

January 22, 2019

The meeting of the Board of Selectmen held on Tuesday, January 22, 2019 beginning at 6:55pm in the Selectmen's Conference Room, Town Hall.

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

Members Absent: Carmina Fernandes

First Order of Business: The Pledge of Allegiance.

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5:30pm Executive Session was held for strategy for negotiations with the Fire Union, Police Union and the land acquisition for the Senior Center Parcel.

Visitations:

Chief Paul Madera, Police Dept and Chief Ryan Pease, Fire Dept. – Our Lady of Fatima 2018 Festa Administrative Fees:

Mr. Rooney had concerns about the 10% Administrative Fee charged and how the amount is determined? Some additional information was needed before a decision is made by the Board.

Chief Pease stated that the Fire Department administrative fee is for the billing process. Included is the compensation for the EMTs, Paramedics and whoever is at Festa, that is the only detail that is billed. The ambulance that is located on the grounds is not billed. The number of hours spent there has increased over the years due to the fireworks.

Chief Madera stated that the event involves Supervisors, Special Police, assignments to the grounds, traffic control, procession control, other agencies are also brought in to help facilitate prior to the event and preparation prior to the event. There is a lot of man hours that go into preparing and managing and scheduling this event, and those hours are not billed. The only time that is charged is when the officers are there on the ground then the 10% administrative fee is charged. All of the logistics that are put into this event are not billed. His staff spends many hours making sure everything is accounted for, and to make sure the hours are put in for hundreds of positions. There is a lot of work that goes into Festa because it's a large event and it brings a lot of people into town.

Moved by Mr. Mannix seconded by Mr. DeBarge to inform parties inquiring at this particular time we are not in the position to waive any fees. Vote 4-0 all in favor.

Firefighter Interviews:

Andrew P. Blake

Mr. Silva: Our process is to have you tell us a little about yourself and why it is that you want to be a firefighter in Ludlow and then you will have some closing comments at the end. So, it's all you.

Mr. Blake: Ok. So, to begin I want to be a firefighter in Ludlow. I have lots of friends and family within this community and I would love the opportunity to be part of keeping the community that I have grown up in safe and helping it expand and grow. A little about myself, I came to Ludlow in 2006 where my parents bought a small farm over on Miller Street. These days it's a sheep farm. So, I have grown up doing hard work, helping out with animals, maintenance of vehicles. I have grown up with the sense that it's an important civic duty to put one's self out there, to help each other out. So, I always thought public service would be one of the best options for my career path.

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

Mr. Mannix: Not at this time.

Mr. Rooney: Sure. Mr. Blake, why the Ludlow Fire Department? Is it the Ludlow Fire Department and other fire departments or just the Ludlow Fire Department that you are interested in?

Mr. Blake: It is only the Ludlow Fire Department sir. This is where my family lives, this is where I would like, this is where I have always wanted to focus my attention.

Mr. Rooney: Ok. You are, you have a degree from Greenfield Community College correct?

Mr. Blake: I have a certificate sir.

Mr. Rooney: Certificate.

Mr. Blake: Yes sir.

Mr. Rooney: Ok. What plans if any do you have in terms of any further education?

Mr. Blake: Well at this point in time, following going to the Fire Academy, I may choose a part-time or per diem career with another ambulance service where I would like to potentially look at Critical Care Para Medicine and furthering that aspect of my career.

Mr. Rooney: Can you give us an example in the last year where you have been put in a pressure situation and how you have handled it and what you have learned from it.

Mr. Blake: Lets see a pressure situation. Ok, yes sir. So, with the nature of private EMS as it is, I have found myself in a situation where I had a very complicated call with a new inexperienced EMT. The way I wound up handling it was slowing down, taking a step back, assisting them with their duties in addition to following through with mine. What I learned from that experience was how to manage complex and multi-faceted situations in a calm confident manner.

Mr. Rooney: Where do you see the Fire Department going in the next ten years?

Mr. Blake: Well as um, as the area continues to expand and grow, new businesses, new housing developments going up, I see fire prevention and health care especially with the aging population of the region. I see emergency health care growing exponentially as well as the fire protection aspect. So, I see a great influx of calls and responsibility in the near future.

