

Meeting Minutes of December 4, 2018

The meeting of Board of Selectmen Minutes held on Tuesday, December 4, 2018 beginning at 6:00pm in the Selectmen's Conference Room, Town Hall.

Members Present: Chairman, Manuel Silva, Derek DeBarge, William Rooney and Brian Mannix.

Members Absent: Carmina Fernandes

First Order of Business: The Pledge of Allegiance

Visitations: Police Officer Interviews

**Seth Beal**

Mr. Silva: We will begin with some interviews for Police Officers. Our first appointment is with Seth Beal. Good evening sir. The way that we usually do these is we give you the opportunity to give us a little something about yourself and why it is you would like to be a police officer in Ludlow. Then the Board will ask you some questions and then you will have final word to say. So, with that go right ahead sir.

Mr. Beal: My name is Seth Beal, I have been an Auxiliary Officer on the department for two years now. I've sat there and I am a family man, and I have always told my son follow your dreams. Do what you want to do, don't let nobody slow you down, don't let them stop you. Since I left the Marine Corp. I have always looked at it as ok I am a family man, I have to sit there and provide for my family. So, I choose to put myself on the side burner and get my family where they're at and recently I have looked at it and confronted it myself, I have sat there and put my whole into making my family number one, and I have always put my hopes and dreams on the back burner. Having to tell my son to follow your dreams, I looked at myself and said hey I have never done it. So, I saw the opportunity arising in the Town I live in to become an Auxiliary Officer and it slowly progressed to the point where I am able to apply for a full-time officers' position.

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

Mr. Rooney: Mr. Chairman. Good evening Mr. Beal. First of all, thank you for coming in. Thank you for your service. I see that you are a graduate of Sci-Tech., then you went onto Brandford Hall, correct?

Mr. Beal: Yes Mr. Rooney.

Mr. Rooney: Now I saw in the package that from Brandford Hall you received a certificate. What was the certificate in?

Mr. Beal: HVAC. I was currently working a job that I couldn't really stand being behind a desk all day long. My wife urged me to do something where I basically I could work with my hands more and basically allow me to tinker with stuff. HVAC seemed to be a logical choice. I attended the schooling and actually I have fun doing it on the side.

Mr. Rooney: Ok. Do you currently have any plans to pursue any kind of higher education?

Mr. Beal: Yes. I would like to go back to school and lean towards more criminal law or something in that nature.

Mr. Rooney: Looking at the packet of information and specifically your time in the Marine Corp., are there any things that you have learned, any life lessons that you have learned by being in the Marine Corp., generally and specifically maybe some of things that are mentioned in that part of your cd.

Mr. Beal: The Marine Corp., has taught me a ton, I mean more or less that when I went into the Marine Corp., I was a kid, could care less about high school, didn't want to do anything, had no idea where I wanted to go in my life and I saw the Marine Corp as a logical choice to give me the years that I would need to kind of find my way and figure out what I wanted to do in life. Spending the time in the Marine Corp., actually made me think a lot about how my life was and finding the woman that I love, that I have been married to for sixteen years, she gave me a beautiful son and gave me a purpose in life, and I haven't stopped striving since.

Mr. Rooney: Can you tell us a particular instance in which you faced a particularly stressful situation and how you handle that and what you have learned from that?



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Mr. Beal: I have been dealing with stressful situations in just about every job I have ever had. So, I mean, me personally, the most enjoyable one I have had would have been dealing with a cyanide spill down at a Security Lock company. They had a chemical cleaner that actually had a bypassing of some of the chemical coming out of it and two of their employees actually got contaminated. They received medical attention, but we had to work under supplied air situation, crossing half of the building to get to where we needed to be to actually test everything to make sure it would be clear. You are wearing a level one suit which is completely encapsulated, you have three vents on the back to let air out, but nothing comes in. You are only in there with the air that you have in your tank, and whatever you exhale that doesn't get used up by your body. To get across half of the building took about eight minutes and you have about thirty minutes of air in the tank. So, to get in, test area get where we can clean and get out you were walking out with the bell ringing saying you have five minutes or less of air, and nine out of ten you were still walking across the building as it was going off. Getting out, your heart rate is racing, at one point there was no air left in the tank, you were breathing air in the suit.

Mr. Rooney: The last question for me is, give me one or two negative attributes about you and what you have done to try to correct those?

Mr. Beal: One would, a negative attribute. Maybe the fact that sometimes I just don't want to do yardwork and try to push that off.

Mr. Rooney: Join the club. I don't think I have ever had that answer given in the eleven years I have been here. But I can relate to it.

Mr. Beal: In the past when I was younger I was more laid back. I didn't keep up with anything, I was, kind of took a lazy approach to everything. I try to be more proactive, try to step up and get everything done before I need to be there. I have tried to pass that along to my son as well.

Mr. Rooney: Ok, Thank you.

Mr. DeBarge: Mr. Beal, congratulations for getting on the list and being able to come in for the interview. Thank you for your service. I am looking back into your proficiency and conduct ratings. While you were in the Marine Corp. I notice some of, the ones that were provided they are kind of all over the map. I am just kind of asking your opinion as to why it is this way. Why would you say some of them are excellent, some of them are above average and then the next one would be average and then below average and then the next one they would be up again. So, how would you explain that?

Mr. Beal: The fact that when I was in the Marine Corp., they wanted me at 197lbs they wanted me under the weight standard and tried pushing me to get to that perfect V-shape that every Marine is supposed to look like. I'm actually 215lbs when I was in, exercising twice a day five times a week. On occasion yes, I was like five minutes late and they would start counseling me for, ok your late five minutes, next time we are going to have to do something about it. But for the most part it was more for the weight control aspect that ended up changing my proficiency and conduct marks. My work habits with the Marine Corp., were always on par. There was never an issue with the Sergeants or the Staff Sergeants giving me work to do and not having to worry ok is it going to get done. Do we have to worry about it, that was never the case, it was more like based on my weight control issues. They did not like the fact that I was 215lbs, could run a 2<sup>nd</sup> Class PFT and could carry half the people in the shop doing such. They didn't like the idea that I could do everything they wanted, and I just couldn't conform to the weight standard.

Mr. DeBarge: Ok. I actually read that in your statement and I can actually relate to that. I have seen that happen a number of times. In looking through your other jobs, your other um, oh I can't think of the word, the comments provided by other employers, one word does resound in it is that your work ethic has always gotten high marks. I commend you for that, for sure. I am also gonna go back to the Police Departments, there little interview and Review Board. One of my questions to you is. If you can think back to that Review Board and you had an opportunity to take one thing from that Review Board and redo a question or redo a situation or do an answer over how would you do that? Is there one that you would like to take back and if so, what question would that be and how would you answer it?

Mr. Beal: In the interview over all I was very to the point and straight forward, I didn't really share enough of myself. So, for the interview itself I felt I thought I did ok but I understand that when looking back at it, I was giving answers and straight to the point and I wasn't actually sharing myself in the interview. I wasn't putting myself out there. Which I kind of kept myself reserved, I saw that. So that



would be one of things I would love to change about what I did before. But for questioning, I don't know, I don't think I really gave any wrong answers, I think I did fairly well answering them.

Mr. DeBarge: You answered them perfectly. Last thing I have for you is. As far as our community goes, are you aware of any community groups that we have in town that, or any community groups in town or are you involved with any, anything within our community?

Mr. Beal: I used to be involved with Youth Football. My son was currently out of it, he is now in 9<sup>th</sup> Grade and since that I haven't really gotten involved much with the community aspect. Other than, I pretty much spend most of my time volunteering for every event that is sponsored by the, not sponsored but that the Police Department takes an interest in. I pretty much volunteer for almost everything that we have going on, including this past Sunday with the Toys for Tots.

Mr. DeBarge: Alright. Thank you very much.

Mr. Mannix: I just have a couple of basic questions. I have plenty on your resume. How long were you in the Marines for total?

Mr. Beal: I was in for 4 ½ active and 3 ½ years inactive.

Mr. Mannix: What made you join the Marines?

Mr. Beal: Honestly it was all the stories that my Grandfather told me of him being in the Navy.

Mr. Mannix: You should have joined the Navy.

Mr. Beal: I couldn't bring myself to go that route. I loved everything about the Marine Corp., growing up. I followed newspaper clippings even the pinning's that were happening down in D.C. when they considered it hazing. I followed everything about the Marine Corp., I loved everything about it and couldn't see myself going to any other branch.

Mr. Mannix: While you were in school, where did you go to Highschool?

Mr. Beal: Sci-Tech High School. 1996-2000 four years.

Mr. Mannix: Did you play any sports there at all?

Mr. Beal: Football, Track and Field and Racquetball.

Mr. Mannix: You are looking for a job at the Ludlow Police Department right now. Why Ludlow?

Mr. Beal: It is my hometown and I have a vested interest in this community.

Mr. Mannix: Have you applied or looked at a job anyplace else with any other department?

Mr. Beal: No, I haven't sir.

Mr. Mannix: I guess, I'm listening to a few things you were commenting on and what you would have done differently when Selectmen DeBarge asked you a question, not sharing. You are looking for a position that calls for a lot of sharing within the department, never mind outside the department. You know when you say I did ok, I am looking for better than ok. I need you to convince me that you can do that sharing and that you can be better than ok.

Mr. Beal: That is something that I can do, sir. I have actually looked to improve myself. I know that this is one of the things, for me that is difficult. I have always had an issue with it with my wife. So, for me to have a job where I am allowed to be able to put myself out there all of the time, share myself and actually improve on a skill set that I feel is lacking in my life I think would be great idea and a great choice in the job.

Mr. Mannix: You have been an Auxiliary now for two years, correct?

Mr. Beal: Yes sir.

Mr. Mannix: I just, I sit back and think sometimes you know, especially in the interview process. These are all people you know, that you have worked with that you see and talk to, and they have done the same with you. I think it is something you need to do a lot more work on. There may be other areas that you need some brushing up and moving around and everything else but just some of the things that put some concerns in my mind. I'm all set Mr. Chairman.



Mr. Silva: Thank you. Mr. Beal, what one thing intrigues you the most about Ludlow?

Mr. Beal: I think it is the community, sir. Like I really enjoy being like being on my street with my neighbors, I never had that growing up. I originally grew up in Springfield, your neighbors on your street, you didn't talk to them, you didn't see them. You always dealt with headaches everywhere you went. On my street, its great, I can talk to my neighbors. My neighbors to my right side are a nice Portuguese couple, he works at Smith & Wesson, his name is Tom and his wife is Evelina, I don't know exactly that she does, but she has applied several times to Smith & Wesson to work with her husband and never gets the job. They have two great kids. They actually use the side of my yard, because their yard is a little too small. So, when they want to basically ride their power wheels around, instead of having to use the street, where they have to be out there, they can go into the side of my yard where I've got a half acre on a dead-end street where they can actually play around and enjoy themselves. On the other side of me, I've got my other neighbor, who's a self-employed contractor, that pretty much if you can make it out of wood, he has done it and done it more than once. He has helped me more than once fixing my house and helping me learn new things on woodworking that I didn't know.

Mr. Silva: Obviously you know about the drug problem that's out there. What one idea might you have that you would like to see, whether its legal at this time or not, just an idea you might have?

Mr. Beal: I would like the drugs to stop period, but that's never going to happen, sir. That's just something that's wishful thinking. People are going to use drugs whether you like it or not. It's basically just trying to control the flow coming into town. If targets can be identified ahead of time or there can be some kind of, or foresight of how it's being trafficked in, I mean that would be one step in the right direction on trying to stop the vehicles from being in this town.

Mr. Silva: Thank you. That is all I have. Now you have the final word.

Mr. Beal: Well I am thankful for being offered this chance to actually speak to you gentlemen and to actually interview for this position. I hoping that, right now currently I am actually, I actually have to bring my son, I have a three month old foster daughter at this point that I am hoping within the next two years we will be able to adopt and at that point I am hoping we can have her in the Ludlow school system as well and basically raise my family in this community and have a great life here.

Mr. Silva: Chief do you have anything?

Chief Madera: Yes, I do. I would like to share a couple of items here. Just to kind of share with the Board. I to get to review all of this material and the things that I saw coming out on a continuous basis was, Seth is regarded as an overall good guy. Punctual in his tasks, quick learner, received good recommendations, somebody who is conscience, and this is the person that he is, this is who we see. Obviously, the tasks that he has undertaken, he's excelled at and he has done a very good job at developing himself as a Special Police Officer here in the Town of Ludlow. On top of that, I have to share with you what the requirements are going to be coming into this position. First is you are facing a 24-week academy which has a start date of June 3rd with an orientation of May 3rd. Followed by a 10-week FTO program with the Police Department before you receive a final assignment. The final assignment will probably be the 12 midnight to 8am shift. This is all conditional upon a psychological, passing psychological exams, medical exams and obviously graduation from the Police Academy and completing a successful FTO. There is a 12-month probation period beginning upon graduation from the Police Academy. This is what you are going to be facing, its approximately about a year's process. To concluding for an officer to go out there and start patrolling in our community on their own. So, it's extensive and that's what you are facing. So, do you see any issues or concerns that that is the prospect that you will be looking at if you do get appointed by this Board.

