

Meeting of the Board of Selectmen held on May 16, 2017 beginning at 5:30 pm in the Selectmen's Conference Room, Town Hall.

Members present: William Rooney, Chairman; Manuel Silva; Carmina Fernandes, Derek DeBarge; Brian Mannix

RECEIVED  
TOWN CLERK'S OFFICE  
2017 SEP 20 P 3: 20  
TOWN OF LUDLOW

The Board met in executive session from 5:30 pm to 7:40 pm.

Visitations

The Board interviewed Sue Gove to serve on the Ludlow Cultural Council.

Mr. Silva: Thank you so much for stepping up and waiting all this time for us. I'm sure you know what you, what the Council has to do, what you are gonna have to do and whatnot.

Ms. Gove: If I don't I'll learn.

Mr. Silva: Perfect, you're in for me.

Mr. Rooney: Ditto.

Mrs. Fernandes: If you're willing to wait this long for this interview, you'll make a great member of the Cultural Council, yes.

Ms. Gove: Thank you ladies and gentlemen, I promised everybody behind me it'd be short.

Mr. Rooney: Do we have a motion?

Mr. Silva: I motion that we appoint Sue Gove to the Cultural Council.

Mrs. Fernandes: Second.

Mr. Rooney: Any discussion?

Mr. Mannix: No discussion.

Mr. Rooney: All in favor? Vote 5-0 all in favor.

---

The Board met with Elsa Barros, Town Treasurer, for the Board to sign the bond for \$1,088,000.00. \$360,000 for the Center Street Improvement Project, \$308,000 also for Center Street that were approved at the October 2016 Special Town Meeting and \$420,000 for the Feasibility Study for the school, approved November 1, 2016. Easthampton Bank has an interest rate of 1.24%.

Mr. Silva made a motion, seconded by Mr. Mannix, to sign the bond for the Center Street project and the Chapin Street feasibility study for \$1,088,000.00. Vote 5-0 all in favor.

---

The Board was scheduled to meet with Betty Kibbe from the Historical Commission. Due to the meeting running behind schedule, Mrs. Kibbe asked to reschedule the appointment.

---

The Board interviewed five candidates for the two open Fire Captain positions. Fire Chief Mark Babineau was also present.

The first candidate interviewed was Firefighter Scott Kozak.

Mr. Rooney: Sorry for the delay. What we'll do is you certainly can make an opening statement, you are here as a candidate for Fire Captain, then we'll ask questions from the Board and then give you the last word. The floor is yours.

Mr. Kozak: Okay. I'll give you a quick bio. I grew up in West Springfield, graduated in '81, moved to Ludlow shortly after that, went in the Army, did twelve years in the Army Reserve, became an auxiliary member on the Fire Department in '91, full-time in '93 and I was very fortunate because I walked through the doors when we had one BLS ambulance, they were talking about privatizing, we were in a cusp, anyways, we progressed to where we are now over the last twenty-four years. I've been a driving positive force, every opportunity to advance myself, I've taken it. I've been an Acting Captain for the retired Captain Moll and for my present Captain Lavoie in their absence, I know what that job entails, I also know what the Fire Inspector job entails, I've been on inspections, I did the Fire Inspector basic course. I've consistently progressed and I think I could be, I could be a very, a good addition to the Officer Corp at Ludlow Fire.

Mr. Rooney: Okay, thank you. We'll start, Mrs. Fernandes.

Mrs. Fernandes: What qualities in addition to the ones you already stated, do you think you possess that would make you a better candidate for this job? Besides what you already said.

Mr. Kozak: I'm very positive and motivated and I believe on all the crews I've worked with, that's contagious. I mean if you're an unspoken leader and you're negative that trickles down, I'm very driven, it's easy to be that way when you love your job.

Mrs. Fernandes: So what are your negative qualities?

Mr. Kozak: You're assuming I have some.

Laughter from everyone.

Mr. Kozak: Let's see, I guess, maybe some negative interaction with coworkers when you're really tired maybe, you know, something like that, nothing that really jumps out. I look forward to going to work, I work with the best people I know so it's, it's I feel very blessed.

Mrs. Fernandes: So having been in the Department for so long, where do you think the Department could use improvements? Besides having you as a Captain of course.

Mr. Kozak: Yeah, that's, that's a good question, we're really growing and what we're doing is we're hiring, we're hiring talented medics and we're getting busier, when I started we did a little over three hundred calls a year, now we just did shy of four thousand last year so we rock. Improvements, maybe with computers, tablets, we have a lot of paper at the Fire Department, a lot of checklists and I know there's a more streamlined way of doing that. And I believe, I believe our, Chief Pease is, that's one thing he's gonna move forward with.

Mrs. Fernandes: Well then the Chief, old, and past or? Laughter

Chief Babineau: Careful how you say that.

Mr. Kozak: I've worked for three Chiefs and Ryan will be the fourth and I've been very lucky to work under Chief Babineau. You know, there has been talk of substations, I don't know, you know, the more we grow, that could be something in the future, you know, it's a long way to the Belchertown line, you know, for those, we have large neighborhoods going up out there. That's, you know, something that's a possibility.

Mrs. Fernandes: Okay, thank you.

Mr. Rooney: You talk in your package about being the top of the class at Springfield College, were you actually the top, were you number one?

Mr. Kozak: I was number one.

Mr. Rooney: Wow, congratulations.

Mr. Kozak: And it was funny because there was, we were with a bunch of kids and there's Steve Cavanaugh, a buddy of mine, West side firefighter, we were the old guys in the class, so we

would get ribbed, so we would just, you know, we couldn't let this happen, so we had test competitions and stuff but, yeah I did, I did very well.

Mr. Rooney: Very good. You've been a firefighter for twenty-six years, if you were to get this position as Captain, you're now obviously in a completely different role in terms of supervising, discipline, etc., do you see any problem with that, how would you handle that?

Mr. Kozak: It's a different role but it's the same also, I'd still bring my positive energy and I would still be a mentor and positive role model. But, yeah it's tough when all of a sudden you're supervisor of some of your best friends. The Department comes first, the people of Ludlow come first and I would definitely have that.

Mr. Rooney: I have no other questions, I would just point out I have to say I was very impressed with the letters of recommendation, you know, I personally take great stock in that and who's writing them and certainly your taking initiative, your positivity that you mentioned, come through loud and clear in those letters.

Mr. Kozak: Yeah some of them, I had to fight back tears when I read some of them, you know, you don't know what people think about you, you ask them to write a recommendation, you don't remember things that they remember, you know, so.

Mr. Rooney: Well they did a great job. Mr. Silva?

Mr. Silva: Yeah, not so much a question, but tell me some good things about the Ludlow Fire Department.

Mr. Kozak: Well that's easy.

Mr. Silva: I was hoping you'd say that.

Mr. Kozak: We have one of the best reputations around, you can, and I'm not just saying that, you can ask anybody. There's an a spree décor, when we have new people come in, we have very positive energy and as far as capable, in-shape, very intelligent people and we have, you know, thanks to the Town, we have great equipment, you know, and the town is a great town to work in, I mean, look at it, it's very diverse

Mr. Silva: Hold on, stop, that's my next, we're going into Ludlow now, okay so now I'll let you, tell me something that you find unique and what you like about Ludlow.

Mr. Kozak: Well we're diverse, we have a large Portuguese population which is, the Festa, that's unique to any other, you know, unique to Ludlow. We have a jail, rehab hospitals, elderly housing, as far as a different, different calls that you can actually go on in one shift, can be all over the place, you know, and that's exciting for us because we like what we do, you know.

Mr. Silva: I'm all set.

Mr. Rooney: Mr. DeBarge?

Mr. DeBarge: Welcome Mr. Kozak, how are you?

Mr. Kozak: Very well, thanks.

Mr. DeBarge: Congratulations for making it into the room. And let's see, what do I have for you tonight? What do you think the toughest aspect is of being a Captain?

Mr. Kozak: I think it would most likely be having to discipline somebody that you're close with and that's any leadership role. I was a Track Commander in the Army Reserve for the last five years.....and you're very close to these people but if they step over the line you have to address it. We're held to a higher standard than average people and the trust is everything so if a fellow brother or sister does something that would break the trust between us and the townspeople that would have to be addressed. And that's difficult, you know, leadership can be lonely, you know.

Mr. DeBarge: Can be, can be. Alright now, now our Fire Department, it's safe to say, medical is probably the lead rather than fire

Mr. Kozak: Absolutely.

Mr. DeBarge: so if you could change or if you could make something medically that would help out the Fire Department from one end alone, the best thing in the world that could help you guys out what would it be?

Mr. Kozak: Okay I'm not understanding completely.

Mr. DeBarge: A piece of equipment or something that would make your life easier medically. What do you think, something that may be out there, I'm not saying invent it, I'm saying something out there that you could acquire maybe.

Mr. Kozak: We've done a good job and we're cutting edge

Mr. DeBarge: Yes you are.

Mr. Kozak: like we just got King Visions for our Lorenza scope which is an actual TV camera so we can steer our way through the vocal cords, where a lot of times, you know, that's not the case, and as far as equipment is concerned, we are, we've got the best of the best, new life packs, new ambulance, you know, we got a brand new ambulance.