Mr. Rooney: Ok. That's what I have, thank you.

Mr. Blake: Thank you sir.

Mr. Silva: Mr. DeBarge.

Mr. DeBarge: Yes. County of Birth, Miami Dade County. Why did you move up here? You were born in Miami.

Mr. Blake: Yes, sir, I was born a few months before Hurricane Andrew.

Mr. Silva: He might not have had a choice.

Mr. Blake: Too young to protest at the time.

Mr. DeBarge: Too young to protest, I like that. I love Miami. I had to ask that. Do you like being a paramedic.

Mr. Blake: Yes sir. I love it.

Mr. DeBarge: How would you say you tend to resolve conflicts with co-workers or with persons in the community, patients or persons in the community?

Mr. Blake: Well, I will always follow a calm professional demeanor, raising your voice or escalating won't get you anywhere. Civil conversation works the best if within the workplace if the situation does not get resolved with civic conversation, following the chain of command until it can be resolved one way or the other. In the community patient safety is the number one priority in addition to ourselves so depending on the situation that presents itself, keeping it as low escalation as possible absolutely and getting as many people involved as needed to safely handle any situation.

Mr. DeBarge: Mr. Rooney took my question, my other question I have to come up with another one. So, I was actually, one did pop into my head. I was doing some reading the other day and what do you think of houses now in some areas becoming mandatory, new buildings becoming, new resident buildings becoming mandatory of having sprinkler systems needing to be put in. What are your thoughts on that?

Mr. Blake: Well I think that is a fantastic idea. I mean a fire department that doesn't need to fight fires is an effective one because the prevention program is working. I suppose that about covers it. Safety first. Absolutely.

Mr. DeBarge: I can't even go further than that, that's a great answer. Ok. That is all I got.

Mr. Silva: Mr. Mannix any yet?

Mr. Mannix: No, I am all set.

Mr. Silva: Ok. The only question I really have is, what intrigues you the most about this community the town of Ludlow itself?

Mr. Blake: Let's see, probably the growth. Since I moved here, like I mentioned before in 2006 I have seen a large number of growth. We have the two breweries moving in, the new housing going in to the mills, different restaurants, shops opening up. I think it's fascinating just the direction of the town is going. It's growing along with the rest of the region.

Mr. Silva: Ok. Thank you. I did say you had the final comment, so if you would like to give us some, unless you have any questions for him.

Chief Pease: No, we have already done interviews in the fire department.

Mr. Blake: Yes sir, I suppose for closing comments I would say that I am very excited to at least have the opportunity to sit before you, very excited for the consideration for the position and if selected I promise you my best and only put everything I have into it. Thank you, sir.

Mr. Silva: Thank you.

Mr. DeBarge: Thanks for your service.

Chief Pease: Thanks, Andrew, Good Luck.

Mr. Blake: Thank you Chief.

Jared M. Falconer

Mr. Silva: You probably know our process here. You will have the opportunity to tell us a little about yourself and why it is you want to be a firefighter for the Town of Ludlow. Then we will ask you some questions and then you will have closing comments.

Mr. Falconer: Good evening, my name is Jared Falconer I appreciate the opportunity to interview for the Town of Ludlow. I am a fifth generation Falconer. My fathers owned a plumbing/heating company for 35 years in town. During my summers in high school and college I worked for his plumbing and heating company, played soccer, I even was a bus boy at the Double D Restaurant. I am a 2006 graduate of Ludlow High School. I went on to get my bachelor's Degree from Roger Williams University, shortly after that I decided to get my EMT License to maybe open up some doors and see what maybe the EMS field brought. Shortly after that I started working at Palmer Ambulance, it was something that I really enjoyed, something that I look forward to going to work everyday in the EMS field and something I can definitely see myself doing as a career. I went on to Springfield College in their Paramedic Program got my Paramedic License through them and currently working as a Paramedic for Palmer Ambulance. I am a very hardworking person. I have a great deal of respect and history for the Town of Ludlow. I think that given the opportunity I would be a good fireman and help give back and contribute to the Town of Ludlow.

