

TOWN HALL 3 EAST MAIN ROAD PERU, MA 01235

**SELECT BOARD MEETING MINUTES: December 8, 2025 @ 6:00 P.M.**

Town Hall Meeting Room

Verne Leach, Chair Selectman  
Samuel Haupt, Selectman  
Edward Munch, Selectman  
Terry Walker, Recording Secretary  
Bruce Cullett, Police Chief  
Justin Russell, Highway Superintendent  
Jonathon Mejias, Assessor  
Shana Lecours, Assessor  
Ryan Kresiak, Peru police officer

Public Attendees: Kimberley Wetherell, Warren Wetherell, Amy Pharmer, Autumn Pharmer, Jennifer Pensivy, Lee Nunez, Sgt. Dominick Crupi, Chief Boyne

**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 11/24/2025**

Selectman Leach motion to approve 11/24/2025 minutes pending changes, Selectman Haupt second, 3-0.

**Item 6: Update from Departments:**

**Highway Department:**

- Highway Superintendent Russell mentioned the 2008 International broke down in Tuesday's storm. The truck started the next day and then Friday it was fine. They will continue to try and diagnose the issue.
- Guardrails on Route 143 should be completed next week.
- Superintendent Russell is asking the Selectboard to assist him in getting the army truck removed so propane can be delivered. The truck is obstructing propane deliveries. Justin wants the fire chief notified and insists that DCR take the other surplus truck. Selectman Haupt will write a letter to DCR to have the truck removed.
- Justin also mentioned that he installed a battery disconnect switch on the UTV to maintain battery life.

**Police Department:**

Police Chief Cullett mentioned that the UTV needs a front bumper, a rear bumper and skid plates. Chief Cullett stated the Emergency Management expense budget is exhausted and he will ask fire department if they can assist.

**Maintenance:**

Ed Munch will be contacting a licensed electrician to run power to the meeting room, and he is still painting the walls in the meeting room.

**Assessors:**

Jonathon Mejias and Shana Lecours mentioned that the tax rate has not been set because the accountant has not filled out OL1 and the Tax Rate is on hold until the accountants sign off.

Jonathon and Shana have identified several areas that would cut costs in the Assessing Department:

- The Lead Assessor would like to eliminate Patriots Properties and handle all contracted services which would save the town \$25,000.00 per year.
- Keep the two current assessors and not hire a third assessor which would save the town \$ 3,000.00 per year.
- Modernizing the office and utilizing the towns website.

**Town Administrator:**

- TA Walker mentioned that the town was not awarded the \$200,000 ADA grant. Some of the requirements for an award:
  1. An updated notice of non-Discrimination which was outdated January 24, 2014
  2. An updated grievance procedure which was outdated January 24, 2014
  3. A sworn in ADA Coordinator
  4. An ADA Self Evaluation which was outdated March 8, 2019
  5. An ADA transition Plan which was outdated March 8, 2019.
- An ADA Grant can be resubmitted in March 2026 as long as the 5 administrative requirements are met.
- Private Roads: TA Walker mentioned that 40% of the letters mailed to residents on private roads were returned. She had used addresses the Town Clerk provided. Selectman Leach mentioned that next time ask the Tax Collector for addresses.
- Superior Plus Propane tanks: TA Walker had set up a time for Superior to remove 6 propane tanks two weeks ago. Superintendent Russell mentioned that the tanks were not removed. TA Walker has been trying all week to speak to a representative to get a date to remove tanks. Today she was able to speak to a local person, and she is currently waiting to receive an email with a date Superior will be removing the tanks.
- Sexual Harassment Policy: TA Walker is working with IT to convert a PDF to a word document to update policy. IT is having difficulty because part of the policy was photocopied. TA Walker may have to type all town policies and save in a word document. She mentioned this is very time consuming.

**Item 7: Discussion and possible vote to approve a Dealers License to Warren and Kimberly Wetherell:** Kim Wetherell mentioned that the dealer's license at 10 South Road would be conducting internet sales through auctions, no sales would be at 10 South Road and no foot traffic. There will not be any vehicles parked on the property with for-sale signs. Selectman Leach motion to allow Warren and Kimberly Wetherell a Dealers License, Selectman Munch second, 3-0.

**Item 8: 6:30 p.m. Awarding Lifesaving Commendations to Peru Police Officer Ryan Kresiak and Hinsdale Police officer Sargent Dominick Crupi:**

Chief Cullett presented the Commendations to Officer Kresiak and Officer Crupi. Chief Cullett mentioned that on the evening of October 27<sup>th</sup>, while finishing up office hours at the Peru Town Hall, Officer Ryan Kresiak received a call for an unresponsive 45-year-old male party that was not breathing. Officer Kresiak responded to the call, assessed the individual and immediately began lifesaving measures. Sgt. Dominick Crupi of the Hinsdale Police Department was on patrol in the vicinity of Ashmere Lake when he heard the call that evening. He responded to the residence to provide mutual aid. Together Officer Kresiak and Sgt. Crupi revived the male party after approximately six minutes of CPR and several doses of naloxone. Their quick response and immediate actions and recognition of the severity of the medical emergency resulted in saving the life of this individual. The Peru Police Department and the residents of the Town of Peru are eternally grateful for actions of both Officer Kresiak and Sgt. Crupi, and Chief Cullett presented both officers with Lifesaving Commendation plaques.

**Item 9: 7:00 Interview with Jonathon Mejias for the Primary Assessor Position:**

Jonathon Mejias is applying for the primary assessor position and stated that he has worked in town assessing offices since 2024. He feels that after holding down the office for the past two months he is qualified to become the Primary Assessor.

He explained that he is a little frustrated that the tax rate has not been set, he is waiting on other departments and explained that it is not the assessor’s fault.

- The assessors plan to eliminate Catalis / Patriot Properties assessing and do the job in-house. This would save the town \$25,000 per year. Jonathon mentioned that it is too costly for the consulting services to work 2 hours running reports and he was trained in the Town of Greenfield to run the reports and eliminate an assessing service.
- Jonathon has completed the 200 Assessing course and mentioned that it has been helpful in the last two months. Jonathon doesn’t see the purpose of Patriots and wants to know what they do for \$25,000 per year.
- He mentioned that he has a good working relationship with Patriots, Division of Local Services and the town residents and is knowledgeable of getting leans released.
- Selectman Munch asked Jonathon if he had been part of a revaluation. Jonathon stated he has not been part of a reval but plans to utilize Paula King from DLS for training.
- Selectman Munch mentioned that he is happy with Jonathon in the Assessors office. Jonathon feels that this would be the last contract with patriots. Selectman Munch asked Jonathon if he doesn’t get the Primary Assessor job if he would continue to work for the Town of Peru in the Assessing office. Jonathon stated that he quit his job with Berkshire Bank to work as the Primary Assessor in Peru and he has a lot on the line. He would be very disappointed with the selectmen if he is not hired. Jonathon gave an analogy of the situation: He told Selectman Munch if he had to rescue him in the middle of the lake and then hired another lifeguard after he rescued him, he would be greatly disappointed. Jonathon did not say if he would continue working for the Town of Peru if not offered the job.
- Jonathon stated he knows how budgeting works and he has done plot plan surveying.
- Selectman Haupt asked if the town didn’t have Patriots who would update the software. Jonathon mentioned that he would keep them for some services. Selectman Haupt asked how he deals with emotional residents. Jonathon mentioned that he is kind to everyone, and the residents appreciate regular people working in the assessor’s office.

**Employment History:**

Plucked Admissions	2013-2018
Hybrid-One Construction	2015-2018
InSpac	2019-2021
Hillcrest Educational Center	2022-2024
Greenfield Asst Assessor	2024-2025
Peru Assessor	2024-present

**Education**

MAAO credits	38
George Washington University	2015
Berkshire Community College	2024

Please see attached resume and cover letter.

**Item 10: Discussion and possible vote on Berkshire Law Enforcement Council Mutual Aid Agreement:** Chief Cullett mentioned that the contract is the same as the one that was signed 2 years ago. Selectman Leach motion to approve

Berkshire Law Enforcement Council Mutual Aid Agreement and gave permission for TA Walker to sign agreement, Selectman Munch second, 3-0.

**Item 11: Discussion and possible vote on conflict-of-Interest Disclosures for the Peru Police Chief Bruce Cullett:**

Selectman Leach motion to approve the conflict-of-interest disclosure and permission for TA Walker to sign disclosure, Selectman Munch second, 3-0.

**Item 12: 7:45 p.m. Interview with Lee Nunez for the Primary Assessor Position:**

Lee Nunez has been working in town assessing offices since 2022. He is currently the Primary Assessor in the Town of Dalton and manages 2 clerks.

- He was appointed Principal Assessor in Dalton last year when 2 assessors left at the same time.
- Lee is an appraiser and will have his MAAO certification in July 2026.
- He is very interested in data analysis, building permits and cyclical inspection for Real Estate and Personal Property. This saves a substantial amount of money if this is done inhouse rather than paying Patriots Properties. He would hope to take over managing building permits and cyclical inspections for the Town of Peru to do away with the consultant.
- Lee mentioned that working in Dalton would not be a conflict if he is offered the job in Peru.
- When asked why he was interested in the Primary Assessor position in Peru, Lee stated that the position was open, he loves assessing and he would like to work more hours. He mentioned that he receives benefits in Dalton.
- Lee has one more course left to gain his MAAO certification. He has also taken appraiser courses which are more detailed than assessing houses for a town.
- Lee was inducted a few weeks ago into the Berkshire County Assessor's Association.
- He has worked with Jean Boudreau on appellate tax board jurisdiction cases.
- Last year, lee completed a tax revaluation for the Town of Dalton.