Mr. Beal: I don't see it as an issue, Chief. I have waited more than long enough to do this for my life. I got no problem putting in another 12 months of work.

Chief Madera: Thank you. I have no further questions.

Mr. Silva: Thank you sir.

Mr. DeBarge: Good Job.

Mr. Beal: Thank you have a great day gentleman.



**Zachary Warner**

Mr. Silva: Next up we have Mr. Warner. Good evening Mr. Warner.

Mr. Warner: Good evening, how are you guys doing.

Mr. Silva: The process is, we allow you to introduce yourself and give us a little something about yourself and why it is you want to be a police officer in Ludlow and then the Board will ask you some questions and you will have a final word so say.

Mr. Warner: Yes sir. Before I start I do have extra copies of my resume if anyone needs it.

Mr. Rooney: Is it in addition to the package that we do have?

Mr. Warner: Negative sir, I think this is the same one that I brought to my first interview in Ludlow. It's a little different, I changed a little bit up. First, I would like to appreciate everyone for letting me be here tonight, it's an honor. Well I grew up in Ludlow. My whole life I played sports in high school, I graduated in 2013 I am 23 years old. After High School I joined the Air Force, I did Security Forces which is the Air Forces Military Police. From there I did some active duty order time with them in the reserves. I currently have a daughter she was born a year with my girlfriend. The reason why I want to work in Ludlow is growing up in this community, its been so great to me. I would love to put my daughter through this school system and raise a family in this town. I work at Westover Job Corp. right now. I don't know if everyone is familiar with that place. I have been working there since March with Lutik, but then Lutik separated and Alternative Perspectives took over its API, you still work for the Dept. of Labor but under a third party and when they came in they put me to on call so I'm currently not full-time with them right now. But I do 32-40 hours a week with them.

Mr. Silva: Questions from the Board, Mr. Mannix.

Mr. Mannix: How much time did you put in with the Air Force?

Mr. Warner: Currently still in on IOR and Active Duty time it was on and off orders. The budget, they are 24/7 manned unit over there so there is an AGR Unit I worked with there.

Mr. Mannix: What did you do first.

Mr. Warner: 2015 I enlisted.

Mr. Mannix: Why the Air Force?

Mr. Warner: My Grandfather and my Uncle joined the Air Force and I wanted to join the Military because I liked what it stood for, the structure of it. I wanted to do it, because it was a family thing. My father didn't join, and I thought it would be a good thing to do.

Mr. Mannix: I'm just smiling to myself, I got drafted, they come and took me away, I had no choice. I have flashbacks.

Mr. Silva: They usually take all of the bad guys.

Mr. Mannix: I tried to join the Navy, but then they drafted me. Do you intend to stay with the Air Force Reserves?

Mr. Warner: I am currently in the Reserve Police Academy. So, after I get out of the Reserve Police Academy I would like to switch from the IRR to the National Guard at Barnes just change it up. I know they have a lot of training. A lot more training opportunity than the Reserves along with the budget.

Mr. Mannix: A matter of speaking, you intend to make a twenty or thirty-year career in the Military?

Mr. Warner: No sir, no sir, not a twenty or thirty year. It depends on, something I would have to talk about with my girlfriend and my family because we have a daughter together. When it comes to the Military, if I did decide to re-enlist it would be discussion I'd have with her, because you get deployed and stuff, being away from your family for six months to a year at a time. I would have to decide with her, but I intend to do my six and then when that comes, I will go from there.

Mr. Mannix: How old did you say you are now?

Mr. Warner: I'm 23 sir.

Mr. Mannix: Have you signed up for selective service?



Mr. Warner: Is that the draft, yes sir I had to sign up to enlist.

Mr. Mannix: You had to, I like that answer. You had to.

Mr. Warner: My recruiter, she said your not signed up and I said are you sure. I'm pretty sure I did in High School, and she said your not signed up, so. Before I even enlist I had to sign up for selective service she said.

Mr. Mannix: Why Ludlow?

Mr. Warner: As I said before, this Town I grew up in and it's been nothing but great, the school system is great. I know you guys, the Police Department alone I went to one of your open houses when you had it before when I was younger kid and I enjoyed it. I want to raise my family in Ludlow I want my daughter to go through the school system. I want to work in a community that I grew up in.

Mr. Mannix: Have you looked at any other departments, have you taken any civil service exams, and maybe hired somewhere else?

Mr. Warner: When I took my civil service exam, to be honest I put my name out everywhere. But the only other department I ever sat down with was Western New England because that's who sponsored me to go to the Reserve Academy. So that's the only other department I have sat down with. They weren't a sponsor for hire, they were a sponsor, so I can get my foot into the door.

Mr. Mannix: That's all right now.

Mr. Silva: Thank you, Mr. DeBarge.

Mr. DeBarge: Mr. Warner congratulations for getting into the room for an interview.

Mr. Warner: It's an honor sir.

Mr. DeBarge: I'm just going over your references. I like to highlight the words used, dependability, strong leadership skills, things like that and see how the different people you use for references and different words that they use. So, would you say that you geared your work history down a path for one specific career?

Mr. Warner: Yes sir. Minus the Big Y when I worked there, right before the Military. But when I changed over that's when everything, I knew I always wanted to be a Police Officer, and I just never knew the right steps of how do I get started. How do I get my foot in the door? You can't just become something overnight. So, after that I went and worked at the Job Corp. I know its security, it's police but, it's something that I could, while working there I built better communication skills and built a rapport with people because we do things everyday over there. So, I like to think that's the way I'm pushing it.

Mr. DeBarge: Well said. It's not an overnight thing, you are absolutely right. What did you think of the job at Westover?

Mr. Warner: The base or the job?

Mr. DeBarge: The base.

Mr. Warner: It was slow. It was slow to be honest with you. It was really slow.

Mr. DeBarge: I did it too. It was very slow.

Mr. Warner: A lot of training though, that I took away from Boot camp and my five hundred and something hours in the Military Police Academy for them. A lot of training I took away and that's when I realized this is something that I think I'm gonna keep pushing myself to do I really enjoyed it. But even though it was slow I always had to be ready for something, we always had those random people that would drive right through the gate and try to go to the planes. One night there were people crawling underneath the fence because they saw blue lights on the runway. They thought it would be cool, they had no clue where they were. You always have to be prepared even though it is slow.

Mr. DeBarge: Yes, ok. Now, I do have a couple of questions for you. Let's go back to the Police Departments Review Board that you had. How long ago was that, by the way?

Mr. Warner: My first interview?

Mr. DeBarge: Yes, with the two Lieutenants and the two Sergeants I believe.



Mr. Warner: About two or three weeks ago. It wasn't a long time ago, but it wasn't last week. It's been some time.

Mr. DeBarge: Ok. So, if there was something in that interview that whether it be a question or whether it be something let's say you would like to go back to and re-answer or say or do over again. What would that be?

Mr. Warner: There was a, I said something, they asked me a question and I thought about it for a while and I wish I could have worded it better about, you know 23 years old, I didn't want to come across as I said, I feel like I'm more responsible and mature than most 23 year olds because I have a family but what I meant to say is, I like to think of myself as different than most 23 year olds that I know. Most of them are still going through college, and they go out. My main focus is career and family. Those are the two most important things to me. I didn't mean to come off cross saying I am better than this 23-year-old or that 23-year-old. I like to think of myself as a humble person. So, I wasn't trying to say I was better than them, I was just trying to say my mentality might be different than most of them. So that was one thing that I really kept thinking about and thinking about all the way up until yesterday.

Mr. DeBarge: How about our community, are you aware of any community groups that we have in town that work towards getting the word out about drug abuse, anti-bullying, domestic violence things like that and as a caveat to that if you are not aware of specific group names, how do you get involved with the community?

Mr. Warner: So, I know in the school systems, I don't know if it is sort of a group of something you guys developed for certain things. You have school resource officers, I saw that recently I think that is one way of preventing bullying within the schools, because that is a huge thing. People do crazy things because they feel like they have no one. So, I saw the school resource officers, I know you guys do an open house, you and the fire department both do it, that's great. I don't know about it, but I know there used to be a DARE Program I believe.

Mr. DeBarge: A while ago, but yes.

Mr. Warner: I used to see the signs, but as far as that I don't know of many other groups that reach out to the community to help out besides those ones. I guess a way you and get out and change things within the community...because I don't know much just letting everyone know that the police aren't just there for speeding tickets or call to service, we are also there for us to be seen, for help and I have learned this in the past six months. It is a very huge thing to build a rapport with your community, so they can have trust within because now a days on the news you see so many things with the people against the police so, build a good rapport and let them know your not the bad guy and your there to help, would be a huge thing.

Mr. DeBarge: Ok. All right thank you.

Mr. Silva: Mr. Rooney.

Mr. Rooney: Yes, Mr. Warner first of all thank you for coming in and thank you for your service. Let me go to one of the things that was mentioned in this packet of information and that was motor vehicle violations. I saw there was one in '13 one in '14 and one in '16. What assurance can tell us that that isn't necessarily the person that is sitting in front of us today.

Mr. Warner: As I said before, a lot of those violations, some of them were from my first car '97 Mitsubishi Eclipse really was a sports car that, I know I didn't have much of a responsibility as I do now. Like I said, I feel like I matured more after I grew a little bit and a started understanding the importance, like the important things in life that I have to take care of. I got rid of those cars that gave me problems. But now as I got out of the Military, because when I got out of boot camp and stuff I made sure that everything I did was, I don't know the right word I am looking for, but it was, integrity, I made sure everything was set properly. I always followed the speed limit I never had any crazy speeding violations, but I was more aware and vigilant of everything after that. So as of now, I mean I got something taken care of, but they brought up to me and my detective background check when I first interviewed. An inspection sticker, I got that taken care of. I went to see the majastry and she waived it and I got my car taken care of I just couldn't afford to fix something, it was like \$980.

Mr. Rooney: Ok. After graduating from Ludlow High School have you received any other kind of education? Certificate or otherwise?



Mr. Warner: Besides the Military? No, well yes, I got some in the Military but that don't transfer over into the regular side. The Reserve Academy I look at that as educational for me, I got my first responders' stuff, I got, more working on doing SFST stuff and I think that's educational for me, that's a career path I want to follow. Some people wouldn't think that is educational, but I do.

Mr. Rooney: As you sit here tonight, do you have any plans to pursue and higher education in any facet?

Mr. Warner: Yes. I want to I want to get a degree. Not so much in just Criminal Justice, but I would like to another language. I'd like to take either Spanish or Portuguese just because of the environment I live in, I live in Ludlow and there is Criminal Justice, I would like to take Psychology for some reason that is an interest to me and my plan is once I am done with this Academy and if I do have the opportunity to go to the full-time academy when I am done with all that stuff I would like to enroll myself into a community college around here or something and take some classes.

Mr. Rooney: Can you tell us a specific example of a pressured situation that you were in and how you handled it and what you learned from it.

Mr. Warner: Does it have to be one or can I do two. Because one of them is bootcamp. I left my family behind and I have never been apart from my family and that was a huge thing for me, it was very emotional, not being able to talk to them for two and a half months. A lot of pressure was on me because I felt like you know, I am doing this for myself and I need to push through this and my family wouldn't want me to be emotional. They know that I'm here because I am happy, and this is what I want to do. At work, Job Corp., everyday something goes on there. There was something I talked about during the interview, there was this student that I actually built a really good repour with, I told him that he wanted to leave when he first got there, but I told him you are here for your daughter, you know. He told he had been arrested twice before that, he said he wanted to change his lifestyle, I said you are doing this for your daughter not just for yourself, but for your daughter. He ended up staying in the program he actually completed it and got his certificate in culinary and his high school diploma. He actually ended up getting jumped by a bunch of guys from the Virgin Islands because there are people there from the Virgin Islands and he tried bringing people down, he had a crew of people coming down from New Hampshire. He wanted to go onto the center and take care of it, right before anything could happen, I just brought him outside and explained to him that this, we had this conversation in the beginning, you may have just got jumped by a group of people but that doesn't mean that you're not going to be able to complete this program and go further in your career. Everyday you tell me you are going this for your daughter and you don't want to go back to jail. You don't want to go back to selling drugs, because that is what he was doing and I don't know if what exactly I said to him to stop him, but whatever I did it worked and I think it was me not like, emotionally connecting with him but on my side I do things for my daughter so I was letting him know you are doing this for your daughter.

Mr. Rooney: Ok, by the way, is Corky your supervisor?

Mr. Warner: Yes sir. Great guy.

Mr. Rooney: Can you provide to us one or two negative attributes about yourself that you're looking to improve or in the process of improving?

Mr. Warner: Ok. Well first off, my public speaking. Not so much communicating with others but speaking in front of a large group like yourself.

Mr. Rooney: That was your best grade in Ludlow High School.

