

# 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 1<sup>st</sup> of May, A.D. 2017 at 7:30 PM to act on the following articles:

## ANNUAL TOWN MEETING May 1, 2017

### **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.

### **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.

### **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.

### **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.

### **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.

### **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.

### **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

**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.

**ARTICLE 9 - FISCAL YEAR 2018 SEWER ENTERPRISE FUND**

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to defray the regular expenses of the Sewer Enterprise Fund, in accordance, with the provisions of MA General Law Chapter 44, Section 53F1/2 for the Fiscal Year July 1, 2017 through June 30, 2018, or take any other action relative thereto.

**ARTICLE 10 - FISCAL YEAR 2018 WATER ENTERPRISE FUND**

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to defray the regular expenses of the Water Enterprise Fund, in accordance, with the provisions of MA General Law Chapter 44, Section 53F1/2 for the Fiscal Year July 1, 2017 through June 30, 2018, or take any other action relative thereto.

**ARTICLE 11 - FISCAL YEAR 2018 TRANSFER STATION ENTERPRISE FUND**

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to defray the regular expenses of the Transfer Station Enterprise Fund, in accordance, with the provisions of MA General Law Chapter 44, Section 53F1/2 for the Fiscal Year July 1, 2017 through June 30, 2018, or take any other action relative thereto.

**ARTICLE 12 - DEPARTMENTAL REVOLVING FUND BY-LAW/ORDINANCE G.L. c. 44, s53E1/2**

To see if the Town will vote, to amend the general by-laws/ordinances of the Town by adding a new section to establish and authorize revolving funds for use by certain Town departments, boards, committees, agencies or officers under MA General Law Chapter 44, Section 53E1/2, or take any other action relative thereto.

**ARTICLE 13 - REVOLVING FUND REPORTS – MGL CHAPTER 44, SECTION 53E1/2**

To see if the Town will vote to accept the revolving fund reports in accordance with MA General Law Chapter 44, Section 53E1/2 or take any other action relative thereto.

**ARTICLE 14 - REVOLVING FUNDS – MGL CHAPTER 44, SECTION 53E1/2**

To see if the Town will vote, upon recommendation of the Board of Selectmen, to authorize revolving funds for certain Town departments under MA General Law Chapter 44, Section 53E1/2 for the Fiscal Year July 1, 2017 through June 30, 2018, or take any other action relative thereto.

**ARTICLE 15 – CODE AMENDMENT – REDUCTION OF FINANCE COMMITTEE MEMBERS FROM SEVEN (7) MEMBERS TO FIVE (5) MEMBERS**

By: Finance Committee

To determine if the Town will vote to amend Chapter 6, Article IX § 6-11 and § 6-12 of the Code of the Town of Pepperell by reducing the membership from seven (7) voters to five (5) voters and providing that the terms of three (3) of the members shall expire in one (1) year and two (2) of the members shall expire in the alternate years. Said sections to read as follows:

§ 6-11. Membership. The Finance Committee shall consist of five (5) voters of the town appointed by the Board of Selectmen. Members shall serve without compensation and shall hold no other office, elected or appointed, within the town excluding appointments to the Capital Program Committee and Personnel Board.

§ 6-12. Terms. [Amended 4-19-1988 ATM, Art. 15]

Members shall be appointed to two-year terms in such a way that three (3) appointments shall expire in one (1) year and two (2) appointments shall expire in the alternate years.

Or to take any other action relative thereto.

**ARTICLE 16 – VARNUM BROOK ELEMENTARY SCHOOL MSBA AIDED PROJECTS**

By: North Middlesex Regional School District School Committee

To see if the Town will approve the \$8,977,987 borrowing authorized by the North Middlesex Regional School District, for the purpose of paying costs of the Varnum Brook Elementary School roof, window and HVAC replacement project, located at 10 Hollis Street, Pepperell, Massachusetts, including the payment of all costs incidental or 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 may be eligible for a school construction grant from the Massachusetts School Building Authority (“MSBA”), said amount to be expended at 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 and its member municipalities. Any grant that the District may receive from the MSBA for the Project shall not exceed the lesser of (1) fifty-seven and eleven hundredths percent (57.11%) of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA.

**ARTICLE 17 – SQUANNACOOK EARLY CHILDHOOD CENTER PROJECT**

By: North Middlesex Regional School District School Committee

To see if the Town will approve the \$4,570,277 borrowing authorized by the North Middlesex Regional School District, for the purpose of paying costs of roofing, siding, HVAC and interior repairs at the Squannacook Early Childhood Center, located at 66 Brookline Road Townsend, Massachusetts, including the payment of all costs incidental or 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 may be eligible for a school construction grant from

the Massachusetts School Building Authority (“MSBA”), said amount to be expended at 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 and its member municipalities. Any grant that the District may receive from the MSBA for the Project shall not exceed the lesser of (1) fifty-seven and eleven hundredths percent (57.11%) of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA; or take any other action relative thereto.

**ARTICLE 18 – HAWTHORNE BROOK MIDDLE SCHOOL PROJECT**

By: North Middlesex Regional School District School Committee

To see if the Town will approve the \$4,109,125 borrowing authorized by the North Middlesex Regional School District, for the purpose of paying costs of a window, door, minor structural repairs and leaks and HVAC replacement project at Hawthorne Brook Middle School, located at 64 Brookline Road, Townsend, Massachusetts, including the payment of all costs incidental or 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 may be eligible for a school construction grant from the Massachusetts School Building Authority (“MSBA”), said amount to be expended at 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 and its member municipalities. Any grant that the District may receive from the MSBA for the Project shall not exceed the lesser of (1) fifty-seven and eleven hundredths percent (57.11%) of eligible, approved project costs, as determined by the MSBA, or (2) the total maximum grant amount determined by the MSBA; or take any other action relative thereto.

**ARTICLE 19 – NORTH MIDDLESEX REGIONAL HIGH SCHOOL MAINTENANCE GARAGE FACILITY**

By: North Middlesex Regional School District School Committee

To see if the Town will vote to approve the borrowing by the North Middlesex Regional School District (the “District”) of \$210,000 a portion of the amount originally authorized to be borrowed to pay costs of the District’s High School Project (the “Project”), which amount is no longer needed to complete the Project, to pay costs of designing and renovating an existing maintenance garage facility located on the site of the Project, including the payment of all costs incidental and related thereto. The costs of this additional Project element are the sole responsibility of the District and are not eligible for reimbursement from the MSBA.

**ARTICLE 20 – NORTH MIDDLESEX REGIONAL HIGH SCHOOL ARTIFICIAL TURF FIELD**

By: North Middlesex Regional School District School Committee

To see if the Town will vote to approve the borrowing by the North Middlesex Regional School District (the “District”) of \$1,800,000 a portion of the amount originally authorized to be borrowed to pay costs of the District’s High School Project (the “Project”), which amount is no longer needed to complete the Project, to pay costs of designing and constructing a new artificial turf field to be located on the site of the Project, including the payment of all costs incidental and related thereto. The costs of this additional Project element are the sole responsibility of the District and are not eligible for reimbursement from the MSBA.

And you will serve this warrant by posting a true and attested copy of same, in said Town, seven 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 13<sup>th</sup> day of April, A.D. 2017.

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Stephen C. Themelis, Chairman

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Melissa M. Tzanoudakis, Clerk

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Roland P. Nutter

PEPPERELL BOARD OF SELECTMEN

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CONSTABLE OF PEPPERELL