

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss:

To either of the constables of the Town of Pepperell, in said county,

GREETINGS:

In the name of the Commonwealth aforesaid, you are hereby required to notify and warn the inhabitants of said Town qualified according to law to vote in state, county, district and town affairs to assemble at the NISSITISSIT MIDDLE SCHOOL, in said Town, on Monday, the 1st of May, A.D. 2017 at 7:30 PM to act on the following articles:

ANNUAL TOWN MEETING May 1, 2017

The Annual Town Meeting was opened by the Interim Town Clerk James G. Mullen, Jr. acting as Moderator Pro Tem. At 7:30 P.M. May 1, 2017.

Mr. Mullen read the legal notice of the meeting and lead the meeting in the Pledge of Allegiance. Mr. Mullen then introduced the Town Counsel Edward J. Richardson who informed the meeting that there had been a failure to elect a Moderator at the April 24, 2017 Annual Town Election. Mr. Richardson informed the meeting that an election would have to take place in accordance with Section 3-7 c. of the Town Charter. Which is as follows:

“Section 3-7: Filling of Vacancies

c. Town Moderator-If there is a failure to elect, or if a vacancy occurs in the office of Town Moderator; the office of Town Moderator shall be filled by Town Meeting vote. The Moderator shall be elected by ballot by registered voters, as certified by the Town Clerk, present at Town Meeting, to preside at all town meetings and fulfill the duties of Town Moderator. The Term of office shall begin as soon as he/she is qualified and shall continue for the remainder of the term.”

Moderator Pro tem James G. Mullen, Jr. asked for nominations for the position of Town Moderator.

Selectman Melissa M. Tzanoudakis made a motion which was seconded to nominate Scott N. Blackburn, of 135 Jewett Street of Pepperell to the position of Town Moderator for a term of three (3) years (2017 -2020), through April 27, 2020.

Interim Town Clerk James G. Mullen, Jr. asked if there were any other nominations. Hearing none Mr. Mullen asked for a motion to close nominations.

A motion was made and seconded to close nominations

VOTED: The Town Voted YES

UNANIMOUS VOTE

The name of Scott N. Blackburn was the only name placed in nomination for Moderator

Ballots were handed out to the eleven people who requested them.

Voters wrote the name of the candidate of their choice on the ballot.

Mr. Mullen counted the ballots and announced the results.

Scott N. Blackburn	11
Blanks	0

Mr. Mullen swore Mr. Blackburn in and Mr. Blackburn began the Annual Town Meeting

ARTICLE 1

ARTICLE 1 - FY2017 FREE CASH APPROPRIATIONS

To see if the Town will vote to appropriate sums of money from Free Cash certified as of 7/1/16, or take any other action relative thereto.

Recommended by Finance Committee 4-0-0

Selectman Roland P. Nutter made a motion which was seconded that the Town vote to appropriate the following sums of money from Free Cash certified on 8/5/16:

VOTED: The Town Voted YES

UNANIMOUS VOTE

<u>Amount</u>	<u>To</u>	<u>Reason</u>
\$212,339.21	FY17 Gen Fund-Highway-Snow & Ice	To Cover Existing Deficit for Snow Removal Costs
\$ 22,000.00	FY17 Gen Fund-Health Insurance	To Cover Cost Increases
\$100,000.00	OPEB Trust Fund	To Fund Other Post Employment Benefits
\$334,339.21	TOTAL FREE CASH APPROPRIATIONS	

General Fund Free Cash balance is \$1,897,247.00 less \$334,339.21 above = \$1,562,907.79

ARTICLE 2 - FY2017 SALE OF REAL ESTATE TRANSFER

To see if the Town will vote to transfer a sum of money from the Receipts Reserved for Appropriation - Sale of Real Estate account, or take any other action relative thereto.

Recommended by Finance Committee 4-0-0

Selectman Lisa M. Ferolito made a motion which was seconded that the Town take no action on Article 2.

VOTED: The Town Voted YES

UNANIMOUS VOTE

ARTICLE 3 - FY2017 SEWER ENTERPRISE FUND RETAINED EARNINGS APPROPRIATIONS

To see if the Town will vote to appropriate sums of money from Sewer Enterprise Fund Retained Earnings certified as of 7/1/16, or take any other action relative thereto.