Mr. Warner: I know. It still gets to me. It was a class, but it wasn't. it was the first year that Class ever started, and I was the first one, I think it was with Mr. Woodman. It is something that I still need to improve on. I get very nervous, my hands start to get clammy, I don't, I start thinking of a million things that could go wrong instead of what I can do right, speaking in front of a large crowd. I am not saying that my organization is bad but I do want to get that better I try to, I have this big filing cabinet at home, it's a big wooden one, my parents gave it to me and everything I have been getting, I have been trying to organize it by the dates and what they are for, whether it's for my Reserve Police Academy or my license to carry stuff I try to separate those apart. If I go back to school I really really want to take another public speaking class when I go back, because I feel like part of being a Police Officer is speaking to large groups of people at once by yourself in some cases.

Mr. Rooney: Ok. Thank you.



Mr. Silva: Ok. Mr. Warner, I have a couple of questions, one is can you give me something that really intrigues you, I know we mentioned a couple of different various ways, that really intrigues you about Ludlow? What one thing sticks out in your mind?

Mr. Warner: One thing that sticks out in my mind about Ludlow is, like before I said that I grew up here, that the best thing I would have to say is being in a community where it is not very, it's a big community I think there is 21,000 or so people that live in this town, but how close a community can actually be even though it is a large community. The school systems just making sure that, its not a big city type of environment, you know what I mean by that. Like, everyone, I phrase this, so it doesn't sound bad. So, the whole community, it's a large community but everyone is, It feels like a small town, but it's a big town and everyone connects. Just growing up here I have always felt like I was in a great community. Other than that I can't think of anything else, but how structured it is and how well...

Mr. Silva: With the drug problem that were having do you have one idea that you might like to propose or see to help out with the situation that's out there?

Mr. Warner: I don't know if there is a DARE program right now in Ludlow or there is any type of drug advocacy program, like maybe going to the parks I don't know if this is a problem but like Whitney Park or Hubbard Park, I don't know if there are people using drugs there but if there are maybe have a group of people go out like a community clean up, pick up needles, if there are needles, pick up any type of paraphernalia.

Mr. DeBarge: There is a very large anti-drug program in Ludlow. Very large.

Mr. Warner: Ok. I would love to be a part of that, if I ever had the opportunity.

Mr. Silva: Thank you. Chief.

Chief Madera: I have a couple of things to add here I think. In reviewing Mr. Warner's background and looking at the information that came back from the background checks and recommendations. I think the thing I kept on seeing concerning Zachary was he is dependable individual. It came out also as his ability to interact with the students, I think that came out also. Limited life experience but it showed that he has been making strides in those areas, and for somebody to recognize that and point that out I find that to be commendable. I think one of things that I am sharing this with everybody is basically if you have the opportunity to be appointed by this Board you are looking at a twenty-four-week Police Academy with a start date of June 3<sup>rd</sup> and orientation occurring May 3<sup>rd</sup>. Followed by 10-weeks of field training program with the Police Department with a final assignment probably to the midnight to eight shift. This is conditional on you being able to pass psychological, medical, physical abilities and again complete the Police Academy and graduate. Once the completion of the FTO your looking at 12 months of probation period beginning upon graduation from the Police Academy. Do you have any concerns or issues with this type of time-frame and period, your talking about a years' worth of time just to achieve that position?

Mr. Warner: No sir. To get something you really want, you have to put a lot of time and effort into it. So that doesn't bother me at all.

Chief Madera: Very Good, thank you.

Mr. Silva: The floor is yours for some final comments.

Mr. Warner: I would like to thank everyone, I know I said this, but this is a huge stepping stone in my career to even be sitting in front of the town that I grew up in and have an interview. I never thought that this would happen. I took my test two years ago; the new test is coming out. I could say this, if you guys choose to select me I know I have certain experiences but my willingness to keep learning and driving and further myself in a career is my main goal and some constructive criticism comes across towards my career that doesn't bother me. I take constructive criticism as not a negative thing but something that someone is looking out for you and help you get better at what you're doing. That's it, I just want to thank you guys again, like I said this is a huge honor for me.

Mr. Silva: Thank you.

Mr. Warner: Is it alright if I shake everyone's hand?

**Nathaniel Crowther**



Mr. Silva: Good evening Mr. Crowther, if I am not mistaken you have been here before.

Mr. Crowther: Yes, I have sir.

Mr. Silva: Good then you know the process. A few words about yourself and about Ludlow and then the Board will ask you some questions and you will have the final comments.

Mr. Crowther: Like you said, its my third trip in here. Happy to be here again, happy to been given the chance to be here again. I think I have definitely exceeded where I was the first time and even more so from last time. I definitely furthered myself in what would make me a good officer for this town. I have experience now in the department, I have been a dispatcher now for about a year and a half now. I have worked overnights, I have worked days now. I have this experience, I have seen how this department works and I have seen what I need to do to make it well in this department. I think that is something that will serve me well.

Mr. Silva: Thank you. Mr. DeBarge, any questions.

Mr. DeBarge: Yes, let me get, give me one second. Mr. Crowther, congratulations, well again for coming in for an interview. Let me give you the easy one, since the last time you were in here, have you done, what have you done since the last time you were in here? Have you done anything new?

Mr. Crowther: Yes sir. Last time I was here, part of my bypass was for education. I had an Associate Degree and several other applicants had Batcheler's Degrees and after I began dispatch in town, I met with Chief one afternoon we discussed the fact that I didn't have the same educational experience and also that the Special Police and that I hadn't joined that, that was part of my bypass. I had already began dispatching at point, we discussed it and he kind of advised me that it wouldn't be a possibility at that point as far as joining the special police due to the fact that I was going to become a full-time dispatcher and there is a policy in place that prevents that from happening. Chief did say that he would prefer that I stay in dispatch versus Special Police Officer because I would serve the town and the department better that way. So, I remained in dispatch, I did not leave that to join special police. Also, after that meeting again where we discussed my lower level of education I left that meeting and drove to Westfield State University directly from there and enrolled that day.

Mr. DeBarge: Well good for you. That's some dedication right there.

Mr. Crowther: Thank you.

Mr. DeBarge: I think there is a lot more to experience than just being a part of the Special Police on any department or anything else. You have in your packet a lot of qualities as all the applicants of course. Your community involvement as I already know of course is one that I look at and I hold dear. You have a lot of that with coaching our youth in our community. I know you have been doing that for quite a long time and your references are impeccable. So, I am going to get to the questions. As far as your interview with the Police Department and the Review Board. If you looked back to that point was there anything in that interview with the Review Board that you would like a crack at to redo right here. A question, a comment you would like to have at another shot at, let us know what it is and give us another, something you would like to redo.

Mr. Crowther: I might say, I have a question on, if I was given an order that violated policy, what would my actions be? I stated if I was given that order by a superior officer, in the moment follow it, there might be a reason that that's necessary at that time. If I was given an order that was illegal I would not follow that order at that time and I would follow up with the supervisor with both of those cases later on. Last time I felt like I didn't elaborate on it enough but then as I was saying maybe I felt I was elaborating a too much when it is pretty simple. An unlawful order I would not follow, I would follow up with the Supervisor. An order that went against department policy given by a Supervisor, follow it in the moment and then still follow up again. The Sergeant in this case probably has a good reason why that needs to be done in that way in that moment.

Mr. DeBarge: Ok. Oh, I see, ok. Alright, also our town of course has a couple of groups that have established themselves in getting the word out in our Community as far as drug awareness, anti-bullying, domestic violence, sexual assault stuff like that. Are you aware of these groups, and if not, I did already go over your community involvement? Are there other ways, or are there other things that you have done to be involved with the community?



Mr. Crowther: I haven't been associated with any of those groups that are directly involved in say like you said drug awareness or domestic violence prevention. I have not been directly involved in any of those. Off the top of my head, I can't think of any other specific examples of community involvement that I might have been part of. So far just being in the department I think has helped me to find a way to do that and find a group to become involved with, knowing the resources, knowing if someone came to me with one of those issues I would know who to they need to speak to. I would know the resources that are available to them in town, or what agencies out of town they can contact to help them with those issues. But as far the groups themselves in town I have not been involved with any of those.

Mr. DeBarge: That is all I have for you. Thanks.

Mr. Silva: Mr. Rooney.

Mr. Rooney: Mr. Crowther, thank you for coming in. I do have a couple of questions, but I guess I do want to follow up on something you said in your opening remarks, and that is what you've done to become a better candidate sitting in that chair. I have to say, and I think the Chief would probably back me up here, I am reminded somewhat of Officer Churchill, who came in front of us several times and the growth that he had from the first time he was here until he was appointed was a testament to him. I would say the same thing to you in terms of not only your work experience but your education.

Mr. Crowther: Thank you.

Mr. Rooney: So, let me just ask a couple of questions. How far into your degree are you at Westfield State?

Mr. Crowther: I am one semester in at this point.

Mr. Rooney: Ok yes. How many years do you have left at Westfield State because I know you were at HCC?

Mr. Crowther: How many do I have left.

Mr. Rooney: How many left?

Mr. Crowther: I am doing part-time online, so I haven't been able to attend full-time, because I am doing full-time here in town and my auxiliary position in Palmer. I haven't been able to attend Westfield State full-time at this point, I have been taking classes online.

Mr. Rooney: Just to be clear, you're a full-time police dispatcher in Ludlow right. How long have you been working in Palmer as an Auxiliary Police Officer?

Mr. Crowther: I have been an Auxiliary Police Officer in Palmer, I graduated the Academy in 2016. March of 2016. So, I was appointed in the Fall of 2015 I would say almost three years since graduating.

Mr. Rooney: I know in looking at your resume in terms of your involvement with the scouts, were you an Eagle Scout.

Mr. Crowther: Yes, I was.

Mr. Rooney: What was you project?

Mr. Crowther: My project, I refurbished and resurfaced the stage at the Exit 7 Theater and raised the money for that as well to do that project. So, we were completely self-funded at that point once we raised the money.

Mr. Rooney: One of the things that's down there that you listed and, not exactly sure what it is but that you are a March 2016 graduate of the Western Mass Reserve Intermittent Academy. It's long title, but tell me exactly what that is? It is probably self-evident except to me.

Mr. Crowther: That is the Police Academy that I graduated. That's just the title of it.

Mr. Rooney: Part-time. Different from the Academy that you would go to.

Mr. Crowther: Correct. That's the, it's three days a week for those who are becoming a Reserve Officers only. I don't believe it qualifies you to work to become a full-time officer. That was the Academy I attended to work as an Auxiliary in Palmer.

Mr. Rooney: I see. How long is that program.



Mr. Crowther: 6 months.

Mr. Rooney: If you know, is that program modeled after the, what I will call the "big police academy"?

Mr. Crowther: Yes sir. It is held in the same building, run by the same agency. But it's only for say like, the Specials here in town would attend that Academy. Reserve Officers in other towns, whatever that town may title them as. Even part-time police officers, like official sworn police officers can also go to that Academy, but not completely sure on.

Mr. Rooney: Given that I am a creature of habit and that you have been here before, I have probably asked a couple of these questions that I am about to.

Mr. Crowther: That's ok.

Mr. Rooney: So, if I have I imagine you will be prepared to nail the questions. Give us a situation, where it's been a pressured situation and how you've handled that situation and what you have learned from that situation.

Mr. Crowther: Well if I may, I might use the same example that I used in my first interview because I think it's definitely standing out, no I understand, but my Board interview. We, last October right before Halloween I believe we had a severe storm here in town that basically shut down the town for about a day. I know Chapin and East was closed for almost 24 hours, we had trees down all over the place I was dispatching alone that night here in town. It got pretty crazy. I was dispatching, we start with I believe we had 4 officers on the road that night and we ended up calling in as many people as we could. I think we ended up with about 14 or 15. I had stacked 911 calls for an extended period of time. Our business line was lighting up the whole night, I know Wilbraham their brand-new station had actually gone off line. As part of the 911 protocol it bounces to a sister station, so I was answering all of the 911 calls for Ludlow and Wilbraham for several hours on top of all the business on calls for where there was trees down, wires down, small fires that were being started by wires down. So, that was pretty stressful as it was, and I was in there alone. Also, with 13 officers and I am trying to send them to calls and keep them sorted and enter calls. Really what I learned from that and what I think I did well with was just keeping myself level essentially, don't let myself get overwhelmed by it because its got to get done whether I am overwhelmed or not. Might as well just make sure I just keep myself calm and keep going at the pace I can handle it and make sure everyone can is staying safe on the road to.

Mr. Rooney: The last question I have Mr. Crowther is give us a one or two negative attributes about yourself and things that that maybe your working on or intend to work on?

Mr. Crowther: One thing I think I can say, is I tend to get tunnel vision not in say the moment but more so in life. Like if there is something that I know I am working towards, I know I have a habit sometimes of focusing all of my energy and all of my time on that one thing at a sacrifice to personal life. Which I kind of had to learn the hard way, that I need to be able to also balance my home life, family life and my relationships there on top of what it may be whether it's working for a job or whatever else, a degree. I need to be able to balance things and not just focus all of my energy on one thing because you get burned out. Then you are no good to anybody and now you have also failed at doing thing you were pushing yourself towards. I know last year I was working a lot of overtime at the department I think I worked six nights a week for almost a year straight. I was working a lot of overtime because the money is good. I was enjoying those paychecks and I was completely just burning myself out. I would go home have no energy whatsoever, no relationship with my family basically because I was just going home to pass out and go back to work again. So, I had to learn to kind of take a little bit of a step back, take a day off and be able to re-charge myself before going back again for the next shift.

