

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 24th of October, A.D. 2016 at 7:30 PM to act on the following articles:

SPECIAL TOWN MEETING

October 24, 2016

ARTICLE 1

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, or take any other action relative thereto.

ARTICLE 2

By: Town Administrator and Board of Selectmen

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 and D of the Compensation Plan, and by inserting the text of said Appendices as follows, which reflects a Fiscal Year 2017 increase of 2.5% effective July 1, 2016.

APPENDIX B - HOURLY
COMPENSATION PLAN

FISCAL 2017 (EFFECTIVE JULY 1, 2016)

REGULAR FULL-TIME AND REGULAR PART-TIME HOURLY EMPLOYEES

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
1	14.71	15.30	15.91	16.55	17.21	17.90
2	15.58	16.20	16.85	17.53	18.23	18.96
3	17.16	17.84	18.56	19.30	20.07	20.88
4	18.85	19.60	20.39	21.20	22.05	22.93
5	20.77	21.60	22.46	23.36	24.29	25.27
6	22.84	23.75	24.70	25.69	26.72	27.78
7	25.11	26.12	27.16	28.25	29.38	30.55
8	27.63	28.74	29.89	31.08	32.33	33.62
9	30.39	31.61	32.87	34.19	35.55	36.98
10	33.43	34.76	36.15	37.60	39.10	40.67

APPENDIX C - SALARY
 COMPENSATION PLAN
 FISCAL 2017 (EFFECTIVE JULY 1, 2016)
 REGULAR FULL-TIME AND REGULAR PART-TIME SALARIED EMPLOYEES

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
1	14.71	15.30	15.91	16.55	17.21	17.90
2	15.58	16.20	16.85	17.53	18.23	18.96
3	17.16	17.84	18.56	19.30	20.07	20.88
4	18.85	19.60	20.39	21.20	22.05	22.93
5	21.13	21.97	22.85	23.76	24.71	25.70
6	23.67	24.61	25.60	26.62	27.69	28.79
7	26.51	27.57	28.67	29.82	31.01	32.25
8	29.70	30.89	32.13	33.41	34.75	36.14
8a	31.50	32.76	34.07	35.43	36.85	38.32
9	33.23	34.56	35.94	37.38	38.87	40.43
9a	35.37	36.79	38.26	39.79	41.38	43.04
10	37.24	38.73	40.28	41.89	43.56	45.31

APPENDIX D
 COMPENSATION PLAN
 FISCAL 2017 (EFFECTIVE JULY 1, 2016)
 SEASONAL, TEMPORARY & NON-REGULARLY SCHEDULED EMPLOYEES

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
0	9.75	10.14	10.54	10.96	11.40	11.86
1	14.71	15.30	15.91	16.55	17.21	17.90
2	15.59	16.21	16.86	17.54	18.24	18.97
3	17.16	17.84	18.56	19.30	20.07	20.88
4	18.87	0.00	0.00	0.00	0.00	22.97
4a	20.38	0.00	0.00	0.00	0.00	0.00
5	20.76	0.00	0.00	0.00	0.00	25.26
6	22.84	0.00	0.00	0.00	0.00	27.79
7	25.11	0.00	0.00	0.00	0.00	30.56
8	27.62	0.00	0.00	0.00	0.00	33.62

ARTICLE 3

By: Town Administrator and Board of Selectmen

GENERAL FUND FREE CASH APPROPRIATIONS

To see if the Town will vote to appropriate sums of money from General Fund Free Cash certified as of 8/5/16, or take any other action relative thereto.

ARTICLE 4

By: Board of Public Works

SEWER ENTERPRISE FUND RETAINED EARNINGS APPROPRIATIONS

To see if the Town will vote to appropriate sums of money from the Sewer Enterprise Fund Retained Earnings certified as of 8/5/16, or take any other action relative thereto.

ARTICLE 5

By: Board of Public Works

WATER ENTERPRISE FUND RETAINED EARNINGS APPROPRIATIONS

To see if the Town will vote to appropriate sums of money from the Water Enterprise Fund Retained Earnings certified as of 8/5/16, or take any other action relative thereto.

ARTICLE 6

By: Board of Public Works

TRANSFER STATION ENTERPRISE FUND RETAINED EARNINGS APPROPRIATIONS

To see if the Town will vote to appropriate sums of money from the Transfer Station Enterprise Fund Retained Earnings certified as of 8/5/16, or take any other action relative thereto.

ARTICLE 7

By: Board of Public Works

SEWER ENTERPRISE FUND – REPURPOSING OF BORROWING

To see if the Town will vote to repurpose the \$75,000.00 unexpended balance of an existing line item for the Sewer Enterprise Fund UV Treatment System Enclosure which was originally authorized under Article 39 of the Annual Town Meeting on 5/7/2007, and use the repurposed monies for Sewer Plant Upgrades, or take any other action relative thereto.

ARTICLE 8

By: Board of Public Works

SEWER ENTERPRISE FUND – AUTHORIZATION TO BORROW FOR PLANT UPGRADES

To see if the Town will vote to appropriate a sum of money for the Design of Waste Water Treatment Facility Upgrade and Comprehensive Waste Water Management Plan and any other costs incidental or related thereto, and further, to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow said sum under and pursuant to Chapter 44 of the MA General Laws, or any other enabling authority, and to issue bonds or notes of the Town therefore, and that the Board of Public Works, with the approval of the Board of Selectmen, may apply for, accept, and expend any federal, state or other grants or gifts from any sources that may be available for the project, or take any other action relative thereto.