Recommended by Finance Committee 4-0-0

Public Works Board member Lewis L. Lunn made a motion which was seconded that the Town appropriate \$307,000.00 from Sewer Enterprise Fund Retained Earnings certified as of 7/1/16, to cover the costs in the Sewer Capital Projects Fund for the Sewer Upgrade Design Plan, which were previously authorized to be covered by borrowing under Art 8 STM 10/24/16.

VOTED: The Town Voted YES

UNANIMOUS VOTE

Sewer Enterprise Fund Retained Earnings balance is \$1,119,659 less \$307,000 above = \$812,659

ARTICLE 4 - FY2017 WATER ENTERPRISE FUND RETAINED EARNINGS APPROPRIATIONS

To see if the Town will vote to appropriate sums of money from Water Enterprise Fund Retained Earnings certified as of 7/1/16, or take any other action relative thereto.

Recommended by Finance Committee 4-0-0

Public Works Board Member Thomas A. Nephew made a motion which was seconded that the Town take no action on Article 4.

VOTED: The Town Voted YES

UNANIMOUS VOTE

ARTICLE 5 - FY2017 TRANSFER STATION ENTERPRISE FUND RETAINED EARNINGS APPROPRIATIONS

To see if the Town will vote to appropriate sums of money from Transfer Station Enterprise Fund Retained Earnings certified as of 7/1/16, or take any other action relative thereto.

Recommended by Finance Committee 4-0-0

Public Works Board member Thomas A. Nephew made a motion which was seconded that the Town take no action on Article 5.

VOTED: The Town Voted YES

UNANIMOUS VOTE

ARTICLE 6 - POST-EMPLOYMENT BENEFIT TRUST FUND (MA GENERAL LAW c32B s20)

To see if the Town will vote to accept MA General Law, Chapter 32B, Section 20 Other Post-Employment Benefits Liability Trust Fund in compliance with the State's Municipal Modernization Act signed into effect in August 2016, or take any other action relative thereto.

Recommended by Finance Committee 4-0-0

Chairman of the Board of Selectman Melissa M. Tzanoudakis made a motion which was seconded that the Town vote to accept MA General Law, Chapter 32B, Section 20 Other Post-Employment Benefits Liability Trust Fund in compliance with the State's Municipal Modernization Act signed into effect in August 2016.

VOTED: The Town Voted YES

UNANIMOUS VOTE

ARTICLE 7 – PERSONNEL BY-LAW COMPENSATION PLAN

To see if the Town will vote to amend its Compensation Plan established pursuant to Chapter 41, Section 108A, of the Massachusetts General Laws, and Pursuant to Chapter 31 of the Code of the Town of Pepperell, by deleting Appendices B, C, D and E of the Compensation Plan, and by inserting the text of said Appendices as follows, which reflects a Fiscal Year 2018 increase of 1.75% effective July 1, 2017.

**APPENDIX B – HOURLY RATE
COMPENSATION PLAN
FISCAL 2018 (EFFECTIVE JULY 1, 2017)
REGULAR FULL-TIME & REGULAR PART-TIME HOURLY NON-EXEMPT EMPLOYEES**

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
1	14.97	15.57	16.19	16.84	17.51	18.21
2	15.85	16.49	17.15	17.83	18.55	19.29
3	17.46	18.16	18.89	19.64	20.43	21.24
4	19.18	19.95	20.74	21.57	22.44	23.34
5	21.13	21.98	22.86	23.77	24.72	25.71
6	23.24	24.17	25.14	26.14	27.19	28.27
7	25.55	26.57	27.63	28.74	29.89	31.08
8	28.11	29.24	30.41	31.62	32.89	34.20
9	30.92	32.16	33.45	34.78	36.17	37.62
10	34.02	35.38	36.79	38.26	39.79	41.38

**APPENDIX C – FISCAL YEAR SALARY
COMPENSATION PLAN
FISCAL 2018 (EFFECTIVE JULY 1, 2017)
REGULAR FULL-TIME SALARIED EXEMPT EMPLOYEES**

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
1	31,132	32,378	33,673	35,020	36,420	37,877
2	32,974	34,292	35,664	37,091	38,574	40,117
3	36,317	37,770	39,281	40,852	42,486	44,186
4	39,894	41,490	43,150	44,875	46,671	48,537
5	44,720	46,508	48,369	50,303	52,316	54,408
6	50,095	52,099	54,183	56,350	58,604	60,948
7	56,106	58,350	60,684	63,111	65,636	68,261
8	62,857	65,371	67,986	70,706	73,534	76,475
8a	66,667	69,333	72,107	74,991	77,990	81,110
9	70,328	73,141	76,067	79,109	82,274	85,565
9a	74,857	77,851	80,965	84,204	87,572	91,075
10	78,815	81,967	85,246	88,656	92,202	95,890