Mr. Rooney: Ok. Very Good. Thank you.

Mr. Mannix: You answered a lot of questions I had, and I will go through them only because it makes me feel good. First off, you're a little more assertive today and you seem to be a little more relaxed and comfortable sitting here than you have in the past.

Mr. Crowther: Thank you.

Mr. Mannix: In the past you were like a stone and you were kind of quiet and mumble, not really mumble but you weren't to assertive. I liked your answer for the scenario Selectmen DeBarge asked you on following orders and following policies. I had written down because that concerned me a great deal with the comments that I read in regard to the interview. The topic coming up with your answers as far as not following and preceding and following and everything else. They were excellent answers, they



were right answers. I don't think a year ago you would have sat here and gave those answers like you are today. So, I will commend you on that.

Mr. Crowther: Thank you sir.

Mr. Mannix: Also, you brought it up yourself, I feel like there are different things that I read and remember in the past. Your tunnel vision, um, you brought it up before anybody here, and I would say I am going to say to you is that I hope it's as good if not better than what you stated so far, and also the fact that I look at your resume and where you work and everything else you might still need to get rid of some of that tunnel vision. I looked at the different places you applied and work and boy you are beating Palmer and Ludlow to death over everything that you want. Well sometimes, you brought it up and the idea of and it's not a bad thing at the same token. The open mind it helps a great deal. Probably a couple questions that I had, I have known, what I have seen in the past on the resume, you have done a lot of great things and everything, but for some reason it seems all that has stopped all about the same time. I'm just wondering did it stop or is it something that you just stated burning yourself out.

Mr. Crowther: I wouldn't say it stopped, um it slowed down a lot. For example, at St. Elizabeth's Parish, my parents had started the Spaghetti super down there and I used to help out down there a lot. I would be there every month, I would help them the shopping trip to get all of the food, it was like hundreds of pounds of food to get it and help with clean up. Now working full-time it's a little tougher. With the work and sleep schedule, especially when I was working the overnights or working the second shift during that, with coaching I kind of ran into the same issue. It was easier when I was working, kind of a, you know even several part time jobs and going to school.

Mr. Mannix: The reason why I bring it up it is a topic that a couple of the other selectmen brought up as far as some of the drug programs we have town and everything else. I am a good seed planter. Being what you are and who you are and involved down there and there is no question in my mind who you are down there I mean there is no question in my mind that there are great deal of people down there that respect you and your mom and dad, with a smile on my face, can walk on water sometimes walking through there. If there is someplace maybe get involved maybe doing something maybe taking a step forward. If you do get on the job, maybe it's something you can talk to the Chief about in setting up programs, guiding showing. At one time when I was on the Police Department I went out and spoke to many many groups. I spoke to CCD classes down at St. John's a number of times. I am looking at your involvement then, I'm looking at your involvement today, I want to look at your involvement tomorrow. Yesterday is gone, today is here, tomorrow is brand new. Yes, I am doing a lot of looking at tomorrow. I am going to ask you a question, one that is just curiosity, the other one is I will explain to you afterwards, I asked that question. My sick sense of humor, nothing to do with you. In your home schooling, how do you feel going through that and getting to where you are now? Is that going to be an asset for you or you feel as though you have that much more work to do?

Mr. Crowther: I don't believe that set me up with any more work to do. I know a lot of people who are homeschooled are, they kind of have the...

Mr. Mannix: I have nothing against homeschooling.

Mr. Crowther: No, No, I'm not say that, but some people think it's kind of, there isn't as much socialization, but I was playing football here in Town in High School. I was involved in Boy Scouts, I had all kinds of groups I was a part of. So that part, I don't believe ever caused an issue for me. I think actually it set me up for success in say college because my daily school work was done as, my mother assigned it from a curriculum book and said ok here is your lesson for the day. I would take that book and read it and basically teach myself from that book and do it and it would be graded by her. It's not someone standing in front of the room kind of talking at you and you hope to absorb it. I had to sit and read and understand it to then do it which is more like a college setting.

Mr. Mannix: You don't know it, but when you first started playing football and I found out about that I said good for him. Good for mom, good for dad and good for you. Because once again, a lot of homeschooled kids don't get out, you got out and I saw that. In your final answer there, I like somewhat because I can pick on my poor son right at the moment. He went off to Cathedral High School, his choice, he wanted to get out of there...in life today he is ultra-liberal, 100% Vegan and anti-everything dad is. The last year at Cathedral he really hated it, he went on to become an English Teacher and everything else in high school in California, Nashville and other places he just quit teaching and is a stay at home dad now. He hasn't worked now in a few months. I asked him one day, as conservative as Cathedral High School is, where would you be today, if you did not go to Cathedral, do you think you



would be better off going someplace else, and he said Cathedral High School made me who I am. Which I didn't expect that for the answer. You gave back the answer. You gave back the participation, you gave back the answer progressing and going onto college and everything else. It's a benefit, benefit not for everybody but not asking everybody. I'm looking for your character, your disposition your work ethic, your understanding, you're not only getting along with the people you work with, people in the community. Chief might slap me afterwards for this, but I sit here and say to you, I want you to be a Police Officer for the people of Ludlow as an expression, not the police department. You work for the Police Department, yes you follow all of these rules and regulations but your working for the people that's what's important to me. As I say, from when you first came in here to where you are today you've made great strides. Thank you. I'm all set Mr. Chairman.

Mr. Crowther: Thank you very much sir.

Mr. Silva: A couple of questions that I have. You have probably answered this before, what one thing really intrigues you about the Town of Ludlow?

Mr. Crowther: I have lived here all my life. Overall, I think it is a great town. You can raise a family here and have a small business here. It's got a little bit of everything, it's not out in the sticks with only a couple of houses and maybe a grocery store, but it's also not a city that is congested with traffic every day and people everywhere. I think we have a good mix of both sides of that. It's a quieter Town but we still have our own economy, we still have our people, our own groups, sports teams and everything like that. I just think overall it is a great town. I have no real desire to be somewhere drastically different than this you know.

Mr. Silva: And um with the drug problem that is out there now, do you have an idea something that you would like to see that would possibly help with the situation?

Mr. Crowther: I don't know if I have one precise exact thing that would obviously end that, nobody does, I think just getting to the juveniles before they make it to that point. Intervening in their life on a regular basis, at work and dispatch, you know I come in and read the log from the day before and a lot of times it's the same names popping up all of the time, these juveniles that are getting into trouble those are the ones that are at risk. So, I know we have a program that goes to the homes of families that have experienced an overdose. I can't remember the name of that group that goes out later on and reaches out to them, but, I could almost say that if we had something similar for, if we want to call them, at risk youth, but essentially those that we are dealing with them a lot. We think they are at a higher risk, because they're a lot of delinquency, there are a lot of issues with say softer drugs and maybe we can prevent that from going further in the first place by just reaching out and seeing what it is they need to maybe avoid that.

Mr. Silva: Thank you. Chief anything?

Chief Madera: Yes, I do. I think I mentioned before is the accomplishments of, and what's come across from the background checks and the information that comes back to me and looking at the overall package. As mentioned before, I have had the opportunity to sit here every time Mr. Crowther has come before this Board. I can tell you that every time he has left the Board, he has gone out and accomplished that one more task that was asked of him. To get to the point where he is today before this Board, I don't think he's not done everything that has been asked of him. Increasing his educational standing for himself, not for just us. Going out there and gathering the experience that we are looking for, achieving and becoming an Auxiliary Officer, applying to the police department to become a Special Police Officer but at the same time we found he has other talents and he is delivering that for us now as a dispatcher, a full-time dispatcher. It is probably because of him that we are where we are today. We have a two-person dispatch system now that is 4 and 2 and runs 24/7 because we know how important that job is, and he has taken that and made it his own and significantly accomplished that. Looking at where he comes from and the things that I saw and the information that was given to me in his background remarks that came from before me was you know, this is a person who is punctual, good work attitude, works well with others a strong work ethic and I think you have seen that. Attending the academy for six-months while you are still working two different jobs.

Also, I think one of the things was he didn't leave his focus of wanting to be a police officer as well and that is what he continued with Palmer. I am glad he came to do dispatching for the Ludlow Police Department. There's no regrets there. He has continued to develop himself. One of the remarks that I saw here come back from another agency, somebody completely objective, not as subjective as our agency because he is an employee, was his level headedness, his passion for learning and basically that



came across from other supervisory staff outside of our agency. So, I look at those things, those are important. Sometimes when I go to the personnel around me and I ask for, let's be completely objective. Its kind of tough, because if you are working with somebody every day, you can see where that can be a tough question to answer. But coming from an outside agency and looking at the recommendations, I think it kind of validates everything he is giving you here tonight and presented to you. I got that from the background information and obviously from reviewing his packet. One of the things I have to share with you as we go forward here, if this Board gives you the opportunity for an appointment you are looking at a 24-week Police Academy, that starts June 3<sup>rd</sup> with an orientation beginning May 3<sup>rd</sup>. You're talking as soon as you finish that, you have a 10-week FTO Program with Police Department with a final assignment with the 12-8am shift. Again, this is all conditional on you completing psychological, medical, physical and obviously graduating from the Police Academy and completing a successful FTO program. All of this is bundled up into a 12-month probation period beginning upon graduating from the Police Academy. So, you are looking at over a year's investment to get to this position before you are allowed to go out there and police our community on your own. Do you have any issues or concerns concerning that type of commitment?

Mr. Crowther: Absolutely not. I have spent years, I have spent longer than that trying to get that position in the first place. I have no problem doing that job for a year to show that I am ready to do it on my own.

Chief Madera: Very Good. Thank you. That's all I have.

Mr. Silva: As know, the last few comments if you will.

Mr. Crowther: Ok. I know this is something that I have said before, but I still stand by it. I would love to represent this department and serve this town. I still very much stand by the idea that our interactions with people on the road or on calls that dictates how they see our department and other officers. We might have say ten interactions, we might interact with ten different people on our shift like civilians in town for us that just at work, you are talking to people you are interacting with them it's the same as any other day job, it's nothing not necessarily standing out to you, your just talking to people your doing your job. But to these people the average person doesn't interact with the police very often, some people do. Most people don't. So, in their minds, how you come across how you interact with them in their mind that is the Ludlow Police Department. This is how the Ludlow Police Officers are. So, knowing that we need to make sure we are representing ourselves well and representing the department well means a lot to me. And to show also that if one officer is a total jerk to somebody that person and their family and friends they hear about it, they are going to say oh all Ludlow cops must be like that. They are going to associate that one person with the entity. So, knowing that we need to avoid having those kinds of things happen and representing our town and our department just keeping that in mind, I think that would be something I would be good at in presenting myself as an officer in town.

Mr. Silva: Thank you sir.

Mr. Crowther: Thank you.

#### **Geena DeTorrice**

Mr. Silva: Up next we have Geena DeTorrice. Good evening. The process that we have is we are going to let you introduce yourself, tell us a little about yourself and why it is you want to work for the Police Department in Ludlow and then the Board will ask you a few questions and the Chief will also comment and then you will have the final word.

Ms. DeTorrice: Ok

Mr. Silva: So, the floor is yours.

Ms. DeTorrice: I have my resume if you guys don't have it.

Mr. Silva: I do. Yes, we have it.

Ms. DeTorrice: Ok. So, my name is Geena DeTorrice, thank you for having me tonight. I was born and raised in Western MA. I have lived in Ludlow for about four years and before that I lived in Belchertown where I grew up and went to High School and graduated from Belchertown High School. I just recently



got my Bachelor of Science from Western New England University in Springfield in Criminal Justice and a minor in psychology and a concentration in Criminal Investigation. In my free time I like to do cross-fit go to the gym that is right on center street and I also like to do crafts and do it yourself projects and build stuff. I also like to take my dog for walks and hikes and stuff like that. I have worked really hard to build my experience and get to sit in front of you today. I didn't have any family or friends in Law Enforcement growing up and I have always looked to the job that police officers do. So, when I was in college I joined with the Student Patrol Program at Western New England and I kind of picked the brains of the Sergeants and the officers that worked there to figure out how to go to the academy and how to work as a police officer because I had no idea. It was then that they sponsored me to the Reserve Academy. So, I got the credentials to work as a part-time police officer and I did that in Provincetown on the Cape for two summers and then I came back and I have one year under my belt here. This is the goal, to be in Ludlow full-time because I think it is a great town. It is kind of in the medium, its not like Springfield, but it's not dull. I also, I really value justice for victims and being able to speak for and help people who might not be able to speak for themselves. That is why I'd like to be a police officer here.

Mr. Silva: Thank you. Alright, Mr. Rooney.

Mr. Rooney: Yes, Ms. DeTorrice is that how you pronounce it?

Ms. DeTorrice: DeTorrice yes.

