

PERU BOARD OF SELECTMEN MEETING
Town Hall Community Center, 3 EAST MAIN RD
Tuesday, May 27, 2025 @ 6:00pm

1. Call to order
2. Selectboard Roll Call
3. State recording status
4. Pledge Alliance to the Flag
5. Update from Departments
6. Review and Approve BOS Meeting Minutes for 5-12-25 and 5-19-25
7. Update on implementing the Permit Eyes Online Permitting system
8. Discussion and possible vote on Police Chief Contract with Chief Cullett
9. Discussion and possible vote on appointing Branden Mascolo Finance Committee Member
10. Discussion and possible vote to re-appoint the following: Terry Walker as Recording Secretary, Susan Koziara as Assessor, Darryl Darby as Cemetery Sexton, Mike Frederick on Conservation Commission, Kathy Borden on Cultural Council, Katie Boucher on Cultural Council, Bruce Cullett as Emergency Management, Kevin Wall as Emergency Management Assistant, Dan Cawthron as Fire Chief / Forest Warden, Valerie Bird as Health Agent / Inspector and Justin Russell as Highway Superintendent
11. Review and Approve accounts payable, Treasury Warrants, Payroll Warrants
12. Public Input
13. Adjourn-

The list of matters are those reasonably anticipated by the Board which may be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.



Verne Leach, Select Board Chair

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Official posting: Peru Town website: www.townofperuma.com

Posted May 22, 2025 @ 4:55 pm



Town Clerk

TOWN HALL 3 EAST MAIN ROAD PERU, MA 01235

SELECT BOARD MEETING MINUTES: May 27, 2025, 6:00 P.M.

Town Hall Community Center

Verne Leach, Chair Selectman
Samuel Haupt, Selectman
Edward Munch, Selectman
Terry Walker, Recording Secretary
Bruce Cullett, Police Chief
Justin Russell, Highway Superintendent
Logan Brooks, Assistant Fire Chief
Steven Wall, Fire Department Lieutenant

Public Attendees: Branden Moscolo,

Item 1: Call to order: 6:00 P.M.

Item 2: Roll Call: Chairman Leach present, Selectman Haupt present, Selectman Munch present

Item 3: State Recording status: TA Walker recording, Selectman Leach recording for personal reasons under exemption E

Item 4: Pledge of Allegiance to the Flag: Led by Selectman Leach

Item 5: Review and Approve BOS Meeting Minutes for 5/12/2025 and 5/19/2025:

Selectman Leach motion to approve 5/12/2025 minutes pending changes, Selectman Munch second, 3-0
Selectman Leach motion to approve 5/19/2025 BOS/Fin Com minutes pending changes, Selectman Munch second, 3-0.

Item 6: Update of Departments:

Police Department:

Police Chief Cullett mentioned that he has been receiving several speeding complaints on East Windsor Road and Curtin Road. Additional focus will be paid to these areas.

Emergency Management:

EMD Cullett mentioned that MIIA will be holding an emergency training (Incident command seminar) on September 19th. All Elected personnel and Town Administrators are invited to attend. The seminar will be offered at the Lenox Town Hall and pre-registration is required.

Highway Department:

Highway Superintendent Russell mentioned that Casella has been dropping off 30-yard paper containers rather than 40-yard paper containers. The 30-yard containers need to be emptied every 2 months and the 40-yard containers need to be emptied every 4 months. Superintendent Russell feels that the hauling charges for the smaller containers are more costly.

Highway Superintendent questioned the \$6,000 balance in the Cemetery account. He will speak to Darryl Darby regarding an encumbrance of funds.

Fire Department

Steven Wall, Lieutenant, mentioned that he has heard a lot of complaints about the fire department not responding to fire calls. He assured the BOS that the fire department had received 20 calls from dispatch and responded to 13 calls. Steven mentioned that on April 15, 2025, all members of the fire department were CPR certified. On May 6, 2025, all firemen were certified in haz mat training and certified as first responders.

The BOS asked for an update on the new fire truck. Logan Brooks, Assistant Fire Chief, mentioned that he had contacted Madigans 3 weeks ago and they have not responded with a delivery date. Samuel Haupt volunteered to drive Madigans in Lancaster, MA and will have an update for the next BOS meeting.

