

May 2, 2017

The meeting of the Board of Selectmen held on Tuesday, May 2, 2017 beginning at 5:30 p.m. in the Selectmen's Conference Room, Town Hall.

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Members Present: Chairman William Rooney, Manny Silva, Brian Mannix, Derek DeBarge and Carmina Fernandes arrived at 6:00 p.m.

First order of business: The Pledge of Allegiance.

5:30 p.m. Verizon Pole Location Hearing – State Street

Ms. Barros I am a contract engineer for Verizon.

Moved by Mr. Mannix seconded by Ms. Silva to open the Verizon Pole Location hearing at 5:33 p.m. Vote: 4-0 in favor.

Ms. Barros: This is for a forty five foot pole on State Street opposite number sixty eight at the mills it is a new construction they are requesting six lines from Verizon, the pole location on State Street and there is a sidewalk anchor. It is pole 7½ so it is between 7 and 8 it is for new service.

Mr. Mannix: What is the height of a normal pole?

Ms. Barros: Basically, Verizon sets forty foot poles but when the light company is involved because of their equipment it will be a forty five foot pole, but for Verizon because we are first on the pole we only require forty foot poles.

Mr. Mannix: This is to service Winn development across the street is that correct.

Ms. Barros: Yes.

Mr. Rooney: Since it is a public hearing I would ask if there are any abutters who may wish to speak. So I will entertain a motion for the placement of the pole.

Moved by Mr. Mannix seconded by Mr. DeBarge to give approval to Verizon for the placement of the 45' pole 7 1/2 on State Street. Vote: 4-0 in favor.

Moved by Mr. Mannix to close the public hearing at 5:37 p.m. Vote: 4-0 in favor.

5:45 p.m. Kim Downing/Kim Collins Free Cash/Stabilization Discussion.

Ms. Downing: I have made a request for this year to try and change the process and put all the free cash into stabilization with the purpose that at the October Town meeting we have more information as to what our tax rate will be and then we would free cash to offset the taxes directly out of stabilization and you sent us back to discuss it.

Ms. Collins: At the time there was an analysis saying that over the span of fifteen years that we could have save four million dollars. I looked at the trend of what was happening year to year and between the years of 2003 and 2008 we could have saved that amount of money. During that time I do not know if there was a lot of free cash on hand and that is what you always did, put it to the tax rate and I think there was a five dollar drop in the tax rate so we actually reduced the tax rate by five dollars. In terms of waiting til October I do not see why you couldn't I think the Assessors numbers would be clearer and our numbers would be clearer at that point and you could make the decision in October as opposed to in June if you are looking to stop relying on free cash to reduce the tax rate and you want to start using them for other items.

Ms. Villano: You would have to take a stand to take all of the leftover free cash that has not been utilized thru other town meeting articles and vote to put that into stabilization. The thought is in October when you have a better understanding of what money you want to offset against the tax rate you would have to take that out of the stabilization fund in October. The only concern or

caution with that is it only takes a simple majority to put money into the fund but it takes a two third vote of Town Meeting to take money out of the stabilization fund. Now most people will not say no to offsetting their tax rate, but that is a caution that you have to think about it has never been done before by the town and I am not saying we should not try it, we just need to try it to see if it will work better. The fact that we have the October Town Meeting is strictly up to the board to decide if you are looking to try or not and it is clear that you have do something with the free cash before June 30<sup>th</sup>. We are one of the few communities that a Special Town meeting on October.

Ms. Downing: In May you have five month worth of information towards the tax rate in October you have ten months you have a lot of finalization of numbers and in most times when we apply the money in May and in order to get a stable increase in the tax rate for utilizing more money if the tax rate gets to high you could apply more money and roll the tax rate back to give yourself some cushion and what you do not use of the free cash it now becomes a way to save money with the balance. Since we have been changing the process in town it would seem to make sense that we try this since we are lucky enough to have an October Town Meeting.

Ms. Villano: We are one of the few communities that have an October Special Town meeting normally it is just one annual and that is when most of the communities deal with their entire budget. The fact that we have the October town meeting it is strictly up to the Board to decide if you want to try or not. It is clear that you have do something with the free cash before June 30<sup>th</sup> so whether you are looking at doing something in October you still will have doing something with the free cash until you wait for the October Town Meeting.

Mr. Silva: We need an analysis done on the average tax bill and what is happening, that is what really shows you.

Ms. Downing: The reason I started this is that my feeling was that in order to show a valid reason why we should make this change in process is simply because the tax rate was going way up and then way down and when it goes way down it has to go up but then people start screaming.

Mr. Silva: The only reason taxes go way up is due to the fluctuation in the valuation of the property, we have value property every three years.

Ms. Downing: On the some of the things that were not reevaluated when they applied a lot of money it made the tax rate go down.

Mr. Silva: The only reason the tax rate will go down if we excess income from some other source.

Ms. Downing: What I am trying to create an instrument and a process that will do a force feeding in the sense of trying to restrict ourselves and be disciplined that we know that we are close and come October we will have better numbers.

Mr. Mannix: With the Finance Committee recommendation for the Annual Town Meeting be any different if we had this system.

Ms. Downing: No.

Mr. Rooney: When we are talking about May we would be looking at putting seven hundred thousand plus or minus into stabilization we have an article ready to go for that, correct. And it is my understanding that the information packets have already gone out to the town meeting members.

Ms. Villano: Correct.

Ms. Downing: The reason for the extra town meeting last year was because they were for this process to change so I think they will understand it with a small explanation and endorsement it is a very simple thing we are just moving free cash to stabilization so that in October we can take out to help offset the taxes with better numbers.

Mr. Rooney: There will be some new town meeting members in May that have not been there last fall, so we need to get a one or two paragraph explanation of this so that it is there for town meeting members that night.

Mr. Silva: Are we putting any money into the OPEB.

Ms. Villano: Yes we are.

Ms. Downing: We have a regular budget line item of fifty thousand dollars.

Mr. Silva: It is becoming more important for your ratings with Standards and Poor we just got our ratings and we doing what we should, it's very important.

Ms. Villano: The auditors have spoken about it to add a line item to the treasurer's budget and automatically it's added in on an annual basis.

Moved by Mr. Silva seconded by Mr. DeBarge to place the remaining balance of the free cash into the stabilization fund for the October Special Town Meeting. Vote: 4-0 in favor.

#### Police Interviews

6:00 p.m. Nathaniel Crowther

Mr. Crowther: I am aware of how lucky I am to be here tonight. I understand that many men and women are looking to get their chance here and apply for a position like this and this something that I am not taking for granted and I am very honored to be here presenting myself to you to tonight.

Mr. Mannix: Presently you are working for the Palmer Police Department?

Mr. Crowther: Correct sir.

Mr. Mannix: What are you doing there?

Mr. Crowther: I am an Auxiliary Officer there at the moment and a dispatcher. As an Auxiliary Officer that at the moment and a Dispatcher, as an Auxiliary Officer I patrol with fulltime Officers, I also have responsibility in traffic at parades we do community events such as the national night out where we have the Police Department the Fire Department all different groups represented and things like that, primarily the duties included as an Auxiliary Officer or Patrol with a fulltime Officer.

Mr. Mannix: How long have you been doing this up there?

Mr. Crowther: I graduated the academy last March and I was appointed to that position in March of 2015.

Mr. Mannix: As a curiosity question, did you apply for any of the positions here in the town of Ludlow.

Mr. Crowther: I had not applied, I was not aware that Ludlow had an Auxiliary program, so no I had not applied.

Mr. Mannix: With the upcoming testing and physicals and everything else do you anticipate any problems with any of those things.

Mr. Crowther: No sir.

Mr. Silva: Why is it after all these interviews what questions I ask, who I ask it to why do you want to work for Ludlow first of all.

Mr. Crowther: I want to work for Ludlow because I have lived here all my life and this is a town that I do love and I have desire to go move or live or spend my time anywhere else honestly. I

have put down roots and I have been active in a community and I know many people here in this town. This is just a town I fell I know well ad that I feel like I would definitely like to serve.

Mr. Silva: What makes you a good candidate above the others?

Mr. Crowther: I do not know their backgrounds, if they are here they are obviously qualified for these positions. I know I have worked this job or a very similar job in palmer for a year. I have no issues or complaints against me this is something that I genuinely putting a lot of energy in to get to this point to get to this position. I have previously worked in youth corrections settings where I do not have the physicals tools I would in this job in those jobs it is just your ability to talk someone down, speak to people and reason with them and get them to de-escalate but purely verbally we do not have the physical tools in that kind of job. I also work now in the private security where again I do have some of those tools but that is obviously a last resort. Our goal is to use verbal de-escalation to solve any issues we do not aim to use any kind of physical force but we are prepared obviously if we need to.

Mr. Silva: You're most stressful time in your life and how did you handle it?

Mr. Crowther: I do not know if I have one certain time that was extremely stressful for me I can say, when I was working fulltime and going to the academy it was tough to put my work responsibilities and my homework, my duties I need for the academy by certain dates it was tough to find time for that. But I just needed to put it each in its own compartment and address it one piece at a time whether it was an assignment for the academy or assignments for work as a supervisor there so again I do not have one particular moment that was stressful that is standing out to me. But I know when I have been in situations that are very stressful over long period of time I am able to resolve that by taking it one step at a time to figure it out what I need to focus on first and get that done and move on to the next step.

Mr. DeBarge: Mr. Crowther, congratulations and welcome it takes a lot to make it into a small town especially to be the first in the rooms you have my admiration. What would you say is the proudest moment of your life up to today?

Mr. Crowther: Definitely graduating from the academy last March having gotten to that point to where I was beginning to work a job that I have wanted to work a very long time that is something that I am very passionate about to have finished that to have done very well in the academy and to have gotten very high scores I was very proud if that especially on top having to do that around a fulltime work schedule that was generally fairly chaotic.

Mr. DeBarge: Now I want you to think farther into your career as a Police Officer in the town of Ludlow at the end of your career, what would you like the people of Ludlow to remember you most about as a Police Officer. So at the end of your career all the people in Ludlow what would you like them to say they are all sitting around and talking about you after you have left the town what would be the main thing that you would like them to remember you about?

Mr. Crowther: I would like them to remember me as someone that was patient and understanding when it came to the stressful situations in their lives because that is when we deal with them and that is when we meet people we don't usually interact with people on their best days on their happiest moments. We are there on medical calls or when a loved one is possibly getting arrested so as long as they can remember you as someone who is patient understanding and willing to explain to them what is going on and who is also professional. I had stated in my previous interview that we as officers might run into twenty five, thirty people a day and we may interact with them and for us that is twenty five people you talk to throughout the day if we run into someone as a civilian and you do not really think that much of that and it is easy to think of that as an Officer, where this is just another person that you are speaking to, but from that point of view if they likely speak to officers that often that do not have any history with interacting with the officers when they see you presenting yourself as that is what they know of Police Officers that is going to be there impression of Police Officers if you run into twenty to thirty people a day and that does not seem like that much to you or you do not think to present yourself necessarily as always is remembering that these people are going to remember this interaction, you may not remember that interaction with them, but they will remember that interaction with you. So you want to make sure you are presenting yourself in a way that the department will be happy with.

Mr. Rooney: I believe when you were here in front of us previously you were working in the youth correction field correct and I do see from your package that you are now in the security field. Can you tell us why the change.

Mr. Crowther: The change was for a more reliable schedule because I was trying to work more in Palmer it was a steadier schedule and it was more money and it was more relevant to my field honestly. The Corrections was more of a clinical than anything else and while I have issue working that it is not my goal so I found the opportunity to work closer to home for more money and a better schedule for something more relevant and that also allows me to work more as an Officer in Palmer on auxiliary shifts and also lead to me to work as a dispatcher there.