Mr. Rooney: Ok, first of all thank you for coming in. Let me just make a couple of comments about the package that we have in front of us. First of all, a very impressive package in terms of your years at Western New England with a great GPA in the various honors programs and various honors that you got. I also just, I appreciate your honesty in answering question #18 we don't often see it that way and I think that shows something about you. You intrigued me when you said right at the end, justice for victims. How do you foresee being able to do that if you were to be an officer in Ludlow?

Ms. DeTorrice: Um, so when something happens you know a crime or anything that the police have to get involved with in somebody's life it's the worst day of their life. They, I think it is important to kind of put yourself in their shoes and they have families, and the victims themselves might be injured or in the worst-case scenario, not here anymore. So, I think it is really important for me to be able to do whatever I can to ensure that they are safe and that they are protected and that they feel ok in the community and that they won't be subject to that crime or that person again that did the harm to them.

Mr. Rooney: Ok great. How long have you been a Special Police Officer in Ludlow?

Ms. DeTorrice: In Ludlow, one year.

Mr. Rooney: And before that you were a dispatcher per diem?

Ms. DeTorrice: Yes, briefly for Ludlow.

Mr. Rooney: Ok alright. Um if you can share with us a particular instance in which you were put into a very pressured situation, how you handled that and what that told you about yourself good or bad?

Ms. DeTorrice: Ok. Um when I worked in Provincetown, they do a big July 4<sup>th</sup> Fireworks, so they have everybody that is employed with them on shift for that night. So, they sent us out, sometimes it was two people per one radio and sometimes you didn't have a radio. So, at one point I was separated from my partner and I found a man that was passed out in a bush. And I didn't know at the time if he was intoxicated, if he had a medical condition or what was going on and I didn't have a radio. So, it was pretty stressful because it was kind of a chaotic scene and night and I didn't have a phone on my either. So, I tried to remain calm and I asked a civilian who was in the area to go and get the nearest officer or call the station and he ran to the nearest officer who was just maybe a hundred feet away and he brought him back and we were able to call it in and make sure the man was ok.

Mr. Rooney: Can you share with us one, or two attributes about yourself in a negative fashion. Things that maybe you need to work on or perhaps are already working on?

Ms. DeTorrice: Um, I tend to take on too much. Kind of a burn the candle at both ends. It's a little better now that I am not in college and taking full-time classes. But I am known to have multiple jobs and work right after and kind of burn myself out. I am doing better with that by organizing and writing things down and putting reminders in my phone, its getting better.

Mr. Rooney: Anything else, and other negative attributes?



Ms. DeTorrice: Sometimes I take things too seriously. And I am trying to work on that the best I can. I am lightening up a bit I guess. Alright, thank you.

Mr. DeBarge: Ms. DeTorrice congratulations for making it in for the interview.

Ms. DeTorrice: Thank you.

Mr. DeBarge: As Mr. Rooney said a very impressive resume. Could you explain to me um what it means "first student selected by Western New England University by the Police Chief to attend the Special Police Academy"?

Ms. DeTorrice: So, the Student Patrol Program we are not sworn officers we are just students doing a work study job there. So, I was asking them how to be an actual police officer and what I had to do and one of my Sergeants was telling me that I should do this academy and try to work on the Cape. So, he kind of paved my path that way. Um, I was like ok how do I go to this academy and he said well you need a police department to sponsor you and I said ok how do I do that? Since, I didn't really have any connections to any police departments, I had no family no friends that were in law enforcement. So, he said that they could sponsor me. There were three standards that I had to have a 3.5 or higher which I did, and I had to work in Student Patrol for over a year to be qualified, and I had to have a recommendation from the Chief at Western New England Police. So, I met all of those and they sent me September 2015 to March 2016.

Mr. DeBarge: Ok, so you were the first that the Chief had ever sponsored?

Ms. DeTorrice: Right.

Mr. DeBarge: That's excellent. In Provincetown, now that must have been some serious busy stuff up there. I have been up there for Whale Watches and stuff in the summer and that is some serious busy policing up there, so great experience. How was that for being new? It must have, were you nervous?

Ms. DeTorrice: My first summer I was 19 at the time, so they primarily, there was about seven of us for extra help that summer. So, they primarily put us on 7pm – 3am. So, we were out there for all of the bar closings and it was primarily foot patrol of that Commercial Street, so we could respond to the businesses and restaurants and stuff that goes on there. Yes, it was very, I got a surplus of everything that happened, noise complaints, assaults to bar complaints everything.

Mr. DeBarge: Wow I give you credit for doing that for your first time out, out wearing a uniform. Ok, um, so you remember the Review Board that you had with the Lieutenants here at the Police Department and the Sergeants here. If you were to look back at that and the questions that they asked you and let's say you had a re-do for any of the questions and have the opportunity here to take one question or anything that you would like to do over again or add to, anything like that, here is your opportunity for it.

Ms. DeTorrice: I don't think I would necessarily change anything, I guess I would have added information in the beginning, more about myself, more about who I am as a person instead of just my work history. But I feel like I did that here in the first question, so I don't think I would change anything at this point.

Mr. DeBarge: Alright. I lost my page again, also in our community we have a couple of groups that deal with drug awareness with getting information out to our community with drug awareness, bullying, anti-bullying, domestic violence, sexual assault stuff like that, that people in the community can get involved with. Are you aware of any of these groups, and if not, are you involved in anything in the community and if not right now, what type of willingness do you have with getting involved with our community outside of just the police department?

Ms. DeTorrice: My mom is a member of Zonta, and I have been to a couple of meetings with her, it's the "Empowering Women Through Service" group and just recently there was a meeting at the Ludlow Country Club about domestic violence and the Belchertown Chief and the Palmer Chief came to speak at it, so I went just to see what they said and they gave statistics about their town and patterns of domestic violence and all of the members of the group were able to ask questions and they were asking what they could do to help or spread awareness so I definitely plan on going to more of those meetings.

Mr. Silva: Mr. Mannix.



Mr. Mannix: Yes, if I might ask, you spent two summers working for Provincetown. Did you apply or want to apply to work there permanently?

Ms. DeTorrice: I did not, because they had no full-time openings at the time when I was there. They did just have one this past month, but I knew I was sending in for here, so I didn't apply there.

Mr. Mannix: Have you applied any place else?

Ms. DeTorrice: I have, I have applied at Phoenix in Arizona and I have done a polygraph for them, but they require you to go back two or three times to finish everything. I have also applied for Hartford Ct. and I have done their written exam, I passed it, but I never continued it.

Mr. Mannix: Did you do any on the West Coast?

Ms. DeTorrice: I applied, I put in for San Diego and L.A., but nothing really came of it. They wanted me to go out there and I couldn't go out there.

Mr. Mannix: I am looking at a couple of your references, one was someone from Provincetown, Lenos. Who is he and why is he a reference?

Ms. DeTorrice: He was my Sergeant in Provincetown, he was the swing shift Sergeant, so we primarily worked him on our shift. And he told me if I ever need a reference he would be willing to and he has gotten to know me and my work ethic for the past two summers and that's why he is my reference.

Mr. Mannix: With a sense of humor, did you tell him your putting his name down?

Ms. DeTorrice: Yes.

Mr. Mannix: The other one is Al Ingram, who is he?

Ms. DeTorrice: He is my Professor or was my Professor from Western New England and he taught me Criminal Investigation and Intro to Criminal Justice and Interview and Interrogation. He is a retired Springfield Homicide Detective. I had him almost every year that I was at Western New England and I love the way he teaches, because he taught me a lot of great information. I always asked him questions about his career and the cases that he solved. He said he would be willing to be a reference for me.

Mr. Mannix: Did you tell him your putting his name down?

Ms. DeTorrice: Yes, I did.

Mr. Mannix: Now is he still teaching?

Ms. DeTorrice: Yes

Mr. Mannix: He has got to 100 years old. He is older than I am. He is pushing close to it.

Ms. DeTorrice: He loves doing it.

Mr. Mannix: That was a long time ago. I knew him back when. I like a lot of the work ethic you put in, a lot of the things you've done, your education. Once again, I have this silly sick sense of humor, your psychology part I don't want to be around you because I don't know where I am going to end up. I get a little nervous over that. You made a comment about working at, in Provincetown without a radio. One is in this day and age, yeah that had to make you take a step back. I'm just going to throw my two cents worth in. I came to work in Ludlow Police Department, the Police Department didn't have any radios, I worked midnight to eight walking around all the time without a radio what-so-ever. You had call boxes down on East Street, run down the road a mile to the call box and say help. But no, in Provincetown working 7-3 and everything else, I commend you for one, the first year going in and first night going back to work and putting up with it. Out of curiosity, as a teenager, you grew up in Belchertown?

Ms. DeTorrice: I did.

Mr. Mannix: Is there one good or bad interaction you had with a policeman that you're just going to remember, doesn't have to be a disastrous one, but something that you might say I was really a jerk or he or she was really a nice guy. Some interaction that took place.

Ms. DeTorrice: Um in high school I asked our Resource Officer, Officer Kroll about his job and about how I could get in because I didn't know anything prior to that about how to do this. Um, and he actually set me up with a ride-along and I got to do a ride-along in high school. And the officer, Officer Fitzgerald, I think it was, I did the ride-along with him and it was awesome, and he answered all of my questions and



it gave me a view of the job the first time actually experiencing it, so it was a positive experience. They were very nice.

Mr. Mannix: One of the last things is, someplace either I read it, or you said it, you feel as though you are a victim advocate at times and everything else. Um we'll go back to working in Provincetown ...you know your look, your attitude, your thoughts of victims advocates change a little bit after you got out there and worked in some of that?

Ms. DeTorrice: Um, I don't think so. I mean a victim, they don't really have a look or anything like that. You didn't know who was dealing with what and every new case that came to you, you treat it the same, fair and consistent and listen to their stories and work through it.

Mr. Mannix: I'm gonna say, I found it hard to doing the job, because I don't know how to put it, but just in bad words, everybody tells you a story, what a sap some of us can be at times, what a sap we all can be and coming into the Town of Ludlow, I am going to say to as I said to others, I am looking for a police officer to go out there that works for the people of Ludlow. I mean you are going to be working for the Chief, your going to work for the police department but I like the Police Officer that's working for the people of Ludlow. I always felt as though that's where I worked. That was the important thing to me. That included anybody and everybody. You can be a victim's advocate for some people, but not for others. My only advice to you, if you get to do the job full-time and get on the department, you have a great deal of knowledge and experience behind you. Sit back, stop look and listen and find the right people to adapt to, to adhere to and make them your best buddy while you're working because that's going to make a difference. I'm not saying that there's anybody bad out there, if, just as a silly expression "to save the world". And I don't mean you, you didn't use those words, but I'm using them, about "save the world". But it helps when somebody can grab a hold of you. I remember one night very early on the job, and I knew I was right. This one cop told me I was wrong, what does he know, I know. About three hours later, what a jerk I was, one the jerkiest times I had in my whole career. But you do, you find that person that you can sit back and open up, its not text book it's not always personal feelings it's a lot of experience, knowledge and psychology, you don't have instincts, can't have any of that or anything else, but that's works for all of us. I commend you on things you have done at an extremely young age and there's not too many people in this day and age at your age that are out there working and striving for what you have and there is only one person I know that started a lot younger than you and look where he is today, the opportunity there, I don't want to mention any names but...on that note that's all Mr. Chairman.

Mr. Silva: Thanks for coming in and thanks for applying. What one thing intrigues you most about Ludlow, since you have either been here, what one thing really sticks out?

Ms. DeTorrice: I would just say that the people that live here and work here. I am part of the gym on Center Street and they were welcoming with open arms. Same with the club Zonta that I am not a member of that my mom brought me to they were super welcoming and friendly and seem like they genuinely care about me, same with the Police Department when I walked in and applied for dispatch and then I got to know all of the officers and no one was really standoffish to me at all they were very welcoming so I feel like it is just a very welcoming place to be.

Mr. Silva: And knowing the drug problem that there is obviously that is out there, what one idea would you like to see happen or just something that might help?

Ms. DeTorrice: I think what we as Police Officers can do is just educate people in the crisis that we are having right now, whether that is training them, use Narcan or where they can get it or teaching them how it reverses the effects or holding a seminar or showing them statistics because people seem to listen to statistics about what they can do to help stop it.

Mr. Silva: Thank you. Chief.

Chief Madera: Yes, I am glad you are here Geena.

Ms. DeTorrice: Thank you.

