

**COMMONWEALTH OF MASSACHUSETTS**  
HAMPDEN, SS

To Ms. Laurie Gibbons, Town Clerk of the Town of Ludlow, Massachusetts

**GREETINGS:**

In the name of the Commonwealth of Massachusetts you are hereby directed to notify and warn the inhabitants of said Town qualified to vote on Town affairs to meet at the **Ludlow High School, 500 Chapin Street, Ludlow, Massachusetts on Monday, May 11, 2015 at 7:30 p.m.** for the purpose of acting on the following articles in the warrant.

You are further directed to notify and warn the inhabitants of Precinct 1, Precinct 2, Precinct 3, Precinct 4, Precinct 5 and Precinct 6 of said Town qualified to vote in the elections to meet at the place designated in each precinct, viz: The voters of Precinct 1 shall vote at Chapin Elementary School on Chapin Street, voters of Precinct 2 shall vote at Christ the King Social Center on Warsaw Avenue, voters of Precinct 3 shall vote at the Ludlow High School, Chapin Street, voters of Precinct 4 shall vote at East Street School, East Street, voters of Precinct 5 shall vote at First Church of Ludlow, Center/Church Streets, and voters of Precinct 6 shall vote at Veteran's Park School, Chapin Street, March 23, 2015 at 10:00 o'clock in the forenoon to bring in their votes for **TWO MEMBERS OF THE BOARD OF SELECTMEN** for three year terms; **ONE TOWN TREASURER** for a three year term; **ONE TOWN MODERATOR** for a two year unexpired term; **ONE MEMBER OF THE BOARD OF ASSESSORS** for a three year term; **ONE MEMBER OF THE BOARD OF HEALTH** for a three year term; **ONE LIBRARY TRUSTEE** for a three year term; **ONE MEMBER OF THE HOUSING AUTHORITY** for a five year term; **ONE MEMBER OF THE BOARD OF PUBLIC WORKS** for a three year term; **ONE RECREATION COMMISSIONER** for a three year term; **ONE MEMBER OF THE SCHOOL COMMITTEE** for a three year term; **ONE MEMBER OF THE PLANNING BOARD** for a five year term; **LIMITED TOWN MEETING MEMBERS** each from Precinct 1, Precinct 2, Precinct 3, Precinct 4, Precinct 5, and Precinct 6 as follows: **PRECINCT 1:** Five openings for three year terms; **PRECINCT 1:** One opening for a two year unexpired term; **PRECINCT 1:** One opening for a one year unexpired term; **PRECINCT 2:** Five openings for three year terms; **PRECINCT 2:** Three openings for two year unexpired terms; **PRECINCT 2:** Two openings for one year unexpired terms; **PRECINCT 3:** Five openings for three year terms; **PRECINCT 3:** One opening for a one year term; **PRECINCT 4:** Five openings for three year terms; **PRECINCT 4:** One opening for a one year unexpired term; **PRECINCT 5:** Five openings for three year terms; **PRECINCT 5:** One opening for a one year unexpired term; **PRECINCT 6:** Five openings for three year terms; **PRECINCT 6:** One opening for a one year unexpired term.

**ARTICLE 1:** To hear and act on the reports of the Town Officers; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 2:** To hear and act on the reports of the outstanding committees appointed pursuant to prior warrants and continued at each succeeding meeting and to continue said committees further, unless discharged by vote of this body; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 3:** To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money for the printing of the **ANNUAL TOWN REPORT** for the calendar year 2015 and **TOWN MEETING WARRANTS** and **RECOMMENDATIONS**; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 4:** To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money for the **ANNUAL TOWN AUDIT** for the Fiscal Year ending June 30, 2015; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 5:** To see if the Town will vote to raise and appropriate and/or otherwise provide such sums of money as may be necessary for Town purposes and charges during Fiscal Year 2016 and to fix the salary of all elected officials of the Town for the Fiscal Year beginning July 1, 2015; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 6:** To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money, not to exceed \$5,000.00, to be expended by the Celebrate Ludlow Committee, with the approval of the Board of Selectmen, for fireworks and general expenses related to the annual Town-wide celebration and to further allow gifts and donations to be deposited in a previously established Special Revenue Fund to cover expenses related to this celebration; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 7:** To see if the Town will vote to approve the following **Resolution to Seek Lower Electric Rates in a Competitive Market**;

Whereas, the Commonwealth of Massachusetts, by enacting Chapter 164 of the Acts of 1997, has established a competitive marketplace through deregulation and restructuring of the electric utility industry; and

Whereas, the citizens of the Town of Ludlow in Hampden County have substantial economic, environmental, and social interests at stake; and

Whereas, Ludlow's residential and business consumers are interested in reducing their electricity rates;

Be it therefore resolved, that the Town Meeting of Ludlow grant the Board of Selectmen authority to develop and participate in any municipal electric aggregation plan and to amend, restructure or reconstitute such plan as may be necessary and appropriate so as to execute a contract, or contracts, for power supply and other related services, independently, or in joint action with other municipalities through the Hampshire Council of Governments. If such contracts are to be approved, individual

consumers would retain the option not to participate and to choose any alternative service they desire; and

Be it further resolved, that the Board of Selectmen may appoint a representative for a committee to oversee such joint action.

Pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 8:** To see if the Town will vote to amend the Town of Ludlow Bylaws, Chapter II, Regulating the Conduct of Town Business, Section 18 by changing the dollar amount threshold for construction bond requirements from \$2,000 to mirror the requirements regulated under Massachusetts General Laws, c. 149 – Building Construction Contracts and c. 30, §39M – Public Works (Non-Building) Construction Contracts (With Labor) which shall read as follows:

**Section 18: Every contract for construction work, whether for alterations, repairs or original construction, shall comply with bond requirements as outlined in Massachusetts General Laws, c. 149 – Building Construction Contracts and c. 30, §39M – Public Works (Non-Building) Construction Contracts (With Labor).**

Pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 9:** To see if the Town will vote to amend the Compensation Plan of the Personnel Policy Bylaw of the Town of Ludlow as authorized under Chapter 41, Sections 108A and 108C of the Massachusetts General Laws, by deleting the current minimums and maximums and increment steps for Non-union Personnel, including Custodians, Schedule V, Inspectors, Schedule XVI, Cable Television, Schedule XIV, Information Technology, Special Police, Finger Printer, Crossing Guards and Matrons, Schedule IV and Management, Schedule XIII, and replacing them with the following minimums and maximums and increment steps, and that those persons whose compensation is governed by the prior classification and compensation plan will receive an increase of two and one-half (2 ½ ) percent for Fiscal Year 2016; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**by deleting;**

	MIN.	1	2	3	4	5
Custodian effective 7/1/14						
C-1	10.91	11.58	12.29	13.08		
C-2	11.76	12.31	12.68	13.39	14.04	
C-3	12.68	13.23	13.74	14.29	14.79	15.37
C-4	13.53	14.14	14.68	15.27	15.83	16.41

	MIN.	1	2	3	4	5	6
Inspectors- Schedule XIV effective 7/1/2014							
I-1	21.39	22.24	23.13	24.06	25.00	26.02	27.07

	MIN.	1	2	3	4	5
Cable Television - Schedule XIV effective 7/1/2014						
TV-1	14.07	14.61	15.15	15.69	16.24	16.78

	MIN.	1	2	3	4	5
Information Technology effective 7/1/2014						
CS - 1	15.30	16.32	17.34	18.36	19.38	20.40

Police Department - Schedule IV  
effective 7/1/2014

FP-1	814.70	per year
SG-1	17.46	per hour
PM-1	11.87	per hour

effective 10/6/2014  
SP-1 15.17 per hour

	MIN.	1	2	3	4	5	6
Management effective 7/1/2014							
GL II	36,548	39,593	42,640	45,685	48,730	51,776	54,822
GL III	48,730	51,776	54,822	57,868	60,912	63,958	67,005
GL IV	54,822	57,868	60,912	63,958	67,005	70,050	73,096
GL V	73,096	77,156	81,217	85,277	89,337	93,398	97,460
Elected	48,730	51,776	54,822	57,868	60,912	63,958	67,005

and replacing with

	MIN.	1	2	3	4	5
<b>Custodian 7/1/15</b>						
<b>C-1</b>	<b>11.19</b>	<b>11.87</b>	<b>12.59</b>	<b>13.40</b>		
<b>C-2</b>	<b>12.06</b>	<b>12.62</b>	<b>12.99</b>	<b>13.72</b>	<b>14.39</b>	
<b>C-3</b>	<b>13.00</b>	<b>13.56</b>	<b>14.08</b>	<b>14.65</b>	<b>15.16</b>	<b>15.76</b>
<b>C-4</b>	<b>13.87</b>	<b>14.49</b>	<b>15.05</b>	<b>15.66</b>	<b>16.23</b>	<b>16.82</b>

	MIN.	1	2	3	4	5	6
<b>Inspectors- Schedule XIV</b>							
<b>effective 7/1/2015</b>							
<b>I-1</b>	<b>21.92</b>	<b>22.80</b>	<b>23.71</b>	<b>24.66</b>	<b>25.63</b>	<b>26.67</b>	<b>27.75</b>

	MIN	1	2	3	4	5
<b>Cable Television - Schedule XIV</b>						
<b>effective 7/1/2015</b>						
<b>TV-1</b>	<b>14.42</b>	<b>14.98</b>	<b>15.53</b>	<b>16.09</b>	<b>16.64</b>	<b>17.20</b>

	MIN.	1	2	3	4	5
<b>Information Technology</b>						
<b>effective 7/1/2015</b>						
<b>CS - 1</b>	<b>15.68</b>	<b>16.73</b>	<b>17.77</b>	<b>18.82</b>	<b>19.86</b>	<b>20.91</b>