Mrs. Fernandes: Organ printers maybe?

Mr. Kozak: Yeah, yeah, let's not start doing like x-rays and stuff like that, who knows.

Mr. DeBarge: So you got it all then.

Mr. Kozak: I feel we do, we've done a great job in advancing our service and any new idea that comes down the street, we pretty much jump on it and acquire it.

Mr. DeBarge: Okay, I'm good with that, alright, appreciate it.

Mr. Rooney: Okay. Mr. Mannix?

Mr. Mannix: A couple questions, most of the things were already asked and everything else, but you chuckle when you had no negative qualities, I'd say you probably have one big one when you talk about the people next door to you so I just, you know, but anyways that's coming from me, I just, you know, with a smile.

Mr. Kozak: I grew up in West Springfield and I did a lot of training with West Springfield, they don't have nearly the relationship with the other side as we do.

Mr. Mannix: No, we, but we all live together in the same building now.

Mr. Kozak: We get along well.

Mr. Mannix: But someone made reference to your references and everything else, I will say that you had some pretty good references from a couple people that I have yet see write too many of them very often, you know, some people write them for everybody and some people just once in a while, you got some very good ones and I respect that. What is the, as a Captain, what is the first thing you're gonna try to do with the new Chief to make a, say a, what would consider a major change on how things are going now?

Mr. Kozak: I can't see of any major changes but I would, and I've talked to Ryan, we get along very well, we would work well together, but as far as a change, I'm interested in both aspects of the job but the Fire Prevention is gonna open up because that's Ryan's position now and I think I could be a driving force in that, very motivated to learn a new aspect. People who have done the Fire Inspector job have always said how much they've learned in it and I think I could bring a lot to the Department in that position.

Mr. Mannix: Well you do meet a lot of people in Town and everything else and what you project is what they see from everyone.

Mr. Kozak: It's a safety thing, we would be enforcing, you know, and the lifesaving thing, making families safer.

Mr. Mannix: And your leadership quality, you spoke very highly of your, on your resume, you wrote very highly of it, and you know, it's very tough sometimes for us to talk about ourselves or pat ourselves on the back and reading what you wrote I didn't feel that you were doing either one of those things but it was very honest and sincere leadership quality. But over the years, you have twenty-six years is quite a number more than anybody else, in the past how often have you looked at becoming a Captain or why haven't you looked at becoming a Captain?

Mr. Kozak: That's a good question, I was really enjoying for a long time the role I had as a, I considered myself a mentor for new hires, like you said, working in the ambulance is ninety percent of our workload and I enjoyed working with them, I would have the new guys paired with me a lot of times, not only to increase their skills, to instill the Ludlow positive attitude. The way we are, I think that I could be best served now in a supervisory role, that, we have so many, so much good blood that have come into the station that it's time for me to take the next step.

Mr. Mannix: That's all Mr. Chairman.

Mr. Rooney: Chief, any questions or comments at this point?

Chief Babineau: No, not at this point.

Mr. Silva: I just got one, he's making it sound just like Chicago Fire.

Laughter

Mr. Rooney: I promised that you would have the last word so go ahead.

Mr. Kozak: Well I appreciate this opportunity very much and I definitely feel I can bring a lot to the table as a supervisor, as a Captain. We all get along very well at the station, I've been the unofficial leader on my crew for some time now and I just appreciate the opportunity, thank you.

---

The second candidate interviewed was Firefighter Jason Pease.

Mr. Rooney: Sorry for the delay. Okay, you've been through this before, you can certainly give an opening statement, we'll ask you some questions and then the last word is yours.

Mr. Pease: My name is Jason Pease, I've been on the Fire Department for just shy of ten years, I've been in the position I'm currently in right now of Temporary Captain for, well since June of 2016, got moved to B Crew as their full-time Acting Captain in September of 2015, as well as I, you know, have a total of roughly 120 Acting Captain shifts. In which time, I've been in charge of several structure fires along with other emergencies as well. Hometown boy I'd guess you'd say, born and raised in Ludlow, married with two kids.

Mr. Rooney: Okay. Alright, couple questions. First of all, a few weeks ago, as you know, we appointed your brother as the new Chief, how do you see that affecting your position should you become a Captain? Do you see, well how would you see that having an effect?

Mr. Pease: I wouldn't see that having an effect really at all. Obviously he's my brother, however when we walk through that door, he's the Fire Chief and I would respect him just as if I would, you know, the Chief here or whoever the Chief would be. I wouldn't expect any preferential treatment or be treated any differently than anybody else in his position or mine.

Mr. Rooney: I see that one of the things that you had as part of your package is that you were the Union President for some period of time, what do you think you learned in that role that would help you deal with the position of a Fire Captain?

Mr. Pease: You know I think that being a leadership position within the Department as well, you know you're kind of the leader of the pack so to speak, of the firefighters, you know, and I think that gave me a little taste of how it is to kind of be the guy, you know, in charge, making decisions and things like that.

Mr. Rooney: Okay, alright, thank you. Mr. Silva?

Mr. Silva: Something, some good things about the Fire Department that you can relate to us.

Mr. Pease: I would say it's like a second family, comradery, you know, we're kind of a very tight knit group, everybody seems to get along, work well with each other, which obviously lends itself to the things that we do, we always, you know, tend to work in groups, teams, things like that.

Mr. Silva: And now some good things about Ludlow.

Mr. Pease: Ludlow in general?

Mr. Silva: Ludlow yes, the community.

Mr. Pease: Yeah again, you know, I love the community myself, I've always wanted to be in a position where I can give back, my roots are firmly planted in this town, I can't really say I dislike much about the town at all, you know, again I'm born and raised here so.

Mr. Silva: You might like the food, you might like

Mr. Pease: I do like the food, yeah, you can definitely get the different types of cuisine here.

Mr. Rooney: Mr. DeBarge?

Mr. DeBarge: Congratulations Mr. Pease for getting into the room. What do you think the toughest aspect is of being a Captain since you've been Acting for, you said 120 shifts?

Mr. Pease: Yup, on top of the, I've been a temporary Captain for almost a year now.

Mr. DeBarge: It's been a long time. So you can, yeah so, toughest aspect of being a Captain.

Mr. Pease: You know it's kind of a whole new aspect of the job, obviously responsibility is probably one of the biggest things, you know, you're now responsible for everybody who's working under you for that particular day, your Crew, and the .....for the safety of your Crew, not only that, but the town as a whole, you're responsible for everything. So I think that's probably, you know, one of the biggest challenges.

Mr. DeBarge: It's a great word, responsibility, great word. Now medically, would you be, would you agree that the medical side is probably the biggest part of the firehouse's job.

Mr. Pease: Absolutely

Mr. DeBarge: So is there, if you could think of a piece of medical equipment or something that you could put on the ambulance or take with you that would help your job, make it easier or safer that you don't have, what would it be? I know you probably already have everything but.

Mr. Pease: We do have a lot of things obviously there but the Lucas device isn't on each ambulance, it would respond to us on a call with the engine and we do have one back at the station, we have two.

Mr. DeBarge: And what is that again?

Mr. Pease: That's the, it's a device that does, basically it's a machine that does CPR.

Mr. DeBarge: Okay, yup.



Mr. Pease: For, you know, obviously to have one on each ambulance maybe would be a little more efficient.

Mr. DeBarge: I'm good.

Mr. Rooney: Mr. Mannix?

Mr. Mannix: Yes since you've been Acting Captain, temporary Captain however you want to put it, what have you learned that you, when you took the job, you didn't see it, you didn't think about it in that position. You know, when you think of a position, you have a lot of thoughts and ideas and you learn from the past, but what might have stood out to you, you know, from day one or whatever day it all of a sudden .....that you didn't expect?

Mr. Pease: You know maybe, sometimes, you know, you have to make decisions that may not be favorable or may not be looked upon as, you know, the right thing by some people, but at that point in time you have to make that decision, go with it, you know, if there's an issue maybe you can talk to the people after that about it, you know, if they had a problem with it but maybe something, you know, not necessarily thinking that somebody's gonna react the way they do.

Mr. Mannix: You know, going along with that, and it doesn't have to be in that area it can be in any area, the toughest thing that you have faced while being Captain.

Mr. Pease: I would say probably the experience time of responding to like a, say a structure fire or something and having never done that before and all of a sudden to be in that position was probably a pretty challenging thing that I see.

Mr. Mannix: And other than being the Acting Captain at this time, in your words, what makes you the candidate above all others for us tonight?

Mr. Pease: Again, on top of my experience and everything in this position and having been through a lot of things that maybe some haven't, the fact that I feel I possess a lot of leadership qualities, I feel I have the respect of my fellow firefighters that would be willing to, you know, listen, listen to my direction and do things, you know, if asked upon without any trouble.

Mr. Mannix: I'm all set Mr. Chairman.

Mr. Rooney: Alright, Mrs. Fernandes?

Mrs. Fernandes: What negative qualities do you possess?