Chief Madera: I have a final comment on that. As with all the candidates I have reviewed the backgrounds and the packets that were presented, and I have seen Geena come through and start as a per diem and also apply for the Special Police program here. As a matter of fact, I think in the beginning we had to kind of give her a little bit of a leave of absence when she left to go to the Cape. We were very pleased that she did come back. After a couple of summers, I was happy to see that she came in



and has been with us for a full year. So, she has accomplished a lot, looking at her background it seems like she has been a mission to get to this position today here before this Board. You can see that through her college career, obviously achieving an academy, mind you it's a six-month period your going to the academy twice a week and on Saturdays your whole day and on top of that you are attending school or your working a full-time job so it's a tremendous commitment so to make that accomplishment while you are going to college taking classes and coming out of school with a close to 4.0 average is very impressive. So everything I have seen coming back to me from a lot of the background information and the comments made by individuals outside of our community, my observations internally have been excellent, those coming from outside you want to take a look at those, because how people perform outside gives you an idea as to who they are and it comes back again, everybody talks about your advocacy your mission to do and accomplish the task of becoming a police officer. Strong ethics, confident, ability to respond effective to situations. I think one of the things that really got me was a statement that, and I didn't want to share this until now, was from Chief Golden, the Provincetown Police Department and he says right here, and I wanted to save this for last. He stated that "I would hire her if she applied" at the Provincetown Police Department. I am kind of glad you didn't apply. But the fact is it gives you the opportunity to come before this Board. So, it just goes to show you how Ms. DeTorrice has been regarded by those individuals that she has worked with and worked for. So, I think that validates everything that she has presented to this Board and what you can see from her package, she has definitely prepared herself for this position. On top of that, Geena I have to share with you, that if you have the opportunity to be appointed by this Board you are looking at a 24-week academy which starts June 3 with an orientation of May 3. Again, that includes a ten-week FTO program after the completion of the academy with a final assignment to the 12mid-8am shift, all conditional on you completing psychological, medical, physical and on top of that graduation successfully from the Police Academy. At the culmination of that you are looking at 12-month probationary period which begins upon graduation from the police academy. Do you have any concerns or issues concerning this time investment, it's approximately about a year's worth of your life that you will be investing in this? Any concerns or issues with that type of commitment?

Ms. DeTorrice: No sir.

Chief Madera: I have nothing else.

Mr. Silva: Thank you. Chief. Any final comments?

Ms. DeTorrice: I really want this. I worked really hard at it, so thank you for your time.

Mr. Silva: Ok Thank you.

#### **Matthew Dent**

Mr. Silva: Well Matt, the process that we have is a, we'll ask you to give us a little something about yourself and why it is you want to be a police officer in Ludlow and then the Board will ask you some questions and the Chief will give you some information and at the end you will have a final comments that you can.

Mr. Dent: So, I am Matthew I grew up in Ludlow. I went through Ludlow High. Did Soccer, Basketball, and Track. And Hometown Hero Jason Wells recruited me to go to Worcester State for Soccer, went there, Criminal Justice was my main thing, never faltered from that idea. Graduated with 3.5 honors and I have been in the process of trying to get hired ever since.

Mr. Silva: Ok thank you. Mr. DeBarge.

Mr. DeBarge: Well first of all, congratulations for making it this far into the interviews, Mr. Dent. I am very impressed with your resume. Your Bachelor's Degree, your, I especially like the fact your named Captain in all three of your teams. That means you have at least, and I don't mean at least, now that means that you were trusted at least either by the coaches or by the players or both for leadership amongst that team. Which at least in my thinking is an important thing in this, in Law Enforcement or this type of job and I think it is impressive. Sorry, there is a lot of these packets to go through so, I don't remember anything I read for all of them so, I like to remember what I am going through. Do you remember the Review Board that you went through with the Police Department?

Mr. Dent: Yes Sir.



Mr. DeBarge: All of the questions that you were asked by the Lieutenants and the Sergeants there.

Mr. Dent: Yup.

Mr. DeBarge: If there was let's say anything that you, a question that you would like to, let's say you had a re-do on, is there something you would like to add to or um, and I'm not saying there is anything wrong or anything like that, but anything you would like to add to a question or anything like that, um let's say you have re-do with that.

Mr. Dent: I think that I would, I don't know if this goes to any question specifically but, I would just like to point out the fact that I am a very dedicated person, I am a self-motivated person, I have needed anybody else to push me or guide me, I always tried to do what I think was right, and I always push myself physically, athletically, mentally in school. I wasn't a great student in High School, I think I graduated with a 2.6 literally middle of the class and I really didn't start actually trying in High School until my Junior year I kind of said, I honestly think to myself that I can do better so I actually started studying a lot and it transitioned over into college and it was to get the ball rolling and it got me on the right track mentally, physically it was a good spill over for sports and academics.

Mr. DeBarge: Well it usually takes something to kick us into wanting to do something better.

Mr. Dent: Mine was honors chemistry.

Mr. DeBarge: Honors what?

Mr. Dent: Honors Chemistry. That didn't go well.

Mr. DeBarge: Now our community does a lot as far as helping out in informational type stuff for anti-drug information as I said, anti-bullying, domestic violence type things, sexual assault, stuff like that. We have two specific groups that does a lot of stuff pertaining to that. Are you aware of groups in town that do things like that? If not, do you see yourself getting involved with the community outside of the Police Department, and if so, how do you see yourself getting involved with the community?

Mr. Dent: Yeah, I do think community policing itself is an integral part of policing. Just taking a pro-active response instead of a re-active response. So, things your mentioning like programs like DARE, drug take-back day, I know we have a bin inside the police department for things like that. I'm not sure if we have done it, or if we have done it in the past, but coffee with a cop, just a day to get together and meet with community, people get together face-to-face being able to put a face to the name, and getting to know who is protecting them, answering calls. I have always been a big proponent of community policing.

Mr. DeBarge: Ok. Now what about outside the police department? As far as getting involved with the community, like um, let's see there is, could you think of any other ways to get involved with the community outside of the uniform?

Mr. Dent: Like volunteerism?

Mr. DeBarge: Yes.

Mr. Dent: Yeah, I have been involved with my church, not so much that last four years, because I haven't had a car to get back and forth on the weekends and whatnot. But St. Elizabeth's Parish has a meal program where they deliver to elderly people who don't necessarily have a family that are there to help them. It's something they do one or two times a month. They're taking December off. I just did it two weeks ago. But it is something that is good to get out and help people who have no one else to go to, no where else to go.

Mr. DeBarge: Yes, it is. Ok. Thank you very much.

Mr. Silva: Mr. Mannix.

Mr. Mannix: Why Ludlow?

Mr. Dent: Why Ludlow. I grew up here sir, this is somewhere where I want to be. I have lived in Worcester for the past four years, not afraid of a big city but at the same time, going back to my stance on community policing, I think it is good to be able to get to know people in your community. I have definitely been involved in my community. A lot of people know me through sports, athletics and things that I have done in this town and I think that I am definitely someone that people can come to if they have a problem or talk to and get involved with, especially like volunteerism, people who have a



question I am not afraid to talk to people, I am a very open person. I am a big interpersonal communication guy.

Mr. Mannix: How old are you now?

Mr. Dent: I am 22 years old sir.

Mr. Mannix: Have you signed up for selective service?

Mr. Dent: Yes, I have.

Mr. Mannix: When you were in your High School years, give me one either real positive or real negative interaction you had with the police department, any police department.

Mr. Dent: Police Department?

Mr. Mannix: Something that you remember that you always had a thought about later on. It can be a good experience, it can be a bad experience.

Mr. Dent: I think a good experience once again, I don't think it a specific example but, Officer Dobek who is in the school, I think that is a positive thing. That he was there any time in case anything ever went wrong between students or faculty or the combination of both that he was able to be there at any given time. I think that is a positive thing. But negatively, I can't say I have had any bad experience.

Mr. Mannix: Have you applied for a police job any place else other than here?

Mr. Dent: Police job no. I am currently in the background process at the PRC, Hampden County.

Mr. Mannix: I will commend you on your leadership and let's say playing as a team member. You have referred to it other places here have referred to it, and I think it is a very positive direction to go in. I have nothing else right now, Mr. Chairman.

Mr. Silva: Thank you. Mr. Rooney.

Mr. Rooney: Mr. Dent, thank you for coming in today. Let me make a couple of comments and then go to a couple of questions. First of all, I will say it on a personal note, James P. Rooney, you won the award in 2014. That was my great uncle, so certainly congratulations on winning that award.

Mr. Dent: Thank you very much.

Mr. Rooney: I want to follow up on something that Mr. DeBarge mentioned and that was, and I am not sure that I saw it, but were you in fact in High School a Captain in three sports.

Mr. Dent: Soccer, Basketball and Track, sir.

Mr. Rooney: Ok. The reason I say that is because I must have missed it in there, I just wanted to follow that up on Soccer at Worcester State that I read that right, were you a three-year Captain?

Mr. Dent: Two-year Captain. I was Captain my Junior and Senior year.

Mr. Rooney: Ok. Going back to the High School one I could be wrong but I have been here eleven years going through these, I think the only other one that had that and I happen to think that is a big thing, in terms of somebody being named a Captain in a sport was Sergeant Gilrein who was a three-year or a Captain in three sports in High School. You would be following in good footsteps for sure. I guess the last comment that I would make is certainly I thought a very impressive GPA in school even more so when I hear you say that you weren't early on in your high school career you weren't a maybe a dedicated student, but you certainly turned that around and you are to be commended for that. Can you provide to us an example of where you were put in a pressure situation and how you handled it and what that told you about yourself, whether it was something good or something bad?

Mr. Dent: There have been a few instances where people like to get involved in college like physically, for whatever reason they get mad, angry at one another and try to start a fight. I was always the person to try and break it up, even though looking back it was probably a terrible idea to do. I have done it on multiple occasions to just to separate people because I always thought it was stupid to get into a physical altercation like that, and the possible detrimental things that could happen, get arrested, go to prison, stuff like that. So, looking back, I don't think it was always the smartest move, but I was always the first person to break those things up.

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Mr. Rooney: I want to follow up on something that your answer to something that Mr. Mannix said and that was, you said something about Hampden County. Were you referring to the House of Corrections?

Mr. Dent: Yes.

Mr. Rooney: Oh ok. So, you are in that process, is that right?

Mr. Dent: Yes, I had an interview there yesterday.

Mr. Rooney: I see, ok. Also, can you tell us an attribute or two on the negative side that something that maybe your working on but things that you need some self-improvement?

Mr. Dent: I think most importantly, I am a very honest person, sometimes overtly honest and that may come off as crass or rude. I might have to take a step back and, I have been getting on top of it and starting to think more before I talk, but that is something that I have been working on.

Mr. Rooney: Ok. The last thing I just wanted to ask you about, when I looked at your package, did you do some kind of an internship at a sober-house or a half-way house?

Mr. Dent: It wasn't an internship, it was a course, well a class, a semester long class that was directed at presenting an hour-long presentation at the Hector Reyes Sobriety House in Worcester. My group, it was a group project, decided to do it on stress-relief and how to relieve anxiety and things like that. So, it was an hour-long presentation like I said, and it was kind of daunting when we first got there, because it was literally their house, there was thirty of them there and we were presenting in their living room just on a tv screen from the lap top. I think one of the most eye-opening things was that not everybody there was there to just go through the motions. Like four or five of them were constantly engaging for the entire hour raising their hand, asking questions, making comments to us. Saying oh this is how we go about it, this is how we do things and after the presentation was over, the same four or five guys took like thirty minutes out of their day and showed us around the house, the huge kitchen they have, they sleep four to a room, two bunk beds. I just thought that it was astounding that they would take the time out of their day to listen to a couple of college kids, not only present to them things that could better help them but just to see how willing they are to get back on track to be the fathers and brothers and sisters that they once were.

Mr. Rooney: Ok very good. Thank you.

Mr. Silva: Well Matt you have come a long way.

Mr. Dent: Yeah definitely.

Mr. Silva: I bet you never thought twelve years ago, ten years ago, that we'd be facing each other like this. Matt was one of my soccer kids for probably six, seven years.

Mr. Dent: Yeah. I was never good either.

Mr. Silva: Yes, you were. You were fine. What one thing Matt, do you or really intrigues you the most about the Town of Ludlow?

Mr. Dent: It is a small community where people, it's easy to know one another. I guess word gets around quickly when you are doing a good thing or a bad thing. I think that ultimately helps keep you on track with how you go about your day-to-day.

Mr. Silva: Matt, what idea that you might have that might help with our drug problem as you well know is a considerable problem and nobody seems to be able to put their fingers on it. What one idea that you might have that you would like to see?

Mr. Dent: I feel like there are a lot of things that have been touched on presentations that are open in the community, not expected but hopefully a large turn out of people would have, but I think the DARE Program was a good program that was instituted, trying to get two kids at a young age and teach them the dangers of drugs. So, something along that line, but that could be more tailored, and I guess more understandable to a young formidable mind.

Mr. Silva: Thanks. Chief.

Chief Madera: Welcome. Mr. Dent I had the opportunity to review the packets and look at all of the background information and I kind of pull out things that the Board has kind of asked you questions about and a lot of the things that came back from the background that I saw and the information that



was provided and reviews connected by the review board it keeps on coming back that you have excellent attitude about your task that you have at hand, no matter it is your doing. One of the things that stuck out for me was that one of his supervisors came back and indicated that he is the individual who is the best non-crew leader. This is the person who should be taking a position of leadership but is just as comfortable just being there and helping everybody out and doing the job but to the point where he is seen as an unofficial leader. And in law enforcement that does hold, it carries a lot of weight. Particularly out there when you're out working with your fellow officers. So, I think that is reflective of who you are. The fact is that you have had leadership positions in college and preparing yourself. I think hearing tonight that you are making some strides to gain some experience out there shows that this is something that you are focused on and where you are headed. Education has a huge impact but also everything that you have done over your life has an impact as well. I did see that you have volunteered in the past and that you've been committed to your church and that commitment as well. And obviously it didn't go unnoticed you have done some community involvement particularly with the issue of dealing with a sobriety home. So I think you should be commended on that and I think one of the things you have to understand that if you were to, as we go forward here, if you were to get appointed to this position by this Board, you are looking at a 24-week police academy that starts June 3, 2019 with an orientation on May 3<sup>rd</sup>. That will be followed by 10-weeks of an FTO Program with a final assignment to the 12-8am shift. All of this is conditional on the fact that you complete the physiological, medical, physical and graduation successfully from the Police Academy and FTO Program. That all being said there is a 12-month probation period that follows beginning right upon graduation from the Police Academy, so you are talking over a year's investment to achieve this position. Do you have any issues or concerns with that type of commitment going forward?