	MIN.	1	2	3	4	5	6
<b>Management 7/1/2015</b>							
<b>GL II</b>	<b>37,462</b>	<b>40,582</b>	<b>43,706</b>	<b>46,828</b>	<b>49,948</b>	<b>53,070</b>	<b>56,192</b>
<b>GL III</b>	<b>49,948</b>	<b>53,070</b>	<b>56,192</b>	<b>59,314</b>	<b>62,435</b>	<b>65,557</b>	<b>68,680</b>
<b>GL IV</b>	<b>56,192</b>	<b>59,314</b>	<b>62,435</b>	<b>65,557</b>	<b>68,680</b>	<b>71,801</b>	<b>74,923</b>
<b>GL V</b>	<b>74,923</b>	<b>79,085</b>	<b>83,247</b>	<b>87,409</b>	<b>91,571</b>	<b>95,733</b>	<b>99,897</b>
<b>Elected</b>	<b>49,948</b>	<b>53,070</b>	<b>56,192</b>	<b>59,314</b>	<b>62,435</b>	<b>65,557</b>	<b>68,680</b>

**Police Department - Schedule IV  
7/1/2015**

<b>SP-1</b>	<b>18.17</b>	<b>per hour</b>
<b>FP-1</b>	<b>818.70</b>	<b>per year</b>
<b>SG-1</b>	<b>17.46</b>	<b>per hour</b>
<b>PM-1</b>	<b>11.87</b>	<b>per hour</b>

**ARTICLE 10:** To see if the Town will vote to amend the Classification and Compensation Plan of the Personnel Policy Bylaw of the Town of Ludlow as authorized under Chapter 41, Sections 108A and 108C of the Massachusetts General Laws, by adding one (1) additional Police Patrolman position as follows:

by deleting:

CLASSIFICATION PLAN – SCHEDULE A

POLICE DEPARTMENT

	<u>Hours Per Week</u>	<u>Grade Number</u>	<u>Number Assigned</u>
Patrolman	40	P-1	29

and replacing with:

CLASSIFICATION PLAN – SCHEDULE A

POLICE DEPARTMENT

	<u>Hours Per Week</u>	<u>Grade Number</u>	<u>Number Assigned</u>
Patrolman	40	P-1	30

Pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 11:** To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money to be added to the Personal Services Account for the Police Department and Employee Fringe Benefits for Fiscal Year 2016 to fund the previous article if approved; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 12:** To see if the Town will vote to amend the Classification and Compensation Plan, Schedule A and Schedule B of the Personnel Policy Bylaws of the Town of Ludlow as authorized under Chapter 41, Sections 108A and 108C of the Massachusetts General Laws by deleting a portion of the current schedule COUNCIL ON AGING and replacing it with the revised portion which will read as follows;

by deleting:

Council on Aging	Hours per week	Grade number	Number assigned
Program Coordinator	35	LATOS III	1

and replacing with:

Council on Aging	Hours per week	Grade number	Number assigned
Program Coordinator	35	LATOS IV	1

Pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 13:** To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money to be added to the Fiscal Year 2016 Council on Aging Budget, Personal Services, to fund the previous article if approved; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 14:** To see if the Town will vote to amend the Classification and Compensation Plan of the Personnel Policy Bylaws of the Town of Ludlow as authorized under Chapter 41, Sections 108A and 108C of the Massachusetts General Laws, by adding two (2) firefighter positions to the Fire Department as follows:

by deleting:

CLASSIFICATION PLAN-SCHEDULE A

FIRE DEPARTMENT

	<u>Hours Per Week</u>	<u>Grade Number</u>	<u>Number</u>
Firefighter	42	F-1	26

and by replacing with:

CLASSIFICATION PLAN-SCHEDULE A

FIRE DEPARTMENT

	<u>Hours Per Week</u>	<u>Grade Number</u>	<u>Number</u>
<b>Firefighter</b>	<b>42</b>	<b>F-1</b>	<b>28</b>

Pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 15:** To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money to be added to the Fire Department Personal Services, Fire Department EMT Personal Services and Employee Fringe Benefits accounts for Fiscal Year 2016 to fund the preceding article, if approved; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 16:** To see if the Town will vote to amend the Classification Plan, Schedule A, and Compensation Plan, Schedule B, of the Personnel Policy Bylaws of the Town of Ludlow as authorized under Chapter 41, Sections 108A and 108C by deleting a portion of the current schedule CABLE TV and replacing it with a revised section and to amend the Compensation Plan by establishing the minimums and maximums and increment steps as follows:

by deleting:

	HOURS PER WEEK	GRADE NUMBER	NUMBER ASSIGNED
<b>CABLE TV</b>			
Office/Studio Assistant	35	TV-1	1

<u>CABLE TELEVISION – SCHEDULE XIV</u>						
Class	Min.	1	2	3	4	5
TV-1	14.07	14.61	15.15	15.69	16.24	16.78

and replacing with:

	HOURS PER WEEK	GRADE NUMBER	NUMBER ASSIGNED
<b>CABLE TV</b>			
Office/Studio Assistant	35	TV-2	1

<u>CABLE TELEVISION – SCHEDULE XIV</u>						
Class	Min.	1	2	3	4	5
TV-1	14.42	14.98	15.53	16.09	16.64	17.20
TV-2	18.00	18.60	19.20	19.80	20.40	21.00

Pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 17:** To see if the Town will vote to amend the Classification Plan, Schedule A, of the Personnel Policy Bylaws of the Town of Ludlow as authorized under Chapter 41, Sections 108A and 108C by deleting a portion of the current schedule CABLE TV and replacing it with a revised section as follows:

by deleting:

	HOURS PER WEEK	GRADE NUMBER	NUMBER ASSIGNED
<b>CABLE TV</b>			
Cable TV Manager	N/A	LEVEL II	1



and replacing with:

	<b>HOURS PER WEEK</b>	<b>GRADE NUMBER</b>	<b>NUMBER ASSIGNED</b>
<b>CABLE TV</b>			
<b>Cable TV Manager</b>	<b>N/A</b>	<b>LEVEL III</b>	<b>1</b>

Pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 18:** To see if the Town will vote to amend the Classification and Compensation Plan of the Personnel Policy Bylaws of the Town of Ludlow as authorized under Chapter 41, Sections 108A and 108C of the Massachusetts General Laws by changing the rate for co-directors as follows, effective July 1, 2015:

**CLASSIFICATION PLAN - SCHEDULE A**

***Recreation Department***

	<b><u>Grade Number</u></b>	<b><u>Number Assigned</u></b>	<b><u>Rate of Pay</u></b>
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by deleting:

Co-Directors (Temp.)	D-4	2	\$11.00
Co-Directors (Temp.)	D-3	1	\$11.00

and by replacing with:

<b>Co-Directors (Temp.)</b>	<b>D-4</b>	<b>2</b>	<b>\$12.00</b>
<b>Co-Directors (Temp.)</b>	<b>D-3</b>	<b>1</b>	<b>\$12.00</b>

Pass any vote or take any action relative thereto. Submitted by the Recreation Commission.

**ARTICLE 19:** To see if the Town will vote to amend the Classification and Compensation Plan of the Personnel Policy Bylaws of the Town of Ludlow as authorized under Chapter 41, Sections 108A and 108C of the Massachusetts General Laws by changing the rates for counselors as follows, effective July 1, 2015:

**CLASSIFICATION PLAN - SCHEDULE A**

***Recreation Department***

	<b><u>Grade Number</u></b>	<b><u>Number Assigned</u></b>	<b><u>Rate of Pay</u></b>
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**by deleting:**

Counselors (Temp.)	D-1	48	\$8.00
Counselors (Temp.)	D-1	6	\$8.00

**and by replacing with:**

<b>Counselors (Temp.)</b>	<b>D-1</b>	<b>48</b>	<b>current minimum wage</b>
<b>Counselors (Temp.)</b>	<b>D-1</b>	<b>6</b>	<b>current minimum wage</b>

Pass any vote or take any action relative thereto. Submitted by the Recreation Commission.

**ARTICLE 20:** To see if the Town will vote to amend the Classification Plan, Schedule A and the Compensation Plan, Schedule B, of the Personnel Policy Bylaws of the Town of Ludlow as authorized under Chapter 41, Sections 108A and 108C by deleting a portion of the current schedule, Westover Golf Course, and replacing it with a revised section and to amend the Compensation Plan by establishing the minimums and maximums and increment steps for the new classification of the starters and rangers as follows:

**by deleting**

	Hours per Week	Grade Number	Number Assigned
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WESTOVER GOLFCOURSE			
MP-1	40	MP-1	30

WESTOVER GOLF COURSE	Min.		
MP-1	8.75		

and replacing with:

	Hours per Week	Grade Number	Number Assigned
<b>WESTOVER GOLFCOURSE</b>			
<b>Maintenance</b>	<b>40</b>	<b>MP-1</b>	<b>7</b>
<b>Starter/Ranger</b>	<b>35</b>	<b>MP-2</b>	<b>7</b>

WESTOVER GOLF COURSE	Min.		
Maintenance	MP-1	10.00	7
Starters/Ranger	MP-2	9.00	7

Pass any vote or take any action relative thereto. Submitted by the Westover Golf Commission.

**ARTICLE 21:** To see if the Town will vote to amend the Classification and Compensation Plan of the Personnel Policy Bylaws of the Town of Ludlow as authorized under Chapter 41, Sections 108A and 108C of the Massachusetts General Laws by changing the amount of full-time and part-time nurses as follows:

by deleting:

Classification Plan – Schedule A

	<u>Hours Per Week</u>	<u>Grade Number</u>	<u>Number</u>
<u>Assigned</u>			
Public Health Nurse P.T.		N-1	6
Public Health Nurse F.T.	37 ½	N-1	0

and replacing with:

Classification Plan – Schedule A

	<u>Hours Per Week</u>	<u>Grade Number</u>	<u>Number</u>
<u>Assigned</u>			
Public Health Nurse P.T.		N-1	4
Public Health Nurse F.T.	37 ½	N-1	1

Pass any vote or take any action relative thereto. Submitted by the Board of Health.