Mr. Silva: Thank you. Questions, Mr. Rooney?

Mr. Rooney: Yes, a few questions. But a few comments first. Number one you had me sold at the Double D so, I may not need to go further but, I have to say I look at your references and those are very impressive to me. The three individuals that you've listed, Jim Cavallo, Ken Batista, Cy Santos you choose well. If those are people if they are putting a reference to you that makes a big difference to me. How many years did you work for your father?

Mr. Falconer: I worked throughout high school, summers throughout college ever since college I have always had a job.

Mr. Rooney: How is your hair not my color?

Mr. Falconer: I don't know how I haven't lost my hearing.

Mr. Rooney: Let me ask you a couple of questions, I think you have addressed it, is your interest in the Ludlow Fire Department or just a fire department?

Mr. Falconer: My interest is to be a Paramedic/Firefighter for the Town of Ludlow. I have lived here my whole life. Ludlow is what I know, I would love nothing more but to give back to the Town of Ludlow. When you're a kid you go to the grocery store, you run into a Police Officer or a Firefighter, neighbor, teacher or someone you really looked up to and I think that would be something that I would hope that maybe some kid would look up to me someday.

Mr. Rooney: I want to go back and make a comment, I saw your education material in there and certainly an impressive GPA, I didn't see the actual courses and I have a feeling your brother was behind you not listing the courses.

Mr. Falconer: They are in there.

Mr. Rooney: They are in for that, but not your undergraduate.

Mr. Falconer: I couldn't get a hold of those.

Mr. Rooney: I think he warned you but, anyway we will move on. Give us an example of how you dealt with a pressure packed situation and what you have learned from that and how you can apply that to being an outstanding firefighter?

Mr. Falconer: I played soccer for twenty years I have worked in the EMS field for a couple of years. I think that working as a team you see it in fire departments, EMS departments, an athletic team and I think that working in a team dynamic I think, I would hope that pressure wouldn't, I think under certain pressures you have a lot help to fall back on and I think it is just something that is pretty, I would hope an easy situation to overcome.

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

Mr. Silva: Mr. DeBarge, anything?

Mr. DeBarge: Yes. Mr. Falconer, congratulations for making it into the room it is not an easy thing to do at this day and age, especially for a small town so congratulations.

Mr. Falconer: Thank you.

Mr. DeBarge: In what way do you tend to resolve conflicts, whether they be with co-workers, if you have a conflict with a co-worker or maybe somebody on the Ambulance whether it be a patient or somebody on scene, a civilian or someone from the community?

Mr. Falconer: I think that in life whether it be personally or professionally I think conflict is unavoidable. I think that, I would hope that two grown adults given a certain situation could come to an understanding. Um, like I said conflict is inevitable, I think you have to stay calm, try to resolve the situation and if that can't be done, I think you have to go to someone in a senior position to sort of resolve the situation.

Mr. DeBarge: How do you feel about the fact that some areas now, cities, towns are going to, they are making it code now for new homes being built that the homeowner has to put in Sprinkler systems into their homes?

Mr. Falconer: I think that is a very good thing. You see with cars all the time, and homes and building codes, everything, life is trying to catch up to the times I think that um you are trying to, how should I put this, I think we have to try to make things as safe as possible I know that even 10 or 15 years ago CO Detectors in homes weren't there. And when I worked for my dad, they are all over the basement, garages same thing with smoke detectors as well. I mean, I think it is obviously a very good thing, you want to be as safe as possible.

Mr. DeBarge: Not afraid it would put you out of business?

Mr. Falconer: No.

Mr. DeBarge: I wouldn't think so either. Ok. Thank you.

Mr. Silva: Mr. Mannix anything?

Mr. Mannix: No, I am all set, Mr. Chairman.

Mr. Silva: Jared do you realize that what I have heard is that the single best profession to go into is Plumbing. Anyways. That might not be your thing to go into, but I do only have one question. The one question I have is; What intrigues you the most about Ludlow?