Town Administrator:

TA Walker mentioned that she had submitted all necessary paperwork via the U.S Postal Service to the Department of Fire Services on April 30th for reimbursement of two portable radios. She received an email from Timothy Moore stating that the paperwork had been lost in the mail. TA Walker had to make copies of the grant, plus mail hard copies with original signatures to the Department of Fire Services. She had been working on this grant since October 2024 which is for two portable radios for the fire department. There had been an issue, and the radios had to be encrypted to qualify for grant funding. TA Walker asked if she could send overnight package with tracking. The BOS agreed because if the grant isn't utilized before June 30, 2025, the town loses the funding.

MassWorks Grant: TA Walker mentioned that she and Justin are working together, and everything is coming along fine with the MassWorks grant. She mentioned that every year is more difficult, and more information is required. She is hopeful that the \$1,000,000 grant will be submitted by Friday.

ADA Grant: TA Walker mentioned that she needs cost estimates for black topping the parking lots at Fire House and Highway Department. Selectman Leach mentioned that the grant is for \$250,000 and it should pave all the parking lots. Justin was asked to get cost estimates for Terry.

TA Walker mentioned she had to cancel the Town Administrator's conference because the MassWorks grant is due by June 4th and the ADA grant the middle of June. She felt that she could not take 4 days off. TA Walker mentioned that she did receive a 100% refund for the conference, but the hotel charged a \$25.00 cancellation fee. TA Walker asked if she should pay the \$25.00 cancellation fee or would the town pay the fee. The BOS agreed the town would pay the \$25.00 cancellation fee.

Selectman Leach: Selectman Leach asked Highway Superintendent Russell if he had a date when one of the highway employees was resigning. Highway Superintendent mentioned that he is resigning the first of September and Justin plans to aggressively advertise the position on indeed and Iberkshire.

Item 7: Update on implementing the Permittees online permitting System: Selectman Leach mentioned he had spoken to Treasurer Wendling and she will be setting up Permittees with Unibank to receive payments for permits.

Item 8: Discussion and possible vote on Police Chief Contract with Chief Cullett: Chief Cullett mentioned he had emailed the employment agreement to all the Selectboard members for their review. The agreement was to update his contract and focus on reclassifying the position under FSLA. After a brief discussion, Selectman Haupt needed more time to review and compare the previous year's contract. Selectman Leach placed on hold.

Item 9: Discussion and possible vote on appointing Branden Mascolo Finance Committee Member: Selectman Leach mentioned that the position was advertised for 2 weeks, and the other candidate withdrew his letter of interest. Selectman Leach motion to appoint Branden Mascolo as a Finance Committee member. Police Chief Cullett mentioned that the position had not been advertised for two weeks. This was placed on hold. Selectman Leach mentioned that Branden Mascolo did not need to be present when he is appointed.

Item 10: Discussion and possible vote to re-appoint the following: Terry Walker as Recording Secretary, Susan Koziara as Assessor, Darryl Darby as Cemetery Sexton, Mike Frederick on Conservation Commission, Kathy Borden on Cultural Council, Katie Boucher on Cultural Council, Bruce Cullet as Emergency Management, Kevin Wall as Emergency Management Assistant, Dan Cawthron as Fire Chief/Forest Warden, Valerie Bird as Health Agent/Inspector and Justin Russell as Highway Superintendent. Hold Selectman Leach motion to appoint all individuals except Justin Russell because it was worded incorrectly, Selectman Haupt second, 3-0.

Item 11: Review and approve accounts payable, Treasure Warrants, Payroll Warrants: V23-2025:

Item 12: Public Input:

Logan Brooks asked permission to purchase 4 Prestan AED Ultra Trainer units. These will be utilized by the police department and fire department for CPR training. The Fire department plans to also offer courses for babysitters. The AED units cost \$481.50 each and Logan is seeking the best route to acquire funds to purchase 4 units. Selectman Munch questioned the life expectancy of the units. Logan mentioned that the life expectancy of the units is 8 years and then the batteries and pads will be replaced. Logan felt that proper training would benefit the town. Selectman Munch felt that this purchase was a great idea. It was a consensus of all three Selectmen to purchase 4 units. Bruce Cullett, Fin Com Chairman, will help Logan order the 4 AED units.