Mr. Rooney: Assuming you were to start tomorrow what would you say is your guiding philosophy as a Police Officer when you first go out in the street.

Mr. Crowther: Similar to what I said to Mr. DeBarge just remain professional courteous and use your patience as an understanding those are the biggest parts of working any job but especially this field when it is so easy to become someone that you do not want to see or that people will be happy with.

Mr. Rooney: What would you say right now would be your biggest weakness that you would have to work on to be the most effective Police Officer that you could be?

Mr. Crowther: My biggest weakness may be a tunnel vision, when I find something that I am working towards and it something that I want to accomplish sometimes I might lose sight of other things that I need to maintain as well I sort off just lock in on that one thing and I do need to be aware of maintaining a personal life as well as professional and keep yourself were you need to be in work and home.

Ms. Fernandes: You are as Dispatcher and Auxiliary in Palmer, what experience do, you think you have gained there, some insight that you are surprised to obtain that you think would be beneficial to the job that you would be applying for here. Something that really stands out to you.

Mr. Crowther: I would say going into to it and you see that everyone is human there is no bad guy, there generally no clear line between good guy bad guy everyone is human and is going to make mistakes and everyone is going to have a bad day, but that does not mean that you as an Officer gets to naturally have a bad day. Using that to remember if someone isn't cooperating or isn't making sense with you or not listening they are human that does not make them a bad person. If there is an issue that needs to be addressed whatever that may be whatever that call involves but they are still a person, still human. This one interaction that you will have with them does not mean that everything that they do is wrong, or everything that they do will be against you and your efforts.

Ms. Fernandes: What if you encounter a bad person?

Mr. Crowther: As long as you follow your department's guidelines there protocols, stick with that and whatever the context of that call may be or that interaction may be just don't try and make it into more than it is keep it simple. I do not know if I have one board answer for that so as long as you approach the situation on basis of remaining professional following your guidelines your protocols that your department sets.

Ms. Fernandes: Where do you see yourself in five years?

Mr. Crowther: Hopefully working for the Ludlow Police Department. I would love to be working here I would love to own a home here in town and I do not have one set position that I am shooting for a lot of people when they know that I am looking into this field oh do you want to want to become State Police later do you want to do canine do you want to be Sergeant. I just want to work the job and what I see arise around me if there is something that is drawing me maybe go towards that. But I will not know what I want to do til I am doing it so I do not have one set goal for once I am in the department that as far as rank for the position there is not one

set thing that I know I'm shooting for but I will know it once I am seeing it and once I know that is something I would like to do.

Ms. Fernandes: If you were to be hired I am sure you will get to know a lot of residence and you will be friends so how would you approach situation with someone you know very well that is committing a crime or it could be a minor crime. How would you approach that situation?

Mr. Crowther: You cannot approach that differently from any other situation and if it is someone that you know, maybe in a negative way and maybe it is someone that you have known all your life and you real do not get along with that person or it is someone from a relationship and if it is something that is going to be or could possible someone could make an accusation if you are going into that situation going to that call you might just request another officer there just for liability purposes. But you cannot make exceptions for people you know you cannot do people favors just because you know them you need to approach the situation the same way you would a random stranger that you never meet before.

Ms. Fernandes: What do you think makes a good Officer, what qualities?

Mr. Crowther: Your ability to remain professional under high stress your ability to talk to people and comfort them when you need to and to guide them to the point where you can verbally calm them down and speak to you rationally whether that could be a medical call where you are speaking to someone who has a loved one who passes away or is in danger of that. From my experience those people are hysterical and sometimes you need to speak to them just in a calm voice a stern but calm voice just to keep them grounded so they can know that you are here and you are speaking to them and you are doing what you can. When you are in that situation the victim or the family member of the victim it is easy to loss site of that and so long as the Officer is there and you as the Officer are remaining professional you keep them calm that is the most important part.

Ms. Fernandes: I really liked your answer about how the perspective from the Officer and maybe a resident or the public could be different when approaching a Police Officer with less know but there is still some hype out there about Police Brutality or maybe how the public sees the Police. What do you think could be done to help the public have that less of precipitation of that?

Mr. Crowther: As far as things the Department can do is make people aware of why you need to do some things the way that you need to do. Whether or not the allegations of police brutality was legitimate, many times the claim is arising from people who are not aware of why we need to do that and why we need to use force against them in that case, some people may not know that. So to them when they see that it could definitely view that as ya maybe the Officer shouldn't of done that and then they could be under the impression that was police brutality. If we have a more educated public the more people that are educated on why we do what we do as far as use of force and more specifically defensive tactics for the Police Officer it is for the safety of the Officer or the people around that person. So as long as people are a little more educated I think that would be the main thing that the department itself could do to help alleviate some of those retaliations. The police interacting with the public like the police using facebook page which gets a lot views to it. Post or just mentions even if it just inviting people to an event where they will be discussing those sort of things could definitely hope get the word out and help people to understand or those that would like to understand those situation.

Mr. Mannix: I would just like say coming from myself I must say to you take todays audio from this meeting and keep it. I like your answers, I like your comments, I like where your mind and everything is coming from at the moment something that is very fulfilling or rewarding if and when you get a job as a Police Officer or any place else. I am going to say I don't always hear those answers it is something that when you talk about a Police Officer you cannot have a bad day, we have bad days you take and you take a day like today and reflect on that sometimes it is a way you reward and fulfill yourself it is a big positive for later on in our career and everything else also. With a smile on face I do not know who prepped you to come in here tonight I remember you being here last time and I have a total different look and thoughts as you are sitting here tonight and with a little smile on my face if someone sat here and prepped you I am going to say I want that guy around all the time and that is coming from me as an individual, but I like it, I understand it and that is what I said to you in the beginning we can reflect back on it and remember it.

Chief Madera: Housekeeping items. If you are appointed tonight one is you will be required to complete and pass a medical evaluation? You will be required complete a physical aptitude test to continue in the process and you will be required to submit and pass a house physiological exam. Once getting through that process you will be required to attend a twenty two week police academy as a student officer meeting and completing all physical and academic requirements to graduate upon graduation from the police academy and being sworn in as fulltime Officer you are subject to the conditions of a twelve months of probationary period of service and upon completion of the academy you are required to complete and pass a ten week field training program. There is a lot that has to happen in that whole process and also in the event an academy seat is not immediately available you are able to attend the next available academy.

Mr. Rooney: Mr. Crowther any closing comments.

Mr. Crowther: Thank you very much and thank you for your consideration one way or the other I generally do appreciate it, this is something that I am passionate about and this something I want and again I am not taking this opportunity for granted. Thank you very much.

Mr. Rooney: Thank You.

6:15 p.m. Peter Gallagher

Mr. Rooney: Mr. Gallagher, you have been through this process before, you will have a brief opening and then you will have questions from the Board and then comments by you in the end.

Mr. Gallagher: First I would like say first and foremost I am very appreciative of this opportunity for everybody's time and consideration today. That being said I have been a resident of Ludlow for about twenty years and for about as long as I can remember it has been a dream of mine to serve my hometown as a Police Officer I am hardworking focused and committed and I believe I have a number of strengths of things that I can offer this town and this department. I have graduated from Elms College magna cum laude with a bachelor's degree in legal studies and while I was there I had the opportunity to intern with Westfield Police department and their Community Policing division. I was very impressed by these Officers the knowledge and the relationships that they have with the residents and the community that they served they even had local business owners phone numbers in their cell phones, so I believe these direct lines of communication really help make them an effective unit in serving their community. As I graduated college I started the academy for the Hampden County Sheriff's Department where I worked as a Correctional Officer their I learned defensive tactics, firearms training, court writing, first aide and CPR and any other tools to build the foundation for my Law Enforcement Career. I am proud to say that my supervisor thought well enough about me to nominate me for two awards the professional excellence award and where this brings me presently is that I am looking to serve my community in a more direct manor by physically being present as a Police Officer, the challenges and the rewards of police work greatly interest me and I am passionate about helping people and about building these relationships so I believe between that and my security background from the Hampden County Sheriff's Department I believe I could be a very effective Police Officer for the town.

Ms. Fernandes: What qualities do you think makes a good Officer?

Mr. Gallagher: A good officer is able to make good decisions competently and quickly and a good Officer stays calm under pressure and knows the law very well. I think that a great Officer has excellent communication skills and cares passionately about their community and about serving them and helping them and wants to be present amongst their community in more effective manner. I think a great officer should also have great professional and moral integrity and I think these are the skills and qualities that a great officer must need and that is what separates them from being great.

Ms. Fernandes: Where do you see yourself in five years?

Mr. Gallagher: I would love to see myself in a position where I am learning more and training, practicing to be the best officer I can be. Beyond that I always loved to see myself in a position to be a Training Officer. In my present roll in my current job and also at the jail, my supervisors

allowed by to train new recruits and new personnel and I have always enjoyed that. I always have enjoyed leading by example so I would like to see myself as a training roll or a supervisory role.

Ms. Fernandes: If you were to be hired and as you know police officers have friends in the community and you stopped a friend of yours from a serious crime how would you, approach that if it was one of your good friends.

Mr. Gallagher: That is a situation that I actually ran into before I was a correctional officer, unfortunately ran into folks that I have grown up with or known so I have seen the type of situations before my personal policy always remains the same I would uphold the laws and the rules the same way for everybody whether I know them or not the way I look at it is I button up my uniform every day and you have the American Flag on one shoulder and the Town on the other it is your responsibility to uphold and represent both the town and the Country in an honorable way and in a fair way and that is the only way I see how to do it.

Ms. Fernandes: With some of the past news about the negative activity towards some officers how do you think would be a good approach to help that negativity and not be out there.

Mr. Gallagher: It certainly is an interesting topic and I can see where it is tough for some folks. The way that I look at every shift and the way I will relate this to the Sheriff's department because I believe it is more relevant I would always pretend to write an incident report just a daily report on every action that I take and I think about how every action will look on my report so beyond that I am always on camera and these days with camera phone or different recording devices they are always present I like to always pretend that those are there and I like to envision myself on how I would appear on camera and how my actions would appear on a report and that is always a great guideline on how I would represent myself with my actions.

Ms. Fernandes: How has your experience at the jail how do you think that will help your responsibilities as an Officer, or what kind of effect will have on you as an officer.

Mr. Gallagher: I definitely learned how to communicate and talk with many different types of people so the clientele at the jail is certainly a mixed bag, so different type of folks between the lighter crimes and then there was other folks that belong with a different crews gangs things like that you learn to approach every person and every situation in a different manner. The same approach may not work with one person as it does with another so I think it really gives you the opportunity to meet different people and relate to them and try to get positive responses out of them so in terms of developing personal communication skills I think the jail was really the best for that. Of course training with defensive tactics your annual trainings and biweekly trainings and fire arms training or being able to write the detail and precise reports is also very helpful for being in that type of environment.

Mr. DeBarge: Congratulations on making it into the room. What would you say is the proudest moment for you up until today, proudest moment of your life?

Mr. Gallagher: My wedding day was a very proud day for me and my family that was great for me to marry my wife I have been with her for about eight years at the time and just looking forward to the future and continuing to plant my roots in this town that was really a great day. Professionally my most proud day was in the same month where I received the professional excellence award at the Hampden County Sheriff's department and the employee of the month award it was all in the same month so from a professional standpoint it was really a great month for me and I felt very honored that my supervisor thought well enough of me to nominate me for both of those recognition for my hard work for those rewards.

Mr. DeBarge: Your first answer was a smarter answer and a better answer especially if your wife is watching. Should you be selected here think about long and down the road as a Police Officer for Ludlow to your retirement and the people of Ludlow talk about you after you retire what would you like them to say about you after you have retired what would you like them to say about you.