Mr. Falconer: Um I love Ludlow, lived here my whole life. Hope to have a family, have some kids, coach soccer. Ludlow is an up and coming community, I mean the construction project on Center Street, I mean Ludlow has changed a lot in the last 10, 15, 20 years. Ludlow is an exciting Town and I would love nothing more than to work here.

Mr. Silva: Thank you. So, if you could, some final comments.

Mr. Falconer: Um I appreciate the opportunity to interview, I am a very hardworking person, I think that if hired in the town I would love to contribute, give back. I think that is about it.

Mr. Silva: Thank you.

Mr. Rooney: Thank you.

Ian C. Hogan

Mr. Silva: Good evening. Thanks for your patience. The process here is that we have you tell us a little about yourself, why it is you want to be a firefighter here in Ludlow, we will ask you a few questions and at the end you'll have some closing comments. It's all yours, a little about yourself.

Mr. Hogan: Well good evening, thanks for having me, Ian Hogan. I am not a Ludlow resident, I live in Easthampton. Um let's see born in Holyoke moved to Agawam graduated from Agawam, Marine Corp., flew in the Marine Corp. for five years left that, got home started the college and trying to seek maybe an opportunity to how to make that five years of active duty time count toward something. So then civil service type jobs became a thought, um starting looking in towards, so while I was in college while I was teaching and working I think the EMT or Firefighter job came along as far as a possibility and then what would you need to do to get that and usually the answer was are you an EMT are you a Paramedic and then my response was what's that? So, then I looked into those schools got into those programs, fell in love with it and I have been doing that ever since. So now, I work, I am in Pittsfield full-time, I work two 24s a week Saturday and Monday and then I have two small kids, an 8-year-old girl named Kaley and a 5-year-old boy named Tyler and so when I am not at work I am home being a father.

Mr. Silva: Thank you. Mr. Mannix do you have anything?

Mr. Mannix: Sure. You know, why are you looking to come to Ludlow and not stay where you are or stay up in the area you live in?

Mr. Hogan: Well I work in Pittsfield and I live in Easthampton. Which location?

Mr. Mannix: Why are you coming down to Ludlow? What makes you want to come here and not...?

Mr. Hogan: Well I don't work for the Town of Pittsfield I work for a private company. Um, this location is closer than where I am currently working. It's a municipal job. Um and it would provide a lot better financial security for me and my two children.

Mr. Mannix: This location is going to require you to live here for three years on the job.

Mr. Hogan: I understand that.

Mr. Mannix: That would be your family moving to the Town of Ludlow.

Mr. Hogan: I, well I am a single father and me and my ex-wife we share the kids, so they would stay in the Easthampton school system and I could live in Ludlow.

Mr. Mannix: I was reading in a letter that you supplied to us as far as some past trials and tribulations and everything else, um a lot of that was I thought very good and excellent. I think maybe a few places a little too much run on but, and you know some of this has been explained in the past.

Mr. Hogan: It was emotional.

Mr. Mannix: That's gonna be part of my question is, one day in particular you had a bad day, you know how do you see the future as far as being a firefighter/paramedic and being under the type of pressure

where a lot of things are going on all at once pushing you in several different directions, when you may have problems still back in Easthampton or someplace else.

Mr. Hogan: Um I think a lot of challenges happen to any given person all the time. Those events that happened um, I look at them like this, at the time I had the thought or the inclination that I was doing a really great job or that I am doing just what everybody else to my left or right are doing. And when things got called up to question, well that had to make me re-evaluate um one, why am I here, two, does me being part of any said given team, this was kind of a sports analogy, what does it take to be part of that team and um so I look back at doing things right regardless if that meant being part of any one team and I've never turned back from that. So, currently where I work, sometimes I do things the hard way maybe not the easy way that some of my peers might prefer, but all of those experiences that were kind of earned in blood um they set up my standard of operation now. Where I am true to myself, true to whatever call or operation I happen to be going on at the time and I am true to the people I happen to be taking care of regardless of who they are, they deserve to have their rights upheld they deserve to have the best possible care that they can get regardless of who they are or what time of night it is. Hopefully that answers your question.