Mr. Pease: I think one may be maybe not expressing myself, sometimes as, as I feel somebody would be more understanding, maybe thinking that people would just automatically know what I'm thinking type of thing, without actually saying it.

Mrs. Fernandes: And in your ten years, is there an incident either at work or somewhere else that sticks in your mind that you feel helped you better prepare for a Captain's position?

Mr. Pease: I can't think of anything specifically, but again just, just the sheer amount of experience and different things that I've gotten to see throughout my time, either as Acting Captain or Temporary Captain, I think I've gained a wealth of knowledge.

Mrs. Fernandes: Okay. And where do you see, maybe where improvements can be made at the Ludlow Fire Department?

Mr. Pease: One thing, you know, always training, I mean there's, there's no way you could possibly, you know, say you have enough training or knowledge about anything, you know, and recently, you know, we definitely have started increasing about, you know, the amount we do, which is great, Department wide and everything but maybe even just, you know, the Crew wise, you know, a tighter knit, you know, group and working with those same people continually.

Mrs. Fernandes: Okay. And finally, are there any other Pease's coming along the way, just a, you know, I don't want to be accused of nepotism here.

Mr. Pease: Ah, you probably got a few years, I do have a few kids, as does Ryan so I can't rule it out.

Mrs. Fernandes: We don't want to call it the Pease Fire Department. No, I'm kidding. That's it.

Mr. Rooney: Okay. I indicated that you could have the last word.

Mr. Pease: I just thank you for allowing me to this position and I look forward to your decision and hope you consider me for the position.

Mr. Rooney: Okay, great, thank you.

---

The third candidate interviewed was Firefighter Seth Falconer.

Mr. Rooney: Good evening, sorry for the delay. What we'll do is you certainly will have an opportunity to give an opening statement, we'll ask you various questions and then you can give a closing remark. The floor is yours.

Mr. Falconer: Thank you for the opportunity, my name is Seth Falconer, I'm employed by the Town of Ludlow, I work with the Fire Department, I'm a Firefighter/Paramedic. I've been on with the Fire Department seven years next month. I'm a Ludlow boy through and through, I grew up here in town, I grew up playing LYSA soccer, attending Whitney Park summer camps, I'm a graduate of Ludlow High School, I'm married, my wife Stacy she's watching at home right now, she's a small business owner here in town and most recently we just welcomed the birth of our first child Blake in February and tomorrow she's gonna be three months old.

Mr. Mannix & Mr. DeBarge: Congratulations.

Mr. Falconer: Thank you, thank you. I'm here tonight to interview for the upcoming Captain's position for the Town of Ludlow.

Mr. Rooney: Alright. Mr. Silva.

Mr. Silva: Yes, Seth, that's Stacy, I know Stacy right?

Mr. Falconer: You probably know her, she's Stacy Santos.

Mr. Silva: When you get home ask her if she liked the gift we sent her via Lisa.

Mr. Falconer: Okay, I will.

Mr. Silva: But anyway, it's great to see you. Tell me some good things that you like about the Fire Department in Ludlow.

Mr. Falconer: A few things I like about the Fire Department. Every day is an adventure. You show up to work and you don't know what the call is, you know, we get a wide range of calls. I like being out in public and getting out and talking with people about fire safety, getting out and just interacting with the community. I love where I work, great bunch of guys there at the Fire Department, everybody, you know, gets along, and it's a great job to have.

Mr. Silva: Okay, now tell me something good you like about Ludlow, Massachusetts.

Mr. Falconer: I love Festa, I love bifanas,

Chief Babineau: With firemen, it's all food.

Laughter

Mr. Falconer: I love Ludlow and it's a great community to grow up, it's a great community to raise a family, like I said, I grew up in this town so I understand the traditions and I understand what a great Fire Department, Police Department, Public Works system that we have in town



compared to some other communities. You know, we staff three ambulances in town, whether it's for personnel on scene, personnel in the station, we backfill and you know, the ambulance service that we provide to town compared to other towns, it's hands down the best one around.

Mr. Silva: Thank you.

Mr. Rooney: Mr. DeBarge.

Mr. DeBarge: Evening Mr. Falconer,

Mr. Falconer: Evening Sir.

Mr. DeBarge: congratulations for making it into the room.

Mr. Falconer: Thank you, thank you.

Mr. DeBarge: What do you think the toughest aspect of being a Captain would be in the Fire Department?

Mr. Falconer: Toughest aspect, let's go back to every call, every call is different, a lot of personalities within the fire service, you don't know what's gonna be on the end of the phone, you know, you could have something as dynamic as a water rescue, somebody lost in the woods, structure fire, brush fire, you name it. So that dynamic, you got to call the call basis, every call comes in you got to, you know, treat that call one at a time because you also have to be, you know, cognizant of what else is going back at the station. So I would say, yeah.

Mr. DeBarge: So you got to run it all?

Mr. Falconer: Yeah.

Mr. DeBarge: Alright, fair enough. Now medically, which we would agree, or everyone would agree that that is your bread and butter for the Department, right?

Mr. Falconer: Yes.

Mr. DeBarge: So if you could pick a piece of medical apparatus or any kind of machine to take with on the ambulance that may not be there now or you don't have to make your job easier or safer, what would it be?

Mr. Falconer: Well, like you said, the ambulance is key, ambulance is busy, you know, we did 3,128 calls last year, for ambulance calls, most vital piece of equipment, I mean, we just got these new intubation devices that have a visual screen on top of them that you are able to intubate somebody and you can look at a screen that you're looking at their vocal cords, so when you go and intubate somebody with a intubation tube you're looking at the vocal cords and you're threading it right through and they're great, I can't wait to use one, they're on the trucks probably a couple days ago. Good piece of equipment.

Mr. DeBarge: Good enough. Thank you.

Mr. Rooney: Mr. Mannix.

Mr. Mannix: Are you gonna, you're the first Falconer that I've run across in Ludlow that didn't play hockey or repair lawnmowers, what happened to you?

Mr. Falconer: Well you know, I

Mr. Mannix: I just, you know, just a curiosity, you don't have to answer that question

Mr. Falconer: That's alright.

Mr. Mannix: you know, all the Falconers out there that play hockey and you know, fix lawnmowers, they did fix lawnmowers. Give me a reason why I should choose you tonight over the other four candidates?

Mr. Falconer: Well that's a good question there, sir. I'm hard working, I'm dedicated and I got a passion for this Department, for this town. I've been working for this goal to sit in front of your guys for quite some time now. I took the Captain's exam back in 2014 and I didn't pass it, but I didn't let it get me down. Through hard work, perseverance, dedication I came back strong and I studied, I studied for an entire year and I passed and I scored high and that, because I follow through on things, I passed and I'm here in front of you as proof of that and I'm getting interviewed for the position of Captain.

Mr. Mannix: I see you've been in a number of schools, I just have one out of curiosity, on your resume you put started at STCC in 2010 and you wrote down that you're still presently

Mr. Falconer: Yes sir.

Mr. Mannix: just give me a little background on what you started at, because you've got other education qualities behind you, but that one there just

Mr. Falconer: That's understood, I, when I was starting to find interest in the Fire Department, initially when I was starting to look into it, I thought that learning about it the best way I could would be to go take some courses at STCC working towards a Fire Science Degree which is still open. I took some courses there and I just tried to broaden my horizon about the, you know, fire aspect in learning building construction, learning about arson investigation and that I think helped me get on initially, seven years ago.

Mr. Mannix: And just for my own expression, I would encourage you to continue that. That's all Mr. Chairman.

Mr. Falconer: Absolutely sir.

Mr. Rooney: Okay. Mrs. Fernandes.

Mrs. Fernandes: What is a negative quality that you have that you might bring to this job?

Mr. Falconer: A negative quality that I might bring to this job.

Mrs. Fernandes: Besides bifana loving.

Mr. Falconer: I'd like to consider myself a very positive person, negative quality, that's a tough question. Let's

Mrs. Fernandes: Or an area you might need improvement on.

Mr. Falconer: sure, we'll go with that. Early on in my career, I would tend to be, you know, on the notification of a call, I would tend to be the first guy down the fire pole, I'd be pushing guys out of the way to get to Dispatch to see what do we have, learn what the call was. As I was starting to take a more of a leadership role within the Department, and I understood that it's best to take a minute, understand the situation, respond accordingly, calm, systematically, find out what the call is and go from there. It's something I work on, continue to this day.

Mrs. Fernandes: And what improvement do you think the Department could use?

Mr. Falconer: Let's say training, let's continue the influx of training that's been going on over the last year or so. Like I said earlier, we did 4071 call last year and 943 of those were fire related, compared to 3000 some odd ambulance calls. So keeping sharp with fire training, keeping, going over skills, certain skills that we might not exercise every day, let's continue the influx of fire training that we're doing at the Department and if I was in there I definitely would continue that tradition.

Mrs. Fernandes: And finally you talked about a diverse community and Festa and all of that, what do you think is important in a Captain for such a community to understand and what do you bring that could make you a better Captain?

