which is pre-permitted and shovel ready. The town proposes to purchase the property for \$435,000 the assessed value of this property is \$435,000, this parcel is within walking distance of 4 elderly housing facilities it is close to the library, medical services and shopping areas. It is on an existing public way with access on two streets for ease of use in public safety. The property is located on public transportation, the PVTA bus line and all public utilities are available. The lot is flat and level with the frontage on an existing public way to permit maximum access for seniors with mobility issues. No other centralized land has the same features as the property at First Avenue and State Street. The Parties having a beneficial interest in this property are: West Mass Area Development Corporation. Seconded by Mr. Silva, All in Favor. 1 Abstention. Motion carries 2-0.

Mr. Silva states that he isn't sure if two signatures is going to be ok.

Mrs. Villano states that she will check on that, but she says you have already designated at a previous meeting, and this is just approving the language. She will check with Town Council to make sure.

Board to sign the approved Gravel Bank Permits

Board to sign the Board of Selectmen Meeting Minutes of April 3, April 10 and April 24, 2018.

Moved by Mr. Rooney, seconded by Mr. DeBarge to approve the Board of Selectmen Meeting Minutes of April 3, 2018 with all members present. Vote 3-0 all in favor.

Moved by Mr. Rooney, seconded by Mr. DeBarge to approve the Board of Selectmen Meeting Minutes of April 10, 2018 with all members present except for Mr. Mannix. Vote 3-0 all in favor.

Moved by Mr. Rooney, seconded by Mr. DeBarge to approve the Board of Selectmen Meeting Minutes of April 24, 2018 with all members present except for Mrs. Fernandes. Vote 3-0 all in favor.

Board to sign the approved (4) One Day Permits for Our Lady of Fatima FESTA, for August 31, September 1,2,3 2018 and the Sunday Entertainment License.

Chairman to sign the approved Sunday Entertainment License for Fanelli's Traveling Amusement Park Inc., for carnival rides during FESTA on Sunday, September 2, 2018.

Board to sign the approved (2) One Day Permits for Laires Inc., Primavera Restaurant for September 1 & 2, 2018.

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New Business:

Board to vote on the life expectancy for the equipment for the radio infrastructure project and that it will be owned and operated by the Town. See attached motion per bond counsel requirement.

Mrs. Villano states that the life expectancy of the equipment is fifteen years. Bond counsel requires a particular vote, so Mr. Rooney will take the vote exactly how they have written it.

Moved by Mr. Rooney, seconded by Mr. DeBarge that the maximum useful life of the radio communication system equipment to be financed with the proceeds of the \$4,800,000 borrowing authorized by the vote of the town passed June 11, 2018 Article 6 is hereby determined pursuant to General Law Chapter 44 Section 71 to be fifteen years. Vote 3-0 all in favor.

Board to sign (10) copies of the Call for Election

Moved by Mr. Rooney, seconded by Mr. DeBarge to approve the Call for the Election for September 4, 2018. Seconded by Mr. DeBarge. Vote 3-0 all in favor.

Board to peruse Executive Session Meeting Minutes of July 17, 2018

Board to peruse Selectmen Meeting Minutes of May 8, 2018

Closing Comments:

Mr. Rooney thanked the members of the Celebrate Ludlow Committee for putting on the Event. It was a nice event, fireworks were great.

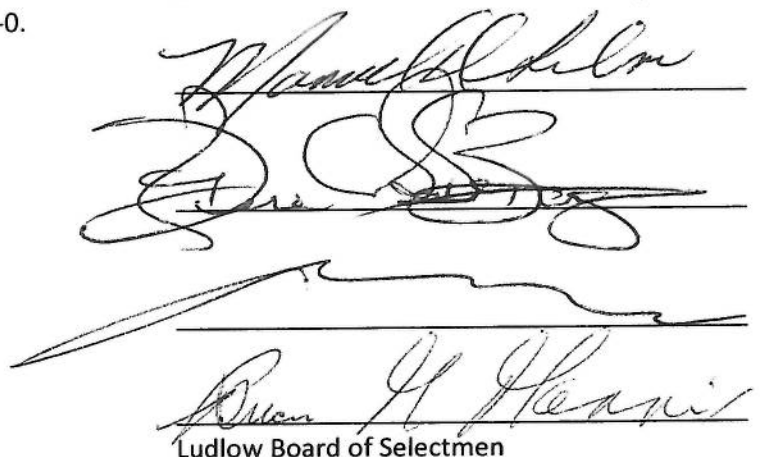
Mr. DeBarge stated that we a new POW spot down in the parking lot, we raised our Combat Veteran Flag, our purple flag and did the silent salute which is on our Veterans Facebook Page and just want to point out that Ludlow, due to Mr. Segundo's tenacity, Ludlow has been the leader in a lot of firsts for having the POW Chair downstairs, the Combat Veterans Parking Spot in the Town Hall and now the POW Spot in our Town Hall. Our citizens of Ludlow have been great to our Veterans, always coming out to support them, we are the leaders again in this topic as we are in a couple of things like Ludlow Cares. Just another thing to be proud of.

Mr. DeBarge stated that he was at Celebrate as well, it was a good time.

Mr. Silva stated also with Mr. Segundo's dealings, there is a function for him this Friday. He was also at Celebrate Ludlow, it was great.

Mr. Rooney moves to enter into Executive Session for the purposes of discussing strategy with respect to collective bargaining with the Fire and Library Unions at 8:51pm and not to return to regular session. Seconded by Mr. DeBarge. All in Favor. 3-0.

Mr. Silva states as Chairman I do if detrimental to our negotiations to hold an open session. Seconded by Mr. Rooney, Mr. DeBarge, Mr. Silva. 3-0.



Ludlow Board of Selectmen

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