**ARTICLE 22 :** To see if the Town will vote to amend the Classification Plan, Schedule A, of the Personal Policy Bylaws of the Town of Ludlow as authorized under Chapter 41, Sections 108A and 108C by deleting a portion of the current schedule Veterans Services and replacing it with a revised section as follows:

by deleting:

BOARD OR DEPARTMENT	HOURS PER WEEK	GRADE NUMBER	NUMBER ASSIGNED
VETERANS SERVICES DIRECTOR	N/A	LEVEL II	1

and replacing with:

BOARD OR DEPARTMENT	HOURS PER WEEK	GRADE NUMBER	NUMBER ASSIGNED
VETERANS SERVICES DIRECTOR	N/A	LEVEL III	1

Pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 23:** To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money to be added to the Veterans Services Personal Services, accounts for Fiscal Year 2016 to fund the preceding article, if approved; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 24:** To see if the Town will vote to amend the Classification and Compensation Plan of the Personnel Policy Bylaws of the Town of Ludlow as authorized under Chapter 41, Sections 108A and 108C of the Massachusetts General Laws, effective July 1, 2015, by deleting the current minimum steps for the MP-1, Caretaker (temp), position and replacing it as follows:

by deleting:

Class	Min.	1	2	3	4	5
MP-1	8.75					

and by adding:

effective 7/1/15

Class	Min.	1	2	3	4	5
MP-1	10.00					

Pass any vote or take any action relative thereto. Submitted by the Board of Public Works.

**ARTICLE 25:** To see if the Town will vote amend the Personnel Policy Bylaws of the Town of Ludlow as authorized under Chapter 41, Sections 108A and 108C of the Massachusetts General Laws by striking the following provisions in their entirety, Section 12, **SICK LEAVE**, Section 16, **FAMILY AND MEDICAL LEAVE**, Sections 14.5 and 20, **WORKER’S COMPENSATION/INJURED ON DUTY/SAFETY**, and Section 26, **POLICY ON MAINTAINING A DRUG FREE WORKPLACE** and replacing with the following;

**Section 12 SICK LEAVE**

Sick leave shall be granted to an employee only when the employee is incapacitated from the performance of his/her duties by personal illness, injury or quarantine by a public health authority.

Coverage: All regular full-time and part-time employees.

**Section 16 FAMILY AND MEDICAL LEAVE**

Pursuant to the federal law the Town will grant “eligible employees” up to twelve (12) weeks of leave for reasons as outlined under the Family and Medical Leave Act (hereinafter “FMLA”).

Coverage: An “eligible employee” must meet the following three requirements to be granted FMLA leave.

1. Has been employed by the Town for at least twelve months
2. Has worked for at least 1,250 hours during the twelve month period immediately preceding the commencement of leave.
3. Is employed at a worksite where 50 or more employees are employed by the employer within 75 miles of that worksite.

**Section 20 WORKER’S COMPENSATION/INJURED ON DUTY/SAFETY**

Pursuant to Massachusetts General Laws, Chapter 152, all employees (except uniformed police and fire employees who are covered under M.G.L., Chapter 41, Section 111F) are provided insurance protection to cover the loss of wages and designated expenses arising from employment-related injuries.

Any town employee, except those in Schedules II(Fire) and IV, (Police) who sustains an injury or illness in the performance of his/her duties will be covered for medical treatment and/or disability payments under the town’s current Worker’s Compensation Policy.

Coverage: All regular full-time and part-time employees except members of Fire and Police who are covered under Chapter 41, Section 111F of the Massachusetts General Laws.

**Section 26, POLICY ON MAINTANING A DRUG FREE WORKPLACE**

**The Town of Ludlow recognizes the need for a safe and healthy work environment and intends to provide a workplace free from illegal use of drugs, alcohol, and controlled substances for their employees in accordance with the United States Drug Free Workplace Act of 1988(PL100-690 or 41 U.S.C.S. 701-707).**

Pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 26 :** To see if the Town will vote to amend the Personnel Policy Bylaws of the Town of Ludlow, **PERSONAL/EMERGENCY, LEGAL, OR BUSINESS LEAVE, LEAVE OF ABSENCE, JURY DUTY AND BEREAVEMENT LEAVE, Section 15,** as authorized under Chapter 41, Sections 108A and 108C of the Massachusetts General Laws, by changing the title to **PERSONAL/EMERGENCY, LEGAL, OR BUSINESS LEAVE, LEAVE OF ABSENCE, JURY DUTY, BEREAVEMENT LEAVE AND DOMESTIC VIOLENCE LEAVE** and by adding a new section, Section 15.5, Domestic Violence Leave which will read as follows; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**by adding:**

**15.5 Domestic Violence Leave**

**POLICY:** Pursuant to Chapter 260 of the Acts of 2014 – “An Act Relative to Domestic Violence”, all employees shall be permitted to take up to 15 days of leave from work in any 12 month period, with or without pay, if:

- (i) the employee, or a family member of the employee, is a victim of abusive behavior; and**
- (ii) the employee is using the leave from work to: seek or obtain medical attention, counseling, victim services or legal assistance, secure housing, obtain a protective order from court, appear in court or before a grand jury, meet with a district attorney or other law enforcement official, attend child custody proceedings or address other issues directly related to the abusive behavior against the employee or family member of the employee; and**
- (iii) The employee is not the perpetrator of the abusive behavior against such employee’s family member.**