Item 13: Adjourn: Selectman Leach made a motion to adjourn the 5/27/2025 BOS Meeting, Selectman Munch second, Vote 3-0. The 5/27/2025 BOS Meeting adjourned at 7:09 P.M.

Articles used:

V23-2025
5/12/2025 and 5/19/2025 minutes
MIIA seminar on September 19th
Log of Fire Department responses
Appointment letters
Branden Mascolo resume, letter of interest
Darryl Darby, letter of interest
Police Chief contract
Prestan Ultra Trainer AED units for FD

Terry Walker
Recording Secretary

Verne Leach, Chairman

Sam Haupt, Selectman

Ed Munch, Selectman

Date Approved: 6-9-25

RECEIVED
JUN 09 2025
Kim Leach
TOWN CLERK
TOWN OF PERU

Town Administrator

From: Bruce Cullett
Sent: Wednesday, May 21, 2025 11:25 AM
To: Select Men; Ed Munch; Sam Haupt; Town Administrator
Subject: FW: [EXTERNAL] ICS for Senior and elected officials

Please see the training opportunity below geared specifically for elected officials.

Bruce

Sincerely,

*Bruce W. Cullett
Chief of Police / EMD*

*Peru Police Dept.
3 East Main Road, #106
Peru, MA 01235
Ph: 413-655-8377
Fax: 413-655-2144*



From: Marsden, Christopher (CDA) <Christopher.Marsden2@mass.gov>
Sent: Wednesday, May 21, 2025 9:23 AM
To: Bruce Cullett <BCullett@townofperuma.com>
Subject: [EXTERNAL] ICS for Senior and elected officials

Massachusetts Emergency Management Agency

ICS-402: ICS Overview for Executives and Senior Officials (G-402)

I have official confirmation that MEMA will be offering this course on September 19th, 2025, at the Lenox Town Hall Auditorium. Please socialize this among your Selectboards, City Councilors, Mayors, Administrators and Managers. It is vital for local officials to understand their obligations and responsibilities during emergencies and disasters as part of the overall incident command system. This is true now more than ever as changes in Federal programs and agencies are inherently shifting more burden and responsibility to State and local Jurisdictions.

Please use the link above to see the official course description and to register through MEMA's Training Registration System. You will need to create an account in TRS if you do not already have one. If there are any questions, or if you need assistance with TRS accounts, please do not hesitate to reach out to me.

Please feel free to forward this information as you see fit.

Chris Marsden, Local Coordinator
MEMA West – Berkshire County
774 279 9073

This message has been sent from MEMA's Listserv.

To unsubscribe from this listserv, call MEMA Region 3/4 at (413) 750-1400.

FIRE Department CALLS 2005 Through 5/27

Day	Date		Time	Dispatch #	
Tuesday	1/2	@	10:05	25-279	No Response
Sunday	1/5	@	15:41	25-991	Response
Monday	1/6	@	02:35	25-1106	Response
	1/6	@	10:55	25-1186	Response
Saturday	1/11	@	11:06	25-2344	Response
Monday	1/20	@	14:29	25-4308	Response
	1/20	@	16:19	25-4327	No Response
Thursday	2/6	@	17:22	25-8078	Response
Monday	2/17	@	09:29	25-10199	No Response
Monday	2/24	@	09:04	25-11533	No Response
Friday	3/7	@	12:22	25-14076	No Response
Sunday	3/19	@	13:43	25-14520	Response
Tuesday	3/11	@	10:51	25-14880	Response
Sunday	3/16	@	15:41	25-16096	Response
Wednesday	4/16	@	15:37	(Worthington)	No Response
Friday	4/25	@	08:26	25-24924	No Response
Thursday	5/1	@	19:20	25-26480	Response
Friday	5/16	@	12:53	25-29972	Response
Wednesday	5/21	@	20:17	25-31246	Response
Friday	5/23	@	10:12	25-31594	Response

14 / 20 (> 70%)

Branden Mascolo, PharmD

Employment Experience

Transfer Station Attendant 08/2024-Present

- Operate compactor, check trash bags for stickers, monitor bins and help residents as needed.