Mr. Falconer: Being in such a diverse community, there's a lot of cultures here and being cognizant of one culture compared to the other and we see this out on the ambulance, you know, treat people with respect, treat people how you would want to be treated. I come from, my wife's family is Portuguese and I understand a little of the language so that kind of helps me when I walk into a community or walk into a household that maybe Portuguese is the primary language, I can kind of communicate better than most. I can bring that to the table.

Mrs. Fernandes: What about Polish or Turkish?

Mr. Falconer: I have some Polish in me but I don't speak it.

Mrs. Fernandes: Okay, thank you. That's it.

Mr. Rooney: Seth.

Mr. Falconer: Sir.

Mr. Rooney: It's hard for me to believe that it's been seven years since you were sitting on the other side of the table and we were talking about, what was it, your ballet class?

Mr. Falconer: Yes, you like to bring that up every time I'm around you, but its okay, its okay.

Laughter

Mr. Rooney: How have you grown, give me an example of something you've done to grow in those seven years so that you're now ready to be a Captain.

Mr. Falconer: Yes sir. Things that I've grown, every day I come to work with a positive attitude. I come in looking to lead. I'm come in trying to set example for the younger personnel. I've taken steps to work towards this Captain's position, I've taken classes through the Mass Fire Academy, it helped me to be a better manager, better supervisor. I've taken courses that allowed me to act as an Acting Captain, someone that can run the shift when the shift officer is gone for the day. I take pride in my ability to communicate with people and I feel myself, I'm very approachable. Coming up through the Fire Department I've always got involved with, inside the Fire Department, either with the social club or with the union or just volunteering and participating in activities.

Mr. Rooney: You talk in your package that you had some involvement in the July 2012 armed standoff. What was your role there and what did you learn from that?

Mr. Falconer: I was on duty that day, that hot day and it was sunny and I responded on water supply Engine One. I established a hydrant, we had reports of a house fire, I established a water supply and I made my way up to make an entry into the house. The boys put out a fire and we had reports that there was possibly a person trapped somewhere in the structure, we did a primary search and we found nobody inside. We were getting information, it was an evolving situation that day, there was reports that there was a man in the woods with a gun. The leadership on scene authorized the proper channels and we got, you know, LPD on scene and the State Police got involved. We, learning from that call, every call is different, you never know what you're gonna get. That call, case in point, so being prepared, always, you know having your head on a swivel and always thinking outside the box, is something else going on, you know, could we do anything better.

Mr. Rooney: Okay. Given that you've been in the Department for seven years and should you become a Captain, you're going to have to manage, discipline employees who have been there longer than you, have you given that some thought and are you prepared for that and how are you prepared for that?

Mr. Falconer: Absolutely. If I ever had to discipline somebody, let's say on the Fire ground, if somebody wasn't doing something that was appropriate and it was a safety issue, we would correct it then and there, you know, someone is standing too close or inappropriately laddering a building, you know, we nip it in the bud right there, follow that up with later, a less stressful situation, we'd have a closed door face to face, you know, this is what was wrong, we're gonna correct it and we're gonna move forward and it's not gonna happen again. If I was to get in the position and I understand, you know, I'd be a younger individual, if I had to, you know, discipline a senior private or something like that I don't think there would be an issue, we're all on the same page over there, we all wear the same uniform, nobody wants to see you fail, we all have a job to do and that's protect life safety, stabilize the incident, protect the property. So there would be no issue as far as, you know, discipline.

Mr. Rooney: Okay, great, thank you. And I have to comment that when I read your letters of recommendation, I happen to put a lot of stock in not only what somebody says but who says it, and those were great letters of recommendation. I promised you that you would have the last word so it's yours.

Mr. Falconer: Well I appreciate your time, I know it's been a long day. Like I said, I'm hard working and I've been working a while now to make steps for this position. I'm a Ludlow boy and I think I'd do great in this position within the Fire Department and look forward to getting the position and appreciate your time.

Mr. Rooney: Thank you.

---

The fourth candidate interviewed was Firefighter Kent Doyle.

Mr. Rooney: Good evening, sorry for the delay. You've gone through this process before so you know the routine. You'll have a chance to make an opening statement and then we'll ask you questions and then you get the last word.

Mr. Doyle: Okay. My name is Kent Doyle, I've been on the Department here in Ludlow for twenty-one years, I also have six years of call experience with the Whitman Fire Department before I came here. I spent about six or seven years as an instructor at the Mass Fire Academy teaching various programs for them, they recruit and call volunteer programs, going out to local communities teaching classes. I've got some experience as an Acting Captain on the Department. I was the first Paramedic that they hired, I was involved in getting the paramedic ambulance service up and running, I served as the ALS Coordinator for a while. That's about it.

Mr. Rooney: Okay. Mr. DeBarge.

Mr. DeBarge: Good evening Mr. Doyle, congratulations for making it into the room.

Mr. Doyle: Thanks.

Mr. DeBarge: What do you think the toughest aspect of being a Captain in your Fire Department is?

Mr. Doyle: The fact that we're a small Department, basically everybody is friends, you know everybody, it's a tough transition going from one day being one of the guys to the next day being the boss, that's gonna, like, you know it's easy as an Acting Captain because I know, you know, I just have to get through the day, a couple days, but having to do it day in and day out and having to discipline your friends and stuff like that, at some point in time if it ever happens or, you know, I think that's, that's gonna be the hardest part of it.

Mr. DeBarge: Okay, good answer. Alright now medically, we'd say that that's the bread and butter of the Department in a small town like this, we all know that, 90% of your calls probably, safe to say, yeah?

Mr. Doyle: Total call volume about 75% are ambulance calls, then a percentage of the fire calls are involved with assisting the ambulance too so yeah maybe about 80, 85.

Mr. DeBarge: Okay, so on the medical side of the house, if you could, if there was a piece of medical equipment that you could bring on to the ambulance that would make your job easier or safer that is not on the ambulance or you don't have, what would it be, if you could pick something? It's know it's been a tough one, you guys probably have everything.

Mr. Doyle: Yeah there isn't too much that we don't have. I have to be honest with you, there's nothing that comes to the top of my head, you know,

Mr. DeBarge: You're not the only one.

Mr. Doyle: I've been doing this for like twenty-seven years and each time something new comes along or the State changes something, you know, we get it, we try it out, if it works

Mr. DeBarge: Well who's the guy that gets all your equipment, not just the Chief, what do they call that, what's the position?

Mr. Doyle: That would be the EMS Service Director.

Mr. DeBarge: He's a good guy if you can't think of something that you need on the ambulance. That's all I got then.

Mr. Doyle: It's Captain Dubuque I believe right now that handles a lot of that and it seems anything, like,

Mr. DeBarge: He's doing his job.

Mr. Doyle: he's doing a great job.

Mr. DeBarge: That's all I got, thanks.

Mr. Rooney: Mr. Mannix.

Mr. Mannix: You were the first paramedic with the Fire Department?

Mr. Doyle: Yes.

Mr. Mannix: Good for you, leadership's got to start some place. Tonight, why should I select you over the other four candidates?

Mr. Doyle: I believe I have enough experience, between the two Departments, I've got twenty-seven years of fire-fighting experience, close to twenty-five years of EMS experience, my time as an instructor at the Academy will help when it comes to like training, we can show that my crew is up to speed on anything that we need to know as far as fire and EMS related stuff. I also do have a degree in Fire Science from Springfield College, I think they actually call it Fire Prevention and Safety now, which gives me some of an introduction to fire protection systems if I happen to end up as the Fire Prevention Officer and also I served in the military, I was in the National Guard, my unit got deployed for Desert Shield, Desert Storm, I was an E-5, they made me an Assistant Section Sergeant, it's similar to a Squad but a little bit larger group. I was in charge of like, you know, three to five guys at any given time there, under that situation and I believe I handled it well then and I could do it now.

Mr. Mannix: Thank you. That's all Mr. Chairman.

Mr. Rooney: Alright. Mrs. Fernandes?

Mrs. Fernandes: Give me a negative quality or qualities that you have that you think you could use some improvement on? Or areas that you could use improvement on.

Mr. Doyle: Usually, actually for me what it is right now, I can tell you what it is, over the last couple of years I kind of let myself get out of shape, in this line of work I got to, you know, if I want to make it, I don't want to be that guy at fifty-something years old that coding on the fire

ground so the one thing I know I have to work on is physically getting myself back in shape if I want to keep doing this job.

Mrs. Fernandes: Are you eating the bifanas with Fire Candidate Mr. Falconer?

Mr. Doyle: Bifanas, no, I'm not, unfortunately I hope this doesn't hurt me but I'm not a big bifana

Mrs. Fernandes: There's the problem then.

Mr. Doyle: I'm more of a chicken-fried steak if I'm gonna do something like that.

Mrs. Fernandes: What improvements do you think the Department could use and how would you implement them as a Captain?

Mr. Doyle: We're starting, the Department now is like started getting, have like a more regular training program going on, I'd like to maybe see that expanded and do, like I said, my background with the Fire Academy, I can maybe help with that and help expand the training program that we have at the Station.

Mrs. Fernandes: And being that this is a diverse community and you don't care for bifanas, what do you think is important in a Captain in such a community dealing with such diverse residents?