**COVERAGE:** All regular full-time and part-time employees.

**ARTICLE 27:** To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money to be used to purchase station management software for the Fire Department; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen

**ARTICLE 28:** To see if the Town will vote to re-establish a revolving fund for the Board of Health, pursuant to Massachusetts General Laws Chapter 44, §53E ½, said fund to receive on-site sewage disposal fees, said fund to be deposited with the Town Treasurer and with payments from the fund to be expended by the Board of Health, up to the limit to be established by the Town to pay the sewage system inspectors and to pay other expenses of the inspection program; pass any vote or take any action relative thereto. Submitted by the Board of Health.

**ARTICLE 29:** To see if the Town will vote to re-establish a revolving fund for the Board of Health, pursuant to Massachusetts General Laws Chapter 44, §53E ½, said fund to receive vaccine fees, said fund to be deposited with the Town Treasurer and with payments from the fund to be expended by the Board of Health, up to the limit to be established by the Town to pay vaccine providers; pass any vote or take any action relative thereto. Submitted by the Board of Health.

**ARTICLE 30:** To see if the Town will vote to re-establish a revolving fund for the Conservation Commission, pursuant to Massachusetts General Laws Chapter 44, § 53E 1/2, said fund to receive Wetland Fees collected by the Ludlow Conservation Commission per Chapter XV, § 6, of the Town of Ludlow Bylaws. Said fees to be submitted to the Town Treasurer for deposit and expended by the Conservation Commission, up to the limit to be established by the Town only for expenses attributable to the administration and enforcement of the Wetlands Protection Act, Ludlow Conservation Commission Bylaws and maintenance and improvements of Ludlow's natural resource areas; pass any vote or take any action relative thereto. Submitted by the Conservation Commission.

**ARTICLE 31:** To see if the Town will vote to re-establish a revolving fund for the Conservation Commission, pursuant to Massachusetts General Laws Chapter 44, § 53E 1/2, said fund to receive Consultant Fees collected by the Ludlow Conservation Commission per Chapter XV, § 6, of the Town of Ludlow Bylaws. Said fees to be submitted to the Town Treasurer for deposit and expended by the Conservation Commission, up to the limit to be established by the Town, only to pay independent consultants for services related to the specific project for which they were collected; pass any vote or take any action relative thereto. Submitted by the Conservation Commission.

**ARTICLE 32:** To see if the Town will vote to re-establish a revolving fund for the School Department, pursuant to Massachusetts General Laws Chapter 44, §53E ½, said fund to receive payments from the Massachusetts Math and Science Initiative Advanced Placement Grant, said fund to be deposited with the Town Treasurer and with payments from the fund to be expended by the School Department, up to the limit to be established by the Town to pay expenses for Advanced Placement teachers at Ludlow High School according to the terms of the grant; pass any vote or take any action relative thereto. Submitted by the School Department.

**ARTICLE 33:** To see if the Town will vote to amend the Zoning Bylaws of the Town of Ludlow,  
**SECTION IV: DIMENSIONAL AND DENSITY REGULATIONS.**

**4.4 MILL REDEVELOPMENT DISTRICT (MRD) Bylaw** by inserting the following section to the bylaw.

**4.4.15 Subdivision of Property**

Where there are established pre-existing buildings, as of the date of the approved Comprehensive Plan on the Mill Redevelopment property, the land on which they are located may be subdivided, allowing the pre-existing buildings to be placed on their own individual parcel. The newly created parcel is exempt from Table 2 Table of Dimensional Regulations, specifically the Mill Redevelopment District Dimensional Regulations. The only prerequisite would be to meet a 5 foot setback from newly established property lines. The 5 foot setback may be waived by the Planning Board with recommendation from the Building Commissioner. If a new building is to be constructed on a parcel with a pre-existing building the new building will need to meet the setbacks for the Mill Redevelopment District, unless waived by the Planning Board, on recommendation from the Building Commissioner. New parcels that have no pre-existing buildings will need to meet the Mill Redevelopment District Dimensional Regulations as set out in Table 2.

Pass any vote or take any other action relative thereto. Submitted by the Planning Board.

**ARTICLE 34:** To see if the Town will vote to amend the Zoning Bylaws of the Town of Ludlow by changing from **Residential A** to **Business A**, a parcel of land owned by Mary Lynn Hadix, Kevin Wikar, and Rosalie Wikar (KLM West End Development, LLC), located at 34-36 West Street (Assessors Map # 1D Parcel 27) and described as follows:

The land situated in Ludlow, Hampden County, Massachusetts bounded and described as follows: **NORTHERLY** by land conveyed by Eugene Tetrault to the Hampden Railroad Company; **EASTERLY** by land formerly of Alexander Tetrault and more recently of Lena Talbot and of Bufford Harris, a total distance of about four hundred fifty (450) feet; **SOUTHERLY** by land formerly of said Alexander Tetrault; and **WESTERLY** by the highway leading from Indian Orchard to Granby and known as Granby Road and now known as West Street. Excepting so much thereof as was conveyed by the following deeds: Deed from Agnes Wikar to John Hojnak dated July 23, 1920 and recorded in Hampden County Registry of Deeds, Book 1069, Page 3; Deed from Andrew Wikar to John Hojnak dated March 20, 1920 and recorded in Hampden County Registry of Deeds, Book 1072, Page 510; Deed from Andrew Wikar and Agnes Wikar to Anna Mik dated December 13, 1923 recorded as aforesaid in Book 1200, Page 521; Subject to restrictions of record insofar as the same may be in force and applicable to the granted premises. Subject to the right of Jackson Cady to lower the brook to any depth which may be required. Subject to the right of the City of Springfield to have and maintain its aqueduct pipes across the corner of said lot. Subject to easement rights granted to Western Massachusetts Electric Company by instrument dated March 27, 1961 recorded in said Registry of Deeds, Book 2799, Page 584. Subject to drain easements set forth in two instruments, one dated October 13, 1953 recorded in said Registry of Deeds, Book 2245, Page 48, and the other dated November 26, 1956, recorded as aforesaid in Book 2513, Page 6. Also excepting the premises conveyed by Andrew Wikar by deed recorded on September 11, 1916 in Book 1078, Page 566. Being the same premises



conveyed to the grantor herein by deed of Edward M. Wikar dated August 31, 1998 recorded on September 8, 1998 in the Hampden County Registry of Deeds at Book 10437, Page 378; see also deed recorded in Book 7428, Page 557

Pass any vote or take any action relative thereto. Submitted by the Planning Board.

**ARTICLE 35:** To see if the Town will vote to amend the Zoning Bylaws of the Town of Ludlow by changing from **Agriculture** to **Residential A**, a parcel of land owned by Abel Goncalves (M & G Investors, LLC and S & C Investors, LLC), located at 371 Miller Street and Lot 0 Miller Street (Assessors Map # 26 Parcels 26 & 27) and described as follows:

**371 Miller Street (Map 26 Parcel 27):**

Beginning at an iron bar in the westerly side line of Miller Street, so-called, said iron bar being distant northerly, two hundred eighty-two (282) feet from a point at right angles to a stone bound on the easterly side of the street, said stone bound marking an angle in the road on the easterly side of the aforesaid Miller Street and distant easterly, fifty (50) feet from the aforesaid point; thence running Northerly along the westerly side of Miller Street, one hundred (100) feet to an iron bar; thence turning an internal angle  $97^{\circ} 47'$  and running Westerly, three hundred twenty and  $\frac{8}{10}$  (320.8) feet to an iron bar in a stone wall; thence turning an internal angle of  $78^{\circ} 43'$  and running Southerly one hundred (100) feet to an iron bar; thence turning an internal angle of  $101^{\circ} 27'$  and running Easterly, three hundred fourteen (314) feet to the point of beginning; the last described line forming an internal angle of  $82^{\circ} 03'$  with the line first described. Containing 31,739 square feet of land. Being the same premises conveyed to Arthur S. Herrick and Catherine S. Herrick by deed of Ralph W. Bennet and Carl Fred Melberg dated and recorded July 15, 1948, in the said Registry of Deeds in Book 1948, Page 145.

**0 Miller Street (Map 26 Parcel 26):**

Beginning at an iron bar in the Westerly side line of Miller Street, said iron bar being distant Northerly two hundred fifteen (215) feet from a point, said point being at right angles to a stone bound the East side of the aforementioned Miller Street and distant Westerly fifty (50) feet therefrom (said stone bound marking an angle in the Easterly line of said Miller Street), said iron bar also being at the Northeasterly corner of land of Ralph W. Bennet; thence running Westerly along land of said Bennet, three hundred fourteen (314) feet to an iron bar; thence turning an external angle of  $76^{\circ}$  and running Southerly along said Bennet's land, two hundred twenty (220) feet to an iron bar in a stone wall at land now or formerly of one Smith; thence turning an internal angle of  $75^{\circ}$  and running Westerly along the aforesaid wall and along land of Smith and of one Bartlett, six hundred thirty (630) feet to an iron bar at land of the aforesaid Bartlett; thence turning an internal angle of  $91^{\circ} 30'$  and running Northerly along a rail fence, five hundred thirty-six (536) feet to an iron bar in a stone wall; thence turning an internal angle of  $87^{\circ} 38'$  and running Easterly five hundred fifty-seven and  $\frac{6}{10}$  (557.6) feet to an iron bar; thence turning an internal angle of  $100^{\circ} 22'$  and running Southerly two hundred fifty (250) feet to an iron bar; thence turning an external angle of  $101^{\circ} 27'$  and running Easterly, three hundred fourteen (314) feet to an iron bar in the Westerly side of said Miller Street; thence turning an internal angle of  $97^{\circ} 57'$  and running Southerly along the aforesaid street line, sixty-seven (67) feet to the point of beginning, the last-described line forming an internal angle of  $85^{\circ}$  with the line first described. Containing eight (8) acres of land. Being the same premises conveyed to Arthur S. Herrick and

**Catherine S. Herrick by deed of Eleanor B. Bennet dated July 25, 1966, and recorded in the Hampden County Registry of Deeds in Book 3202, Page 195.**

Pass any vote or take any action relative thereto. Submitted by the Planning Board.