Mr. Gallagher: I would love to be remembered and have them say Officer Gallagher was the guy that really cared about the people that he worked with he was a guy that didn't punch in and out



he stayed til the job was done he really cared about putting himself out there relating to different people he made a presence at different events the Festa, Celebrate Ludlow, The Christ the King picnic and different great events that this town offers to folks he was always there and he was firm and fair to everybody in his police work I would love to be remembered in that aspect on a personal level. On a professional level I would love to be as the guy that never left the task unfinished and finished everything that I started and did it well and maintained a high level accuracy in everything that I do and I would like to be remembered as the guy that they were sorry to see retire.

Mr. Silva: Why would you want to work in Ludlow?

Mr. Gallagher: I primarily want to work in Ludlow because it is my home town and it is a town that I have grown to care about very much I know a lot of the people and I like a lot of the people I have grown close to certain communities I grew up in the Christ the King community their picnic I grew up serving that as an alter server and helping work at the picnic. It is just a great town that I feel I want to stay in and I want to give back in a professional way and I want to continue to plant my roots here in terms of buying a house and raising a family that is the path I always wanted to take I want to serve my hometown.

Mr. Silva: What do you think sets you above the other candidates.

Mr. Gallagher: With respect to the other candidates I am sure they are all very strong and what sets me apart I am not willing to give up on anything, I finish what I start, I am very dedicated and I am very focused and I am very willing to train and continue training and practicing will just make myself better in what I do. I always expect to be the best in everything that I do so I have a high expectation, I have high standards for myself on top of my trainings and my experience at the jail again to match the defensive tactics firearm training and things of that nature and I believe I would transfer very fluidly into the role of a Police Officer.

Mr. Silva: What is the most stressful time you had and how did you handle it?

Mr. Gallagher: I will relate this to the Sheriff's Department because I think it is most relatable. I distinctly recall one day I was running a unit called bravo one was the unit that all the inmates went to after they processed from intake, medical and they came here it is a high risk unit they have fifteen minute checks as opposed to thirty that is what is known as the highest risk unit and has the highest rate of suicide and things like that they are very restless there it is a two man unit and I was running it by myself and we had double the amount of intimates than we normally have the climate was restless. I was going into feeding which is also a hectic time as well as medication distribution so doing all three at once is challenging and when I was doing this a fight broke out with two of the intimates and on top of the climate in the unit everyone is banging on doors and yelling and what not it was a challenging environment to try to stay on top of things, so my response which I was happy with was to deal with the security risk, first I was able to maintain control of the two individuals involved in the scuffle separate them and lock them up in both of their cells while continuing my wellness checks and the feeding after radioing a call to the special officer for help to control the situation. Once they did arrive someone was able to take control of the feeding and then I was then able to be part of the special opts team to remove both of the individuals to transfer them.

Mr. Rooney: Over the years that I have been on the Board I have seen a natural pipeline of folks who come to us as candidates having worked or still working for the Sheriff's department it just seems like a natural fit. Why did you leave the Sheriff's department?

Mr. Gallagher: When I was strategizing my five year plan at the time when I was entering the academy I knew that correction was not what I wanted to do my whole career, I knew enough about it going into it to start and that's what I wanted to do. But I wanted to build a foundation of transferable skills once I reached a point when I was a couple years in with the skills that I had experience my plan was to formulate a strategy and at the time I did have an offer that was good enough for me to take up on. I knew my heart wasn't going to be in corrections in the long run I did want to be more directly involved in police work so I was comfortable at the time to take the position that I am currently in now. Presently my concern is that it presented more of a speed bump than anything else so looking back on it if I could do it all

over again I might have just stayed there and transferred cleanly from Corrections Officer to a Police Officer but that was my thing at the time.

Mr. Rooney: What would you say is the area that you need to work on let's say from personally and professionally as a potential Police Officer.

Mr. Gallagher: I know I have a tendency to be very focused on the task at hand, so I am often resistant to starting new task if I have not finished my first one yet. I have practiced sense of starting multiple projects at once and systemizing and prioritizing which one needs to be completed so that way I am not losing track on deadline, because I do like to finish what I start immediately.

Mr. Mannix: In your youth you were involved with community service work thru Christ the King alter boy picnics and everything else in the last five years is there any community involvement that you have been participating in and been staying handy in.

Mr. Gallagher: I would not say there is anything that I stayed handy in for the last five years, worth to mention, I can tell you that there are things that I have wanted to be involved in moving forward. My wife and I are looking at getting involved with the Ludlow Cares Coalition and I was hoping at being involved in more ways presently and going forward as I have gotten older I have learned to value those types of things more often and it is something that I look forward to doing.

Mr. Mannix: Looking at your education at the Elms you majored in legal studies what brought you in that direction. What were you looking for at that time or goal.

Mr. Gallagher: I knew Elms College was a great school and from everything that I read at the time it was expected to be great growth in that field legally and my goal was to maybe have something on paper and a background that I could fall back on primarily as a para legal should everything not pan out immediately following my graduation into law enforcement. As it turned out I did graduate and enter immediately into the Sheriff's department academy, so it was not necessary. But my plan was to at least have that to do in the meantime while I worked towards that goal.

Mr. Mannix: In your present job describe to me what you do?

Mr. Gallagher: I work for a company that we subcontract through different state utility companies and we implement energy efficiency program. My role within that is that I manage a small team of field personnel from everything to the day to day activity from their payroll to time off to some discipline things of that nature, I also run a couple of the different programs that we offer in a nutshell that is the easiest way to explain it. What we do is part administrative and then part behind the scenes program management.

Mr. Mannix: If you are not to get appointed at the present time and you still had an opportunity in a year or two down the road would continue working this job looking to do something else or go someplace else.

Mr. Gallagher: I would imagine that I would stay with this job, I do like this current position that I am at and it does offer good benefits and growth opportunity. I have spoken to my management multiple times about perusing such opportunities also being forth coming with them about my dream goal of becoming a police officer so they are well aware of that.

Mr. Mannix: The short time you work for the Sheriff's department, I do not know how it is over there and if someone said to you in five years you would like to be a training officer or a few other things. If I sat here and said it is going to take you five years to be a Police Officer would you be upset or offended by that comment.

Mr. Gallagher: No, sir ultimately it would be more disappointing than anything, but I would not be upset or offended I am not the type of guy that gives up on something if you are going to tell me it takes a while so that would probably make me try harder. I would stay in the game.

Mr. Mannix: Since I left the job it has changed a lot and I have no idea what it is like over at the correctional center but when we all come on the job we have certain goals and thoughts and ideas that we like and when we are on the job for a couple years and we have a lot of thoughts and ideas on how good we are and sometimes it takes longer for the reality to set in so if you became that person in five years you would still be pushing the cruiser up and down the street midnight to eight as the old time expression would go. How would you look at your future from that point on?

Mr. Gallagher: I would still look at my future in a very positive way if I was fortunate to be in that position I would be extremely honored to be there in that position, if I wasn't quite achieving the trajectory that initially projected for myself I would just continue to keep working hard for it maybe have conversations with my supervisor to see what I can do to make myself more available or appealing for these types of positions and continue to train and practice, work hard to put myself in that position.

Chief Madera: Housekeeping items. If you are appointed tonight one is you will be required to complete and pass a medical evaluation? You will be required complete a physical aptitude test to continue in the process and you will be required to submit and pass a house physiological exam. Once getting through that process you will be required to attend a twenty two week police academy as a student officer meeting and completing all physical and academic requirements to graduate upon graduation from the police academy and being sworn in as fulltime Officer you are subject to the conditions of a twelve months of probationary period of service and upon completion of the academy you are required to complete and pass a ten week field training program. There is a lot that has to happen in that whole process and also in the event an academy seat is not immediately available are able to attend the next available academy.

Mr. Rooney: If you would like to make a brief closing statement.

Mr. Gallagher: Once again I would like to thank the Board members for your time and your consideration of me for this opportunity again I would like to say that it has always been a dream to serve my hometown as a Police Officer I believe I would do it with honor and pride and combined with my experience from the Hampden County Sheriff's Department I believe I would make a very effective officer and again that you for your time.

Mr. Rooney: Thank You.

7:00 p.m. Jeremy James

Mr. Rooney: The process we will follow is you will have a brief opening statement followed by questions from the Board, the Chief has some housekeeping things and you will have the last word.

Mr. James: I do have a resume that I can give you. I have been a lifelong resident here in Ludlow, I have gone to all the Ludlow Schools played sports went to Westfield State College after that I spent the last seventeen years working at Dick's Sporting Goods in Springfield Mass. I have been married and we live here in Ludlow and I have a three year old daughter and another one on the way.

Mr. Silva: Why do you want to work with the Ludlow Police Department?

Mr. James: Like I said I have lived here my entire life I have always respected the Police here in Ludlow they have always done a great job keeping the community safe. I would love to be part of that and help them out with their goals there and looking for more of a rewarding career where I can have a positive impact on people's lives.

Mr. Silva: What do you think sets you above the other candidates. I have been at my job for seventeen years which helped me develop a pretty strong character I work with the public on a daily basis and I am able to stay calm and cool and I am usually very professional in many stressful situations. I am a little more mature than some of the other candidates.

Mr. Silva: What is the most stressful time that you have had and how did you handle it.

Mr. James: One of the most stressful days was me and my wife were in Church with her family and towards the end of the Mass there was a gentlemen in front of us nodding off I think he was falling asleep and as the Mass has ended everybody was getting up but he continued to sit there and slouch over in his seat and then completely fell to his side. I was previously trained in CPR and first aide I jumped up and grabbed my wife and at this time he was turning blue in the face so we proceed to pick him up and I was feel for a pulse and there was no response so she proceed to position herself to start chest compressions I got behind his head and as I reposition his head to start rescue breaths he actually took a deep breath and came to.

Mr. DeBarge: Congratulations for making it into the room it tough to get in here in small rooms like this. How about the proudest moment of your life up to today.

Mr. James: The proudest moment is definitely being a father and raising my girl. I was very nervous when my wife gave me the pregnancy announcement, but it has been the best thing that ever happened to me and I am very excited to welcome another one into the world.

Mr. DeBarge: Should you be selected think forward to the end of your career as Police Officer here in Ludlow and as you retire or after you retire what would you want the people of Ludlow to say about you after your retirement and go on your marry way. What is that you would want all the people of Ludlow to say about you?

Mr. James: I would like them to look up to me as a role model for the community as being someone who is approachable and friendly Officer someone that real contributed to making a difference in someone's life and maybe brought some better things into the community.

Ms. Fernandes: Where do you see yourself in five years?

Mr. James: In five years I am hoping to be a Police Officer here in the Town of Ludlow and striving to do better every day learning more and more about what it takes to be a better Officer and hopefully moving up to thru the ranks.

Ms. Fernandes: What qualities does it take to be a good Officer?

Mr. James: Someone that is able to stay calm in a stressful situation, obviously someone who has honesty, integrity, trust of their peers the community.

Ms. Fernandes: How would you approach a situation where you stopped a friend of yours from a serious crime or a misdemeanor or something like a traffic stop like forgetting to put their blinker on and it is your good friend?

Mr. James: If it is a friend, I think the academy would definitely help me prepare for that kind of situation and with that being said I would approach them and ask them what was going on and depending on if it was a serious crime or not and we would have to call for back up if it was something serious we would call our superior officer if it something like just forgetting a blinker maybe I can ask them if the blinker was out, it be could something as simple as that. I would try to stay friendly and professional in any situation letting them know that I am here and I have to do my job. I am still there to do my job.

Mr. Mannix: You have a pretty lengthy career with Dick Sport Goods at the age you are now and this time in your career now that you have a second child on the way, have you given any thought in the past ten years year or even fifteen years ago as to coming on the Police department or getting involved in police work.