Pet Sitter via Rover 2019 - Present, Self-Employed

- Answering calls and texts from prospective clients regarding scheduling a pet service, either dog walking, dog sitting, or drop-ins.
- Scheduling Meet & Greets to meet prospective clients and their pets, to go over any tasks and care regimens they would like for their pets.
- Establishing rapport with prospective and current clients.
- Keeping dates and times well-organized in a dedicated planner.

Clinical Pharmacist 2017 - 2019 Long's Peak Hospital, Longmont, CO

- Participated in the Grand Opening of this newly built hospital
- Reviews the patient's medications, allergies, labs, and other pertinent information from the medical record to identify and solve medication-related problems prospectively.
- Reviewed and approved medication orders for both inpatient and outpatient pharmacy.

Staff Pharmacist: February, 2013 – 2017, Franciscan Hospital for Children, Brighton, MA

- Designed, implemented, and manages operating room/anesthesia drug kits.
- Supervise, train, and support technicians and students.
- Documents and assesses adverse drug events, interventions, and recommendations.
- Reviews the patient's medications, allergies, labs, and other pertinent information from the medical record to identify and solve medication-related problems prospectively.
- Responsible for the entire inventory process including physical and Pyxis count of medications using inventory software.

Pharmacy Intern: July, 2011 – November, 2011, Franciscan Hospital for Children, Brighton, MA

- Responsible for billing the OR and anesthesia departments for use of medications
- Coordinated and re-organized the storage of medication in the pharmacy
- Delivered medications, including controlled substances and antibiotics to desired automated medication dispensing system

Pharmacy Technician, June, 2007 – August, 2010 CVS/Pharmacy, Troy, NY and Brighton, MA

- Answered phones, cashier, data entry, counted medication, called insurances for prior authorizations.

Education

Doctor of Pharmacy

MCPHS University

Graduation: May 2012

- PharmD Degree

Town Administrator

From: Branden Mascolo mascolo.branden@gmail.com
Sent: Thursday, May 15, 2025 11:22 AM
To: Town Administrator
Cc: Select Men; Ed Munch; shaupt@townofperu.com
Subject: [EXTERNAL] Finance Committee Letter of Interest
Attachments: Resume-4.pdf

Hello

I am interested in serving as a member of the Finance Committee for the Town of Peru, MA. Attached you will find my resume. I am committed to attend scheduled meetings and use my knowledge to help the committee and town. Thank you for the consideration.

Branden Mascolo
95 Middlefield Rd, Peru, MA 01235

Town Administrator

From: Darryl Darby <[REDACTED]@aol.com>
Sent: Tuesday, May 13, 2025 8:33 PM
To: Town Administrator
Subject: [EXTERNAL] Finance

I understand that the finance committee has an opening dew to a recent resignation. I would be interested in filling that seat if nobody else is interested.

Thank you
Darryl Darby

**CONTRACT OF EMPLOYMENT
BETWEEN
TOWN OF PERU
AND
CHIEF OF POLICE
(Modified May 27, 2025)**

This agreement, made this 27th Day of May, 2025 by and between the Town of Peru ("the Town"), acting by and through its Board of Selectmen ("the Board"), and Bruce W. Cullett, Chief, ("the Chief"), witness that:

WHEREAS, the Town is desirous of securing the services of the Chief in the operation of the Peru Police Department; and

WHEREAS, the Chief is willing to perform the duties of the position of Chief according to the terms and conditions of this contract;

NOW, THEREFORE, pursuant to Chapter 41, Section 108(0), the Town and the Chief agree that the following contract shall set forth the Chief's conditions of employment for the Chief.