**Employment History**

Town of Dalton Principal Assessor	July 2025 to present
Town of Dalton Assessor	2023-2025
Town of Dalton Assessor Clerk	2022-2023
Steepleview Realty	2022-present
Mueller Reports Property Inspector	2021-2023
Perry Appraisal Services	2021-2022
Behavior Specialist, BFAIR	2017-2021

**Education**

MAAO – credits <b>198</b>	2023-present
Gateway School of Real Estate	2022
JMB Real Estate Academy	2020-2021
MCLA, Bachelor of Arts	2018
Berkshire Community College	2015

Please see attached resume and cover letter

**Item 13: Discussion and possible vote on website options: This item was placed on hold.** Finance Committee Chairman Cullett recommended paying half of the \$3,518.86 invoice from CivicPlus and the board agreed. The plan is to transition to another website provider as soon as possible.

**Item 14: Discussion and possible vote on a letter to State Legislators about Proposition 2 ½ and Local Aid:** Place on hold.

**Item 15: Discuss and possibly vote to hire for the Primary Assessor Position:** This was placed on hold to give Selectman Haupt ample time to check references for Jonathon Mejias and Lee Nunez.

**Public input:**

Amy Pharmer, 9 Garnet Mountain Lane, Autumn Pharmer, 9 Garnet Mountain Lane and Jennifer Pensivy 10 Garnet Mountain Lane met before the Board of Selectmen to show their concern regarding private roads not being plowed. They were displeased because the private roads are not being plowed or sanded and wish they had received the letter in the summer. Superintendent Russell mentioned that the private roads are in terrible shape. He explained that because the roads are in such awful shape he had a substantial amount of damage to his plow trucks and broken plows. The private roads are not wide enough, Cornell has huge potholes and the town is not required to plow private roads. Superintendent Russell explained that the roads are too narrow and he cannot turn around in people's driveways. Selectman Munch explained that these private roads should not have been plowed for the last 30 years. Selectman Leach mentioned that letters have been sent to the residents for a few years telling the residents they had to fix the roads and be brought up to specs. Superintendent Russell stated that he cannot push the snow out of the roadways. Selectman Munch felt that the town plowed and sanded the roads in good faith. Selectman Leach stated if the roads are that bad the town cannot take a chance to destroy their trucks. Selectman Munch mentioned that the residents should have fixed the roads during the summer. The residents mentioned that if they had received the letter in the summer, they would have fixed the roads. Selectman Munch stated that at this time he does not have an answer and Chapter 40 Section 6C was never adopted by the town.

**Item 16: Review and Approve accounts payable, Treasury Warrants, Payroll Warrants: V12-2026**

**Item 17: Adjourn:** Selectman Leach made a motion to adjourn the 12/8/2025 BOS Meeting, Selectman Haupt second, Vote 3-0. The 12/8/2025 BOS Meeting adjourned at 8:05 P.M.

**Articles used:**

Minutes from 11/24/2025  
Warrant V12-2026  
Wetherell Auto license  
Jonathon Mejias Resume  
Berkshire Law Enforcement Mutual Aid Agreement  
Conflict of Interest Disclosure- Police Chief  
Lee Nunez Resume


*Terry Walker*

*Recording Secretary*

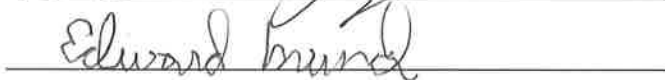
Verne Leach, Chairman



Samuel Haupt, Selectman



Edward Munch, Selectman



Date Approved: 12/22/25

The Commonwealth of Massachusetts  
Town of Peru

License Number 2026-01  
Fee: \$100.00

In accordance with the provisions of Chapter 140 of the General Laws with amendments hereby licensed to buy second-hand motor vehicles for the purpose of remodeling, taking apart or rebuilding of same, or the buying or selling of parts of second-hand motor vehicles or tires, or the assembling of motor or vehicle parts DBA, physically located at: 10 South Road, Peru, MA 01235  
This is to Certify that Warren and Kimberly Wetherell

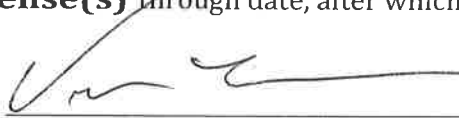
Are granted an Automobile Dealer License which will expire on December 31, 2026, unless sooner suspended or revoked.

---

*Select Board's Approval*

By signing below, the Peru Select Board members validate this establishment's **Motor Vehicle License(s)** through date, after which time the license expires.

Signed



Date

12/8/25

Signed



Signed

Edward F. Brunel

*This document must be posted in a readily visible place on your premises at all times.*

November 17<sup>th</sup>, 2025

Hello everyone,

I would like to apply for the Chief Assessor position. I believe I have the experience and training necessary to perform the duties of this role honorably.

Between my roles as Assessor's Clerk and Chair of our Board of Assessors, I have participated in the full range of duties required for the position. I have performed or been trained on every process necessary to run an Assessor's office, front to back. I have firsthand experience assigning property tax classifications, evaluating applications for exemptions and abatements, working with our CAMA system (Patriots), updating property record values, verifying sales data, conducting property inspections, and responding to taxpayers' questions.

Assessing experience aside, I have strong computer skills. I work with Microsoft Excel, Microsoft Teams, and Google Workspace on a daily basis. I have experience working with Patriot, DLS Gateway, MUNIS, Permiteyes, and Kelley & Ryan, which are essential skills for operating a modern Assessor's Office.

**Committed to training:**

I am a proud member of the *Massachusetts Association of Assessing Officers (MAAO)*, a statewide organization with a network of over 1,400 members. It's a community of assessing specialists and support is only a phone call away.

In 2024, I spent over 480 hours training with the Division of Local Services. I successfully completed the *Local Finance Commonwealth Fellowship and Career Preparation Program*. Additionally, I successfully completed the *Assessors' 101 Course* and received my certification from the Department of Revenue.

In 2025, I completed the *Course 200: Principles of Assessing Procedures*, a 5-day training followed by a comprehensive assessment. This is the most important training available to Assessors in the state. This certification is a step beyond the states' legal requirements for someone appointed to the role of Chief Assessor.

Additionally, this year, I completed: *Behind the Appeal; Real Cases, Real Strategies, Real Results*, an ATB (Appellate Tax Board) training, with an emphasis on defending residential property values. I also participated in *What's New In Municipal Law?*, a program covering recent changes in state law and today's best practices.

In February, I will be awarded my *Certified Assessment Administrator (CAA) Certification*, having already completed all of the required training.

**Past roles:**

As an Assessors' Clerk for the Greenfield Assessors' Office, I handled the clerical needs of a large municipality. The number of exemption/abatement applications, deeds, and questions I addressed each week in Greenfield is comparable to a full year, here in Peru. In Pittsfield, I worked alongside the Chief Assessor and was shown the internal operations of a well-run Assessor's office. I also worked alongside the Treasurer, the Accountant, Procurement Officer, and Tax Collector. I understand how these departments work together to keep a town running.

In Texas, I worked as a Construction Manager for a large contractor. We managed a portfolio of residential and commercial projects. These included new builds, large remodels, and use conversions. From residential homes to shopping centers, we built it. When it comes to uncovering new growth, evaluating building quality, and assessing property value, a background in construction management is an asset.

Working as a public servant requires kindness. At Hillcrest, I worked with vulnerable populations in states of crisis. I had to approach unimaginable situations with compassion and I'm proud to say I never failed. I believe kindness is non-negotiable, no matter how upset or irrational a person might be.

At Plucked Admissions, I learned to improve processes. I built a company with my friend Denisha, right out of high school. I wasn't ready for the role, but I worked hard to become the person my company needed me to be. The goal was to make college applications free for all students and pair students with the right colleges. I learned what it takes to run an organization with a lot of moving parts and how to find solutions to big problems independently.

After a decade in business management, I have learned to anticipate challenges and pivot quickly toward solutions. I learned the value of teamwork, and its effectiveness as a safeguard against inefficiency. I would like to maintain a spirit of collaboration within Peru's Assessors' Office.

**Current roles:**

For the past year and a half, I have proudly served the Town of Peru as a member of the Board of Assessors, most recently as our Chair. Here I review applications for exemptions, abatements, commitments, and state forms prior to their submission to DLS. I've also completed projects such as establishing new street addresses for 33% of Peru's parcels and assigning "land use codes (LUCs)" to all of our town's parcels. I also supported the town's disabled veterans by directing the roll-out of the recently passed "Hero's Act".

Since the departure of our most recent Chief, I have assumed the day-to-day responsibilities of running our office. On October 22nd, I didn't have a key to our office, access to our files, or computer systems. Today, our office is operating at full capacity. We are back on track for a timely tax rate setting and all pending exemptions and abatements have been processed on time. I have built a strong working relationship with our finance team, representatives at the Department of Revenue, and our representatives from Catalis. I credit the Select Board's emphasis on training and internal development for making this transition as smooth as possible.

When I volunteered to absorb the additional responsibility of running the day-to-day operations of the Assessor's Office last month, I knew I could do the job. Over the past month, I have demonstrated that I *can* do the job. I hope the Select Board will let me continue this work. I think hiring me would be the best decision for our town. I won't let the Board or our residents down.