Mr. James: I would say ten or fifteen years ago not exactly I was still pursuing a career which I got a degree in which is graphic design. I knew I wanted something else, something a little more rewarding in my life so I do not think it was until a few years ago that I went in this direction and tried to research and pursue a career in law enforcement.

Mr. Mannix: The reason that I ask is that we all go thru this and most Police Officers come on the job and start working the midnight to eight shift and then every time you get promoted you go back to working the midnight to eight shift the older you get the more you go back to the midnight to eight shift and you begin to bang your head against the wall and you say why am I

doing this and in this day age everybody young wants the job they are very ambitious and go getters, not by being older you are not the curiosity has gotten to me a little bit. You sit down with your family it is a career you sit down and discuss with them and in this day and age it does not get any easier for anybody out there and if you are appointed this job. One is I will pat you on the back and say get as much sleep as you can and whenever you can but it is a difficult position and as you look at the future what do you want to become say in the Police Department do you have a thought do you want to become a supervisor, a detective or want to become radar officer or you just want fulfillment in the job of being a Police Officer itself.

Mr. James: Being on the outside looking in and not knowing everything that goes on in the department. Detective work has always peaked my interest and being able to investigate and do sorts of things of that nature I have no problems working the long hours, late nights, weekends I work retail we closed to days out of the year. My family knows that Thanksgiving I'm pretty much going to work.

Mr. Mannix: We don't have holidays on the Police Department.

Mr. James: We have two and that is very short lived, the hours it really does not bother me.

Mr. Rooney: In anticipation of any of the candidates coming in front of us we get a rather lengthy packet in terms of everything you have done in your life for the most part, certainly I think it is a fair characterization that over the years or in prior years you had a few run ins with the Ludlow Police Department what have you learned from that and how might you be different today than that person that is in this pile of papers.

Mr. James: I have become more mature, more respectful I think my interactions with the Officers have absolutely, positively impacted me and educated me in the right direction absolutely learning by your mistakes is a great way to learn, it is something that I can pass on to others and hopefully steer other people in the same direction as well.

Mr. Rooney: Just to follow up on something from Mr. Mannix is talking about obviously this is a significant career switch for you. Other than doing some research have you done anything proactively to look at what opportunities might be there to being that transition prior to perhaps just coming on the force.

Mr. James: I know I could attend the police academy on my own that would be one option, I have not really pursued any of that, I am doing my research in talking with some of the peers that are state troopers or police officers but just developing my own strong work ethic and character is what I have been doing to prepare for a job in this field.

Mr. Rooney: What is the one weakness that you have something that you would need to work on to be an effective Police Officer?

Mr. James: I would say public speaking has always been a weakness of mine but I have been working on that over the past two years to try to be more comfortable talking in more of an open ended area is a little more stressful, so I think I can always use work in that area.

Mr. Rooney: You are doing fine tonight.

Mr. James: I appreciate it.

Chief Madera: Housekeeping items. If you are appointed tonight one is you will be required to complete and pass a medical evaluation? You will be required complete a physical aptitude test to continue in the process and you will be required to submit and pass a house physiological exam. Once getting through that process you will be required to attend a twenty two week Police academy as a student officer meeting and completing all physical and academic requirements to graduate upon graduation from the police academy and being sworn in as fulltime Officer you are subject to the conditions of a twelve months of probationary period of service and upon completion of the academy you are required to complete and pass a ten week field training program. There is a lot that has to happen in that whole process and also in the event an academy seat is not immediately available are able to attend the next available academy.

Mr. Rooney: As I promised you will have the last word.

Mr. James: First I would like to thank everyone for today it would an honor given the chance to give something back in the town that I grew up in and am now raising my family in. I feel the Ludlow Police Department does a great job at keeping the community safe and I would love to be an asset to the department in helping them achieve their goals. Being a father I also enjoy being a role model for the children of the community who are our future here in Ludlow, I would like to know as a friend and a professional that is approachable to our town and I am ready to take on the role that an officer plays on a daily basis and hope you entrust in me to do so as well.

Mr. Rooney: Thank you.

7:15 p.m. Nathan Goodrow

Mr. Rooney: The format that we follow here is you get a chance to make an opening statement and then there will questions from the Board and Chief will have some housekeeping things and then you will get the last word.

Mr. Goodrow: I would like to thank everyone for giving me the time and opportunity to interview for this position it is a great honor of mine I have a strong passion for the position. I am twenty seven years old and living in Ludlow all twenty seven years. I went to Ludlow High School graduated in 2008, I went to Holyoke Community College to study criminal justice and then I went to the University of New Haven to get my bachelor's degree. Following that I have been working at the Ludlow jail for almost three years and at this time I am trying my best to become a Police Officer for the Ludlow Police Department.

Mr. Rooney: We have a package for everybody that comes in here and it is a pretty through package for everything about your life. Let me begin with the white elephant in the room you have Steelers tattoo on your right arm.

Mr. Goodrow: I am a huge family man my whole family is a Pittsburgh fan so I guess when they were growing up in the seventies they said there was a white team and a black team on the screen and they followed the black team and that happened to be the Steelers and I love my family and I support them in anything that they do, so I follow the Steelers.

Mr. Rooney: I cannot speak for my colleagues but I will not hold that against you.

Mr. Goodrow: I appreciate that.

Mr. Rooney: There is some discussion in here about an incident in term of leaving the scene. Can you tell us a little about that without getting into all the details but more importantly what have you learned from that as you move forward looking for a job in the Police Department?

Mr. Goodrow: I was on my way home and a driver came into almost Cherry Street I was on my way home and a driver swerved into my lane and I tried to swerve into the lane to dodge the car and I do not know if the driver was drunk or fell asleep and then he regained consciousness and swerved back into the original lane and ended up hitting my rear bumper, I stopped and got out of the car what I thought was he just nicked the light and I have never been in an accident and prior to that I just panicked and I drove home and took a look at it and kind of panicked wear I did not know what I should do. Now looking back on it I should have called the Police that was the right thing to do but it was all just a moment of lapse and I was not sure what to do at the time.

Mr. Rooney: You have worked for three years in the Sheriff's Department. How do you see that job relating with the job that you are applying for?

Mr. Goodrow: I think I deal with a wide variety of inmates who some could be descent and some could be more troubling and I think that my communication with the different types of intimates could help me when I am a Police Officer, I think communication is key it is one of the essential traits that you should have as a Police Officer and it also allows me to kind of address certain situations and try to calm them down and not make a situation be more hectic than it should be and just try to make things as smooth as possible without anything getting out of hand.

Mr. Mannix: What do you presently do for the Palmer Police Department?

Mr. Goodrow: For Palmer nothing.

Mr. Mannix: I'm talking about the wrong one. You went to New Haven.

Mr. Goodrow: The New Haven University.

Mr. Mannix: What did you major in?

Mr. Goodrow: Criminal justice, but there was a subsection of investigative services more investigation but all in all it was criminal justice.

Mr. Mannix: If you were not to get a job presently now and you were told that maybe you need to take another exam in a year or two down the road or three years down the road is there a career or field that you would still peruse in or would you try a different career than where you are now.

Mr. Goodrow: I would absolutely take as many test as possible to become a Police Officer for Ludlow Police Department I am extremely passionate about working here. I do enjoy working at the Jail but I think it would be conflicting of me to remain there to try and further my knowledge in the law enforcement field.

Mr. Silva: Why do you want to work for Ludlow?

Mr. Goodrow: I have been living in Ludlow for twenty seven years I love everything about this town I think the people that live in this town are extremely nice it is diverse in a sense where there is Polish people and Portuguese people and to me particular I am half Portuguese and I embrace that aspect and I just like the culture and I feel that I have great traits for a Police Officer that a Police Officer should have. It would be my honor and I would like to show a lot of pride to my family if I were to get this job as a police officer. I want my family to be happy when they tell people that I am a Police Officer for this town.

Mr. Silva: What do you think sets you above the rest of the candidates?

Mr. Goodrow: I think that working at the jail which is law enforcement in itself I think that is a good thing that helps me further myself with the other candidates and like I said I have been working there for three years and I have not missed one day and I take pride in coming into work every day like I said earlier I am not complacent I try to strive to as best I can everyday as I can while being there I have won two awards employee of the month two times and I have been told I am going to win another award next month for professional excellence. Not only that I feel like I show a tremendous amounts of integrity my communication skills are above and beyond and I think I have and extreme attention to detail which are all great qualities which can help a Police Officer.

Mr. Silva: Can you just tell us your most stressful time that you have had and how did you handle that.

Mr. Goodrow: My most stressful time would be at the jail at the time I was working in the orientation unit which is the unit that people who just book in go with you and in that unit there is a lot of people that will be detoxing and coming off the streets and it was during the breakfast and one of the intimates that was there just completely collapsed and hit ground and went unconscious we later found out that we was over dosing he had inserted some drugs inside of him and at the time I remembered my training and tried to be as less stressed as possible and kept calm and I locked all the intimates in I called for a response a medical emergency response and I tried to support the head of the intimate so that no further damage to head could be done and checked the pulse and waited for the medical team to arrive and while they were arriving you try to help out in terms of CPR just so people do not get to tired.

Ms. Fernandes: Where do you see yourself in five years?

Mr. Goodrow: In five years I would like to see myself still working for the department and hopefully if I am with the Ludlow Police department I would like to try to advance within the department I am not complacent and I do not just do the same thing for the next twenty years of my life. I want to try and advance myself in the department and become a detective and do as much as I can to try to help out the department and not only the department but the community as well with working at the jail I see a lot of people that are detoxing and it is unfortunate but the opioid crisis that we have at the moment which if I was part of the Police Department I would like to visit Baird Middle School and the High School and give them a little representation of the opioid crisis and how serious it is getting and kind of just warn them about the crisis that we are in the problems that drugs lead to and try to steer them in the right direction.

Ms. Fernandes: What do you think qualifies you to make a good officer?

Mr. Goodrow: The first thing is integrity and morals is what they drilled into me and ever sense then I kind of been following suit like I said you can be one type of person you can show integrity to a group of people but is who you are behind closed doors, who you are one on one with the person. Not only that communication, I think communication is extremely key as a Police Officer you are dealing with the community everyday I think you have to represent yourself in a good way and be easy to talk to with the community so that they are more likely to approach you. At this time Police Officers may be getting a bad rap and I think with the right attitude and the right personality you could be showing the community that Police Officers are good people and they are there to help you along with that I my attention to detail is huge for a Police Officer certainly in crime scenes but also I made this example during my first interview let's say you are at a traffic stop and you are paying attention to the citizen that you have stopped, but you also have to pay attention to oncoming cars you have to pay attention the citizen that you have stopped but you also have to pay attention to the oncoming cars you have to pay attention the citizen whether they have a weapon they is more multiple aspects that you have to be aware you cannot be lacks a daisy in terms of what you are doing. Attention to detail is extremely huge.

Ms. Fernandes: If you found someday committing a crime or maybe a misdemeanor maybe a traffic accident and you realize that it is a good friend of yours how would you approach that situation.

Mr. Goodrow: I realize that it could be a good friend of mine but what we are they doing is against the law friendship only goes a certain way the I think the law is the law and I do not think that anyone would have reason to break the law whether they are my friend or not so in that scenario I would pretty much just take the steps as if I really did not know him, no one should be treated specially whether no matter who they are.

Ms. Fernandes: Having lived in this town for twenty seven years having now experience at the Ludlow jail where do you think the Ludlow Police could use some improvements?

Mr. Goodrow: I actually think the Ludlow Police is doing a great job. I would like to see more involvement maybe in the community with the younger generation with the opioid crisis really just showing them how dangerous it is getting. When I was first in High School it was just starting off and now it is really upsetting to see how many people daily at that jail and maybe eighty five percent are detoxing as soon as they come in it is really staggering and I would try to do as much as I can and try to talk with the younger generation and show them in the right direction and try to let them know that you are trying to impress your friends and try to be cool it's only going to end worst for you, being cool you need to avoid doing those things and kind of steering yourself in the right direction and try to improve your life as much as you can.