**ARTICLE 36:** To see if the Town will vote to amend the Zoning Bylaws of the Town of Ludlow by changing from **Agriculture** to **Industrial A**, a parcel of land owned by Erin Francis, located at 16 Booth Street (Assessors Map # 24 Parcel 6 ) and described as follows:

**The land in Ludlow known and designated as Parcel B Booth Street on a Plan of Land entitled “Lot Re-Configuration Plan of Land in Ludlow, MA” for Richard E. Fuller (owner) dated September 11, 2012 and prepared by ROGER WOODS & CO. and recorded in Hampden County Registry of Deeds Book of Plan 365 Page 15. Subject to restrictions and easements of record, if any. For title of Grantor see Hampden County Registry of Deeds Book 10646, Page 399, Hampden County Probate Docket No. 01P0464EP for Estate of Jessie B. Fuller, and Hampden County Registry of Deeds Book 18738, Page 460.**

Pass any vote or take any action relative thereto. Submitted by the Planning Board.

**ARTICLE 37:** To see if the Town would vote to accept conveyance to the Town for no monetary consideration, the fee simple interest, free of liens and encumbrances, in the following parcel of land known as 0 Jefferson Lane – Parcel ID – 02C-07850-00109 Ludlow, MA owned by Robert C and Gail A Hamel and described as follows;

**Land in Ludlow, Hampden County, Massachusetts, being known and designated as Lots #235 (two hundred thirty-five) and #236 (two hundred thirty-six), as shown on a plan of lots recorded in Hampden County Registry of Deeds in Book of Plans W, Page 78, said land being bounded and described as follows:**

**Southwesterly by Jefferson Lane, one hundred (100) feet; Southeasterly by lot #234 (two hundred thirty-four), as shown on said plan, two hundred six and 49/100 (206.49) feet; Easterly by land now or formerly of one Robinson, eighty six and 02/100 (86.02) feet; Northerly by land now or formerly of one Ripley, forty-three and 83/100 (43.83) feet; and Northwesterly by Lot #237 (two hundred thirty-seven), as shown on said plan, two hundred thirteen and 23/100 (213.13) feet.**

**Being the same premises conveyed to the grantors herein by deed Richard P. Rose et ux dated November 1, 1979 and recorded in Hampden County Registry of Deeds in Book 4858, Page 85.**

Pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 38:** To see if the Town will vote to appropriate State Chapter 90 Highway Aid Funds for engineering, construction, reconstruction and/or repairs to Town roads and bridges; pass any vote or take any action relative thereto. Submitted by the Board of Public Works.

**ARTICLE 39:** To see if the Town will vote to authorize the Board of Public Works to enter into a contract with the Massachusetts Department of Transportation for the construction and maintenance of public roads for the ensuing years; pass any vote or take any action relative thereto. Submitted by the Board of Public Works.

**ARTICLE 40:** To see if the Town will vote to appropriate or transfer a sum of money to establish a Fiscal Year 2016 budget for the Department of Public Works Enterprise Fund for the Closure of the Landfill; pass any vote or take any action relative thereto. Submitted by the Board of Public Works.

**ARTICLE 41:** To see if the Town will vote to raise and appropriate and/or transfer from available funds and/or borrow by the issuance of bonds or notes such sums of money as may be necessary for Town Capital Improvements during the fiscal year beginning July 1, 2015; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 42:** To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money to fund the Building Infrastructure Article which was established at the October 1, 2012 Special Town Meeting, Article 17 and authorize the Board of Selectmen to expend such funds for the purpose of assessing and addressing the repairs, maintenance and construction of municipal buildings; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 43:** To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money for the Fiscal Year 2016 Reserve Fund; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 44:** To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money for deposit into the Stabilization Fund; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

**ARTICLE 45:** To see if the Town will vote to transfer a sum of money from the Unreserved Fund Balance to be used by the Board of Assessors in determining the Fiscal 2016 tax levy; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

And you are directed to serve this warrant by posting attested copies of the same in seven (7) public places in the Town seven (7) days at least before the time of holding said meeting.

**A true copy,**

**ATTEST:**

**CARMINA D. FERNANDES** \_\_\_\_\_

**CHAIRMAN**

**AARON L. SAUNDERS** \_\_\_\_\_

**MANUEL D. SILVA** \_\_\_\_\_

**WILLIAM E. ROONEY** \_\_\_\_\_

**BRIAN M. MANNIX** \_\_\_\_\_

**BOARD OF SELECTMEN  
LUDLOW, MASSACHUSETTS**

**April 7, 2015**

I hereby certify that I have posted the above warrant in seven (7) places in the Town of Ludlow.

\_\_\_\_\_ **TOWN CLERK**

\_\_\_\_\_ **2015**