Thank you,

Jonathon E. Mejias  
Board of Assessors, Chair  
Town of Peru

# Jonathon E. Mejias

## *Assessor*

*Municipal Assessor with a background in business management.*

### **EMPLOYMENT HISTORY**

---

#### **Plucked Admissions – Co-Founder & COO**

*2013-2018*

- Manage and track the internal processes needed to run a startup using the Lean Methodology.
- Devise, delegate, and execute action plans to improve internal processes and grow the company.
- Resolve unexpected (or expected) operational issues.
- Communicate with investors, customers, and members of the press.

#### **Hybrid-One Construction – Construction Manager**

*2015-2018*

- Oversee Multi-million dollar property developments (commercial & residential).
- Track project development: schedule and oversee contractors. Enforce contract and building permit compliance.
- Assess project costs. Draft and present bids on behalf of the company.

#### **InSPAC – Project Manager**

*2019-2021*

- Coordinate with healthcare professionals and computer program developers to build training modules for nurses.
- Set project benchmarks for my team and manage production timelines.
- Scheduled and directed interdepartmental meetings.
- Oversaw end-product quality control.

#### **Hillcrest Educational Center – Developmental Professional**

*2022-2024*

- Implement individualized clinical treatment plans at the direction of the State.
- Collected and report detailed clinical data.
- Extensive training in crisis management and de-escalation. Supported vulnerable populations in times of duress.

#### **Massachusetts Municipal Finance Fellowship Program – Fellow**

*2024-*

- 160 hours of training in Municipal Finance with DLS, MCTA and MMAAA
  - The program was directed by Deb Wagner, Tony Rassias, and Shaun Cronin
- 320 hours apprenticeship at the Pittsfield City Hall
- The program was designed to prepare us for immediate employment in a municipal finance office.

### **Admin. Assistant (Greenfield Assessor's Office)**

2024-2025

- Assist the public with the assessment, abatement, and exemption process.
- Accepted/Processed applications for abatements and exemptions.
- Processed new deeds and uploaded new data to our CAMA System (Patriots)
- Processed public records request.
- Maintain/update records in Gateway, MUNIS, Patriot, and local internal databases.
- Coordinate/Direct interdepartmental meetings and Board of Assessors' meetings.

### **Robert Half - Consultant (Contracted)**

2025- resigned to support Peru's Assessor's Office

- Review large volumes of bank loans and compare recorded values to internal databases.
- Identify and flag errors for correction (Quality Control)
- Ensure compliance with State and Federal banking regulations.

### **Board of Assessors (Town of Peru)**

**Chair,**

**Acting-Lead Assessor;**

2024-

- Perform all the duties of an Assessor (according to MGL).
- Prepare and certify assessment data prior to submission to DLS/DOR.
- Ensure departmental compliance with MGLs & ensure compliance with any new state laws.
- Assist in setting the tax rate and present findings to the BOS at the Tax Classification Hearing.
- Coordinate with other departments and elected officials.
- Accept/Process applications for abatements/exemptions and respond in a timely manner.
- Collaborate with Patriot, the Department of Local Services, & the MAAO to ensure the office is utilizing best practices.
- Conduct property inspections and input changes into our cama system.

## **EDUCATION**

---

- George Washington University Honors College – 2015
  - Political Science
  - Computer Science
- Berkshire Community College (Dean's List) – 2024
  - Business Administration

## **CERTIFICATIONS & TRAININGS: MUNICIPAL FINANCE**

---

- *Massachusetts' Municipal Finance Fellowship Certification* – 2024
- *Massachusetts Association of Assessing Officers (MAAO)* – 2024
- *Assessor's 101 Certification* – 2024
- *Course 200: Principles of Assessing Procedures* – 2025
- *What's New In Municipal Finance?* – 2024
- *Behind the Appeal; Real Cases, Real Strategies, Real Results* – 2025

## OTHER CERTIFICATIONS & TRAININGS

- *Computer Applications with Business Analytics* – 2024
- *Embracing Data-Driven Change to Enhance CX* – 2024
- *My Brother's Keeper Initiative* – fellow – 2015
- *NY Tech Meet Up* – presenter on behalf of *Plucked Admissions.* – 2016
- *Startup USA* – featured new business (PBS) – 2017

## REFERENCES

---

- Ashlie Brown – Chief Assessor, Westfield MA
  - [a.brown@cityofwestfield.org](mailto:a.brown@cityofwestfield.org)
- Melissa Couture Rimbold -Associate Assessor, South Hadley MA
  - [mcouturerimbold@southhadleyma.gov](mailto:mcouturerimbold@southhadleyma.gov)
- Aysha Kuhlor, CEO – *INSPAC*
  - 808-688-7459
- Tony Rassias – Deputy Director of Accounts, Department of Local Services (DOR)
  - 617-626-2374
  - [rassias@dor.state.ma.us](mailto:rassias@dor.state.ma.us)
- Deb Wagner – Director of Accounts, Department of Local Services (DOR)
  - 857-303-3108
  - [wagnerd@dor.state.ma.us](mailto:wagnerd@dor.state.ma.us)
- Laura Catalano – Chief Assessor, Pittsfield MA
  - [lcatalano@cityofpittsfield.org](mailto:lcatalano@cityofpittsfield.org)
- Shana LeCours - Assessor, Peru MA
  - 413-212-7204
- Greenfield Assessor's Office
  - 413-772-1577
- Frank Khan, CEO Hybrid-One Construction
  - [fk@hybridoneconstruction.com](mailto:fk@hybridoneconstruction.com)

Member Information
<b>Jonathon Mejias</b>
United States

Massachusetts Association of Assessing Officers  
 44 Bearfoot Road, Suite 385  
 Northborough, MA 01532  
 USA

# Transcript

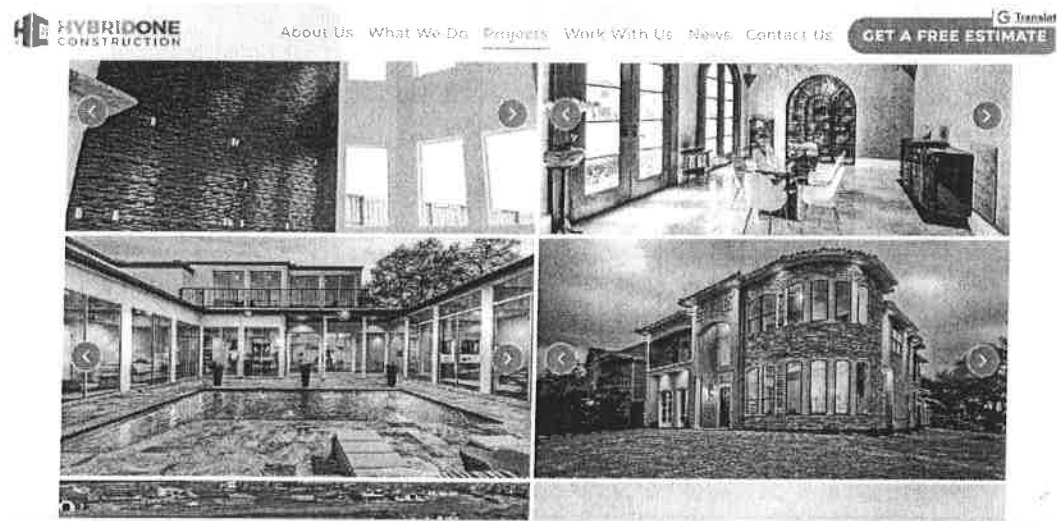
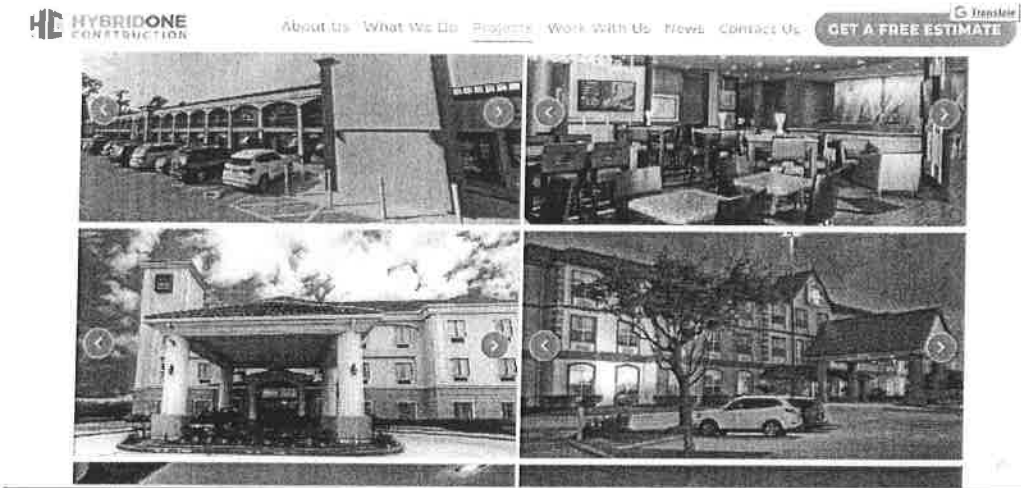
of continuing competency units earned by **Jonathon Mejias**

Activity Code	Date Earned	Description	Credits
NA	8/23/2025	<b>MAAO 2025 Annual School Course 200 Aug 18 - 23 (Approved)</b>	33
NA	9/26/2024	<b>Attended Event: What's New in Municipal Law 2024 9/26/24 (Approved)</b>	5
NA	7/12/2024	<b>DOR Course 101 (Approved)</b>	0

**Total Credits Earned: 38**

**Incomplete - all trainings not yet reflected\***

Some of the construction projects I managed at Hybrid One Construction:



Examples of training modules I helped create while working for InsPAC:



Presenting to Investors w/ my CEO Denisha Kuhlör at the New York Tech Meet Up / PBS' Start Up USA



NYTM Plucked Demo



# **FedInsider**

3811 Massachusetts Avenue NW, Washington, DC 20016  
202-237-0300 | [www.FedInsider.com](http://www.FedInsider.com)

# CERTIFICATE OF TRAINING

This document certifies that

**Jonathon Mejias**

successfully completed the 1 hour training session:

*Embracing Data-Driven Change to Enhance CX*

Date: November 08, 2024

For questions:

Claudia Hosky  
Publisher, FedInsider  
[claudia@hosky.com](mailto:claudia@hosky.com)



© 2024 FedInsider, Inc. All rights reserved.