Mr. Mannix: The last thing I want to say, is I want to thank you for your service and what you have done there and what you accomplished, and you've put your time, duty and life and everything else into that. Thank you, that's all Mr. Chairman.

Mr. Silva: Thank you Mr. Rooney.

Mr. Rooney: Yes. Mr. Hogan first I just want to iterate what Mr. Mannix said, Thank you for your service. What are the challenges and opportunities that you see facing specifically the Ludlow Fire Department and how do you see what's a rank in file firefighter dealing with those?

Mr. Hogan: Well something I obviously identify, which is kind of a, it's an appealing factor to the department, is that it has to be constantly managing logistics with personnel, call volume, and the nature of the calls. So, one call could be a fire call, one call could be an ambulance call and you are jumping seats from what you are taking to what. And whoever's running the show at that given time has to be constantly anticipating those changes and making sure that the proper personnel are being put in the right apparatus at that given time. That being said, I can't elaborate on the Town as well as your prior two applicants can being residents. But like anything, especially in the medical field there is going to be a need for growth. Were unfortunately are not getting healthier and there is always room for expansion with Fire Prevention. So, instead of chasing the fire with the big red truck and tons of water diversifying into how do we approach mitigating hazards before they even happen. Obviously, you have to worry about how to get reimbursed for that effort and time we put forth with all of these resources. Another place we could look into to, is community paramedicine is a new thing, that there is some trials going on.

Mr. Rooney: So, what do you mean by that?

Mr. Hogan: So, community paramedicine and I am not a professional in it but, what it is, it's when a either a business, town or municipality delegates or has somebody that goes out there and has already identified areas or people or residents in need. Maybe it could be through the access, it could be finances, it could be maybe just a means of transportation but helping them with like making sure people are getting their medications, maybe assisting them in actually taking the medications that need to be taken. So, you have visiting nurses' things like that, these systems, these things that go out there to help people go through their day-to-day and for some other people, well they don't have the same access, those same things. So, community paramedicine, at least my rough idea of it is your going out there being proactive with your community's health before it becomes a 911 and then they end up on the floor in the ICU for a couple months.

Mr. Rooney: Certainly, from time-to-time it's important for all of us to do some self-reflection, what do you see if you had to name two or three weaknesses of yours and things that perhaps you've been doing to try to get better in those?

Mr. Hogan: That's a good question, um all of those events that happened in my past, those haunt me pretty bad. So I could go on the simplest call and I could be surrounded by my local fire department who responds at the first responder level and then my partner and it could come across as a really simple "yeah come on let's just get him in the truck" and we'll mosey on down the street and then now I have the problem where as my brain goes; well what about this, what about that, oh man we should do

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this, and then the crap you take because you say those things and you know, part of that team again, you know, why work those, it's nice because I am usually the senior medical person on the call so I don't have to worry about those issues. If I say I think that there could be a slight chance that this 80-year-old individual could have this problem going on and we should probably take a couple of extra precautions, and that's that, there's not going to be any questions about it. That is almost every shift. I struggle with that bad. But then again is that a good thing that I take these extra precautions now. I don't know.

Mr. Rooney: Ok. That's what I have. Thank you.

Mr. Silva: Mr. DeBarge?

Mr. DeBarge: Yes sir. Mr. Hogan congratulations for making it into the room, it is not an easy thing to do in small towns like this, so as I said congratulations. In what way would you say you tend to resolve conflicts, conflict resolution with co-workers or people that you may come in contact with while on the job in your community.

Mr. Hogan: Just try to be non-confrontational. So, there is a couple of different theaters that you described whether its people in the community at work or just friends.

Mr. DeBarge: You can take co-workers.