Mr. Doyle: Basically that's just, I think you just got to treat everybody regardless of whatever their background is, you know, you got to treat them fairly and with respect and you know, just take one situation at a time and dealing with the public and just handle that one to the best of your ability, you know, like I said, keeping it fair and.

Mrs. Fernandes: And final question, what's your most memorable experience, thought, about the Ludlow Fire Department? Or your job.

Mr. Doyle: Some of the most memorable ones are off-duty stuff so we'll leave those out. I'd say we, it was probably, it's gotta be like maybe fifteen years or so now, the first time I delivered a baby, other than like when my own kids were born. I think that was like, it was kind of like a surprise for everybody including the mother, she wasn't really ready for it either. I think that one actually being there when, you know, actually helping because it was kind of a difficult child birth and everything went well and the mom and the baby were both fine.

Mrs. Fernandes: Thank you, that's it.

Mr. Rooney: Mr. Doyle, you mention in your package that you were the Advanced Life Support Coordinator, I'm not exactly sure what that is, can you tell me what that's?

Mr. Doyle: Basically, the EMS Service Director oversees the whole EMS thing, the whole EMS program, the ALS Coordinator, at the time, the EMS Service Director was a basic EMT so they needed somebody, they needed a Paramedic to handle all of the that stuff to, as far as equipment and supplies and the medications, the narcotics, somebody had to oversee all that, so that's what those responsibilities were, qa the runs, like on the paramedic level calls, to go through and check, be sure the protocols were followed and treatments were done accordingly.

Mr. Rooney: Is that something you volunteer for, how does that work?

Mr. Doyle: Yeah that was, I was, it started out originally I was the only medic so I kind of fell into it, as more medics came in I was the senior medic so I kind of fell into that position.

Mr. Rooney: I see, okay.

Chief Babineau: It's not compensated.

Mr. Doyle: If that's what you meant, no it's not compensated.

Mr. Rooney: What crew are you on?



Mr. Doyle: I am currently on A Crew.

Mr. Rooney: Alright, if I were to talk to three or four members of A Crew and gave them maybe some truth serum, what would they tell me about you, good or bad, that is important to know?

Mr. Doyle: I think some of the good stuff is, you know, I believe that they, as the senior Private on the Crew, that they, they trust me and when the Captain is not around and I have to handle things that they, you know, believe that I will look out for them and their wellbeing, while making sure we get everything handled; that if they need to know something, if they have a question that they can come to me and I will do my best to answer it, if I don't know the information I will find it out for them and get back to them, like that. I think the bad part of it, they'd probably say is I can be a little bit of a wise guy, I think a little, you know, maybe sometimes a little abrasive with the jokes sometimes.

Mr. Rooney: Okay, thank you. Mr. Silva?

Mr. Silva: Yeah can you tell me some good things about the Ludlow Fire Department?

Mr. Doyle: There's lots of good things about the Fire Department, start with, you know, the people that work there, you know, it's a good working environment, everybody gets along even though, you know, all the crews from crew to crew, you're coming in overtime or swapping work with a different crew, everybody usually just slides right into whatever position they got to fill, you know, like it's a very, like Department, like the whole Department is focused on making sure the job gets done, doesn't matter what crew you're on or when you're working or who you're working with. You know, we have very good equipment, the question Mr. DeBarge asked on the EMS side of it, you know, we have one brand new ambulance, one that's only a couple years old, we have all the equipment that we need, the apparatus is all, you know, top notch stuff that we have, you know, we got all the safety gear that we need.

Mr. Silva: Now if you could, tell me some good things about the community of Ludlow.

Mr. Doyle: It's funny because like when I first moved out here, I moved out here twenty-one years ago when I got the job and my original plan was I was number one on the list from the town that I came from, Whitman, I'd never even heard of Ludlow when I came out here to get the job. I came out, I interviewed, I got hired and when I got hired I had every intention of once a position opened up in Whitman that I was gonna go back home, about two years later a position opened up and I was like, you know I've been out here for two years, the Department, the Town, everything, I liked it better out here even though my family was all two hours away and I settled in down here, the schools, I had my kids go through the schools and played in different sports, for different sports teams and the people I've met through doing all that, met a lot of nice people, you know, my kids, you know, the schools have been good for my kids and stuff like that, it's a, the kind of nice little town that you, we'll it's not as little as some people think, but it's the kind of nice town that you want to have your family in.

Mr. DeBarge: Ludlow does that to you doesn't it?

Mr. Silva: Thank you.

Mr. Doyle: It does, it sucks you right in.

Mr. Rooney: Okay. I promised you you could have the last word, so go ahead.

Mr. Doyle: Just real quick is that I do believe I bring a lot of experience to the table between my experience on the job, in the military, with the Fire Academy, my education and I think all that would be a benefit to the Department if I were to be promoted. Thank you.

Mr. Rooney: Okay, thank you and again sorry for the delay.

---

The fifth candidate interviewed was Firefighter David Nally.

Mr. Rooney: Good evening, sorry about the delay. So what we'll do is you have an opportunity to give an opening statement, then we'll ask various questions and then you get the closing comment, last word. So the floor is yours.

Mr. Nally: Thanks for the opportunity. My name is Dave Nally, I've been on the Fire Department twelve years now, I'm here for interviewing for the upcoming position of Fire Captain and I'm honored to be in this situation right now.

Mr. Rooney: Okay, thank you. Mr. Mannix.

Mr. Mannix: Why should I choose you tonight over the other four candidates?

Mr. Nally: I think I come to the job striving to do my best, improve myself, I've been taking a lot of classes at the Academy, Fire Officer, Fire Instructor. I've had some Acting time, I've had some good mentors since I've been here in the twelve years, both Officers and Privates that have been there a long time. I think I bring to the table a good work ethic, I believe leading from the front and not asking someone to do something you're not gonna do yourself.

Mr. Mannix: Have you had military service?

Mr. Nally: Yes, twelve years in the Army.

Mr. Mannix: And what did you do in the Military?

Mr. Nally: I was a Medic.

Mr. Mannix: A Medic, good for you. What change you foresee that you may want to get involved in if you were appointed Captain?

Mr. Nally: As far as, I'm not sure a change, just continue vigilance on the training and it's tough with a small Department with a high call volume, we start doing some training, calls, you know, Murphy's Law, calls come in and interrupt the training, continued vigilance with the training. New and improved equipment when possible, when finances allow it. We got the Lucas device a few years ago, I don't know if you're familiar with that, it's for CPR purposes, immediately within the first couple months we had it, it was a critical point for a cardiac arrest patient that we got back and it's been phenomenal since then, we have two of them now, to see more of them show up, you know, if you could have one on every ambulance and every engine, you know, that'd be a dream, that'd be perfect.

Mr. Mannix: Thank you very much, all set Mr. Chairman.

Mr. Rooney: Mrs. Fernandes.

Mrs. Fernandes: What negative quality do you have or where do you think you could use some improvements?

Mr. Nally: I don't have as much experience as far as the Acting Captain time, that's tough to get, you know, and there's little details in that that it takes a lot of repetitions, it takes a time doing it, the Fire Reports, you know, any overtime, any paperwork, think I didn't have to do any disciplinary stuff during that but if you did have to do disciplinary action, it's just the repetitions in the Acting time, I think that's the biggest and that's not lost on me, you just got to ask a lot of questions with your Officers and the experienced people and they'll guide you along.

Mrs. Fernandes: Being in a diverse community, how do you think a Captain, what are some of the qualities that a Captain needs to have to address that kind of community? From your experience in twenty-one plus six years.

Mr. Nally: As far as social, economic, I guess it doesn't matter across the board, you just go to show mutual respect I think no matter what the economic status, whatever ethnicity, whatever, you know, religious background, that's the one universal trait that they all recognize, you got to

show them respect and it's cliché, you hear it in the EMS and the Fire all the time, when you deal with people you're dealing with them in their worst situation so mutual respect, understanding, empathy, I think that's, if you show that everybody's gonna understand that and appreciate it.

Mrs. Fernandes: Okay. I'm gonna steal this one from Mr. Rooney, if we asked your colleagues

Mr. Rooney: What am I gonna ask? Go ahead, I'll give it up.

Mrs. Fernandes: about you, what do you think that they would highlight the most?

Mr. Nally: I work hard, I come in to work every day ready to work right off the bat. I try to keep it humorous and light when need be and when it's time to be serious and do the job, it's time to be serious and do the job. I think that's, you know, I don't overstep it and act, you know, like it's all business all the time because a job like this, especially the same group of people twenty-four hours, you know, it's like having brothers and sisters and you're in the same room with them all the time for twenty-four hours, you got to balance out that, the humor with it's time to go to work.

Mrs. Fernandes: Great. Thank you.

Mr. Rooney: Okay. Mr. Nally you've been a firefighter for thirteen years, correct?

Mr. Nally: No twelve.

Mr. Rooney: Twelve, I'm sorry. If you were appointed a Captain, you would have to be managing and disciplining some individuals who have been there longer than you, how would you do that and what would be your approach to that?