*This certificate is presented by FedInsider to confirm participation in this webinar | [www.FedInsider.com](http://www.FedInsider.com) | (202) 237-0300*



Jonathon Mejias is HEREBY APPOINTED TO THE POSITION

OF: Assessor

FOR SAID TOWN OF PERU

Beginning August 12, 2024 - Ending June 30, 2027

BOARD OF SELECTMEN

Verne L. Leach 8-12-24  
Verne L. Leach Date

Edward F. Munch Jr. 8/12/24  
Edward F. Munch Jr. Date

Samuel P. Haupt 8/12/24  
Samuel P. Haupt Date

Signature: [Signature] Date August 17<sup>th</sup>, 2024  
Then personally appeared the above name and made oath that he/she would faithfully and impartially discharge all duties of said office.

Before me: Kim A. Leach August 17, 2024  
Kim A. Leach, Town Clerk Date

September 1, 2024



# CERTIFICATE OF COMPLETION

This certifies that

## Jonathon Mejias

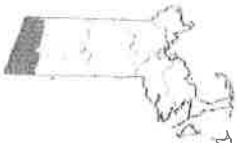
has satisfactorily completed the

### Local Finance Commonwealth Fellowship and Career Preparation Program

Sean R. Cronin  
Senior Deputy Commissioner  
Division of Local Services  
Massachusetts Department of Revenue

Robert LePage  
Assistant Secretary for Career Education  
Executive Office of Education

George Timmons  
President  
Holyoke Community College



## Berkshire County Law Enforcement Council Mutual Aid Agreement

Agreement by and among the cities and towns identified as participating communities on Exhibit A, which is attached hereto and made a part hereof, subject to the withdrawal and addition of communities in accordance with the provision of Article 8 of this agreement.

### Article 1 – Purpose and Intent

This agreement is adopted pursuant to the provision of Massachusetts General Law chapter 40, Section 8G, and is intended to supplement but not contradict the provisions of MGL Chapter 41, Section 99 and Chapter 37, § 13, as well as all other statutory and common law authorizing police officers of one community to exercise police powers in another community, in order to provide mutual aid for the protection of public safety. The purpose of this agreement is to set forth the circumstances and procedures for the provision of law enforcement mutual aid across jurisdictional lines, and to address the command and control, liability, compensation, and reimbursement associated with mutual aid events. The parties intend that, subject to the terms, conditions, and limitations of this agreement, police officers from one community shall have the rights, privileges, and immunities of police officers when in the course of providing mutual aid in another community. This agreement is not intended to substitute for or preclude any other agreements that may now or hereafter be in effect among any of the parties to this agreement. Nothing contained in this agreement shall be construed as limiting the lawful authority of police officers to make arrests or to exercise their police powers or to engage in fresh and continued pursuit under Massachusetts General Laws Chapter 41, Section 98A.

### Article 2 – Definitions

“Commanding Officer”: The Chief of Police of a participating community or, in the absence of the Chief of Police, the person designated as having command responsibility.

“Mutual Aid”: Personnel and equipment provided by one participating community to another. Situations calling for mutual aid include, but are not limited to, natural disasters, terrorist attack, medical emergency, motor vehicle collisions, traffic control and enforcement, civil disturbance, criminal activity, undercover investigation, drug interdiction, tactical operations, and search and rescue.

“Police officer” or “officer”: Any sworn police municipal police officer authorized to make arrest or serve process, provided he is in uniform, or displays his badge of office, and who has satisfied the training requirements established by state statute and regulations for police officers.

“Requester” or “Requesting Department”: the participating community requesting mutual aid from another participating community.

“Responder” or “Responding Department”: The participating community providing mutual aid pursuant to a request from a participating community.

### Article 3 – Requests for Assistance

A Requesting Department may invoke the provisions of this agreement whenever it determines, in its sole discretion, that it needs additional police officers or equipment from another department.

The provisions of this agreement shall not be construed as imposing an obligation on any department to respond to a request for mutual aid. The extent of assistance to be furnished under this agreement



## Berkshire County Law Enforcement Council Mutual Aid Agreement

shall be determined solely by the department furnishing the assistance, and it is understood and agreed that the assistance furnished may be recalled at the sole discretion of the Responding Department.

Except as otherwise provided in Article 5, requests for mutual aid shall be made by and to the Commanding Officers of the respective departments and shall, if practicable, set forth all pertinent information, including:

1. The nature of event giving rise to the mutual aid request, its location, estimated duration, and any unusual or high-risk characteristics;
2. The number of police officers requested, as well as any specialty requirements;
3. The type of equipment and logistical support needed;
4. The location to which the responding officers should report; and
5. The name of the supervising police officer to whom the responding officer(s) should report.

The Commanding Officer of the Responding Department shall issue such orders or directives as are necessary to place responding Police Officers under the operational control of the Commanding Officer of the Requesting Department. (This obligation may be satisfied by the issuance of a standing General Order or similar directive.)

### Article 4 – Command and Control

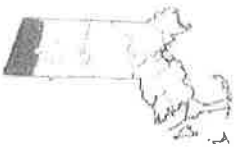
Upon entering the jurisdiction of a Requesting Department, Police Officers of a Responding Department shall contact or report immediately to the Commanding Officer or designated superior officer of the Requesting Department and shall be under the direction and control of said officer.

The Commanding Officer of the Responding Department may recall the Police Officers and equipment of the Responding Department at such Commanding Officer's sole discretion.

Nothing in this Article shall prohibit or restrict the authority of superior officers from a Responding Department to command subordinate officers of the Responding Department while they are in the jurisdiction of the Requesting Department, providing this does not conflict with orders issued by or on behalf of the Commanding Officer of the Requesting Department. Officers of the Responding Department shall follow their Departments' policies, procedures, rules and regulations during any mutual aid operations. Whenever there appears to be a conflict in the way an officer from the Responding Department is being asked to act and the way he or she would do so in conformity with their department's policies, procedures, rules and regulations, they shall call such discrepancy to the attention of the person issuing a conflicting directive, who shall make every effort to ensure the officer maintains compliance with his/her own agency.

### Article 5 – Police Authority

Any officer from a member community may exercise police powers in any other signatory community so long as the officer has knowledge of facts and circumstances that would amount to probable cause that a motor vehicle violation has occurred or the officer has reasonable suspicion or probable cause to believe that a violation of the law has occurred and said officer makes notification,



## Berkshire County Law Enforcement Council Mutual Aid Agreement

in a timely manner, to the police department in the community in which the motor vehicle violation or violation of the law occurred.

In addition, Police Officers who are on-duty and operating a police vehicle equipped with emergency warning lights and audible sirens or other similar devices may enforce the motor vehicle laws of the Commonwealth of Massachusetts while in the jurisdiction of another participating community under the following circumstances:

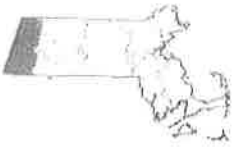
1. Upon signaling a motorist to stop or otherwise exercising police powers with respect to the enforcement of motor vehicle laws, the Police Officer shall (a) notify his/her dispatcher of the situation warranting a law enforcement or policing response including the pertinent details and (b) instruct his/her dispatcher to notify the dispatch center of the community in which he/she is located including the location, type of situation and whether assistance is needed from that agency.
2. All paperwork, including citations, citation audit sheets, complaint applications, booking procedures, crash reports, incident reports and any other documents required pursuant to law or policy, shall be completed in accordance with the agency in whose jurisdiction the motor vehicle enforcement action occurred. The officer and agency that initiated the police action shall ensure that all paperwork required by the court having jurisdiction is served upon the court. All court activity resulting from such police action, including but not limited to clerks hearings, show cause hearings, arraignments and any other proceedings, shall be the responsibility of the officer and/or agency that initiated the police action.
3. While engaged in such activities, should the need arise for EMS, Fire Department and/or other assistance, the officer shall request such assistance through the agency in whose jurisdiction the enforcement action was taken and in accordance with Massachusetts General Laws Chapter 111C as it relates to EMS Service Zones. This shall also include any requests for tow services.

**NOTE:** Unless Police Officers have received the authorization of their department commanding officer or the commanding officer of the agency from the community in which they are contemplating taking a police action or activity, off-duty officers shall not activate themselves to an on-duty status. For the purpose of this agreement, Police Chiefs shall be the only officers considered on duty at all times.

### Article 6 – Costs

Police officers taking action in another community pursuant to this agreement shall not be considered to be employees of that community; rather, they shall at all times and for all purposes be considered to be on duty for the community in which they are appointed and by which they are regularly employed.