1. Duties. The operational control of the police department for the Town shall be the responsibility of the Chief. The Chief shall have all the authority and powers granted to a Chief of Police under the provisions of M.G.L. Chapter 41, Section 97A.
 - a. The Chief shall be responsible for the planning, organizing, and coordination of police operations. The duties of the Chief shall include but not be limited to the following:
 - a) Supervision of the daily operations of the police department
 - b) Supervision of all department personnel.
 - c) Preparation and submission of the police department budget.
 - d) Submission of reports to the Town either orally or in writing when requested or required in order to ensure the proper communication between the Town and the police department.
 - e) Being responsible for all departmental expenditures, as well as the receipt of funds and property in the custody of the police department.
 - f) Supervision and control of all equipment and motor vehicles belonging to or used by the police department.
 - g) Establishing weapons, ammunition, uniforms, equipment and vehicle specifications for the police department.
 - h) Being in charge of all police officers including full time, part time, special, auxiliary and/or reserve police officers.
 - i) Supervision and control of all training programs for department personnel and the assignment of personnel to such programs.
 - j) Maintaining the discipline of department personnel; the issuing of orders, rules, regulations, policies and procedures, subject to approval of the Board of

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Selectmen, where appropriate within the limitations of M.G.L. Chapter 41, Section 97A; and the assignment of shifts and duties of all department personnel.

- k) Being available for hearings before any appointed or elected Board of the Town at which the police department is required to appear and before the Town Meetings when necessary.
- l) Being responsible for communicating with the public, including the media, on matters relating to crime, police operations and department policy.
- m) Command all police officers.
- n) Serve as chief law enforcement officer of the Town.
- o) Perform related work as required and appropriate for the position of Chief of Police.

2. Hours of Work.

- a. The Chief agrees to devote that amount of time and energy which is reasonably necessary for the Chief to faithfully perform the duties of the Chief under this contract. The Chief of Police position currently requires an average of 40 hours per week.
- b. It is recognized that the Chief must devote a great deal of time and effort outside of normal business hours to the business of the Town. The Chief is the primary first responder for the Peru Police Department, and is typically on call 24 hours per day, seven days per week. It is also recognized that the Peru Police Department Chief position is non-exempt as defined by 29 CFR 541.3(b) as determined by the Board given the primary duties of the Chief. Accordingly, the Chief is subject to Overtime Pay in accordance with the Fair Labor Standards Act (FLSA). An overtime rate shall be established for the Chief by dividing the Chief's current weekly salary by 40 and then multiplying by 1.5.
- c. The Chief shall be permitted to teach occasional classes or engage in occasional consulting in the field of law enforcement or firearms instruction at such times that will least adversely impact Department operations.

3. Vacation Allowance and Personal Days

- a. The Town agrees to grant the Chief five weeks of vacation leave, with pay, during each fiscal year of this contract. Unused pro-rated vacation leave shall be paid in full to the Chief of Police upon separation of service for any reason. Vacation leave shall be scheduled by the Chief so as not to conflict with the needs of the Town.

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b. The Town agrees to grant to the Chief four (4) paid personal days per fiscal year. Personal days may not be carried forward from fiscal year to fiscal year.

4. Sick Leave:

a. The Chief shall receive the equivalent of one calendar week of sick leave per fiscal year. Sick leave may be used for personal illness or out of work injury, family illness/injury, or prescribed medical examinations. Unused sick leave shall be carried forward from fiscal year and will be capped at a maximum of the equivalent of six calendar weeks (240 hours) of sick leave.

5. Bereavement Leave:

a. The Chief of Police shall be entitled to a calendar week of Bereavement Leave for the death of an immediate family member without loss of pay.

6. Paid Holidays:

a. The Chief shall not be expected to report to work on the following Massachusetts Holidays: New Year's Day, Martin Luther King Day, Washington's Birthday, Patriots Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, Christmas Day. If the Chief is required to work on one of the listed holidays for any reason, the Chief shall be entitled to Overtime pay.

7. Compensation: The Town shall pay the Chief a salary, which annualized, would be eighty thousand dollars (\$80,000.00) in FY 2026. An automatic cost of living increase of at least two percent (2%) per year shall be added to the Chief's salary in fiscal years 2027 and 2028 subject to appropriation at Annual Town Meeting. The Town understands and acknowledges that it shall be responsible to budget and support any such appropriation and the terms of this Contract at any and all Town Meetings. The Chief will be paid bi-weekly using direct deposit for payroll minus appropriate and lawful deductions.