Mr. Nally: I'm sure there's challenges being a small Department, everybody knows each other, everybody at one point or another has worked with each other, like I said, as long as you can, as long as you can show that you're leading from the front, you've given all the opportunities, you've, you know, you've mentored under the right people and you're trying to mentor, down the road, people under you, I think they'll understand everybody makes mistakes, hopefully it's nothing too serious and you try to correct the mistake and not necessarily discipline it, if you can correct it, somebody messes up, that's the best way to learn is if you make a mistake and someone teaches you the right way and then if it has to elevate from that it's gotta be official and discipline them, you just have to do the job, I mean, it's never fun if you would have to do that, but it's part of the job and you got to do the job.

Mr. Rooney: What would you, give us an example of a very stressful situation that you've had and how you used that to become a better firefighter.

Mr. Nally: Medically, anything involving children is always difficult, it's, I have two children myself, most of the guys have children, that's always a difficult situation, you've got to have a good support system. My wife's excellent, she's always been there to listen to me, whether it's me just complaining about something, you know, minor or something serious. And, again, I'm sure it's the same with a big Department, with a large Department, a small Department everyone knows each other, everybody's very tight, we're all friends so if something's bothering you you can easily come to a crew mate, you know, your shift officer, the Chief, anybody like that.

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

Mr. Silva: Tell us some good things that you like about the Ludlow Fire Department.

Mr. Nally: Well its cliché, in the Fire Service, you know, all the older firefighters will tell you it's the greatest job in the world and it doesn't take long to realize it is. I'm a competitive person, I like the competitive environment, I like the job itself, you're gonna help the community, you know, through prevention and training that you do, like our Open House, Fire Prevention, the SAFE program for little kids, which is great, you know, kids will see you through the years and, you know, now you're Firefighter Dave and when they're my sons' age of 17, you're gonna be oh that was Firefighter Dave, maybe someone like that will, they'll want to join the Fire Service. I think every aspect of its been great, it's a lot of hard work and there's things

you're gonna see that aren't pretty and there's things you're gonna see that are gonna stay with you for a long time, but you're gonna do more good to the community, I think in the end that's what matters.

Mr. Silva: Tell me something good that you like about the community.

Mr. Nally: I've grown up in the community, I've lived here since I was a sophomore in high school, before that I lived in Chicopee. Active community, Festa is one of the biggest, biggest events that we have so I think it's a lively, active community, its safe, a great place for kids.

Mr. Silva: Thank you.

Mr. Rooney: Mr. DeBarge.

Mr. DeBarge: Mr. Nally, congratulations for making into the room for this. What do you think the toughest aspect of being a Captain is? Within your Fire Department.

Mr. Nally: On a personal, you have to practice what you preach, like I said, you have to lead from the front, tell the guys, you know, x job has to get done, you have to show them that, you know, through the years that you're the one that's gonna do it first. I mean, it's gonna be very busy, EMS is a huge aspect of the job, it takes away a lot of time from training, it's takes away a lot of manpower, so I think you got to be organized, you got to pre-plan and then pre-plan for what could happen after that so that you got all the boots in the right positions if, in case a fire did come in.

Mr. DeBarge: And you just said it, or you've been talking about it at least, the medical side of the house is the busiest side of the house

Mr. Nally: Absolutely.

Mr. DeBarge: no doubt about that, so if there was a piece of medical gear that you don't have, that you could have that would make your job easier or safer to take with you, what would it be, if you could choose, what would it be?

Mr. Nally: That would have been an easy question when I first started, now we've had so many advancements, we've got the assist stretchers so that, that's on our safety side to prevent our back injuries in the long run, we got the Lucas device, I think that's probably one of our biggest, amazing, you know, tools that we have, aside from new medications that come out, new techniques. We just got a new Lorenza scope which is used for intubation that has a camera on it

Mr. DeBarge: Everybody's talking about that one.

Mr. Nally: are they, we just learned that, I mean, that's, it's not just a new toy, that thing is amazing. I'd say it's not something that we don't have yet, at least nothing that I've read about so far, more Lucas devices, you know, you, god forbid you had more than one cardiac arrest going at a time, but you could have an ambulance on this side of town, an engine on this side of town, easily have all three ambulances out at one time, it happens more often than not. So the engine is gonna be the apparatus, which is technically, it's a non-transport ambulance but it's got all the bells and whistles that we use ALS wise, so if that goes out and it goes on the code and then another one comes in, you know, more of that, that tool in the toolbox I think that's always on the plus side.

Mr. DeBarge: So you're saying you have it all?

Mr. Nally: Well no, that, you never have it all, something's gonna change next week, you never know.

Mr. DeBarge: That's all I have.

Mr. Rooney: Okay. I promised you could have the last word, so go ahead.

Mr. Nally: I appreciate the opportunity, I'm glad to be here, I appreciate you guys, you had quite a day anyway so, I look forward to many years to come and improving and hopefully being back here if it doesn't work out for me and again, thank you very much.

Mr. Rooney: Okay, thank you.

---

Mr. Rooney: Okay, Chief we will turn it over to you for now.

Chief Babineau: Well I got to tell you, I'm pretty proud sitting here tonight with the five people who just interviewed, you know, as I enter the waning stages of my career I leave with this thought that this is the future, you know, we're gonna appoint a couple of them tonight but the other three are definitely gonna be a part of the future. I want to say I think this is the largest pool of candidates for promotion that we've had in a long long time. It's an incredible amount of work, dedication, time and effort to pass this exam, I mean, each one of these guys probably donated a years' worth of their time so I want to thank them all for that. Another thing I've stated here before, this is the best of what I get to do, sitting in front of you, and the worst, you know, we've got five excellent candidates and we have two openings and that probably rings a little more true tonight based on the entire evening but what it comes down to with me and not speaking negative about any of the candidates, number one and the number one ranked candidate is Scott Kozak. I've known Scott since he came on the job, everything he said was true about being a positive, being a go-getter, I mean, very involved. I believe Scott was a Basic when he started but back in 1994/95 when we started the path to going from BLS service to ALS, there were a number of us who went to Intermediate school and Scott was one of them. I think there were six of us initially made that plunge and that was a year and a half of our lives we gave up to acquire that certification and that was the building block to get to where we are today. Probably, and I don't have it in front of me but it was around 1999/2000 where we had our Paramedic Service up and running and the opportunity came along for Scott, if he choose, to go to Paramedic School, and that's a two year commitment of his life and we didn't pay them overtime to go, he choose to do this because he wanted to get better. I mean, certainly he stepped it up, he's well respected within the Department, you know, a great family guy, he was a single dad for a good period raising his kids, certainly carries the respect of the Department. And going with the list, my second recommendation would be Jason Pease, he's no stranger to all of you, back when Deputy Crowley had to leave, Captain Machado stepped up into that role of Acting Deputy and Jason Pease was the only person on that Civil Service list for promotion at the time so he stepped into, he was put into the Acting role. I believe it was in June of last year you promoted him to Temporary Captain, once we made the Provisional Deputy and I will tell you Jason with his ten or eleven years of experience, you know, there's respect that comes with wearing the uniform and having the bugles on your chest but there's also respect you earn and they call them Captain, you know, he's not the permanent Captain on B Crew but they call him Captain. He has earned their respect. Jason, by happenstance, has caught most of the major incidents we've had, as the first arriving Officer and has handled them like a thirty year veteran, you know, really, really just the complete package there. And again, I don't mean to take anything away from Mr. Falconer, Mr. Doyle and Mr. Nally, you know, I certainly hope there is opportunities down the road for them but again, I don't think the Town can go wrong with Scott Kozak and Jason Pease and I believe if those are your choices, if you choose to appoint them tonight, at least Scott is looking to step into the role of Fire Prevention and Jason would continue his role of the Officer on B Crew.

Mr. Rooney: Okay, comments?

Mr. Mannix: Mr. Chairman, can I ask how the candidates stand on the Civil Service list?

Chief Babineau: I can answer that, number one was Mr. Kozak, based on how you interviewed them, number two was

Mr. Mannix: The way they were interviewed?

Chief Babineau: Yes.

Mr. Mannix: Okay. Most of the time it's been that way, but every once in a while we

Chief Babineau: That is how they were ranked.

Mr. DeBarge: And that's the order that you want, is the order that you?

Chief Babineau: Yes, one and two.

Mr. Mannix: Mr. Chairman, if I might, I would hate to have to agree with the Chief on his way out, you know,

Chief Babineau: It would be a first.

Mr. Mannix: but I, no I, going through the interviews, I do have Mr. Kozak number one by far, I like what he said, I like where he comes from, I like where he came from to the point of today to go forward today, the dedication, the leadership quality, I'm talking about dedication to the Fire Department, the Town, to stay where he was for so long and feel so good and comfortable about it and I think that says a lot about the person and the character. Number two, actually the guy I really like and I'm a strong supporter of seniority to a great degree, when it varies quite a bit, the guy that impressed me more than anybody else and in a certain way, with a smile is, I loved the answers from Mr. Falconer. I thought Mr. Falconer's answers were really great, a guy with seven years on the job, the determination, the aggressiveness, the positive aggressiveness, the thought, the care, the concern, I mean, he really, he had it all there, I'm not saying that many people with seven years on are gonna sit before this Board too often on any Department and everything else and speak in that manner and I could feel a lot of what he was saying, but going back to agreeing with the Fire Chief, but no, I think Jason Pease, he presented himself very well tonight, he presented himself extremely well last time around and at the same token he's been working at the job and I don't see the Chief saying anything negative there and also the fact the Chief is supporting him here today says a lot.