**APPENDIX D – HOURLY RATE
COMPENSATION PLAN**

**FISCAL 2018 (EFFECTIVE JULY 1, 2017)
SEASONAL, TEMPORARY & NON-REGULARLY SCHEDULED EMPLOYEES**

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
0	9.92	10.32	10.73	11.16	11.61	12.07
1	14.97	15.57	16.19	16.84	17.51	18.21
2	15.86	16.50	17.16	17.84	18.56	19.30
3	17.46	18.16	18.89	19.64	20.43	21.24
4	19.20	0.00	0.00	0.00	0.00	23.37
4a	20.74	0.00	0.00	0.00	0.00	0.00
5	21.12	0.00	0.00	0.00	0.00	25.71
6	23.24	0.00	0.00	0.00	0.00	28.29
7	25.55	0.00	0.00	0.00	0.00	31.10
8	28.10	0.00	0.00	0.00	0.00	34.20

APPENDIX E – LONGEVITY

In years 6-10 of full-time, benefit employment:	\$ 700 + \$25 x grade
In years 11-15 of full-time, benefit employment:	\$ 800 + \$30 x grade
In years 16-20 of full-time, benefit employment:	\$ 900 + \$35 x grade
In years 21-25 of full-time, benefit employment:	\$1,000 + \$40 x grade
In years 26-30 of full-time, benefit employment:	\$1,100 + \$50 x grade
In years 31-35 of full-time, benefit employment:	\$1,200 + \$60 x grade
In years 36 and after of full-time, benefit employment:	\$1,300 + \$70 x grade

Recommended by Finance Committee 4-0-0

Selectman Roland P. Nutter made a motion which was seconded that the Town vote to amend its Compensation Plan established pursuant to Chapter 41, Section 108A, of the Massachusetts General Laws, and Pursuant to Chapter 31 of the Code of the Town of Pepperell, by deleting Appendices B, C, D and E of the Compensation Plan, and by inserting the text of said Appendices as listed above, which reflects a Fiscal Year 2018 increase of 1.75% effective July 1, 2017.

VOTED: The Town Voted YES

UNANIMOUS VOTE

Sharon A. Mercurio made a motion which was seconded to purchase a new ambulance not to exceed the amount of \$ 400,000.00 from Free Cash

VOTED: The Town Voted NO

VOICE VOTE

ARTICLE 8 - FISCAL YEAR 2018 TOWN GENERAL FUND BUDGET

To see if the Town will vote to raise and appropriate or transfer from available funds, to defray the regular expenses of the Town for the Fiscal Year July 1, 2017 through June 30, 2018 for General Government, Public Safety, Nashoba Valley Technical High School, North Middlesex Regional School District, Public Works, Human Services, Culture & Recreation, Debt Service, Employee Benefits & Insurance, and Capital Outlay, or take any other action relative thereto.

Recommended by Finance Committee 3-1-0

Chairman of the Board of Selectman Melissa M. Tzanoudakis made a motion which was seconded that the Town vote to appropriate \$333,470 from Free Cash, \$50,000 from Overlay Surplus and to raise and appropriate \$24,674,204 for the purpose of funding the Town General Fund Budget for the period July 1, 2017 to June 30, 2018 in accordance with the recommendation of the Town Administrator and Board of Selectmen, with each numbered Part below to be considered a separate appropriation:

VOTED: The Town Voted YES

VOICE VOTE

Part I	General Government	\$ 1,162,265
Part II	Public Safety	\$ 2,892,140
Part III	Nashoba Valley Technical High School	\$ 1,740,502
Part IV	North Middlesex Regional School District	\$ 14,613,373
Part V	Public Works	\$ 1,228,328
Part VI	Human Services	\$ 432,525
Part VII	Culture & Recreation	\$ 522,905
Part VIII	Debt Service	\$ 157,360
Part IX	Employee Benefits & Insurance	\$ 2,072,806
Part X	Capital Outlay	\$ 235,470

TOTAL FY2018 TOWN GENERAL FUND BUDGET \$ 25,057,674

General Fund Free Cash balance after Article 1 is \$1,562,907.79 less \$333,470 above = \$1,229,437.79

TRUE COPY ATTEST