8. Extra Duty: The Chief shall be entitled to extra duty compensation such as police details for traffic safety or event/site security as allowed for in the Peru Police Department's detail policy.

9. Indemnification: The Town of Peru shall indemnify, defend and save harmless the Chief of Police from any complaint, tort, claim, suit, judgment, demand or other legal action,

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whether groundless or otherwise, arising out of an alleged act or omission occurring in the performance of his duties as Chief of Police. The Town may compromise and settle any such claim or suit and will pay the amount of any settlement or judgment rendered thereon without recourse to the Chief of Police. The Town shall save harmless the Chief of Police for any personal financial loss and expense, including reasonable legal fees and costs, if any. This provision shall survive any termination of this agreement with respect to acts or omissions while serving as Chief.

10. Insurance.

- a. The Town agrees to furnish, at its expense, professional liability insurance for the Chief with liability limits of at least one million (\$1,000,000.00) dollars.
- b. The Chief shall be eligible for all health and life insurance benefits for which other non-bargaining unit, general town government employees are eligible. The Town agrees to contribute toward the cost of such insurance programs an amount or percentage not less than the highest applicable amount or percentage available to other non-bargaining unit general government employees of the Town, for a comparable policy.
- c. As a sworn police officer, the Chief shall be entitled to injured-on-duty benefits as provided in M.G.L. Chapter 41, Section 111F.

11. Length of Contract. The initial term of this contract shall be for a period commencing July 1, 2025 and ending June 30, 2028.

12. Modification. No change or modification of this contract shall be valid unless it shall be in writing and signed by both of the parties.

13. Law Governing. This contract shall be construed and governed by the Laws of the Commonwealth of Massachusetts.

14. Termination: Discipline or Discharge Grievance Procedure.

- a. It is agreed that the Chief of Police can be disciplined or discharged (which term includes non-reappointment) only for just cause, upon proper written notice of at least 30 days and only after a hearing at which the Chief shall have the right to be represented by counsel. The term "proper written notice" as it appears in this section means that written notice of the hearing must be given to the Chief at least thirty (30) calendar days prior to the date of the hearing and must set forth the following: (i) the date, time and location of the hearing; (ii) the reason for the

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which would otherwise be payable to the Chief up to the date of the Chief of Police's death, including but not limited to, unused vacation, holidays, and compensatory time.

19. No Reduction in Benefits: The Town shall not at any time during the Term of this Agreement reduce the salary of the Chief of Police except to the degree that such reductions are made across the board for all management employees of the Town.

IN WITNESS WHEREOF, the Parties hereto have executed this Contract as of the date first above written.

For the Town of Peru, MA

For the Chief of Police

By:

Edward Munch, Selectman

Bruce W. Cullett, Chief of Police

Verne Leach, Selectman

Samuel Haupt, Selectman

The Prestan AED UltraTrainer offers features not found on any other universal AED trainer and is the most accurate representation of how current AEDs in the marketplace perform.

This compact and lightweight unit will give students a realistic training experience with training pads that sense when they are placed on a manikin. In addition, the pads are preconnected and voice prompts are clear and calm.

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options to turn on or off the compression metronome and/or the “give breaths” voice prompt.

With a 3-year warranty and durable long-lasting pads, the AED UltraTrainer was built to last.

Prestan is the First and Only Universal AED Trainer with:

- Dual Graphic (Adult/Child) Training Pads
- Pad Sensing System
- Preconnected Pads
- Child Training Button
- Child AED specific voice prompts
- Automatic or Semi-Automatic shock simulation
- CPR Coaching, “Give Breaths” voice prompt
- Turn on or off compression metronome
- Turn on or off “Give Breaths” prompts
- Low Battery warning
- 3 Year Warranty

Other features:

- Two languages
- 2020 Guidelines Compliant and Upgradable
- Play/Pause Button
- 5 Training Scenarios

Note: This product requires 12 C batteries to operate. Batteries purchased separately.

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Prestan UltraTrainer AED Trainer



Package Size:

Single AED Trainer
PP-AEDUT-101
\$124.00

Pack of 4 Trainers
PP-AEDUT-401
\$481.50

Quantity:

Add To Cart

In Stock