Each Department shall assume and be responsible for paying (a) all of its own personnel costs, including but not limited to, salaries, overtime, temporary and permanent disability benefits, and payments under applicable collective bargaining agreements; and (b) all of its own equipment costs, including but not limited to, damage to or loss of equipment, and use of fuel, ammunition and other expendable supplies; provided, however (when applicable), that the Requesting Department shall



## Berkshire County Law Enforcement Council Mutual Aid Agreement

reimburse the Responding Department for such payments to the extent there is either insurance coverage available to do so or any Federal, State or Local emergency funds (e.g., in the event of a natural disaster or other catastrophic event) available to do so. In the event of multiple Responding Departments, available reimbursement shall be prorated equitably.

A determination of a Responding Department to not seek reimbursement in connection with a particular mutual aid event shall not be deemed as a waiver of the right of the Responding Department to seek available reimbursement for any other mutual aid events.

### Article 7 – Indemnification and Insurance

The Requesting Department agrees to indemnify, defend and hold harmless the Responding Department from and against all liability, claims and damages for any civil rights violations, personal injuries, including death, and property damage cause by or arising out of any intentional or negligent misconduct by officers or employees of the Requesting Department, or by officers of the Responding Department, while acting in good faith compliance with the orders or directives of a superior officer of the Requesting Department.

Each participating community shall maintain liability insurance, with coverage limits of at least One Million Dollars (\$1,000,000), covering the actions of its Police officers while receiving or rendering Mutual Aid.

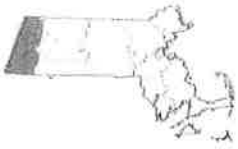
### Article 8 – Amendment

This agreement may be modified only by the written agreement of the participating communities. Nothing contained herein shall preclude the Chiefs of Police of the participating communities from establishing mutual aid guidelines and procedures that are consistent with the terms of this agreement.

Any participating community may withdraw from this agreement by notifying the other participating communities in writing of such withdrawal and specifying the effective date of such withdrawal. No withdrawal shall affect any rights, responsibilities, or obligations arising out of a mutual aid event that occurred prior to the effective date of withdrawal.

All notices shall be provided to the Mayor, Manager, or Board of Selectmen, as well as the Chief of Police of each other participating community.

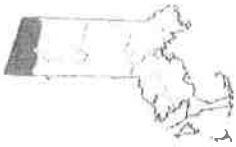
Any city or town may become a participating community by the agreement of a majority vote of the then participating communities and by the execution of a written amendment to Exhibit A to this agreement.



## Berkshire County Law Enforcement Council Mutual Aid Agreement

### Amendments

- I. The acceptance of this amendment authorizes the creation of a county Use of Force Investigation Team (F.I.T.). The Force Investigation Team is available upon request in accordance with this mutual aid agreement by a member Chief of Police for the purpose of conducting a formal review of a post shooting and/or assault incident involving one of their on-duty or off-duty officers. Chiefs are not required to use this F.I.T. team but may opt to use the team due to various reasons such as limited resources in their own department. Such review would be conducted in accordance with the involved officers' department use of force policy. The Force Investigation Team is tasked with completing an analysis of the information surrounding the circumstances of the incident that is available at the time of the review. The team's response will be put in writing stating whether or not a determination can be made. If so whether or not, based on specific articulable facts, the use of force was in accordance with Massachusetts General Law, Department Policy and Massachusetts Police Training Committee (M.P.T.C.) training standards. The response will be submitted in writing to the requesting member Chief of Police. Final determination always remains with the requesting Chief of Police. The F.I.T. will be comprised of active law enforcement officers employed by a member police department in Berkshire County to include Chiefs, Supervisors (Sergeant, Lieutenant, and Captains), Detectives and M.P.T.C. certified use of force Instructors in the fields of Defensive Tactics, Oleoresin Capsicum Spray, Taser, Baton, Less than Lethal and Firearms Instructors. The Executive Board will decide by majority vote: F.I.T. participants, number of participants and reporting forms in a codified written policy that will be attached to this Mutual Aid Agreement as Exhibit B. Those wishing to serve on the county force investigative team must submit a Curriculum Vitae (CV) noting their training, certification, and experience which the Executive Board will use to determine acceptance to the team. CV's will be kept on file and made available with each F.I.T. report.



Berkshire County Law Enforcement Council  
Mutual Aid Agreement

Certifications

Each participating community certifies to the others (a) that it has duly accepted the provisions of Massachusetts General Laws Chapter 40, Section 8G, (b) that it is duly authorized to execute this agreement and (c) that its Police officers have complied with training mandates of Massachusetts General Laws Chapter 41, Section 96B.

Executed as a sealed instrument by the parties' duly authorized representatives.

City/Town of: PERU

City/Town Official: Terry Walker Town Administrator  
Print Name Print Office Title

Terry Walker 12-8-25  
Signature Date

Chief of Police: Bruce Cullett  
Print Name

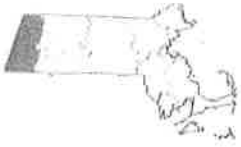
Bruce Cullett 12-8-2025  
Signature Date



## Berkshire County Law Enforcement Council Mutual Aid Agreement

### Exhibit A

	Date Certification Received	2 <sup>nd</sup> Renewal 2016	3 <sup>rd</sup> Renewal 2019	4 <sup>th</sup> Renewal 2024	5 <sup>th</sup> Renewal 2026	6 <sup>th</sup> Renewal 2028
Town of Adams	5/16/14	10/3/16	3/26/19			
Town of Becket	8/20/14		4/26/19			
Town of Cheshire	5/26/15		4/2/19			
Town of Clarksburg			5/1/19			
Town of Dalton	5/14/13	10/6/16	4/10/19			
Town of Egremont	10/1/13	10/17/16	4/30/19			
Town of Great Barrington	9/3/13	11/17/16	4/20/19			
Town of Hinsdale	10/22/14	10/5/16	4/30/19			
Town of Lanesborough	6/5/13	10/3/16	4/29/19			
Town of Lee	3/19/14	10/18/16	3/27/19			
Town of Lenox	5/3/13	10/3/16	3/29/19			
Town of Monterey	5/20/13	10/10/16	4/3/19			
Town of New Marlborough	3/31/14	4/3/19	4/3/19			
City of North Adams	5/6/13	10/6/16	5/6/19			
Town of Otis	4/1/14		3/26/19			
Town of Peru	3/31/14	10/11/16	4/1/19			
City of Pittsfield	5/2/13	10/7/16	4/4/19			
Town of Sandisfield	4/1/14	10/7/16	6/17/19			
Town of Sheffield	5/31/13	10/13/16	4/29/19			
Town of Stockbridge	6/4/13	10/4/16	3/26/19			
Town of Tolland	3/30/15					
Town of Tyringham	7/8/14	10/25/16	4/23/19			
Town of Washington	9/10/18	9/10/18	5/9/19			
Town of West Stockbridge	5/23/13		4/2/19			
Town of Williamstown	6/3/13	11/8/16	4/1/2019			
Town of Windsor	3/24/14	10/12/16	5/8/19			
Berkshire County Sheriff's Dept			11/21/19			



## Berkshire County Law Enforcement Council Mutual Aid Agreement

### Exhibit B

#### BLEC Force Investigation Team Policy:

**I. General Considerations:**

The guidelines provided in this policy address the responsibilities of the Berkshire Law Enforcement Council Force Investigation Team following a request by a member Chief of Police to review an officer-involved shooting or other use of force incident which can be categorized as a critical shooting incident or any critical assault incident as described in the definitions below.

**II. Purpose:**

The purpose of this policy is to provide guidelines that shall be uniformly applied by the BLEC Force Investigation Team (F.I.T.) during its review of a critical shooting or assault incident in order to assist the responsible Chief in completing a thorough investigation in a timely fashion. It is the team's goal to do this in a fair and competent manner so the member Chief has accurate information to make a final determination if the Use of Force was compliant with Massachusetts General Law, Department Policy and Massachusetts Police Training Committee training standards.

**III. Definitions:**

For the purposes of this policy;

**A. Shooting Incidents:**

1. A Shooting Incident is any discharge of a firearm by a sworn police officer (whether on- or off-duty), or any other LEO working on a joint investigation and/or law enforcement operation with the requesting agency.

a. Shooting incidents include non-intentional discharges (NDs) of firearms.

b. Shooting incidents do not include the intentional discharge of a firearm during a training or recreational situation that does not result in personal injury or property damage.

2. A Shooting Incident is also any shooting directed at an employee of a requesting agency (whether on- or off-duty), or any other LEO working on a joint investigation and/or law enforcement operation with the requesting agency that results in the personal injury, or death of the employee or LEO.

3. Shooting Incidents are categorized as **Critical** or **Non-Critical**.

a. A critical shooting incident is any shooting incident that has resulted in the loss of human life, or personal injury. A critical shooting incident will also include those shooting incidents that have the potential to result in the filing of criminal charges against any person, and/or has the significant potential to result in civil liability, adverse publicity, or political reaction.



## Berkshire County Law Enforcement Council Mutual Aid Agreement

b. A non-critical shooting incident is any shooting incident that does not meet the criteria set forth in paragraph 2a, above.

- The requesting member Chief of Police will determine whether a shooting incident should be categorized as critical, or non-critical, based on his/her evaluation of the information received during the initial notification of the shooting incident, from the Senior Officer present at the scene. The Chief of Police may subsequently upgrade the status of a shooting incident from non-critical to critical, should circumstances dictate.