Mr. Dent: No Sir.

Chief Madera: Ok Thank you very much.

Mr. Silva: Well thank you, Matt. Just before you go just a few closing comments. If you have anything to say.

Mr. Dent: Is there anything I could delve into deeper, any questions I left somewhat vague or something like that?

Mr. Silva: No, your all set.

Mr. Dent: Alright Thank you very much for your time.

Mr. Silva: Thank you Matt. Keep up the good work. Ok that concludes our interviews. As usual we like to hear some further comments from our Police Chief.

Chief Madera: I think it has become customary that this Board receives information concerning our oral review process, our Board review including our backgrounds and one of the things we strive to keep them separate. When you see the oral review before you, the oral board review that is done separately from the background, so there are different personnel who complete the background checks and that information is not shared with anybody else. That information is given to me, the Chief of Police nobody else receives that and then the last group to receive it is yourself as the Board. So, the information that is given to the oral review board is what is presented that day by the candidates and that is their resumes and then they answer these questions and put this together for you. I think it gives you a really good objective view of when they come before you. I look at this information and I go back and copious notes on all the candidates. Then I look at my own comparison and I review to see if the Board has done what it is supposed to do. I can tell you I have no hesitation to present to you that I am in total agreement with the oral board review and how it presented to you. I think you interviews tonight kind of gives you and validates a lot of the information that is there before you and paints the picture of these candidates for you very well. So, I would look at the Board to take into consideration the recommendations made by the oral review board and I would back these recommendations that I present to you and how I see the best candidates for the Police Department at this particular point at being appointed going forward. Noting that I focus on the positive of all the candidates that come before us. I look at those who have accomplished what they needed to do to get to where they are today when came before this Board concerning a position as a Police Officer in the Town of Ludlow. Mr. Mannix you did mention my age, when I came on and today if I were to sit before this Board with the level of experience that I had back during that time it would be very hard to get hired. Because I truly believe you have to prepare yourself for this position and develop yourself and build some experience. Even before you get there, and this job helps you do that. A lot of people have done that today. It still



does not preclude somebody from being to start from scratch and move forward. I think this Board has set that process in motion by telling the candidates coming before them to go out and get more experience and expand your knowledge and do better at what you are doing, and I think you have seen the fruits of that particularly in some of the candidates that have come before this Board. So, my recommendations follow along accordingly and how its presented to you by the Oral Review Board. I think we have strong candidates in the top individuals and it is up to the Board to decide from this point from your review of how you want to move forward on that. That's why I would say on the recommendations, I think and if you narrow it down I can get into more in-depth about why I feel that those are the individuals or which ever way you want to go on that. But I can tell you that I'm confident that the way you see it presented to you as a result of this is how the department, how the Town should go in appointing the next candidates for the Police Department. My recommendations would be Mr. Crowther and my second recommendation here would be Ms. DeTorrice.

Mr. Silva: Any questions or comments from the Board.

Mr. DeBarge: Yes, I have a question. Chief how does the Review Board comments, where do the comments come from? How are the comments made as a culmination of the two Lieutenants and three Sergeants?

Chief Madera: Ok what you see there is obviously a lot of these are called from each participant notes. So basically, they get the same type of form, that you see this form here. They each have one and they have to put in all of their comments so what it comes down to, you take the comments and you insert them into a concise summation of what's being presented. So, duplications, good, bad, negative, positive their all in there to kind of give you an idea on how they rate those individuals and I think the highest score is significantly higher than the numbers you are seeing here. But it is not just rated on that, you are looking at every aspect of that. So, when you see this summation on this side that comes from all of their entries each one. Then what you do is you go back and forth, and that particular task sits with the Administrative Lieutenant, Lieutenant Brennan and he takes and removes duplications, so it is consistent across the board. One of the biggest things, is we try to maintain scoring in a factual case we don't want something being completely in the hundred range and you don't want anything being down in the zero range. It has to be balanced so you are getting a fair representation of that candidate. I think when I go through all of these and look at the summations and I look at the actual response entries by each reviewer they are pretty much in line with what they have said, posted written down and we just kind of copy them over and we try not to duplicated them we don't rewrite them but you may see some of them are similar but they kind of give you the same pattern. If you look through and you look at it, it kind of validates the information that you are seeing. It is well balanced and that all can be looked at even more in depth individually and it would still come out. And that is what I did.

Mr. DeBarge: So, it's almost like each one has a comment and each Sergeant, or each Lieutenant has a comment in each box so that everybody has a comment listed.

Chief Madera: Correct, to support their position in giving that particular score. And that is the best part about it, they have to support their score. And that information that is written on the side is supportive of that particular persons overall rating. And what I do is, I go back, and I look at that and I write down all of these and I write down the communication, the written, how people write, I look at the responses, their ability to answer the question or not answer the question and coming across. So, I think you see that and you saw that you also got copies of their written responses it gives you a picture idea on how well they are able to communicate. Because it is great to sit here and interview and speak well and present well, but you also have to be very good at documenting and that is one of the things as police officers we document everything, and you saw that. So, again a lot of it has to do with experience, a lot of it has to do with preparation. You certainly saw a good number of good representation in these candidates here at all different levels and where they are going to be in the future. I would predict that you will see these individuals back here before this Board again. You will see the progression of what they are doing for themselves and improving themselves. I think we noted that with one particular candidate, Mr. Crowther, this is his third time before this Board and I think he has taken it to heart every time he has come here and gone out there and strived and achieved and accomplished what we have asked of him as a Town as a Police Department and as a Board. So, I think that is where I find my recommendation. I base it on the information before me and my observations.

Mr. DeBarge: Ok. Well I want to make a motion unless you have questions.

Mr. Silva: Comments. Mr. Rooney.



Mr. Rooney: Well I certainly want to commend the Police Department for putting the packages, we all go through them, I find them very helpful but even beyond that is this Board or whatever you call it, the group of you that come together and interview and evaluate. I find it very very helpful. I think to me it is pretty clear that the interviews tonight very much mirror what we have in front of us in terms of that scoring. Um, you know there is five good candidates obviously you can't pick them all. We are picking for two spots, is that right?

Chief Madera: That is correct.

Mr. Rooney: By the way, effective when?

Chief Madera: That would be depending on, I am looking at this here, I would make it effective immediate, so we can begin the process of applications.

Mr. Rooney: Ok ok

Chief Madera: Because it is already started, the June academy has already started receiving applications.

Mr. Rooney: But certainly, as far as I am concerned I think there are two that are head and shoulders above the others. Before I talk about those two, and that's not to say anything about the other three. I would focus just for a minute on one of the three and that was the last individual that came in front of us, Mr. Dent. I would say I have no doubt in my mind that at some period of time later this Board will be appointing him a Police Officer. He has the leadership, he has the self-confidence, he has the education, I think he has a lot of the qualities that we look for in a Police Officer, but just lacks some experience. So, I have no doubt that he'll be there, assuming that he continues to do the things that he needs to do, and I am actually pleased to hear that he is at least looking at or somewhere in the process with the House of Corrections, the Sheriffs Department. But the other two, again, I have to say are head and shoulders above the others, I will say that I was reviewing the packages this weekend and when I looked at the one for Ms. DeTorrice I did get concerned that she is a recent graduate just this past May. I was kind of thinking oh I don't know that she has it. I couldn't be more wrong. I hope that's not being recorded, is it.

Mr. Silva: Your wife has it...

Mr. Rooney: She has heard it plenty of times. Um, but I thought that she was one of the best interviews since I have been on the Board of Selectmen. In terms of, while she is a little soft spoken, she is confident, she is, I thought she was a great interview. I think when you couple that with some of the questions that my colleague brought out or asked, and some of the things that she brought out, I think she would be a welcome addition to the Police Department. I was very very impressed with her. Mr. Crowther, I know I said it during my remarks, he is not unlike again I made the reference to Officer Churchill. He came in front of us and wasn't ready for it, came in front of us, wasn't ready for it, but was a little bit, he had progressed, and he came, I want to say a third time, and he was ready. That's the kind of initiative I think we are looking for in some of these folks that maybe aren't quite ready today, but they will be ready down the road. I think we have seen that with Mr. Crowther. I think Mr. Mannix had a great remark in terms of saying, you weren't that assertive when he came before us, and he wasn't. But he is still a soft-spoken guy and he is never going to be a big mouth, loud mouth perhaps like some of us here. But I think he is assertive. You can tell he has grown in confidence based on the things that he has done. I think that is a testament to him to see where he was when he first came into us and where he was tonight. He has grown leaps and bounds and I think with this evaluation I think it nails it in terms of the growth that he has made. So, I think those two are definitely the candidates that I would be supporting.

Mr. Silva: Mr. Mannix.

Mr. Mannix: I have some comments, first I want to say Chief when it was brought up, the comments that the Lieutenants and Sergeants make I like those. From reading the resumes and looking at the scorings and reading the comments tells me a lot. I read in between the lines a lot. By reading in between the lines, those comments, they play really heavy on a lot of the decisions I make. So that process, yes, I think it is the best thing going. One of the problems I have with today's interviews is, I'm from the old school, the Chief made reference to it, and make it that much easier for me. If he came before this Board today, with the experience he had, we would have a different Chief today. When I came before the Board, the Board was looking for the experience that we are looking for today, I never would have made it. I know a lot of good of Police Officers never would have made it. Times have



changed. Yes, education and knowledge is a lot more important today than it was years ago. But I sit here and just through my experience as a Police Officer, what I see and I hear through all individuals not just tonight but most anytime were here that I am going to take somebody like Mr. Dent I have no idea who he was, where he came from or anything else I had to look up to find out he played soccer in Ludlow and I don't miss a lot on soccer at one time I had it all but I knew little. I look at some body with his character, his leadership, his abilities, his interview today of a, I am going to use the expression, a peacemaker sort of speak. Every comment that was written about Mr. Dent I sit there and whole hardly agree 100% except on a couple of them. I am just going to say to you Chief and your two cohorts behind you, is they are basically saying that because of his lack of experience that we should not, we should be looking to other candidates and maybe, as Mr. Rooney just said, later on he would probably be great a candidate. I will sit here and say to this Board and the Chief, my knowledge, my working and if I were there today there is no question that Mr. Dent would work for me. No question what so ever. Once in a lifetime, does some body like him come along. There were questions about his Captain on his teams, whatever it was, a member of everything, I just sit here and my own scoring system that I set up, he tied one other candidate and a third candidate about a half a point behind and the other two were out of it. But I just I really, I just looked at everything with him like I say, I knew little or nothing about him. I commend the, especially the two, the Review Board, you know that kind of scores above the others, I commend the Chief for his recommendations of those two. But for me to sit here and say gee I feel comfortable in leaving Mr. Dent out, I would never be able to say that. With humor once again, before the Review Board, experience isn't everything when you are appointing someone, as the Chief has pointed out, to every candidate, going to school for 24-weeks. They are getting training like no body has ever gotten before. That's where you gather your knowledge, your experience, that is going to put all of your work ethic together. Its not like my first day of coming to the Police Department. They hand me a 38 with six bullets, they put it in my hand and they say take car 36 and go East or West, I forgot which direction. I have never been to a day of school. My knowledge on the Police Department was so bad, I took the six bullets looked at them, I looked at the Revolver I put the six bullets in, I closed it, anybody that has been around here for a hundred years like I had, I said to Sergeant Percosi, I said where is the safety on this gun? That is how much I knew about guns. There are no safeties on Revolvers, how do I know that. Ok, you talk about no knowledge on the first day you started a job. Eight or ten months later, ok, you can go to school now for whatever 6 or 8 weeks. But I say that because, like I say, some things in experience are good. Police work I'm looking for team members, I'm looking for leadership, I'm looking for common sense. I don't know if it was from the Chief, someone made the comment about Mr. Dent, I'm sorry I carry on with him, but he is the type of guy that I found when I made Sergeant, I was young, in my twenties, not a lot of experience and all of a sudden I am at a rank that's higher than three quarters of the Police Department, guys that have been there 15-20 years. Worrying about how I am going to do the job. But I found very easily, very shockingly is when I showed up at a scene, I'd said hey, this this this boom boom boom the respect for my knowledge, my experience, my leadership went a long way and made a big difference. That's why, not going to use an expression, not gonna fight with the Board or the Chief or the recommendations of anybody else over this or anything else. I think once and a while we have to look in other directions. I guess the last comment I will make, when we first got our dispatchers we had a lady in town that worked in the emergency room for 16 years and when they did the review board they said she can't handle the pressure to be a Police dispatcher with the test they gave. Sixteen years in the emergency room. For whatever its worth.