Mr. DeBarge: Congratulations for making it into the room it's tough to get in here in a small town. I have two questions for you. How about you telling me what is the proudest moment of your life until today?

Mr. Goodrow: The proudest moment of my life is graduating with a bachelor's in criminal justice, for me it was a huge accomplishment but not only for myself but for my family, I wanted to show them that I could do that. When I was first in high school I made the honor roll a couple of times I was like a B, C student but as I went to Holyoke Community College I tried taking things more seriously and then I eventually got into the University of New Haven and while I



was there I tried as hard as I could and I ended up with a GPA of 3.7 which is something that was out of the ordinary for me and I just wanted to prove to my family that I was that smart and that I just wanted to make them as proud as possible.

Mr. DeBarge: Should you get selected here I want you to pull out your crystal ball and look to the end of your career and as you retire what is it you would like the people of Ludlow to say about you after you do retire and move out and leave Ludlow, what would make you happy.

Mr. Goodrow: What would make me happy is just to touch as many lives of the people of Ludlow as possible, whether it is something as simple as paying for someone's coffee or saving someone's life.

Mr. DeBarge: But after you retire and let's say you retire and went to Florida what would you like the people of Ludlow to say about you when you are retired and gone.

Mr. Goodrow: I would like them to say how diligent and hardworking I was, how nice of a police officer I was I would just like them say that I did the best that I could and that I improved year by year and it really did not settle.

Chief Madera: Housekeeping items. If you are appointed tonight one is you will be required to complete and pass a medical evaluation? You will be required complete a physical aptitude test to continue in the process and you will be required to submit and pass a house physiological exam. Once getting through that process you will be required to attend a twenty two week police academy as a student officer meeting and completing all physical and academic requirements to graduate upon graduation from the police academy and being sworn in as fulltime Officer you are subject to the conditions of a twelve months of probationary period of service and upon completion of the academy you are required to complete and pass a ten week field training program. There is a lot that has to happen in that whole process and also in the event an academy seat is not immediately available are able to attend the next available academy.

Mr. Goodrow: I would just like to thank everyone for taking the time to meet with me it has been a great opportunity just getting to this point has made me extremely happy and I would like to just say that if you do choose me you will not regret it I will try as hard as I can to be the best Police Officer I can be and show some pride for this town and this community.

7:30 p.m. Kevin Quiterio

Mr. Rooney: I think you have been through this process before so you will get a brief opening stamen followed by questions from the Board and then you get to have the last word.

Mr. Quiterio: I lived in Ludlow my whole life. I went to Ludlow High School and graduated in 2008 from there I went to Holyoke Community College where I graduated with my associates degree in criminal justice and I also obtained my certificate in law enforcement after that I went to Westfield State University where I graduated with my Bachelor's degree in criminal justice. I previously worked five years as a Special Police Officer at Ludlow Police Department we got to work with the full timers and regular patrols get sent to calls and work all the community events. I currently work at Westfield State University as a Police Officer on campus I have worked there since September and what we do there we are fully armed and have all the powers as anywhere else our town would be the campus.

Mr. DeBarge: Welcome and congratulations for making it back I can see that you have made some strides since the last time congratulations for getting onto Westfield State. I have two questions for you. Your proudest moment from birth to today, can you tell us what it is and explain it please.

Mr. Quiterio: My proudest moment would finally be getting accepted to a full time spot as a Police Officer I know that probably sounds cliché, but it took a while I tried here this is my third time being here working with the department of the five years and having those other opportunities it really got my hopes up and actually getting in somewhere that is my goal and I have achieved it.

Mr. DeBarge: Now, I am going to ask you to look into your crystal ball and since you have been working so hard to get onto a Police Department now I am going to have you retire and we are going to put you on to Ludlow Police Department and should you get selected we are going to have you retire for this question and after you retire and move away or at least stay here what would you want the people of Ludlow to say about you after you retire what is your goal as a Police Officer so that when you do retire the citizens you protect or that you serve here what would like them to say about you after are no longer patrolling the streets of Ludlow.

Mr. Quiterio: I would want them to have a good picture of me in mind and keep that. I want to be known as a role model that is something I look towards I have people who I have role models in the field and I strive to be like them and strive to be as good as them. When I retire I want them to remember me being there and helping them, not being a stereo typical and in a bad mood all the time which I do not feel like I am really ever in a bad mood and knowledgeable having to put a good image in their mind of me.

Ms. Fernandes: Where do you see yourself in five years?

Mr. Quiterio: Five years I would like to be still here in Ludlow at the Police Department. I always thought being a patrolman would be fine but I got into learning about how the detectives work and what they do and I was always questioning if I had an ability to pursue that and go further as a Sargent maybe and I really do not know if I wanted to do that and having working in Westfield and knowing that I am capable of doing my job that is something that I would look forward to know is bettering myself and trying for a Sargent spot.

Ms. Fernandes: You said you worked as a Special Police Officer for five years and you are a Ludlow resident you have had exposure to our Police. Do you think that Ludlow Police needs any improvement and if yes what improvements would you make to the Ludlow Police?

Mr. Quiterio: In my five years here I obviously got to work with everybody and I got to see how it is run and how everybody works and I actually feel like it's one of the better departments that I have seen and a lot of people work very well together not the bad cop where I am working now, but there is some riffs in the department, but I really did not see any there and maybe I was not there long enough and I do not know if there would be many changes because they work well with the community having the Specials out there doing all the events I feel like that is huge. Just having the presence out there and even the full-timers coming to help when they need to or even going out to the calls and showing up and having that good image out there for the department. So I don't think I could think of any actual changes for the department.

Ms. Fernandes: What qualities do you think makes a good Officer?

Ms. Quiterio: I feel honest level headed and having good integrity is huge and I know I mentioned this with the past interview that confidence was a big one for me that's what I feel like I really gained a lot of confidence in working with Westfield State knowing that I am able to handle the job. I was supposed to be in the police academy now and they held back from that because they know that I am working on a waiver for them and they felt confident enough in my abilities to hold me back and have me working in the mean time they are fully staffed and can add people in.

Ms. Fernandes: With some of the past news about the negativity interrupted towards Police Officers how do you see Ludlow if you were to be hired, improving some of that negativity that the public may have towards Police Officers.

Mr. Quiterio: I feel my time here and even at Westfield I have put a positive image on the department I like what I do and interacting with the community and being out there. Having that positive mind set and having people see that you are positive and enjoy your job. I feel like that is a huge thing for the public to see.

Mr. Rooney: In looking at your package one of the things that impressed me quite a bit is the references that you have in here and it's not even so much what they said, we are all going to get references that say great things but it is who they are from and honestly it is from people that I have a lot of respect for. Let me switch the tables a little let me say something that is not

included in these references that you think you need to work on and one of your weaknesses that you need to improve on should you become a Ludlow Police Officer.

Mr. Quiterio: One of my weakness is obviously public speaking has always been an issue. But working and getting out there and doing it, it comes easier and I feel one I have more knowledge and go thru the academy there is still stuff I really do not know, but I always ask questions. I am always asking my lieutenants or someone for help I am not scared to do that. I build off the things that if I do something wrong I learn from it.

Mr. Rooney: One of the other things I noticed in the package is a series of speeding tickets, how are you different now than the person that is in there from a number of years ago over those speeding tickets what have you learned?

Mr. Quitierio: I have learned that is something that I looked at now and I have changed my entire life pretty much for that reason, I don't go out and party I don't want to put that rep just for one issue or one night or one speeding ticket that could stop your career and it has been while since the last time. Hopefully it is going to be a long time before the next one.

Mr. Mannix: From the last time you were here you spent a couple years working as a Special Police Department and you learned to see the inside of the Police Department and you have sat here and made a comment of a couple things you would like to do for the future. A lot of new candidates come in and they want to be promoted and they want to do this that and the other thing. Your time working there you have come to see the number of those availabilities are very limited and very small and to be selected for one of those things that is your first goal or second goal may be there is very difficult you just have to be in the right place at the right time and if it is an exam type of position you ask the right questions. But as looking at those positions in that department over at Westfield State and seeing the same thing there how do you feel you are going to change your work ethics your work attitude or change your goal if you see a position where there is only three detectives and there is three guys there and they are pretty young and they just got appointed there how do you see yourself trying to change and adapt to the Police Department itself in a different job for the Police Department finger print dog officer bicycling or whatever it might be.

Mr. Quitierio: Being there getting a patrolman position that is my goal for right now and if those opportunities come I am going to try my hardest to get those and if I don't get those I feel like I have the positive mind set not to let it drag me down or feel dishearten or have ill will on whoever, gets it or the department at all and I am willing to change those goals like you were saying. A canine opening or detective or sergeant and as long as there is room for growth that is what I am looking for.

Mr. Mannix: But you understand what I am saying because once you got inside those four walls everything is not as easy. Your position with Westfield has that been long now.

Mr. Quiterio: Since September.

Mr. Mannix: And you have not gone to the academy yet.

Mr. Quiterio: Not yet.

Mr. Mannix: So if you were not to get the job there is slots sitting at the academy waiting for you.

Mr. Quiterio: There is.

Mr. Mannix: Your look at that job now presently if you were not to get this job is that something that you could be comfortable with and still fulfill your goal and advance forward in that setting.

Mr. Quiterio: Since starting work there I learned to enjoy it a lot more than I thought, the do a lot more work than I ever thought a campus Police Officer we are out there arresting people going on calls doing motor vehicle stuff so being there wouldn't so not getting this wouldn't upset me to much they do have some opportunities to move up to lieutenant spots and a captain spot and they are thinking about a sergeant spots so there is room for growth there.

Mr. Silva: Why Ludlow, why do you want to work in Ludlow?

Mr. Quiterio: Just being here living here seeing how the departments are working after working five years as a special. Helping my community is huge even when I came here to sign the paperwork to say that I am interested in this position there is some people here that remembered me from last time and that was huge for me, that I put a positive impact on someone or even an imagine that they remembered who I was so being in my community is a big reason.

Mr. Silva: What do you think sets you above the rest of the candidates.

Mr. Quiterio: I do not know all the candidates background but I feel like my education and my experience is a huge advantage and not only being an Officer now at Westfield State but my five years at Ludlow Police Department I got to build relationship with everybody in there from specials to the dispatchers even to the full time Police Officers and I feel like having that already is a big step forward if compared to the other people.

Mr. Silva: You're most stressful time and how did you handle it.

Mr. Quiterio: One of my most stressful time would probably be a call here it was a couple years ago when CPR would need to be administered I always thought there is always that fighter flight scenario and I always thought I would be nervous to do that and that I did not have a lot of experience but I stepped up and it just happened and I did it and thank God I didn't actually need to perform the CPR the person came to but I was there and I went right in and I was ready to do it.

Chief Madera: Housekeeping items. If you are appointed tonight one is you will be required to complete and pass a medical evaluation? You will be required to successfully complete a State administered physical aptitude test to continue in the process and you will be required to submit to and pass a town selected physiological exam. And you will be required to attend a Twenty Two week academy student officer meeting and completing all physical and academic requirements to graduate upon graduation from the police academy and being sworn in as fulltime Officer you are subject to the conditions of a twelve months of probationary period of service and upon completion of the academy you are required to complete and pass a ten week field training program. There is a lot that has to happen in that whole process and also in the event an academy seat is not immediately available are able to attend the next available academy.

Mr. Rooney: I did offer you the last words, so is yours.

Mr. Quiterio: I want to thank everybody for the opportunity for the third time. I feel like I learned a lot since the last couple of times and I have improved on myself from that last couple of times I know having had that experience and not having the experience I have now was probably an issue prior but I feel that I have made the right changes and have been taking the right steps to fulfill those needs and I hope it was enough.