### B. Assault Incidents:

1. An Assault Incident is any use of force, under color of law, by a law enforcement officer (whether on- or off-duty), or any other LEO working on a joint investigation with the requesting department, that results in serious bodily injury or death.
2. An Assault Incident is also any assault committed on a member agency law enforcement officer (whether on- or off-duty), or any other LEO working on a joint investigation and/or law enforcement operation with the requesting agency that results in the serious bodily injury, or death of the employee or LEO.
3. Assault Incidents are categorized as **Critical** or **Non-Critical**.

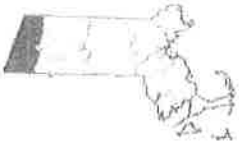
a. A critical assault incident is any assault incident that has resulted in the loss of human life, or serious bodily injury. A critical assault incident will also include those assault incidents that have the potential to result in the filing of criminal charges against any person, and/or has the significant potential to result in civil liability, adverse publicity, or political reaction.

b. A non-critical assault incident is any assault incident that does not meet the criteria set forth in paragraph 6a, above.

- The Chief of Police will determine whether an assault incident should be categorized as critical, or non-critical, based on his/her evaluation of the information received during the initial notification of the assault incident, from the Senior Officer present at the scene. The Chief of Police may subsequently upgrade the status of an assault incident from non-critical to critical, should circumstances dictate.

### IV. Force Investigation Team

- A. As soon as possible following the critical shooting/assault incident and preferably while the crime scene is still being held, a member Chief of Police should appoint a Force Investigation Team (F.I.T.). The F.I.T. will be comprised of at least five (5) active law enforcement officers employed by a BLEC member police department but no more than seven (7) who hold the following titles: (members may represent more than one area of specialty and may also be from the requesting Chief's agency)
  1. One BLEC Executive Board Member:
    - a. Shall preside over and organize investigation meetings and its members to ensure proper procedure, reporting and time lines are followed.

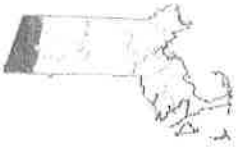


## Berkshire County Law Enforcement Council Mutual Aid Agreement

- b. Shall obtain a copy of the involved Department's Use of Force Policy and Post Shooting/Assault Incident if different.
2. One Supervisor (Rank senior to the participant), not involved in the incident and without direct supervisory authority for the involved participant(s);
  - a. Shall act as the author of the F.I.T. 10 preliminary and 30 final report.
3. One Detective/Investigator familiar with in-depth investigation techniques;
  - a. Shall act as intake person and keeper of all records until returned to the requesting Chief.
4. One MPTC Certified Defensive Tactics Instructor (DT, OC, Baton, Use of Force)
  - a. Shall Co-lead the F.I.T. discussion as it pertains to the MPTC Use of Force Model
5. One MPTC Certified: TASER and/or Less than Lethal and/or Firearms instructor (preferably the force tool(s) used during the incident)
  - a. Shall Co-lead the F.I.T. discussion as it pertains to the MPTC subject matter.
- **One member of the affected employees' union(s), selected by the union president(s) will be notified and permitted access to and allowed to be present for all aspects of the F.I.T. review.**
- B. The Force Investigation Team will conduct an investigation of the incident and report to the requesting Chief as part of the Chief's overall internal investigation. Once the F.I.T. team receives the associated information from the requesting Chief regarding the incident,
  1. The packet will by time stamped by the receiving F.I.T.
  2. A preliminary investigation report of the incident will be forwarded to the requesting Chief of Police within ten (10) working days of the incident.
  3. The formal investigation is to be completed within thirty (30) working days of the incident, absent an approved written extension by the requesting Chief of Police.
  4. The original copy of the formal F.I.T. report including F.I.T. member CVs (see V. C below) will be provided to the requesting Chief of Police for use in determining the employee's status. Final determination rest with the requesting Chief of Police. It is recommended that the requesting Chief prepare a cover memo to add to the F.I.T. report to address whether the use of force was justified or unjustified and whether or not it conformed to Department policies and procedures and training guidelines for use of force before following the remainder of their department policy regarding the return to duty of the officer(s) involved with the incident.
  5. All documentation will be returned to the requesting Chief of Police whose agency will become the keeper of records. BLEC will not keep F.I.T. reports nor records on file.

### **V. Selection of pool of BLEC Force Investigation Team Members:**

- A. The F.I.T. will be comprised of active law enforcement officers employed by a member police department in Berkshire County to include Chiefs, Supervisors (Sergeant, Lieutenant, and Captains),



## Berkshire County Law Enforcement Council Mutual Aid Agreement

Detectives/Investigators and M.P.T.C. certified use of force Instructors in the fields of Defensive Tactics, Oleoresin Capsicum Spray, Taser, Baton, Less than Lethal and Firearms Instructors.

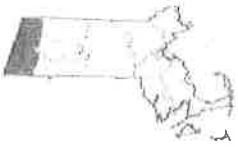
- B. Those wishing to serve on the county Force Investigative Team must submit a Curriculum Vitae (CV) noting their training, certification, and experience which the Executive Board will use to determine acceptance to the team. CV's will be kept on file and made available with each F.I.T. report.
- C. The Executive Board will decide by majority vote:
  - a. F.I.T. participants,
  - b. It will be the intent of BLEC to maintain a pool of at least 5 participants and at least one complete team.
  - c. Reporting forms (templates that may drafted by the team will be attached to this policy as an Appendix.)
  - d. Participant removal for cause determined by majority vote of the BLEC Executive Board

### V. Activation:

- A. A call roster will be generated from the pool of participants and their cell phone numbers.
- B. A requesting member Chief will call the BLEC President who in turn will activate the call roster as determined by the Executive Board. If the requesting Chief is the BLEC President then they can activate the call roster.

### VI. Meetings and Trainings:

- A. Members of the F.I.T. pool will meet at least twice (2) per year in addition to any Post Shooting/Assault Incident Investigations for the purpose of organizing, exchanging ideas, updating on law and policy.
- B. At least one of these two annual meetings will be a table top exercise of a F.I.T. investigation for the purpose of improving team communication, skill, training and experience.
- C. At acceptance of the BLEC Mutual Aid Agreement Amendment 1 establishing a BLEC F.I.T. and once the original pool of F.I.T. members is established, a table top exercise should be completed within 30 days. This training should be at least 4 hours long and will be sponsored by BLEC membership.



**Berkshire County Law Enforcement Council**  
**Mutual Aid Agreement**

**Certifications**

Each participating community certifies to the others (a) that it has duly accepted the provisions of Massachusetts General Laws Chapter 40, Section 8G, (b) that it is duly authorized to execute this agreement and (c) that its Police officers have complied with training mandates of Massachusetts General Laws Chapter 41, Section 96B.

Executed as a sealed instrument by the parties' duly authorized representatives.

City/Town of: PERU

City/Town Official: Terry Walker Town Administrator  
Print Name Print Office Title

Terry Walker 12-8-25  
Signature Date

Chief of Police: BRUCE W. COLLETT  
Print Name

Bruce Collett 12-8-2025  
Signature Date



## *Peru Police Department*

*3 East Main Road, #106*

*Peru, MA 01235*

*Phone (413) 655-8377 – Fax 413-655-2144*

*Bruce W. Cullett, Chief of Police*

November 17, 2025

Town of Peru Selectboard  
Town of Peru  
3 East Main Road  
Peru, MA 01235

Re: Conflict of Interest Disclosures

Gentlemen:

The State Ethics Commission recently issued an advisory letter to a Massachusetts police chief addressing participation in the municipal budget process. The Commission concluded that:

1. A police chief's participation in the annual budget, when the budget includes the chief's own salary, constitutes "participation" in a "particular matter" under **G.L. c 268A, Section 19(b)(1)**; and
2. A chief may raise appearance-of-conflict concerns under **G.L. c.268A, Section 23(b)(3)** when speaking publicly about a budget that affects the chief's own compensation or, in some cases, the compensation of an immediate family member.

The Commission's interpretation of the Conflict of Interest Law in this context is stricter than what many chiefs and municipalities have traditionally understood. Until the Commission provides broader clarification, the Mass Chiefs Association has recommended that chiefs take steps to protect themselves by filing appropriate disclosures before participating in the Fiscal Year 2027 budget process.

Attached please find a Section 19(b)(1) disclosure and Section 23(b)(3) "appearance of conflict" disclosure that the Mass Chiefs General Counsel recommended we submit to the appointing authority. I respectfully request that the Selectboard make a written determination as requested in the Section 19(b)(1) disclosure and return it to me at your earliest convenience. Thank you for your attention to the foregoing.