Mr. Hogan: So, a co-worker, so for managing the care of a patient well obviously that kind of needs to be first. I tend to kind of maybe divert maybe, try to come up with something else to talk about if there tends to be a difference. But there was a situation where, this just popped in my mind, I felt that my partner was going to give my patient the wrong medication I called and needed extra help, extra set of hands and that individual was going to give the wrong medication and I had to ask please don't do that multiple times, it was awkward. That person out ranked me, but I didn't think giving the wrong medication was a good solution either. So, I just try and stay calm and maybe be polite and get people to obviously understand and respect other people's views but at the same time if we are taking care of somebody well that just has to take priority regardless. There is always opportunities for help to. So, if it is just a conflict between two singles maybe get a third party or just disengage from the conflict right, instead of staying there then the conflict doesn't get resolved it's just going to continue. So, disengaging and pulling yourself away or maybe finding a third party something that can just take away that temperature at the time.

Mr. DeBarge: Ok. There has been, I had read that there's more communities that are going to making it code now for new residential homes needing to put in sprinkler systems into their new, into new built homes. How do you feel about that?

Mr. Hogan: Are these going to be multi-tenant properties or are they single homes?

Mr. DeBarge: Single residential homes.

Mr. Hogan: Single residential homes. That can feel, that can definitely feel like it is encroaching on people's, kind of, my castle, my property, my you know, but if it is a new property that's getting made you know and there is data there, I do just only have an Associates in Fire Science, but these things are happening nationwide. These things are a topic of discussion.

Mr. DeBarge: The sprinklers are?

Mr. Hogan: Sprinklers yes. I think that, you hope that within the fire prevention there is the education, engineering and enforcement, the three magical Es. So, I think that when you look at it from an engineering aspect right, and you have a property, what kind of egress does it have, how many people do you plan on living in it, what size family home is it, does it have other means of fire prevention in it that say, um where there is other hazards that are identified where having a sprinkler system would assist in having people egress the home safely or would the structure or the style of the home be able to get by with either drafting, venting that's already incorporated into like say a ducting unit or just regular smoke detectors. So, that is just me personally. I think blanket across the board, any new house that comes out you got to throw sprinklers at it. I think if you apply a little bit of science to it and see what your risks are with each individual property I think people would be able to develop more thorough laws to attack each individual basis.

Mr. DeBarge: Ok. Wow. Alright, I appreciate that, that's all I got Mr. Chairman.

Mr. Silva: Not living in Ludlow, hopefully you know something about it. What I usually ask is, what intrigues you most about his community?

Mr. Hogan: Room for growth, I remember in the past when I applied here, I sat in about the same exact seat in the same location and I know from back then it was appealing especially with the school system being a father, those things matter to me. I feel like when people invest in the youth, that draws in younger parents, maybe people that are a little bit more wide-eyed at just attacking life and making a difference and I think that when you can draw on these people when you invest in those things like schools, school systems, youth programs, I think those are all great things.

Mr. Silva: Thank you. Closing comments.

Mr. Hogan: I wish you all well. And have a good night I guess, good luck with your decision.

Mr. Silva: Thank you.

Chief Pease: Thanks Ian.

Mr. Hogan: Thank you.

Mr. Silva: Chief. Some words.

Chief Pease: Sure, I think we had three very qualified candidates today. We interviewed in the order in which they appeared in the civil service list. The two town residents being first. Our first candidate, Andrew Blake has come to us as I guess a transfer into town in 2006 but he has been here for some time and he is dedicated to the community. He gives us a long background in EMS, he has been working in the field of EMS since 2011, so again a significant background there will help him and also some hometown knowledge being from Ludlow and graduating high school in Ludlow, are all good things. He seems like a very well-educated, well spoken, smart person. Moving onto our second candidate, Jared Falconer. Again, another town resident who I think has proved himself along the way, he is very hard-working, enthusiastic individual and I think a community member that will again give back to the community more than just working for it, punching in and punching out. He had a long road ahead of him and he went and got his degree at Roger Williams in Criminal Justice and decided maybe that background wasn't the way for him, Mr. Mannix, so he pursued his EMT while working for his father. If I can be sympathetic to that, I grew up working for my father, so sometimes you don't have a lot of choice in your time off or pursuing other avenues, being that school or Paramedicine and he worked hard and did it, so I give him a lot of credit. Thirdly, Ian Hogan comes to us with a very strong military background. He has been an EMT and a Paramedic for a long time and again no less of a good candidate, but we look at our number one and two candidates being from town, I would support that we hire two and the first one being in this order because of civil service, Andrew Blake followed by Jared Falconer.