Mr. Rooney: The process that we follow here is you have an opportunity to give an opening statement followed by questions from the Board and the Chief will have some housekeeping items and then you get the last word.

7:15 p.m. Jhon Wielblad

Mr. Wielblad: I was born and raised in Ludlow and I can speak polish, I graduated from American International College with honors with my bachelors in Criminal justice from AIC. I have received award for outstanding participation and that was due to my involvement with the Ludlow Police Department during my internship. I have been with the Ludlow Police Department for four years now. I started off in records doing paperwork and fire arms licensing and I became a dispatcher to get a better understanding of the department and what it takes to be a Police Officer. I then put myself thru the part time police academy and not long after became a Special Police Officer. When I was becoming a Special Police Officer I was hired at the Hampden County Sheriff's Department as a corrections officer and have been there for about three years, while I was in the academy I received the physical fitness award. When I started working at the Sheriff's Department became part of the law enforcement torch run which helps

with the local Special Olympics athletes we do many events to raise money for the event like tip a cop, a couple of 5k's, cop on top a whole bunch which I have been a part of to organize. I have done all of this to better myself in reaching my ultimate goal in becoming a fulltime Ludlow Police Officer.

Mr. Mannix: I meet you when you first came as an intern, I couldn't save your name then and probably couldn't now either. Your life goal in the Police Department if you get appointed what is your goal there.

Mr. Wielblad: I want to get a better understanding of what it takes to be a good Police Officer and once I get the experience and knowledge and I would like to be a part of the Special Response Team and continue my involvement with the community. I volunteer for events just recently worked the Sgt. Desforges challenge was at the local Hubbard Memorial Library, I would like to keep my involvement with the law enforcement torch run and continue that and eventually I would like to get my masters in criminal justice.

Mr. Mannix: Are you presently working at it now, your masters.

Mr. Wielblad: No I am not.

Mr. Silva: Why do you want to work in the Ludlow Police Department?

Mr. Wielblad: I was born and raised here and I speak polish when I grew up here to understand the different types of cultures here, I grew up in the community I participated in the local events Celebrate Ludlow, Festa as an individual or a special Police Officer. I am very familiar with town from the main roads to side roads to the local hiking trails and I have been with the department for four years and I have a really good understanding of the chain of command and how the Police Department works. I really want to become part of the Police Department to make a positive impact on the community and the department.

Mr. Silva: What do you think sets you above the rest of the candidates?

Mr. Wielblad: All my experience with the Police Department records dispatch as a Special Police Officer my experience and the knowledge I have gained through corrections talking to individuals that society deems are very difficult to handle and I have dealt with them on many different scenarios my ability to speak polish my bachelor's degree and my willingness to continue my education and wanting to make a positive impact on this community.

Mr. Silva: What is your most stressful time you had and how did you handle that?

Mr. Wielblad: When I first started working at the jail I had a suicide attempt in my pod it was about two months into my career I had walked into the pod to the medication pass and an inmate alerted me saying that the inmate in the cell next to him was not doing to good, so I had a gut feeling that something was wrong so I went to investigate and he was hanging of the top bunk with a ligature around his neck so the first thing that I did was to call for a response to my pod and bring the rescue hook to cut off the ligature and then open the door and locked it out so it would not close on me so I picked up the inmate and it was lose enough I go it off and placed it on the ground and he started to have seizure so I placed something under his head to prevent further injury and medical came in and special opts and took over the situation and I was told that if it were to much longer he would have not made it, but thankfully they ending up saving him.

Mr. DeBarge: Welcome to the room and congratulations for making it in the room. I have two questions for you. How about your proudest moment of your life up to today, could you tell us what it is and explain it please?

Mr. Wielblad: Graduating from AIC would definitely be my proudest moment of my life. Both my parents are from Europe and Poland and they never had the chance to attend college so being able to go to college to peruse my dreams was a very big moment for me and being involved with Ludlow police Department while I was in college was huge and walking across that stage was a very special moment for myself and my family.

Mr. DeBarge: Congratulations for that. Should you be selected for this position at Ludlow Police Department and you stay here for your career and you retire from here, upon your retirement what is it that you would like the people of Ludlow to say about you as a Police Officer once you retire. What would you like them to say about you?

Mr. Wielblad: I would like them to say that I got in my cruiser and interacted with everyone out there and would like them to remember my good sense of ethics, my professionalism, consistency, that I was a team player because in dispatch being or correction being a team player is huge and makes everyone's job a lot easier. I would like to be remembered by my work ethic and my involvement with the community.

Ms. Fernandes: If you have had experience as dispatcher, correctional center as a Special Police Officer from all of that experience and your criminal justice education what do you think best that you are able to take from that experience to apply to the job as a Ludlow Police Officer.

Mr. Wielblad: On the job experience, my job in corrections and just getting out there dealing with the suicide attempt and breaking up fights deescalating inmates that want to smash a tv or just talking to an inmate that had a bad phone call, interacting with them is huge because police work is ninety percent of it is talking to people responding to calls where they are in a scenario that is not the best for them, getting to know people and talking.

Ms. Fernandes: What improvement would you recommend for the Ludlow Police Department to become even better if you think it is a good place?

Mr. Wielblad: Continue on the path that we are on and stay involved with the community, ties with the community are huge especially now a days with how policing is going so being in touch with the community, marching the parade we got a standing ovation those keys are very crucial to have a positive impact. My only recommendation is that you could always get involved with the department as a whole it's a community and continuing making a positive impact and staying professional.

Ms. Fernandes: Where do you see yourself in five years?

Mr. Wielblad: I see myself with the Ludlow Police department with a better understanding of what it takes to be a good Police Officer, I think I mentioned it earlier I want to be a part of Special Response Team and continue my involvement in the community and pursue my master's degree that is something that is something that I have been wanting to do for a while.

Ms. Fernandes: Explain to me what Special Response Team is?

Mr. Wielblad: Special Response Team is specialized training.

Mr. Rooney: In the packets we have in front of us is an awful lot of information, one of the things from your past is a number of speeding tickets, how are you today not the person that is reflected in those speeding tickets.

Mr. Wielblad: I was young and it wasn't the brightest move on my part but I have learned from that I drive very carefully now, that is something in the past that I am not proud of but not something that I am going back to.

Mr. Rooney: Certainly in here is a number of references on your behalf, let's turn the tables a little bit and what would be a trait that you don't do as well. Something that you need to work on to be a good Ludlow Police Officer.

Mr. Wielblad: In correction for a few months I would take things personally I would and I was wondering why the inmates were reacting a certain way if I had something to do with the way they reacted but as I got experience in knowledge thru the field I realized it wasn't me it is just a part of the job in law enforcement. Someone is usually going to question you and the best thing to do is stay professional consistent and fair.

Mr. Rooney: You have had quite a bit of experience with the Ludlow Police Department, give me one word that you think characterizes your experience with the Police. In other words the

Ludlow Police Officers that you have had dealings with what is one characteristics that comes thru.

Mr. Wielblad: For the department?

Mr. Rooney: Yes.

Mr. Wielblad: A good sense of ethics, the department as a whole has a good sense of ethics in doing the right thing when hundreds of people are watching or no one is watching there is always someone in the department that is there to do the right thing. Like Jameson's journey is a great example of how the department functions when they respond to a scenario like that there is countless occasions for where it has happened.

Chief Madera: Housekeeping items. If you are appointed tonight one is you will be required to complete and pass a medical evaluation? You will be required to successfully complete a State administered physical aptitude test to continue in the process and you will be required to submit to and pass a town selected physiological exam. And you will be required to attend a twenty week academy student officer meeting and completing all physical and academic requirements to graduate upon graduation from the police academy and being sworn in as fulltime Officer you are subject to the conditions of a twelve months of probationary period of service and upon completion of the academy you are required to complete and pass a ten week field training program. There is a lot that has to happen in that whole process and also in the event an academy seat is not immediately available are able to attend the next available academy.

Mr. Rooney: I mentioned in the beginning that you have the last word so now is the time.

Mr. Wielblad: I just want to bring up all my experience with the Police Department I started off as an intern and worked in the records department became a dispatcher and put myself thru the part time police academy and became a Special Police Officer all of my involvement with the community thru the law enforcement torch run or as a Special Police Officer, my knowledge and experience that I have gained as a correction officer my formality with the town and my ability to speak polish.

Mr. Rooney: Ok great thank you. I am assuming you folks want to get into discussions deliberations comments from the Chief and ultimately motions. So, Chief why don't we hear from you in terms of your thoughts on the group and perhaps ranking individuals in terms of what you are looking for and how many positions.

Chief Madera: I think you all did received the oral review boards comments and their ranking of the individuals that came before you I think you had a good group of candidates I do have to say one thing I have to commend all of you for your endurance for going right thru, I personally appreciate that you taking the time to do that. All this hard work in putting this together we have a separate team that does all of the interviews and a separate team that goes out and does the background and neither of them meet to make this the most subjective process and that information is then provided to me during that process I participate in monitoring the interviews and I take all of that information and then sit down and look at the backgrounds the scoring that has been given to them and their placement and then I sit down and put my own notes together and I create categories and I put information to be as subjective as I can. Looking at the structure of these candidates there are those that are very strong and those who definitely need some improvement there is no doubt about that. I can tell you at looking at what I see here I try to be as objective looking at education, employment, experience and background community involvement right down to the references themselves reading them individually and looking at any type of activity that has occurred internally within the department or outside in the communities the backgrounds they did an excellent job and a lot of them came back without to many bumps in a row that I could see as you allude to in the interviews there was some issues and I think some of them were answered without any hesitation. We all have to select what is best for the department I think my recommendation is that the Board follow the recommendations of the oral review board panel and how they are presented to you still objectively I look at this and I have my views of where the individuals should be sitting as the Board considers. And I will present that to you, I think that the work that oral review board did is excellent we could not do this without them and I have to look at my experience over the years in the individuals that I have looked at and how I put them together on this list. I have to tell you

that I am extremely impressed by Officer Quiterio and his accomplishments I have been here for all of his interviews and have watched him grow and become the person he is over the years just to let the Board know Officer Quiterio he would have continued being a Special Police Officer but we have a policy of not allowing two badges in our department he resigned from that position but only for that fact. His service to the community he wanted to continue but unfortunately that is something our policy does not allow and that is the only reason he is still not a Special Police Officer. Mr. Wielblad I have observed him from the beginning as an intern and I can remember getting a call asking us to take him as an intern and unfortunately we did not have any openings at the time as they advised us that he would do anything so he voluntarily accepted an internship in the records department and that is not an easy job and he parlayed that into the experience that he presented and that you see he has accomplished the few years that he has been with us. He took all that experience and turned it into community experience, Police Department he got involved in other agencies that ultimately lead to his career as a Correctional Officer. You have Mr. Goodrow you have Mr. Gallagher all good candidates and good skills both Correctional Officers there is one who currently still there and Mr. Gallagher who has moved on to a different career path you have Mr. Crowther who is significantly made some accomplishments from the last time that he was here in developing the skills set and you have Mr. James how has changed the focus in his career that has brought him here before this Board. I can tell you the way I put these individuals together I would like to see the Board look at Mr. Quiterio, Mr. Wielblad and I see Mr. Goodrow, Mr. Gallagher in really close proximity to each other and Crowther and James that is my response at this particular point. I would also like to advise the Board that there are three openings and I am also going to request the Board consider an alternate appointment we found ourselves in a situation the last time one of our candidates was not able to complete one of the process that I indicated before and that caused a delay in getting another person into the academy. So I would be looking for the Board to appoint three Police Officers tonight and I alternate in the event that any of those three candidates would be able to complete the process we could slide the next person into the process without having to wait too long and that is our biggest issue right now with that.