Sincerely,

Bruce W. Cullett  
Chief of Police / EMD


Enclosures

**DISCLOSURE BY NON-ELECTED MUNICIPAL EMPLOYEE OF FINANCIAL INTEREST  
AND DETERMINATION BY APPOINTING AUTHORITY  
AS REQUIRED BY G. L. c. 268A, § 19**

<b>MUNICIPAL EMPLOYEE INFORMATION</b>	
Name:	Bruce W. Cullett
Title or Position:	Chief of Police / EMD, Finance Committee Chair
Municipal Agency:	Peru Police Department
Agency Address:	3 East Main Road, #106 Peru, MA 01235
Office Phone:	413-655-8377
Office E-mail:	bcullett@townofperuma.com
	My duties require me to participate in a particular matter, and I may not participate because of a financial interest that I am disclosing here. I request a determination from my appointing authority about how I should proceed.
<b>PARTICULAR MATTER</b>	
Particular matter  E.g., a judicial or other proceeding, application, submission, request for a ruling or other determination, contract, claim, controversy, charge, accusation, arrest, decision, determination, or finding.	Please describe the particular matter.  The FY2027 Police Department Budget for the Town, including proposed appropriations and salary line items for all sworn personnel. This budget is a "particular matter" as defined in G.L. c. 268A, §1(k), and constitutes a decision or determination subject to review and action by the Finance Committee, Select Board, and Town Meeting.
Your required participation in the particular matter:  E.g., approval, disapproval, decision, recommendation, rendering advice, investigation, other.	Please describe the task you are required to perform with respect to the particular matter.  As Chief of Police, I am required to prepare and submit the Police Department's proposed annual budget; provide information, advice, and recommendations to the Finance Committee (while recusing myself as a member of the Finance Committee) and Select Board; present and explain the budget at public meetings when requested; and respond to questions regarding departmental operations, staffing, and financial needs. These duties constitute participation through discussion, review, recommendation, and the rendering of advice as described in G.L. c. 268A, §19. My participation is limited strictly to these official responsibilities.
<b>FINANCIAL INTEREST IN THE PARTICULAR MATTER</b>	
Write an X by all that apply.	<input checked="" type="checkbox"/> I have a financial interest in the matter.  The budget includes compensation for the Chief of Police position. Accordingly, the outcome of this matter has a direct and reasonably foreseeable financial effect on my municipal compensation.  <input type="checkbox"/> My immediate family member has a financial interest in the matter.  <input type="checkbox"/> My business partner has a financial interest in the matter.  <input type="checkbox"/> I am an officer, director, trustee, partner or employee of a business organization, and the business organization has a financial interest in the matter.  <input type="checkbox"/> I am negotiating or have made an arrangement concerning future employment with a person

	or organization, and the person or organization has a financial interest in the matter.
Financial interest in the matter	Please explain the financial interest and include a dollar amount if you know it.  Annual Salary for Chief of Police
Employee signature:	
Date:	11/17/2025


**DETERMINATION BY APPOINTING OFFICIAL**

<b>APPOINTING AUTHORITY INFORMATION</b>	
Name of Appointing Authority:	Terry Walker
Title or Position:	Town Administrator
Agency/Department:	Town of Peru
Agency Address:	3 East Main Road Peru, MA 01235
Office Phone:	413-655-8312 x 100
Office E-mail	townadmin@townofperuma.com
<b>DETERMINATION</b>	
Determination by appointing authority:	As appointing official, as required by G.L. c. 268A, § 19, I have reviewed the particular matter and the financial interest identified above by a municipal employee. I have determined that the financial interest is not so substantial as to be deemed likely to affect the integrity of the services which the municipality may expect from the employee.
Appointing Authority signature:	
Date:	12/8/2025
Comment:	

Attach additional pages if necessary.  
The appointing authority shall keep this Disclosure and Determination as a public record.

**DISCLOSURE OF APPEARANCE OF CONFLICT OF INTEREST  
AS REQUIRED BY G. L. c. 268A, § 23(b)(3)**

<b>PUBLIC EMPLOYEE INFORMATION</b>	
Name of public employee:	Bruce W. Cullett
Title or Position:	Chief of Police / EMD, Town of Peru Finance Committee Chair
Agency/Department:	Peru Police Department
Agency address:	3 East Main Road, #106, Peru, MA 01235
Office Phone:	413-655-8377
Office E-mail:	bcullett@townofperuma.com
	<p>In my capacity as a municipal employee, I am expected to take certain actions in the performance of my official duties. Under the circumstances, a reasonable person could conclude that a person or organization could unduly enjoy my favor or improperly influence me when I perform my official duties, or that I am likely to act or fail to act as a result of kinship, rank, position or undue influence of a party or person.</p> <p>I am filing this disclosure to disclose the facts about this relationship or affiliation and to dispel the appearance of a conflict of interest.</p>
<b>APPEARANCE OF FAVORITISM OR INFLUENCE</b>	
Describe the issue that is coming before you for action or decision.	Participation in the FY2027 Police Department Budget process, including providing information, explanations, and operational context regarding departmental appropriations and salary line items for all sworn personnel.
What responsibility do you have for taking action or making a decision?	As Chief of Police, I am responsible for preparing and submitting the Department's proposed annual budget and, when requested, providing factual information, advice, and recommendations to the Finance Committee, Select Board, Town Meeting attendees, and members of the public regarding departmental operations, staffing, and financial needs. I do not possess authority to approve, reject, or finalize the budget. My participation is limited to these official duties.
Explain your relationship or affiliation to the person or organization.	The FY2027 Police Department Budget includes compensation for all sworn personnel, including myself. Because the budget establishes salary levels for these positions, a reasonable person could perceive that my participation may create an appearance of undue favoritism or improper influence.
How do your official actions or decision matter to the person or organization?	The budget will determine compensation for all sworn positions, including those held by myself. My role is limited to providing factual information and operational analysis; ultimate decisions regarding compensation and appropriations are made by the Finance Committee, Select Board, and Town Meeting.
<b>Optional:</b> Additional facts – e.g., why there is a low risk of undue favoritism or improper influence.	My participation will be confined strictly to providing accurate, factual explanations of departmental needs, operational impacts, and staffing requirements. I will not solicit petition signatures, urge any individual to vote in a particular manner, or use my position to pressure or influence members of the public or municipal officials. I can perform my official duties objectively and without favoritism.

<p>If you cannot confirm this statement, you should recuse yourself.</p>	<p><b>WRITE AN X TO CONFIRM THE STATEMENT BELOW.</b></p> <p><input checked="" type="checkbox"/> Taking into account the facts that I have disclosed above, I feel that I can perform my official duties objectively and fairly.</p>
<p>Employee signature:</p>	
<p>Date:</p>	<p>11/17/2025</p>

Attach additional pages if necessary.

Not elected to your public position – file with your appointing authority.

Elected state or county employees – file with the State Ethics Commission.

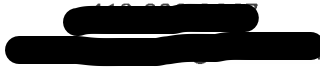
Members of the General Court – file with the House or Senate clerk or the State Ethics Commission.

Elected municipal employee – file with the City Clerk or Town Clerk.

Elected regional school committee member – file with the clerk or secretary of the committee.

Form revised July, 2012

# LEE NUÑEZ



## EDUCATION

**AUGUST 2023- PRESENT**

**MASSACHUSETTS ASSOCIATION OF ASSESSING OFFICERS, COURSES FOR MAA CREDENTIAL**

- VALUATION ADMINISTRATION (33 CR AUGUST 2025)
- APPRAISAL OF LAND (33 CR MARCH 2025) IAAO
- MASS APPRAISAL OF REAL PROPERTY (33 CR FEBRUARY 2025)
- PRINCIPLES OF ASSESSING PROCEDURES (33 CR AUGUST 2023)

**OCTOBER 2022**

**GATEWAY SCHOOL OF REAL ESTATE, REALTOR LICENSING COURSE**

**AUGUST 2021-NOVEMBER 2022**

**MUELLER REPORTS, VALUATION EDUCATION FOR INSPECTIONS**

- HIGH VALUE TRAINING
- COMMERCIAL VALUE TRAINING

**SEPTEMBER 2020-DECEMBER 2021**

**JMB REAL ESTATE ACADEMY, APPRAISER LICENSING COURSES**

- RESIDENTIAL SITE EVALUATION AND THE COST APPROACH (15HRS DECEMBER 2021)
- SUPERVISING BEGINNING APPRAISERS (7HRS MARCH 2021)
- NATIONAL USPAP (15HRS NOVEMBER 2020)
- BASIC APPRAISAL PRINCIPLES (30HRS OCTOBER 2020)
- BASIC APPRAISAL PROCEDURES (30HRS SEPTEMBER 2020)

**MAY 2018**

**BACHELORS OF ARTS, MCLA (MASSACHUSETTES COLLEGE OF LIBERAL ARTS)**

Major in Psychology with concentration in experimental behavioral analysis and biology

- Teacher Assistant in Psychology *January 2017- May 2017*
- Berkshire Association for Behavior Analysis and Therapy- Poster Presentation *October 2016*
- Laboratory Technician *May 2016-Sep 2016*
- Research Assistant in Psychology *January 2016- April 2016*
- Member of Psi Chi National Honors society
- Member of Psych Club

**MAY 2015**

**ASSOCIATES OF ARTS, BCC (BERKSHIRE COMMUNITY COLLEGE)**

Concentration in Psychology

- Member of Phi Theta Kappa National Honors Organization
- Member of the Service Learning Advisory Board
- Member of AmeriCorps
- Dean list student

## **EXPERIENCE**

**JULY 2025-PRESENT**

**TOWN OF DALTON**

**PRINCIPAL ASSESSOR**

- Department Head: Manage the Assessors' Department including reviewing work done by other assessors and the consultants
- Run reports, review value changes and check validity
- Research land records and conduct title searches as requested by other town departments
- Conduct inspections at the request of taxpayers as well as for building permits, cyclical and real estate abatements
- Review exemption, abatement and chapterland applications for qualification
- Perform ongoing training for other assessors

**APRIL 2023-2025**

**TOWN OF DALTON**

**ASSESSOR**

- Review abatement and exemption documentation for qualification requirements
- Complete documentation for Appellate Tax Board motions to dismiss
- Upload reports and enter data on Gateway in preparation for setting the tax rate
- Prepare classification hearing