Mrs. Fernandes: I totally agree with Mr. Mannix, I thought Mr. Kozak was, right from the beginning I thought he, he's got Captain material. Not only has he had the experience in leadership roles, I love the fact that he's not, you know, there's a lot of people driven for the titles and I like the fact that he really just enjoys and loves his job and he waited, when he was ready for it and yet he still has all the respect of all, as you mentioned, of all his colleagues. Being number one in his class, he just seemed to be number one for this position. I do have to say that, you know, unfortunately when you have so many, we have five in this case for two positions, I've mentioned it before about being the big fish in the little pond or the little fish in the big pond and it really is about who's up against, for the job and sometimes you can be number one and sometimes you're gonna be last depending on who you're competing against. I thought the candidates were fantastic and that's kudos to you because you've trained these people to be phenomenal fire staff so, and you feel how proud they are of this Department and that's really wonderful to hear from all of them. Jason Pease, again, you know, ten years as a, in the Ludlow Fire Department has already been Acting Captain, Temporary Captain, you mentioned that he's, his other colleagues already look to him as a Captain so I was, you know, fighting between Jason and Seth, because I agree with you, Seth came in and with only seven years of experience, his passion, his drive when he didn't pass the exam to come back again, you can see that he really wants to put his all into this Department and that's wonderful to hear from such a young candidate, we're gonna be seeing a lot of him so I think it's wonderful. The other ones too, Kent Doyle, twenty-one years of experience; Mr. Nally as well, you know, really good candidates, but I thought Scott Kozak is number one and then I was fighting between Jason Pease and Seth Falconer, only because of how much Seth Falconer has progressed in seven years, so I can imagine how much he's gonna progress in another three years as Mr. Pease has. But I agree with you I think in this case, Mr. Kozak and Mr. Pease are probably the best of all the candidates here and I encourage Mr. Falconer, Mr. Doyle and Mr. Nally to continue applying because you don't know who the other candidates are, that are gonna be up against the next time.

Mr. DeBarge: Here's what I'm amazed at, I'm amazed that every single packet that I have looked at, there are letters from their own co-workers and I am just, and I am just, I can't get over that and the letters say that they would recommend their own brother for Captain and then there'd be another letter from someone else that they work with and I have never, I have never seen that, never seen that before. The humility in your Department is just staggering to me and it is something that you should be, well not should be, I know you are incredibly proud of, it's something that you don't see, you don't hear about and I am just, I mean, these guys are from top



to bottom, are fantastic guys, they're hard workers, they interview well, I mean I agree with you whole heartedly, number one and two, but Mr. Falconer, Mr. Doyle, Mr. Nally, they could come in tomorrow and, you know, if you had more openings and be the next guys, without a doubt.

Chief Babineau: Any one of them could do the job tomorrow.

Mr. DeBarge: Without a doubt, they have the personality, they have the talent, it's just that I cannot get over the camaraderie, the a spree decor in that building and I cannot say it enough how impressive it is.

Mr. Rooney: You all set?

Mr. DeBarge: Yup. Blown away.

Mr. Silva: Yeah just a couple words, I quite honestly would love to see Seth be a Captain, knowing his family and where he comes from and his other side of the family, he just did a wonderful job today, and I hope the family doesn't, won't be knocking on my door sometime down the road and say you betrayed us or anything but Seth is, I'm sure is gonna,

Chief Babineau: I have no doubt down the road, he is gonna.....

Mr. Silva: so I guess that I would kind of go with the rest of the Board, in light of being unanimous, hopefully, it makes sense to do it that way, I hate to be not unanimous usually and have dissension between candidates and Board members or what not, so but again Seth, I would love to see him, at some point.

Mr. Rooney: You know given the lateness of the hour I'm not going to repeat everything, but certainly I would agree with everything that's been said. I think we had five great candidates in front of us, I do think Scott Kozak and Jason Pease certainly set themselves, for a lot of different reasons, not just in the interview but their whole package, what they bring, I think set themselves apart a little bit, but that is in no way a negative reflection on the other three, I think they are great as well. But I certainly would go along with the order as laid out by the Chief. So with that,

Mr. Mannix: Mr. Chairman, just quickly before I make the motion here, also I meant to say in the beginning, not only agreeing with the Chief but talking about proud sitting here, yes you should be, I can say I was proud sitting here because for five candidates to come in and all five candidates to be what they are, I have yet to see anything to that magnitude happen, so yeah you have every right to be proud. Mr. Chairman I make a motion that we appoint two Fire Captains at this time, Scott Kozak being number one and Jason Pease being number two, effective Sunday, May 21, 2017.

Mrs. Fernandes: Second.

Vote 5-0 all in favor.

Mr. Rooney: Just one last thing since I was so short winded on the candidates, certainly I think we would be remiss in saying, I, first of all, I hope this is the last time you're in front of us before you're actually leaving

Laughter

Chief Babineau: I think you can be rest assured this is, it really is.

Mr. Rooney: I don't want to see you again,

Chief Babineau: At least in an official capacity.

Mr. Rooney: but given that it is the last time I certainly I think we would be, as a Board, remiss if we didn't comment on how, you know, you're eight years I think has been an incredible run. I think for you personally and for the Department, I think you have been an incredible advocate for the Ludlow Fire Department but also I think more importantly for the Town of Ludlow, you

know, you and I have met privately on different issues, haven't always agreed, but there has never ever been a doubt in my mind that you're doing what you think is right for the Fire Department and for the Fire Services to Ludlow. So for that, I think, I certainly thank you and I think the Town of Ludlow thanks you. You know, the other thing is, when you think about jeez, what's your legacy, I would say there's probably two things, one is, you know, it's been a great Department over the years certainly before you and I'm sure it will be after you but I think you made the Department a better Department in the eight and a half years then what it was before and that is not a reflection in any negative light on anything that came before, but you, I think that's your, first part of your legacy. The second, we saw a part of it tonight, and that's the people that you bring into the Department. Certainly, yeah, we did two but we easily could have done five and how many times do we say that, time after time whether it's for rank and file firefighters or Captains or Deputy Chief, I think that's the legacy you're gonna leave behind is that it's an incredible Fire Department and the Town of Ludlow is very very, should be very very thankful for the Department that we have. So I just wanted to say that.

Chief Babineau: Well thank you, I appreciate those kind words and, you know, I'm not gonna take all the credit for that because, you know, it wouldn't be what it was without the staff backing me up and without the support this Board has shown and Town Meeting and every other Board and agency I've dealt with. And particularly you Mr. Rooney, I think you are the one member that has been there through my entire tenure and yes we have not always agreed but I always left here feeling that I got a fair shake with you, you know, for the Department, that you looked at both sides and you always stated your reasons why you were gonna support or not support what we we're looking for and I always appreciated and respected that.

---

#### Correspondence

113. Mike Rodrigues – request for a One Day Beer & Wine Permit for the Grand Opening of Vanished Valley, 782 Center Street to be held on June 24, 2017 from 11:00 am to 4:00 pm.

Moved by Mrs. Fernandes, seconded by Mr. Silva, to approve the One Day Beer & Wine Permit for the Grand Opening of Vanished Valley, 782 Center Street to be held on June 24, 2017 from 11:00 am to 4:00 pm with the approval of the Police Department. Vote 5-0 all in favor.

114. Marie Angelides, Chair of the Longmeadow Select Board – informing the Board of the next Regional Selectboard meeting to be held on May 31, 2017 at 7:00 pm at Longmeadow High School, Bliss Road.

Moved by Mrs. Fernandes, seconded by Mr. Mannix, to file. Vote 5-0 all in favor.

115. Department of Conservation and Recreation – informing the Board of the FY17 payment made to the Town of Ludlow under the Department of Conservation and Recreation Office of Watershed Management's in Lieu of Taxes (PILOT) program.

Moved by Mr. Silva, seconded by Mr. Mannix, to file. Vote 5-0 all in favor.

116. Anita Allen – letter of concern for the property at the intersection of Chapin Street and Fuller Street.

Moved by Mr. Mannix, seconded by Mr. Silva, to file. Vote 5-0 all in favor.

117. Jim Goodreau, Assistant Town Engineer – resigning as the Trench Permitting Authority.  
117a. Kenneth Batista, Operations Supervisor – resigning as the Trench Permitting Authority.

Mr. Mannix expressed his dismay at the resignations of these two individuals at the same time.

Mr. Silva asked if this is something that it is in their job descriptions. Ms. Villano stated that it is not, she believes it is in the Director of the Department of Public Works' job description. When the new Director is hired, he will become the Trench Permitting

Authority. Ms. Villano stated that the Building Commissioner is willing to be the Trench Permitting Authority in the interim until the new DPW Director is hired.