Mr. Silva: Mr. DeBarge you had something else.

Mr. DeBarge: Yes, I just, I'm grateful that we have candidates, five candidates for two positions, three candidates for one, whatever because in this process the Review Board, I do like this, it gives the Board of Selectmen more information to go on. But for candidates like Mr. Dent um, again he is a candidate that I like. I liked all of them actually. All five of them I thought were great candidates in their own way. Each comes here with their own characteristics that can give their own light to the Police Department, their own kind of flavor if you will to the P.D. I said it to one, that I don't think that the reserve or the Special Police is necessarily a need for a background for the job. His background or the Captain on sports teams is a great attribute and I just caution some of the nit picking for certain things. That's kind of what turned me, not turned me off but I just caution, I just hope we don't get too nit picky with some of the stuff. I mean we have Bachelors Degrees, two candidates without them but some with Special Police there is a lot of good experience here in several different directions. So, I think they are all good candidates in their own way. But I respect your choices Chief, um I have always believed in the Chiefs wishes and again I hope you follow up with, you are going to continue to do this I would assume. This is good information. Like I said, some of it.



Chief Madera: I think the information if I can share, we are as specific and as critical and as supportive as we can be with those as that information comes forward. We give you both the positive and the negative the good and the bad doesn't matter what it is to help you go in that direction. I give you my recommendation only because I also, one of the things that I do is I critically review this information that is given to me and I look at it. When I looked at this put together, I present it to the Board in the past and I think we have been doing this now for the last five years and it has been very effective. The Board has at times has supported our recommendations completely or they have moved back and forth slightly and have appointed differently. But the fact is it has always been within the same group of people that you have seen before you. And you have made excellent choices. You can see that by the officers in our community. Your choices have had an impact on the community and the police department. This is a tool that we designed for you and my recommendations come with that. I would not, I understand and again it goes back to what I mentioned before, times have changed. In policing today, you have to have that extra edge. You have to bring in that talent. You have to go out there and search for it, you have to develop it, we guide people, we get them prepared to come before this Board, it is not an easy task. And again, I think to be as objective as possible I think this presented a very good picture of the candidates that came before you today and how they presented in front of you. I think some of them need some more development and I agree they will be here. Mr. Rooney you have predicted whose come back and whose gonna get appointed in the past and it's not knowing what they would accomplished on their own. And again, you have seen that happen again and again. Mr. Mannix you reported that with Mr. Crowther. You have seen what you're input into these young individuals lives and them coming back before you. They have achieved their goals we have had multiple people become Police Officers because of that direction that's been given by the Board, who have not gotten that job the first time around or the second time around or even third time around. I think it is a good process I appreciate your support on this Mr. DeBarge I think, I would like the Board to consider my recommendation and that's what it is, it's a recommendation and you can make your decision on that. I would probably ask for one more task from the Board after you decide this next task, this next appointment here.

Mr. Silva: Chief I would, the sentiments are mine, they don't know Matt, I have known Matt for his whole life, his whole progression, great kid. I wish that he was one of the top candidates, but knowing that the Board or the committee that you have to work with the individuals that you have chosen and you probably know way better than we do and as you know we always gone with what the Board decided and for me to sit here and say that what I would do with my choice I think would be wrong um so.

Chief Madera: Can I just kinda of qualify that statement as I don't choose, the Board does. I know my role and I don't take any credit for any of this work, this work is done by two great teams at the Police Department that work really hard on this. And they bring it all to me and I have to sit there and go through it and be as objective as I can be on this. And then I bring that information to you and sincerely present this to you because I think it is a very important task. And again, I would appreciate your support on my recommendations.

Moved by Mr. DeBarge, seconded by Mr. Rooney to appoint Nate Crowther and Geena DeTorrice in that order to the Ludlow Police Department effective immediately. Vote 4-0 all in favor.

Chief Madera: I have one more request. I have asked the Board to do this in the past for us and that is to appoint an alternate in the event that somebody cannot make it or accomplish the task at hand before them concerning going before the Board. We have a lot of time before that is achieved.

Moved by Mr. DeBarge, seconded by Mr. Mannix to appoint an alternate position for the police department in case of something happens to one of the two candidates. Mr. Dent. Vote 4-0 all in favor.

Chief Madera: Thank you. Again, I want to thank Lt. Valadas and Lt. Brennan and Sgt. Shameklis and Sgt. Belanger on this task here.



Moved by Mr. Mannix, seconded by Mr. Rooney to have the Chairman sign the Government Plaintiff Fact Sheet for the National Prescription Opiate Litigation. Vote 4-0 all in favor.

Board to approve and sign Selectmen Meeting Minutes of August 21, 2018.

Moved by Mr. Rooney seconded by Mr. Mannix to accept the Minutes of the Board of Selectmen Meeting of August 21, 2018 with all members present other than Mr. DeBarge. Vote 3-1 abstention.

Board to approve and sign Selectmen Meeting Minutes of September 18, 2018.

Moved by Mr. Rooney seconded by Mr. Mannix to approve the Board of Selectmen's Minutes of September 18, 2018 with all members present. Vote 4-0 all in favor.

Board to approve and sign Selectmen Meeting Minutes of October 2, 2018.

Moved by Mr. Rooney seconded by Mr. DeBarge to approve the Board of Selectmen Minutes of October 2, 2018 with all members present. Vote 4-0 all in favor.

Board to approve and sign Selectmen Meeting Minutes of October 23, 2018.

Moved by Mr. Rooney seconded by Mr. Silva to approve the Selectmen Minutes of October 23, 2018 with all members present. Vote 4-0 all in favor.

Board to approve and sign Executive Session Minutes of October 23, 2018 (2<sup>nd</sup> session).

Moved by Mr. Rooney seconded by Mr. Mannix to approve the Minutes of the Board of Selectmen Executive Session Meeting on October 23, 2018 with all members present including Mr. DeBarge who was back. Vote 4-0 all in favor.

#### New Business:

Board to discuss the policy of hanging of banners on town property.

Mr. Rooney stated that he is very close to getting to the point of banning the hanging of banners. I hate to say this but, there are a handful and maybe less than a handful of organizations that hang their banners and then they don't take them down. Specifically Exit 7. Exit 7 is a wonderful entity, they have great shows but their banners, their last one was up for about 23 days beyond the end of the show. We have a by-law in town that it is to be down within 72 hours after the event. It is not fair to the other organizations that diligently take the banner down. Mr. Rooney also stated that he doesn't know why the DPW has waited to take it down. Ultimately it is the responsibility of Exit 7.

Mr. DeBarge asked if we have anything other than banishment at our disposal? Or discipline for that? A fine anything like that?

Mrs. Villano stated that the placing of banners on Town property is discretionary at the Boards decision.

Mr. Silva asked if it makes sense to bring in Mr. Marceau?

Moved by Mr. Mannix, seconded by Mr. Rooney to ask Mr. Marceau to stop by here to give an explanation as to what is going on. Vote 4-0 all in favor.

Mrs. Villano stated that there have been some issues with the removing of the banners to get them in a timely manner as they have been placed at the Turnpike exit. The Board should consider not allowing any banners to be placed there during the construction. For the safety of it.

Moved by Mr. Mannix seconded by Mr. Rooney, while construction is going on Center Street specifically in the Harding Exit 7 /Center Street area no banner to be placed until further notice. Vote 4-0 all in favor.

Board to approve the Cable License Renewal Ascertainment Report for the Town of Ludlow.

Moved by Mr. Mannix seconded by Mr. Rooney to accept the approval of the Cable License Renewal Ascertainment Report for the Town of Ludlow. Vote 4-0 all in favor.



Meeting with Mr. Frank Evangelista:

Mr. Evangelista asked to come in to discuss the revocation of the liquor license for Frank's Diner.

Mr. Evangelista stated that on 11/13/17 deficiencies were noted during inspection. The fire extinguisher was out of date, the hood was not cleaned properly and illuminated Exit and Emergency signs must be installed. On the 17<sup>th</sup> he had a hood cleaning company come in to clean the hood and they sold him a new fire extinguisher. He never called the Building Inspector to come back. The Building Inspector said the fans and hood must be cleaned and stamped for this year, also the car parts in the back of the diner need to be cleaned up. He had a 10:30 appointment with the Building Inspector today to reinspect and Ann from the Building Dept. called and said he wasn't going to make it. So, he called Captain Falconer from the Fire Dept. and he said everything looks good, but it is up to the Building Inspector.

Mr. Silva asked if the Board has any questions.

Mr. Mannix stated that he would refer this to the Building Department and would like an answer from the Building Department immediately as far as the status of everything.

Mr. Rooney stated that it is his understanding that the Boards actions relative to revocation had to do with the various deficiencies. He talked with Justin yesterday, and he was to go to Frank's today at 10:30 to re-inspect. That did not happen because of a family emergency Justin had. It seems like the deficiencies that needed to be done have been completed. Had Justin been able to get out there today, he thinks we would have had something from him tonight.

Mrs. Villano stated that the license has been revoked as of December 4<sup>th</sup> at 4:00pm. Tonight, as a Board you could vote to reinstate the license, or you can stay your revocation for several days to get confirmation from the Building Commissioner to make sure everything has been taken care of and then reinstate if you wish to.

Moved by Mr. Rooney, seconded by Mr. Mannix that on our meeting on December 18<sup>th</sup> we ask the Building Inspector and Captain Falconer to appear here with Mr. Evangelista to deal with the issues of any outstanding 2018 or 2019 deficiencies. Vote 4-0 all in favor.

Correspondence:

297. Jay Ash, Secretary, Executive Office of Housing & Economic Development – informing the Board that the Ludlow Mills Riverside Drive Infrastructure Project was not recommended for funding in this round. The next round of the MassWorks Program is scheduled to open in late Spring 2019.

Moved by Mr. DeBarge, seconded by Mr. Mannix to File. Vote 4-0 all in favor.

298. Eric Segundo, Veteran Services – informing the Board of the First Responders Appreciation Dinner on Thursday, January 17, 2019 from 5-7pm to be held at the Ludlow Polish American Citizens Club.

Moved by Mr. Mannix, seconded by Mr. Rooney to put on LCTV and to file. Vote 4-0 all in favor.

299. Chief Paul Madera, Ludlow Police – requesting that the 2014 Dodge Charger assigned to the Police Department be declared as surplus by the Board, by placing it up for public auction.

Moved by Mr. Mannix, seconded by Mr. Rooney to accept the Chief's request. Vote 4-0 all in favor.

Moved by Mr. Mannix, seconded by Mr. DeBarge to accept the Chiefs request and declare the 2014 Dodge Charger as surplus. Vote 4-0 all in favor.

300. Mary Pichetti, Director of Capital Planning, MSBA – providing the Board a summary of the Construction Change Orders 1-2 and Third-Party Contractors for the East Street Elementary School for the Town of Ludlow.

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

Unfinished Business:

Board to approve and Chairman to sign the Government Plaintiff Fact Sheet for the National Prescription Opiate Litigation.



Board to approve and sign Liquor Licenses, Common Vic Licenses and Entertainment Licenses for 2019.

Moved by Mr. Rooney seconded by Mr. DeBarge to approve and sign the Liquor Licenses, Common Vic Licenses and Entertainment Licenses for 2019.

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Moved by Mr. Mannix, seconded by Mr. DeBarge your office stipulated that there is nothing sent into the State to all permits and approvals are signed. Until a Certificate of Inspection is received. Vote 4-0 all in favor.

Board to peruse the Executive Session Minutes from November 6, 2018.

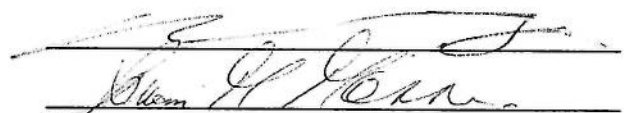
Closing Comments:

Mr. Mannix like to say it's a good thing Mr. Rooney couldn't sing because today is also Freddy Cannon's Birthday. If Mr. Rooney could sing, he'd be Bill "Boom Boom" Rooney and instead of Freddy "Boom Boom" Cannon. So, I'd like to say it's a good thing he couldn't sing. With a little humor, the part Mr. Rooney forgot about is it's also his mentor's birthday today, which happens to be me. Happy Birthday Bill.

Mr. Rooney stated that he would like to note the passing of President Busch. In watching some of the shows you see what a life he lived even before he became President. He thought he was a very good president, probably an underrated President. Probably one of the best one-term Presidents we have ever had.

Mr. Silva: We will be going into Executive Session, and I have determined that this session is for strategy for land acquisitions and it could be detrimental to the negotiations.

Moved by Mr. DeBarge seconded by Mr. Rooney that we go into Executive Session at 9:46pm and to enter for the purpose of strategy for land acquisitions for the senior center parcel of land with WestMass Development Corp. and not return to regular session. Vote 3-1 abstention.



Ludlow Board of Selectmen

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