Mr. DeBarge: I think my list if I can just tell you I think it echoes the Chiefs I wrote down Mr. Quiterio as one, Mr. Wielblad as two, Mr. Gallagher as three and Mr. Goodrow as the alternate number four and Mr. Crowther as five and Mr. James as six. That was my personal list and I think that echoed the Chief. I just wanted to throw that out there.

Mr. Silva: That is exactly what I have.

Mr. Mannix: I will say Mr. Quiterio from when he has been here before being here now has improved greatly. If I was to evaluate people just on the time before this Board and nothing else there is no way I couldn't put Mr. Crowther as number one, his answer, his demeanor his truthfulness and everything else I was stunned by it. This something I haven't seen in my lifetime I really felt and understood everything he was stating and as I said to him you just keep a tape of it, get a tape of it and play it back. I really am amazed from where he was to where he is today I see a few deficiencies in it because he changed jobs and directions and I probably like to know more about how he is doing and where he is at now when getting better answers from them. Mr. Wielblad there is no question in my mind that he is more than deserving of the appointment. As we move down on the list I see Mr. Gallagher, I always sit with some fear in skipping around on the list but I always hold some fear if and when we do on answering for those things it is a little difficult and I think everyone understands that. One of the things Mr. Chairman that we did not ask or receive something from our Human Resource Director. Maybe I need to ask a few questions in that line looking at some of the recommendations now we are down to the fifth person on the list being appointed just as conversation not the appointments going that way and if we do that how is that going to appear or how is that going to work out before Civil service to me that is going down quite a ways my opinion.

Ms. Riberio: You're in a bypass situation and you have to prove to Civil Service it's a valid bypass reasons as to why you bypass that candidate first or second in case on the list in this case the first that came into sign and that candidate has a sixty day appeal right if they want to so choose to but they certainly have to be something valid reasons why we would bypass them. You have to compare apples to apples with education, experience, interview skills that kind of thing.



Chief Madera: When the Oral Review Board body puts together their recommendation together to the Board they give you all the areas where they found and they try to be as objective as possible that's why purposely the reason why we do not allow them to have access to the background checks they focus strictly on what's before them and what is presented to them and that is the information that you have to help guide you in your questions when they come before you. The things is if you were to bypass an individual on that list you have the guidance on the side of the oral review board the gave the specific reasons why they found them to be more qualified than others and again as I put my notes together I objectively gave everybody the same categories and I just write in education, employment skills, activities and everybody gets the same entry and that allows me to look at it objectively without taking anything personal interest beyond that certainly you have some people that have more experience than others you have higher levels of education so I think when civil service presents you and allows you to bring a body of people before you that allows you to take all that into consideration and as Ms. Ribeiro has indicated that the information that we would provide to civil service to validate that has been listed it's been documented and it's been there to be used in helping you make the decision.

Mr. Rooney: Mr. Mannix we have heard from the other two in terms of their ranking do you want to put them in the order it might be helpful as we try to seek some consensus.

Mr. Mannix: Mr. Wielblad as number one Mr. Quiterio as number two and after listening to the Board and everyone else Mr. Gallagher as number three. I just have a little reservation over Civil Service and over the years I have been around if I skip a person on the list once not bad and all of a sudden maybe even four times trying to come up with all those answers and explanations and certifications and everything else I swallow hard on it, no more said.

Ms. Fernandes: It's very hard for me we had good candidates. If the candidates are listening these opportunities, sometimes you're a small fish in a big pond and sometimes you're a big fish in a little pond and it depends on where you are with the other candidates and when you get good candidates it is very hard to select. This is the first time I had a really hard time numbering them first second, third and fourth I do feel that Mr. Crowther did very well and I agree with Mr. Mannix so I put him as number three but then the other candidates were also very good they all had experience because they all had education so it was very difficult for me this time ultimately I think I would defer to your department that has the experience and knows what they need I would probably defer to the list that was given to us based on the fact that I really couldn't number them this time from best to from one to six, so I would probably select them based on that.

Mr. Rooney: Just so we have it your first would be whom?

Ms. Fernandes: My first would be Mr. Wielblad I thought he did very well and a tossup between Mr. Quiterio and Mr. Goodrow and Mr. Crowther was in there to so I guess right know it would be Mr. Wielblad number one, Mr. Quiterio number two, Mr. Goodrow number three, Mr. Crowther number four and Mr. Gallagher number five and Mr. James number six.

Mr. Rooney: I certainly would echo most of the comments made by everyone here. First of all I do want to thank the department for putting this to together. You have made our job difficult in one respect by bringing good candidates in front of us, but you have provided us with an awful lot of information. To me there is no question when we look at Mr. Quiterio as some of the others have said the improvement that he has made from when he first came in front of us until tonight is astounding and I think to me he is an example for any others who do not get it tonight or are coming in front of us later that just because you do not get it there are things that you can do to maneuver your way up and he is a perfect example of that in terms of his confidence his poise some of the things that perhaps were lacking to some degree in some of the earlier interviews as far as I am concerned he nailed and going out and getting the position at Westfield State University I think is the icing on the cake, so I think he is a classic example I have to say he is similar in my mind over the years I look at somebody like Officer Churchill who when he first came in front of us then when he was ultimately selected as an officer he went out and did the things that he needed to do and I think Mr. Quiterio is an example for others that do not make it tonight or that come later. Mr. Wielblad I think is certainly right there obviously his involvement with the Ludlow Police Department is fantastic I thought his answer he obviously knows what he wants to do and where he is going and I think I was very impressed with him. The next couple get a little more difficult I think I probably would agree with Mr. DeBarge and

Mr. Silva in terms of Mr. Gallagher being the third I have to say I was very impressed with the questions and the answer he gave in terms of why he left the Hampden County Sheriff's department. I think we was very upfront very honest about that and I appreciate that he did not try to skirt it and in fact I think he said he left to soon so I think in my mind gets that third slot. And it is a tossup between Mr. Goodrow and Mr. Crowther. I see Mr. Crowther and I agree whole heartily with Mr. Mannix on how he answered the questions and in some respects that how he was the last time in terms of being able to answer questions I think he has made strides compared to when he was in front of us previously I would say he is almost there but I think looking at some of the others and what some of the others bring to the table certainly in terms of education the others in terms all have bachelor's degrees he has an associates and I hope he would continue on that path he probably needs a little more involvement with the Ludlow Police not to take anything away from the Palmer Police I think you can see were Mr. Quiterio or Mr. Wielblad have that experience with the Ludlow Police and it makes a difference. Mr. Goodrow I thought did a great job if I had to pick between Mr. Goodrow and Mr. Crowther I think it probably come down on the side of Mr. Goodrow in part because of his experience with Hampden County Sheriff's Department I know I said it in a couple of the interviews and in the nine years that I have been doing this I see that as a very good the learning ground for the people that we eventually hire and I think that if I had to come down I would probably come down on him. Mr. James I certainly give him credit for a change in his career and do not think he is there yet compared to the others. So if I had to rank them I would be putting them Mr. Quiterio, Mr. Wielblad, Mr. Gallagher, Mr. Goodrow and Mr. Crowther are neck and neck and Mr. James. I think we have a consensus on Mr. Quiterio and Mr. Wielblad whether it is one or the other in first or second I am hearing although I can be corrected I think I am hearing Mr. Quiterio number one Mr. Wielblad number two.

Mr. Mannix: I believe Ms. Fernandes, Mr. DeBarge and myself had Mr. Wielblad as number one and I believe that is who the Chief recommended as number one.

Mr. Rooney: No the Chief was Quiterio, Wielblad, so was Mr. DeBarge, Mr. Silva and myself. So I think there is a consensus for Mr. Quiterio one, Mr. Wielblad two.

Chief Madera: The way the oral review board ranked them when they presented them to you gave you their ranking that Mr. Mannix is indicating, when I put my together I take that information and I do my backgrounds, review my backgrounds I talk to my investigators, I look at the whole package what I have experienced while I was sitting there and that is how I come to my conclusion and do my rating when I put it together I think that is where.

Mr. Mannix: I look at a score and it is quite significant and it's not even close as you are using your review Board for reasons why you do things and then you turn around and do just the opposite. None of those things are being used they were used to make the initial determination, which as I look at number one extremely above and ahead of everybody else yet when we take the first person on the list for civil service we just take reverse action, that's my thinking.

Mr. Rooney: I understand that I guess what I would say is at least in my mind if there is a consensus and I do not know if that is the word but if we are at three with it being Mr. Quiterio, Mr. Wielblad I am certainly comfortable moving in that direction may be what make sense if folks are so inclined let's do a motion for the first position a motion for the second position and then maybe have a little bit more on the third position and the alternate.

Chief Madera: When I present this information and I give you my recommendations the ultimate decision on how you rank these officers or where you put them and that decision I leave to you I think I gave the group of people where I felt were at the top and I gave you a ranking and how you end up making that decision where you place them in that ranking is your decision only. I am hoping that the information that we provide you makes it a lot easier to make that decision in the situation that we see right here I am going to defer to the Boards decision on that part and how they rank the group of individuals that we presented to you. I think we are all in agreement of who is to be appointed for number one and two and I think number three and four that should be the rest of the Boards decision. I gave you a number on how I looked at it you may not agree with it completely but we are all in same in area.

Mr. Rooney: Chief, I wrote down what you said in terms as it especially relates to what we talked about in terms of the bypass looking at and it should be part of the motion and looking at a

particular candidate in light of his education, his employment experience and community involvement those are probably the categories that you identified and I think that would make sense to be included in the motion especially given as to what is out there for the possibility of bypasses.

Mr. DeBarge: Did you want to just start with number one.

Mr. Rooney: Just number one at this point.

Mr. DeBarge: I make a motion that the first candidate for hire Police Officer for the town of Ludlow be Mr. Quiterio for reasons of his bachelor's degree from Westfield State University his five years in the Ludlow Special Police force among others and other experience within the town and his employment as a Police Officer with the Westfield State College Police Department.

Mr. Silva: Second.

Mr. Rooney: Any discussion on the motion, hearing none all in favor. Motion carries five zero. Now if we can have a motion for the second position.

Mr. DeBarge: I make a motion that Mr. Jhon Wielblad be the second Officer hired as a student Officer for the Ludlow Police Department for reasons of his education, and history of the Ludlow Police Department as an employee in the records in dispatch and as a Special Police Officer and his bachelor's degree in criminal justice to include his language skills and his overall knowledge with working in Ludlow.

Mr. Silva: Second.

Mr. Rooney: Any discussion on the motion, hearing none all in favor. Motion carries five zero. Now where we are for the third were I see it and going from my notes Mr. Mannix you had it Mr. Gallagher, Ms. Fernandes you had Mr. Goodrow, Mr. Silva and Mr. DeBarge and myself had Mr. Gallagher and Chief. I could be wrong about this but I thought you said Mr. Goodrow and Mr. Gallagher together.

Chief Madera: When I gave you Mr. Goodrow and Mr. Gallagher and I looked at that with the amount of skills that were there and the only thing that separated them a little bit and I would have to say Mr. Gallagher for the number three slot and Mr. Goodrow as an alternate and that was my thought on that.

Mr. Rooney: Unless we have any discussion, but if we want to make a motion on the third it seems to be a consensus for Mr. Gallagher.

Mr. Mannix: I make a motion that we appoint Mr. Gallagher to the Ludlow Police Department.

Mr. Rooney: Mr. Mannix if we can include in that motion some of the things in terms of education, job experience.

Mr. Mannix: I withdraw my motion.

Mr. DeBarge: I make a motion that Mr. Gallagher be appointed in the third spot for hire as a student officer in the Police Department due to his work experience and education.

Mr. Silva: Second.