Mr. Silva: Is that because he is sitting here?

Chief Pease: I didn't want to see him cry today. Just kidding.

Mr. Rooney: I really can't disagree with anything that the Chief has said. Certainly, if we look at the order that the candidates are coming in front of us and we look at the background and Ludlow. I am speaking for myself, but I think that certainly over the years that is what this Board has looked at. Mr. Blake hasn't been in Ludlow long but certainly he comes highly qualified from the Fire Department and his position on the list. Looking at Mr. Falconer again having to deal with his father every day we got to get him out of there, there is just no question. But you know some people might say and obviously it is not a secret to many people that Mr. Falconer has a brother on the Fire Department, I think given the history of the Ludlow Fire Department and what we have seen, that is a good thing. When you look at, I am probably going to leave people out, but when you look at your family, Dubois, Ellison, I may be missing others, Machado's that's right, that I think is a legacy that the Fire Department promotes and that's good for the residents of Ludlow. I don't see it the least bit a negative I see it completely the opposite. I think the Ludlow residents would be well served by Mr. Blake and Mr. Falconer.

Mr. DeBarge: Yes, as do I, I couldn't agree more. It was a pleasure to interview all three candidates. But I think, I think for tonight there was no doubt in my mind at least, I won't speak for anybody else but myself, that Mr. Blake and Mr. Falconer were right where they, the list had it exactly the way, the way I would go. If not one and two, if not, either one of them could have been one or two or whatever it was a very good very good interview. All three of them were great but I definitely would go with the Chief on this and agree with him whole heartedly on the first two.

Mr. Silva: Mr. Mannix.

Mr. Mannix: After the interviews I totally agree with the Chief on the appointments. I'd be ready to make a motion at any time.

Mr. Silva: Sure.

Moved by Mr. Mannix seconded by Mr. Rooney to appoint two fire fighters Andrew P. Blake as one and Jared M. Falconer as the second effective January 22, 2019. Vote 4-0 all in favor.

Chief Pease had a couple of words for Mr. Rooney since this is his last Selectmen's meeting. Chief Pease congratulated Mr. Rooney on his new appointment and thanked him on behalf of the Fire Department. Mr. Rooney for serving the Town of Ludlow and wished him well.

Correspondence:

20. Melinda Kinney, Sr. Director Governmental Affairs Charter Communications – informing the Board of changes to the channel line-up.

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

21. Tom Rutledge, Spectrum – Spectrum Smart City Solutions Material available for review.

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

22. Melinda Kinney, Sr. Director Governmental Affairs Charter Communications – informing the Board of the addition of WGN America and multiple local and digital multicast channel affiliates.

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

23. Mike Kelliher, Chairman School Committee – proposing to refer the issues of the track/field at the High School and the disposition of Veterans Park Elementary School and the two school department buildings to Long Range Planning and to add a representative from the Recreation Commission to Long Range Planning.

Moved by Mr. DeBarge seconded by Mr. Rooney to refer the track and field issues at the High School to Long Range Planning and the disposition of Veterans Park and the two school department buildings also to Long Range Planning. Vote 4-0 all in favor.

24. Brian Shameklis, Chairman Safety Committee – recommendation to the Board requesting a "Blind Driveway Ahead" sign to be placed prior to 92 Cady Street, Westbound near Sun Splash Pools.

Moved by Mr. Mannix seconded by Mr. Rooney to put the sign up. Vote 3-0 all in favor.

25. Polish American Citizens Club – Annual Beano Report for 2018.

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

Unfinished Business:

Board to approve and sign the Board of Selectmen Meeting Minutes of December 4, 2018.

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

Board to approve and sign the Selectmen's Executive Meeting Minutes of December 18, 2018.

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

New Business:

Board to approve extended hours for liquor establishments on Super Bowl Sunday.

Moved by Mr. Rooney seconded by Mr. DeBarge to approve the extended hours for all liquor establishments on Super Bowl Sunday for bars on Super Bowl Sunday. Added to the motion that it

would be all bars and restaurants and that they be open until 2:00am, seconded by Mr. DeBarge. Vote 4-0 all in favor.