**OCTOBER 2022-2023**

**TOWN OF DALTON**

**ASSESSOR'S CLERK**

- Answer phone calls and assist taxpayers who come into the Assessor's Office
- Complete change of address in the databases and sewer billing software (QDS)
- Prepare all Motor Vehicle Excise Abatement certificates
- Answer phone calls and assist taxpayers who come into the Assessor's Office
- Enter building permit data from PERMITEYES
- Send out exemptions, abatements, FOL's and chapterland applications

**DECEMBER 2022-PRESENT (CURRENTLY ONLY REFERAL AGENT)  
STEEPLEVIEW REALTY**

- Research properties for buyers, do showings, fill out a Purchase and Sale Agreements, and coordinate scheduling for third parties

**MARCH 2022-PRESNET  
CLASS VALUATION  
3D SCANNER**

- Collect data for real estate appraisers via HERO device scans

**AUGUST 2021- NOVEMBER 2023  
MUELLER REPORTS  
PROPERTY INSPECTOR (FIELD REPRESENTATIVE)**

- Contact policyholders to schedule inspections
- Collect data through interior and exterior property inspections
- Measure and sketch exterior of dwellings
- Additionally trained in High Value, Farms, and Lender cases
- Trained in use of Phoenix Mobile app for receiving, managing and completing orders

**SEPTEMBER 2021- MARCH 2022  
PERRY APPRAISAL SERVICES  
REAL ESTATE APPRAISER (LICENSED TRAINEE)**

- Contact policyholders to schedule inspections
- Collect data through interior and exterior property inspections
- Measure and sketch subject
- Research and analysis of data including use of the Massachusetts Land Records and GIS systems
- Photo taking of subject and comparables
- Fill out appraisal report forms including narratives
- Trained in TOTAL A La Mode desktop and app

**JUNE 2017 – AUGUST 2021  
BEHAVIOR SPECIALIST, BFAIR**

- Data analysis
- Providing applied behavior analysis therapy
- Creating programs and writing Behavior Intervention Plans
- Collecting data and entering data for graph representation
- Consultant for adult services
- Training staff

Member Information

**Lee Nuñez**  
 462 Main Street  
 Dalton, Massachusetts 01226  
 United States

Massachusetts Association of Assessing Officers  
 44 Bearfoot Road, Suite 385  
 Northborough, MA 01532  
 USA

# Transcript

of continuing competency units earned by **Lee Nuñez**

Activity Code	Date Earned	Description	Credits
NA	10/30/2025	Attended: BCAA Annual Meeting - Lee 10/30/25 (Approved)	3
NA	10/23/2025	MAAO DLS Wksp Log Cabin/Holyoke - Assessing Admin. (Approved)	4
NA	8/23/2025	MAAO 2025 Annual School Course 6 8/18-8/23 (Approved)	33
NA	3/27/2025	Attended: HHCAA Chapter Land Seminar 3/27/25 (Approved)	3
NA	3/6/2025	MAAO 2025 Winter School - Course 5 - 3/6/25 (Approved)	33
NA	2/14/2025	2025 Winter School IAAO Course 201 - 2/14/25 (Approved)	33
NA	9/26/2024	Attended Event: What's New in Municipal Law 2024 9/26/24 (Approved)	5
NA	9/12/2024	Attended MAAO 2024 Clerk's Meeting - Holyoke 9/12/24 (Approved)	3
NA	7/24/2024	Attended Event: MAAO Summer Webinar 7-24-24 (Approved)	2
NA	8/11/2023	Attended Event: MAAO 2023 Annual School - Course 200 (Approved)	34
NA	10/14/2020	JBM Basic RE Appraisal Course 110/14/2020 (Approved)	30
NA	10/6/2020	Attended 15-Hr USPAP 10/6/20 JMB RE (Approved)	15

Total Credits 198

**JMB Real Estate Academy, Inc**

678 Lakeview Avenue  
Lowell, MA 01850  
Phone: 978-454-7314  
Fax: 978-458-0048  
Email: [jmbreacad@aol.com](mailto:jmbreacad@aol.com)  
[www.jmbrealestateacademy.com](http://www.jmbrealestateacademy.com)

**CERTIFICATE OF COMPLETION**

This document certifies that:

**LEE NUNEZ**

has completed the following Real Estate Appraisal course **with a Passing Grade:**


**Basic Appraisal Principles**

**Date of Course:** October 5, 6, 13 and 14 - 2020

**Location of Course:** CHELMSFORD, MASSACHUSETTS

The **Basic Appraisal Principles** class is **APPROVED** by the Board of Registration of Real Estate Appraisers in Maine, Massachusetts (**10180013**), and New Hampshire for Thirty (30) hours of qualifying appraisal education.

This course is approved through the Appraisal Foundation by Hondros College for **Thirty (30) hours of qualifying education**. JMB Real Estate Academy, Inc. is an approved secondary provider by Hondros College.

  
**Authorized Signature**  
**Joseph M. Brice, Director**  
**JMB Real Estate Academy, Inc**

**Commonwealth of Massachusetts**

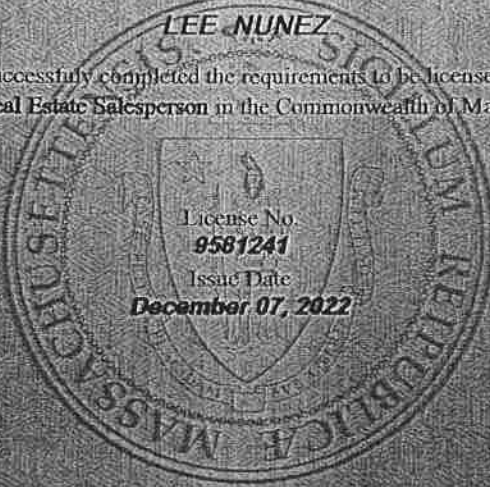
Division of Professional Licensure

Massachusetts Real Estate Board

BE IT KNOWN THAT

**LEE NUNEZ**

Has successfully completed the requirements to be licensed as a  
**Licensed Real Estate Salesperson** in the Commonwealth of Massachusetts



License No.

**9581241**

Issue Date

**December 07, 2022**

**VOID IF ALTERED**

**NON-TRANSFERABLE**

**COMMONWEALTH OF MASSACHUSETTS  
DIVISION OF PROFESSIONAL LICENSURE**

**BOARD OF**

**REAL ESTATE APPRAISERS  
ISSUES THE FOLLOWING LICENSE REAL  
ESTATE APPRAISER TRAINEE**

**LEE NUÑEZ  
105 MADISON AVE  
UNITED STATES  
PITTSFIELD, MA 01201**

**1027442**

**11/17/2023**

**48258**

**LICENSE NUMBER**

**EXPIRATION DATE**

**SERIAL NUMBER**

**LICENSEE SIGNATURE**



*[Handwritten signature]*

**JMB Real Estate Academy, Inc**

678 Lakeview Avenue  
Lowell, MA 01850  
Phone: 978-454-7314  
Fax: 978-458-0048  
Email: [jmbreacad@aol.com](mailto:jmbreacad@aol.com)  
[www.jmbrealestateacademy.com](http://www.jmbrealestateacademy.com)

**CERTIFICATE OF COMPLETION**

This document certifies that:

**LEE NUNEZ**

has completed the following Real Estate Appraisal course **with a Passing Grade:**

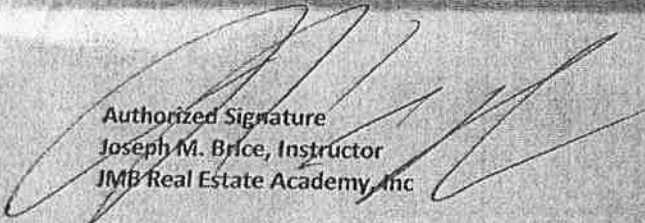
**Basic Appraisal Procedures**

**Date of Course:** September 8, 9, 14 and 15, 2020

**Location of Course:** CHELMSFORD, MASSACHUSETTS

The **Basic Appraisal Procedures** class is **APPROVED** by the Board of Registration of Real Estate Appraisers in Maine, Massachusetts (**10180014**), and New Hampshire for **Thirty (30) Hours** of qualifying appraisal education.

This course is approved through the Appraisal Foundation by Hondros College for **Thirty (30) Hours of Qualifying Education**. JMB Real Estate Academy, Inc. is an approved secondary provider by Hondros College.

  
**Authorized Signature**  
**Joseph M. Brice, Instructor**  
**JMB Real Estate Academy, Inc**

**JMB Real Estate Academy, Inc**

678 Lakeview Avenue  
Lowell, MA 01850  
Phone: 978-454-7314  
Fax: 978-458-0048  
Email: [jmbreacad@aol.com](mailto:jmbreacad@aol.com)  
[www.jmbrealestateacademy.com](http://www.jmbrealestateacademy.com)

**CERTIFICATE OF COMPLETION**

This document certifies that:

**LEE NUNEZ**

has completed the following Real Estate Appraisal seminar for Continuing Education:

**Supervising Beginning Appraisers; Plan for Success**

Date of Course: March 30, 2021

Location of Course: CHELMSFORD, MASSACHUSETTS

The *Supervising Beginning Appraisers; Plan for Success* seminar is APPROVED by the Board of Registration of Real Estate Appraisers in New Hampshire and Massachusetts (10180035) for seven (7) hours of continuing appraisal education.

  
Authorized Signature  
Joseph M. Brice, Director  
JMB Real Estate Academy, Inc