Mr. Rooney: Any discussion on the motion. The only thing that I want to say so the record to be very clear even though I asked Mr. Goodrow about the issue and I raised it one other time relative to the Steelers I am absolutely not serious about that especially since the Patriots beat the Steelers in the championship game but I do not want that to cloud the record in any way that has absolutely no bearing. Any further discussion on the motion, hearing none all in favor. Motion carries five zero. And Chief I think you also want a motion on an Alternate should there be a situation that occurs.

Mr. DeBarge: I make a motion that Mr. Goodrow be hired for the alternate student officer for the Ludlow Police Department and name the alternate for his work ethics or work history and education as well.

Mr. Silva: Second.

Mr. Rooney: Any discussion on the motion, hearing none all in favor. Motion carries five zero. Chief thank you.

Chief Madera: I have one other request. I had to present all the candidates with the fact that if an academy seat is not available that they would attend a subsequent academy I would also ask the Board to make a motion to allow me to pursue a waiver from civil service for the candidate that were selected for those who are qualified to be appointed as Police Officers for the town of Ludlow on a waiver status until they can attend the next subsequent academy my request is purely on the fact that we would meet the emergency requirement, I won't get into the logistics of it due to a security issue. The fact is that we require the personnel services I think the fact that the Board has appointed two out of three members that are certified as Police Officers currently through the intermittent academies they would qualify for the waiver and I think we would meet the requirement on the issue of manpower that we could appoint them on a waiver status until they can attend the next subsequent academy. I am currently still actively looking for seats we will follow the process and submit our application as to the state again nothing is guaranteed, but in that event I would like the Board to issue a motion on that and that would be mainly on the issue of economics going into the summer months and having the extra Officers use the help if the state approves it then they would go thru the FTO program and then move forward from that and work along the side of the Officers. I think two candidates have had at least three to five years each in working in the town of Ludlow so they meet all the requirements. I have reviewed the requirements and they meet that we just have to get civil service to allow that.

Mr. Rooney: So we are clear you are looking for a motion to appoint the three that we have appointed.

Chief Madera: What I am looking for is a motion to allow me to seek waivers to have them go to work immediately, it is something that is an option for us. I wouldn't seek that waiver until I have exhausted my opportunities to getting them into the police academy.

Ms. Fernandes: I move that we authorize the Chief to apply for the waiver for the qualified applicant who already have the experience for them to be hired until they attend the police academy.

Chief Madera: They would be allowed to work under the waiver for two hundred and seventy days and attend an academy within that period.

Mr. Silva: Second.

Mr. Rooney: That motion should include the alternate should the alternate end up.

Chief Madera: It would only include those who are certified so if you are not certified thru the intermittent reserve academy then you cannot qualify for that waiver, so we only have two of three appointed that are listed.

Mr. Silva: It made sense to hire the two.

Mr. Rooney: We have a motion do we have a second.

Ms. Fernandes: Yes we have a second.

Mr. Rooney: All in favor, opposed motion carries five zero.

Chief Madera: Thank you for our time.

Mr. Rooney: Thank you.

## Correspondence

106. Anna Lucey, Director of Government Affairs informing the Board that new channels will be available on Spectrum expanded Basic/NPP Select TV.

Moved by Mr. Mannix seconded by Mr. Silva to file item 106. Vote: 4-0 in favor.

107. Sgt. Shameklis, Safety Committee recommending a trial period of six months allowing for the entrance to Howard Street from Center Street be blocked off with Jersey barriers to alleviate the traffic congestion at the intersection and then Howard Street will be opened up to two way traffic.

Moved by Derek DeBarge seconded by to invite Sgt. Shameklis and the Safety Committee to discuss correspondence number #107. Vote: 4-0 in favor.

108. Katie Chappell, program Projects Manager requesting the Board consider sending a congratulatory message for Lilly Brown who will be receiving her Girl Scout Gold Award.

Moved by Mr. Mannix seconded by Mr. Silva to send a message to Ms. Lilly Brown. Vote: 4-0 in favor.

109. Ludlow Elementary Schools, PTO request to hold the 7<sup>th</sup> Annual Lions Roar 5K run/walk on Sunday, October 1, 2017.

Moved by Mr. Silva seconded by Mr. DeBarge to approve the request for the 7<sup>th</sup> Annual Lions Roar 5K run/walk Sunday, October 1, 2017. Vote: 4-0 in favor.

110. Chief Mark Babineau, Fire Department notifying the Board of a generous donation made in memory of Carl Muir Langton from Joyce B. Cockram and a \$300.00 donation from Susan Lemieux made to the Ambulance Grants and Gifts Accounts. Board to accept donation.

Moved by Mr. DeBarge seconded by Mr. Mannix to accept the donations. Vote: 4-0 in favor.

110a. Chief Mark Babineau, Fire Department notifying the Board of a \$25.00 donation made in memory of Carl Muir Langton from Lillian L. Bousquet made to the Ambulance Grants and Gifts Accounts. Boards to accept the donation.

Moved by Mr. DeBarge seconded by Mr. Mannix to accept the donation of \$25.00 made in memory Carl Muir Langton to the Ambulance Grants and Gifts account and with a letter of thanks. Vote: 4-0 in favor.

111. Chief Mark Babineau, Fire Department requesting the Board schedule Fire Department promotional interviews for the May 16<sup>th</sup> Selectmen Meeting.

Moved by Mr. Silva seconded by Mr. Mannix to schedule promotion interviews for May 16<sup>th</sup> Selectmen's Meeting. Vote: 4-0 in favor.

112. Christ the King Church request a One Day All Alcoholic Permit for the Children of Mary Coronation Ball Dinner to be held at the Church Center on May 6, 2017. Board to waive the fee.

Moved Mr. Mannix seconded by Mr. DeBarge approved the request for a One Day All Alcoholic Permit for the Children of Mary Coronation Ball Dinner to be held on May 6<sup>th</sup> with the fee waived. Vote: 4-0 in favor.

## Unfinished Business

Chairman to update the Board with the conversation he had with Mr. Jarvis, ZBA.

Mr. Rooney: I did have an opportunity to meet yesterday with Mr. Jarvis the Chair of Zoning Board of Appeals, he had been provided a copy of Attorney Hills letter to us and we talked at length about the letter and what process they attend to follow and are in the process of following namely that they have retained GZA to do a peer review on the wetlands/storm water topics that are laid out in the letter from Attorney Hill and they also are having peer review done on the traffic study. He believes his Board may be entertaining further discussion of other peer review and wanted to take some time to digest the letter from Attorney Hill in terms of the other areas for peer review that Attorney Hill spells out in his letter so I get a sense that they will be entertaining that if not moving in that direction to do additional peer review. I certainly get a sense that they have a good handle of what they are doing relative to peer review and how they intend to move forward. I certainly get a sense from that and I do think that the question that we

need to determine is whether or not to have Attorney Hill here in town at the next Zoning Board of Appeals public hearing, the question is do we want him attend the next meeting.

Ms. Fernandes: Will the peer reviews be completed by the next meeting, only because we had that discussion the last time and that we might be better use the attorney for when the peer reviews is what he can help us with and there will be other public meetings I assume, so maybe we should wait to use our legal funds more wisely until we have more information for the attorney.

Mr. Rooney: I do not know if it is the best use of the town's resources to have Mr. Hill at this meeting when the peer review process is still on going.

Board to approve and sign the Selectmen minutes of January 24, 2017.

Moved by Mr. DeBarge seconded by Mr. Silva to approve the Board of Selectmen minutes of January 24, 2017 with all members present. Vote: 4-0 in favor.

Board to approve and sign the Executive Session minutes of April 11, 2017.

Moved by Mr. DeBarge second by Mr. Silva to approve the executive Session minutes of April 11, 2017 with all members present. Vote: 4-0 in favor.

Board to discuss Frank's Diner, Non-compliance with Liquor Liability Insurance.

The license for Frank's Diner has not been renewed for 2018 because he has not complied with the liquor license liability it had expired. He came in and said it would be taken care of in a couple of days and get the inspections. As of today he has not complied and I think the Board should bring him in for a hearing because as of January 1<sup>st</sup> he has not received his liquor license. Moved by Mr. DeBarge seconded by Mr. Silva to bring Mr. Evangelista, Franks Diner brought in for a meeting on June 6<sup>th</sup> in reference to the liquor liability insurance. Vote 4-0 in favor.

New Business

Board to vote on motions for Town Meeting Articles 22, 32, 33, 34, 35, 36.

Article 22 is the amount of money that you would appropriate for the professional services for the purposes of the legal consultation at the last meeting you asked me to find out what was left in this fiscal year and there was about twenty thousand there are three line items in the legal services relative to the comprehensive services. There is enough in the legal services should we need an attorney on July 1<sup>st</sup> the budget resets and if you were to need more services you can go back and ask for more money and if you are uncertain as to where you want to go at this point. So we can postpone action on article 22. Article 32, 33, 34, 35, 36 are the standard 32 is the building infrastructure and it is being recommended that you postpone that one also because we do not have funds to put into that account, it has been postponed for the last several years and there is about seventy three thousand dollars left in that infrastructure account. Article 33 is to transfer available funds one hundred thousand dollars of free cash to the reserve fund. Moved by Mr. Mannix seconded by Mr. Silva to put free cash in the amount of one hundred thousand dollars in Article 33 for the 2018 reserve fund. Vote 5-0 in favor. Article 34 is the free cash and you already voted on that article. Article 35 to vote to use any of the free cash against the tax levy, so you will postpone this article. Article 36 you will want to postpone also this transferring money from the stabilization account to go against the tax levy these are the normal articles that are votes one before town meeting, we are ahead of the game this year.

Board to authorize the Chairman to sign ten year contract between the Town and MADOT and to the Chairman of the Board of Public Works as the contract manager.

Moved by Mr. Silva seconded by Mr. Mannix to authorize the ten year contract between the town and the MADOT and put the Chairman of the Board of Public Works as a contract manager. Vote 5-0 in favor.

Closing Comments

Mr. DeBarge: Congratulations to the new appointees.

Mr. Silva: I want to congratulate the appointees, also the non-appointees and hopefully they will strive to do a little more and get educated a little better or do some experience a little more and hopefully they will comeback in the years to come.



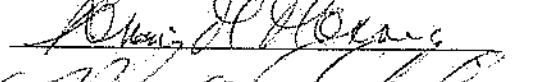

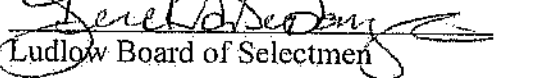
Ms. Fernandes: I agree with that. Mr. Wielblad he showed how going up thru the ranks starting from the bottom can get you somewhere and I encourage those that did not get appointed tonight to keep focused on the goals and comeback if they so wish. Also I attended the Veterans dinner and what a great event every year they do such a wonderful job so always a pleasure to attend that.

Mr. Mannix: I comeback and played two rounds of golf, Westover is in very good condition and I would encourage anybody and everybody to go out and enjoy it.

Mr. Rooney: This past Saturday night I had the opportunity along with Mr. DeBarge to attend the Boys and Girls Club auction it is a great event for a great cause. The Cares Coalition puts on various forums throughout the year this coming Monday, May 15<sup>th</sup> at Ludlow High School we will be something a little bit different Kate Forest will have self-care, stress release for busy people and build social, emotional and physical health increase focus self-awareness and self-regulation ease anxiety and learn to deal with difficult situations and promoted kinder relations within families, schools or organizations communities in our world. Whether teachers, students, parents, guardians, us, coaches' athletes, counselors etc. we are asking people to go to the Cares event on Monday, May 15<sup>th</sup> at the High School from six thirty to eight o'clock.

Moved by Mr. Mannix seconded by Ms. Fernandes to adjourn at 9:10 p.m.

Vote: 5-0 in favor.

  
Chairman  
  
  
  
  
Ludlow Board of Selectmen

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