Mr. Rooney stated that he is sick and tired of dealing with BPW/DPW issues. They are doing an incredible disservice to the Town of Ludlow with their behavior. The situation is out of control.

Mr. DeBarge stated that since this function is not in their regular job descriptions, he believes the Board can't stop them from resigning.

Mr. Rooney stated that he doesn't know if we have the authority to say to them we are not allowing you to resign, they are not employees under the jurisdiction of the Board of Selectmen, it is not part of their job description and they are not being compensated for it.

Moved by Mr. DeBarge, seconded by Mr. Silva, to accept their resignation for the Trench Permitting Authority. Vote 4-1 in favor.

118. Anna Lucey, Director, Government Affairs, Charter Communications – changes to the channel line up.

Moved by Mr. Silva, seconded by Mrs. Fernandes, to file. Vote 5-0 all in favor.

119. Joseph Freeman, Associate, Beta - Environmental Notification Form - Reconstruction of Route 21 (Center Street).

Moved by Mr. Mannix, seconded by Mr. Silva, to file. Vote 5-0 all in favor.

120. Governor Charles D. Baker – informing the Board of the Race Amity Day Planning Workshop. Board to proclaim June 11<sup>th</sup> as “Race Amity Day”.

Moved by Mr. Mannix, seconded by Mrs. Fernandes, to file. Vote 5-0 all in favor.

Moved by Mrs. Fernandes, seconded by Mr. Mannix, to proclaim June 11<sup>th</sup> as “Race Amity Day”. Vote 5-0 all in favor.

121. Celebrate Ludlow donations – Cash Register Solutions, Inc. \$100.00; Dr. Theodore Gordon \$100.00; Constance J. O'Brien & Michael S. Ghazil \$25.00; Leonard Charest & Cynthia Charest \$40.00; Red Fortune LLC \$100.00; Longriders Inc., \$100.00. Total donations \$465.00.

Moved by Mr. DeBarge, seconded by Mrs. Fernandes, to accept the donations as read by the Chairman, totaling \$465.00 for Celebrate Ludlow with letters of thank you. Vote 5-0 all in favor.

122. Michael Sweeney, Executive Director, MA State Lottery Commission – notifying the Board of the Lottery's intent to install a Keno monitor at Ludlow Smoke Shop, 246 East Street.

Moved by Mrs. Fernandes, seconded by Mr. Mannix, to file. Vote 5-0 all in favor.

123. Joseph Buckley, P.E. Chief Engineer, MSBA – informing the Board that the MSBA Designer Panel selected the three firms to interview for the Design Firm for the Chapin Street Feasibility Study. Those interviews will be held on May 16<sup>th</sup>.

Moved by Mrs. Fernandes, seconded by Mr. Mannix, to file. Vote 5-0 all in favor.

124. Eric Segundo, Director of Veterans Services – request to hold the Memorial Day Parade on Monday, May 29, 2017 beginning at 9:00 a.m. and request approval to have the greatest generation World War II Veterans, who served our country honorably, be this year's honorary Parade Marshalls.

Moved by Mrs. Fernandes, seconded by Mr. Mannix, to approve Mr. Segundo's request to hold the Memorial Day Parade on Monday, May 29, 2017 beginning at 9:00 a.m. and his request for approval to have the greatest generation World War II Veterans, who served our country honorably, be this year's honorary Parade Marshalls. Vote 5-0 all in favor.

125. Christopher Murphy, President National Correctional Employees Union – requesting to commence contract negotiations for the Ludlow Police Dispatchers.

Moved by Mr. Silva, seconded by Mrs. Fernandes, to open up the discussions for negotiations with the Ludlow Police Dispatchers and send it to Attorney Weinberg. Vote 5-0 all in favor.

126. Application for a Common Victualler License for Our Town Variety.

Moved by Mrs. Fernandes, seconded by Mr. DeBarge, to approve a Common Victualler license for Our Town Variety. Vote 5-0 all in favor.

#### Unfinished Business

Board to discuss the light pole located at East/Center Street

Ms. Villano stated that Eversource has contacted the Town about a light pole that was damaged in an accident and has asked if the Town wants the light pole replaced. Eversource has stated that this light pole has been damaged or knocked down five or six times. Ms. Villano and the Assistant Town Engineer went to look at the location and they feel the light does not need to be replaced.

Moved by Mr. Mannix, seconded by Mrs. Fernandes, to disregard putting a new light pole there at Center Street by the driveway to Western Mass Electric down on the river. Vote 5-0 all in favor.

---

Board to approve and sign the amended liquor license for the dba name change for Marques & Mateus Inc. DBA/Mill's Tavern & Grille.

Moved by Mrs. Fernandes, seconded by Mr. Mannix, to approve the amended liquor license for the dba name change for Marques & Mateus Inc. DBA/Mill's Tavern & Grille. Vote 5-0 all in favor.

---

Board to approve and sign the liquor license for Maharjshree Inc. DBA/Our Town Variety.

Moved by Mrs. Fernandes, seconded by Mr. Mannix, to approve the liquor license for Maharjshree Inc. DBA/Our Town Variety. Vote 5-0 all in favor.

---

The Board signed the Common Victualler License for Our Town Variety.

---

For the Board's Information – The Riverwalk Phase 1A is almost complete. Board to approve and sign the invoice for Morais Concrete.

Ms. Villano encouraged all of the Board members to go down to the Riverwalk. There have been light poles put up, trash receptacles and park benches have been installed and it's really very peaceful. There is also new signage and historical markers installed. The Historical Commission was very involved in designing and providing the information for the historical markers. We have received a lot of compliments from residents already.

New Business

Board to sign the Selectmen's Minutes of May 8, 2017.

Moved by Mr. DeBarge, seconded by Mr. Silva, that we approve the Selectmen minutes of Monday, May 8, 2017 in the cafeteria of Ludlow High School prior to Town Meeting with all persons present. Vote 5-0 all in favor.

---

Board to release the Executive Session minutes of September 12, 1995.

Moved by Mr. Mannix, seconded by Mrs. Fernandes, that we release the executive session minutes of September 12, 1995. Vote 5-0 all in favor.

---

Board to appoint Kim Batista, Town Clerk as the Records Access Officer.

Moved by Mrs. Fernandes, seconded by Mr. Mannix, that appoint Kim Batista, Town Clerk as the Records Access Officer. Vote 5-0 all in favor.

---

Board to appoint Justin Larivee as the Trench Permitting Authority.

Moved by Mr. Mannix, seconded by Mrs. Fernandes, to appoint Justin Larivee as the Trench Permitting Authority until June 12, 2017. Vote 5-0 all in favor.

---

Board to appoint the newly appointed Fire Chief Ryan Pease to Ambulance Abatement Committee, Director of Emergency Management and Safety Committee Alternate to be effective May 21, 2017.

Moved by Mrs. Fernandes, seconded by Mr. Mannix, we appoint Fire Chief Ryan Pease to the Ambulance Abatement Committee, Director of Emergency Management and Safety Committee Alternate to be effective May 21, 2017. Vote 5-0 all in favor.

---

For the Boards Information: Eversource will be performing Transmission Rights-of-Ways work in Ludlow

---

Board perused the Selectmen Minutes of January 17, 2017.

---

Board perused the executive session minutes of April 27, 2017 first session and second session.

Closing Comments

Mr. Mannix welcomed the two new Fire Captains that were appointed tonight and commended the other candidates.

Mr. Silva wished Fire Chief Mark Babineau a happy retirement.

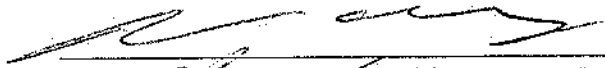
Mr. DeBarge stated that he attended a living wax museum put on by the 3<sup>rd</sup> grade class at the Chapin Street Elementary School today and it was a fantastic job done by all. He also gave a shout out to the new Fire Captains and a thank you to Mark Babineau for his career.

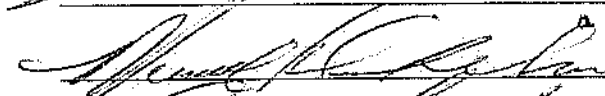
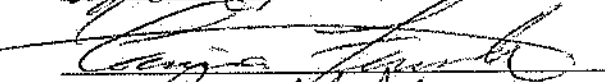
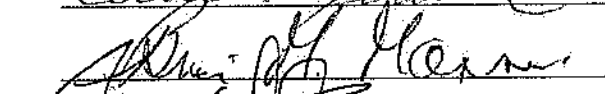

Mr. Rooney noted the passing of Benny Santos. He was a long time referee and a town meeting member for forty-two years and a member of the building committee of the town hall.

Moved by Mr. Silva, seconded by Mr. Mannix, to enter into executive session for land acquisitions and not return to open session at 9:52 pm.

The Chairman declared that an open meeting would have a detrimental effect on the negotiating position of the public body.

Mr. Mannix, yes; Mrs. Fernandes, yes; Mr. DeBarge, yes; Mr. Silva, yes; Mr. Rooney, yes. Vote 5-0 all in favor.

  
Chairman

  
  
  
  
Ludlow Board of Selectmen

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