Board to approve and sign contract between the Town of Ludlow and B-G Mechanical Services, Inc. for the Community Center's Pool Water Heater.

So moved by Mr. Mannix, seconded by Mr. Rooney. Vote 4-0 all in favor.

Closing Comments:

Mr. Mannix stated that there are some town elections coming up and a lot of changes happening in the Town of Ludlow that will affect a lot of people so get out and run for office and vote. Mr. Mannix had a few words for Mr. Rooney on his last day. Mr. Rooney has worked hard for the Town of Ludlow and has always been here and continues to do that and will continue to do that in the future even more so. Mr. Mannix is very proud of Mr. Rooney's accomplishments. Where he has been, where he is and where he is going, Mr. Mannix is proud of him and the Town of Ludlow should be to. Thank you for everything.

Mr. DeBarge had a few words to say about Mr. Rooney's last meeting. Mr. DeBarge stated that he has looked up to Mr. Rooney from the first day as a Selectmen. It has been a pleasure to work with him for the last three years. It has been fun, frustrating and a great learning experience, it has been a pleasure working with Bill. Bill, you are one of a kind and wish you only the best you deserve it!

Mr. Silva also had a few words for Mr. Rooney. Mr. Rooney has served on the Board for decades now, and always put the residents of Ludlow first, serving on a political office is not easy. The Town of Ludlow is going to miss Mr. Rooney. Thank you for your patience and tenacity and for being a mentor. Congratulations and best wishes for you and your future endeavors.

Mr. Rooney thanked the Board for their kind words. He did not want to forget anything, so he wrote a few things down:

"Ever since 2008 the residents of Ludlow have given me the great honor to serve on the Board of Selectmen. I can't tell you how much I truly appreciate that honor and how much I have enjoyed being a member for the last eleven years. I have said it many times, but I think it goes especially true tonight as I am leaving, that I never left a Board of Selectmen's meeting mad at one of my colleagues. We haven't always agreed but it has never been personal. I have had the good fortune to serve with nine dedicated Selectmen. Dolly Cincone, John Dacruz, Tony DeSantos, Erin Saunders, Jason Barroso, Manny Silva, Carmina Fernandes, Brian Mannix and Derek DeBarge. To all nine of you, thank you certainly for putting up with me. I have also worked with professional and dedicated office staff. Carrie Ribeiro, Bev Tocarz, Denise Tomlinson, Ann Converse, Lori Leduc, Karla Bourassa, Sandy Leacock, Shari Bray and former Town Administrator Mike Szlosek. Now most of you will know the person that I didn't include on there is the person to my right, the current Town Administrator, Ellie Villano. Ten years ago, when the Board of Selectmen was hiring a Town Administrator I was not in favor of hiring Ellie. I could not have been more wrong. I will say it one more time, and I will never say it again, I could not have been more wrong. She has been a superb Town Administrator and is an incredible asset of the Town of Ludlow. On a personal note, she is much more than a competent employee. She is a friend, an advisor and someone with whom I have placed tremendous trust. While it appears sometimes that I work for you, Ellie Villano is professional, respectful, knowledgeable and just as importantly pleasant. I am so happy that ten years ago the Board of Selectmen chose to totally ignore my advice and hire Ellie. The Town of Ludlow is a better place because of it. I would also like to thank my family who have been so understanding over these last eleven years. Between me attending hundreds of meetings to putting up with me and my very lengthy trips to either Big Y or Randall's sometimes to pick up one item. They have supported me in so many different ways and I could not have done this job without them. I know I have gone on too long, Mr. Silva is hungry, he wants to go home and have super. But let me just say my words only scratch the surface in describing what being a Selectmen has meant to me. I can't think of a better place to live, and work and raise a family than this town and I only hope that I have in some small way made Ludlow a better community. Thank you."

Moved by Mr. Rooney seconded by Mr. Mannix to adjourn. Vote 4-0 all in favor.

Michael H. Kelly
Joseph J. Kelly
Don H. Kelly
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