ARTICLE 9

By: Board of Public Works

WATER ENTERPRISE FUND – AUTHORIZATION TO BORROW FOR BEMIS WELL UPGRADES

To see if the Town will vote to appropriate a sum of money for the Design of Upgrade for the Bemis Well and any other costs incidental or related thereto, and further, to authorize the Treasurer, with the approval of the Board of Selectmen, to borrow said sum under and pursuant to Chapter 44 of the MA General Laws, or any other enabling authority, and to issue bonds or notes of the Town therefore, and that the Board of Public Works, with the approval of the Board of Selectmen, may apply for, accept, and expend any federal, state or other grants or gifts from any sources that may be available for the project, or take any other action relative thereto.

ARTICLE 10

By: Board of Public Works

TRANSFER STATION ENTERPRISE FUND – PRIOR YEAR BILL

To see if the Town will vote to appropriate a sum of money for the payment of a Transfer Station Enterprise Fund unpaid bill from the prior fiscal year FY2016, or take any other action relative thereto.

ARTICLE 11

By: North Middlesex Regional School District

AUTHORIZATION TO BORROW FOR VARNUM BROOK SCHOOL REPAIRS

To see if the Town will approve the \$140,000 borrowing authorized by the North Middlesex Regional School District, for the purpose of paying costs of a feasibility study/schematic design for a roof, window and door replacement project at the Varnum Brook Elementary School, 10 Hollis St, Pepperell, MA 01463, including all costs incidental and related thereto (the "Project"), which proposed repair project would materially extend the useful life of the school and preserve an asset that otherwise is capable of supporting the required educational program, and for which the District has applied for a grant from the Massachusetts School Building Authority ("MSBA"), said amount to be expended under the direction of the School Building Committee. The MSBA's grant program is a non-entitlement, discretionary program based on need, as determined by the MSBA, and any Project costs the District incurs in excess of any grant approved by and received from the MSBA shall be the sole responsibility of the District; provided further, that the amount of borrowing authorized pursuant to this vote shall be reduced by any grant amount set forth in the Project Funding Agreement that may be executed between the District and the MSBA; or to take any other action relative thereto.

ARTICLE 12

By: Town Administrator and Conservation Commission

TO PROTECT PUBLIC LAND AND INSURE CONSERVATION RESTRICTIONS

To see if the inhabitants of Pepperell will authorize the Pepperell Board of Selectmen to declare approximately 35 acres of town-owned land known as Assessor's maps and parcels 16-10-0, a portion of 25-44-0, and a portion of 25-22-1 (Book 31512, Page 494, dated June 16, 2000 from Adamowitch) surplus and sell said parcels to the Commonwealth of Massachusetts acting by and through its Department of Fish and Game for wildlife habitat and passive recreation consistent with and subject to the purposes and protections of Article 97 of the Amendments to the Constitution of the Commonwealth of Massachusetts for the appraised value up to \$2,000 per acre, or take any other action relative thereto.

ARTICLE 13

By: Board of Selectmen

STREET ACCEPTANCE – EMERSON CIRCLE, FAIRCHILD COURT, WINSLOW COURT

To see if the Town will vote to accept and maintain as public ways the layouts of Emerson Circle, Fairchild Court and Winslow Court, as laid out by the Board of Selectmen and shown on a plan entitled "Street Acceptance Plan, Emerson Village, Plan of Land in Pepperell, MA" prepared by Hancock Associates, dated September 30, 2016 and consisting of two (2) sheets, which plan is on file with the Town Clerk; and to authorize the Board of Selectmen to accept instruments conveying for nominal consideration the aforesaid roadways or interest(s) therein, together with all easements and appurtenances thereto, as are shown on the aforementioned plan; or take any other action relative thereto.

ARTICLE 14

By: Board of Public Works

ACCEPTANCE OF EASEMENT

To see if the Town will vote to accept a permanent easement for the purposes of owning, operating and maintaining drain lines on the following property. Executed full copy of said easement being on file in the office of the DPW Director/Town Engineer:

Record Owner: **Rolling Meadows LLC**

Mailing Address: 7 Tucker Street, Pepperell, MA 01463

Title Reference: Book 34776, Page 159

Interests Taken: Utility Easement B (Permanent Easement)

Area: 7,253 sq. ft.

or take any other action relative thereto.

ARTICLE 15

By: Town Administrator and Board of Selectmen

ADOPTION OF BYLAW TO ALLOW THE TOWN TO ENTER INTO PERSONAL SERVICES CONTRACTS WITH CERTAIN EMPLOYEES

To see if the Town will vote to amend the Personnel Bylaw by deleting the next to the last paragraph of section 1a and inserting in lieu thereof a new section 1b authorizing the Town Administrator to provide employment contracts to appointed department heads, involving wages, hours and other terms and conditions of employment.

ARTICLE 16

By: Town Administrator and Board of Selectmen

ADOPTION OF PROVISIONS OF MGL CHAPTER 48, SECTIONS 42, 42A, 43 and 44

To see if the Town will adopt the provisions of MGL Ch. 48, Sections 42, 42A, 43 and 44 to be consistent with Section 5-3 of the Pepperell Rule Charter governing the powers, duties and responsibilities of the Fire Chief, or take any other action relative thereto.

And you will serve this warrant by posting a true and attested copy of same, in said Town, fourteen days prior to the time of said meeting. Hereof fail not and make due return of your doings herein to the Town Clerk on or before the time appointed for said meeting. Given under our hands this 3rd day of October, A.D. 2016.

Stephen C. Themelis, Chairman

Melissa M. Tzanoudakis, Clerk

Roland P. Nutter
PEPPERELL BOARD OF SELECTMEN

CONSTABLE OF PEPPERELL