

COMMONWEALTH OF MASSACHUSETTS
TOWN OF GRAFTON
SEMI-ANNUAL TOWN MEETING WARRANT
FALL OCTOBER 2009

Worcester, ss:

To Either of the Constables of the Town of Grafton, in the County of Worcester

GREETING:

In the name of the Commonwealth of Massachusetts, you are directed to notify and warn the Inhabitants of the Town of Grafton, qualified to vote in elections and Town affairs, to meet in the John Fitzgerald Kennedy Memorial Auditorium at the Grafton Memorial Senior High School on Monday, the Nineteenth Day of October AD, 2009 at Seven Thirty O'clock PM to act on the following articles, to wit:-

ARTICLE 1. HEAR REPORTS OF OFFICERS, BOARDS AND COMMITTEE

To see if the Town will hear any reports of officers, boards and committees as recognized, or to take any other action relative thereto.

Submitted by: Board of Selectmen

ARTICLE 2. BALANCE FY10 BUDGET

To see if the Town will vote to transfer from available funds a sum of money for the purpose of adjusting the FY10 Budget and balance line items within certain accounts, or to take any other action relative thereto.

Submitted by: Board of Selectmen

ARTICLE 3. PRIOR FISCAL YEAR BILLS

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to pay bills incurred in a prior fiscal year, or to take any other action relative thereto.

Submitted by: Board of Selectmen

ARTICLE 4. AMEND TOWN OF GRAFTON – PERSONNEL BY-LAW

To see if the Town will vote to amend the Town of Grafton By-laws – Article 20 – PERSONNEL BY-LAW, as follows:

SECTION 4-8. Bereavement Leave. add the relationships of “brother-in-law and sister-in-law” to the definition of the term “immediate family”.

SECTION 4-13 Sick Leave. d. Sick leave may be taken in increments. Change to “Sick leave may be taken in increments of one-half (1/2) hour”

SECTION 4-14. Leave of Absence. Amend the fifth sentence of the first paragraph to read “If the leave extends beyond 30 days, the employee may remain on the Town’s group health insurance to the extent permitted by COBRA”.

SECTION 4-19 Holiday Leave. add – “Christmas Eve shall be observed as a paid holiday only when it falls on a Monday through Friday, provided employees shall only be eligible for overtime compensation if they are required to work after the end of their regularly scheduled work day.”

SECTION 4-23. Longevity. Any regular employee who reaches the maximum of the rate range of their classification and is no longer eligible for progression step

increases, and has reached 15 years of continuous service from his anniversary date, shall receive, in the following fiscal year and thereafter, a longevity payment equal to five (5) percent of their base pay. ADD: Anyone who is hired after January 1, 2010 will not be eligible for this benefit. or to take any other action relative thereto.

SECTION 4-25. Classification/Compensation Plan – Supervisory, Professional, Clerical Positions

Proposed Salary Scale and Position Schedule

Town of Grafton

Proposed to October 19, 2009 Town Meeting

	EXEMPT POSITIONS	START	RANGE	MAX
M-10	Grade Level M-10 Annual Chief of Police (on contract) Director of Public Works	78,000.00		95,000.00
M-9	Grade Level M-9 Annual Assistant Town Administrator HR Director*	75,000.00		85,500.00
	* shared services for town and school			
M-8	Grade Level M-8 Annual Highway Superintendent Town Engineer Town Planner Treasurer/Collector Town Accountant	65,000.00		84,160.00
M-7	Grade Level M-7 Annual Police Lieutenant Principal Assessor	60,000.00		75,818.00
M-6	Grade Level M-6 Annual Sewer Superintendent Library Director Building Inspector	55,000.00		68,926.00
M-5	Grade Level M-5 Annual COA Director Engineering Assistant Health Agent	49,000.00		62,660.00

EXEMPT POSITIONS	START	RANGE	MAX
Town Clerk *(grandfathered)			
M-4 Grade Level M-4 Annual	43,000.00		56,964.00
Assistant Highway Superintendent *Hourly grandfathered			
Recreation Coordinator			
Cemetery Superintendent * Hourly grandfathered			
Conservation Agent			
NON EXEMPT PERSONNEL - Hourly	START	RANGE	MAX
M-3 Grade Level M-3 Annual	22.21		28.44
Assistant to the Board of Selectmen/Town Administrator			
Assistant Treasurer/Collector			
Local Inspector			
Planning Assistant			
Secretary to the Police Chief			
M-2 Grade Level M-2 Annual	20.00		25.41
Facilities Manager			
Secretary to the Town Administrator			
M-1 Grade Level M-1 Annual	18.00		23.10
Children's Librarian			
Adult/Reference Librarian			
S-4 Grade Level S-4 Annual	15.50		19.77
Senior Library Assistant			
Beach Director			
S-3 Grade Level S-3 Annual	14.75		18.84
Library Assistant II			
Assistant Beach Director			
S-2 Grade Level S-2 Annual	13.37		17.13
Library Assistant I			
Veteran's Agent			
Cemetery Crew Leader			
Conservation Commission Assistant			

NON EXEMPT PERSONNEL		START	RANGE	MAX
S-1	Grade Level S-1 Annual	12.16		15.57
	Laborer - Sewer Seasonal			
	Laborer – Cemetery			
	Clerk			
	Outreach Worker			
	COA Bus Driver			
	Groundskeeper- Nelson Library			
	Custodian – Nelson Library			
	Custodian SGCH			
	Custodian – Library			
	(Finance Committee) Recording Secretary			
	Recreation - Secretary			
	(ZBA) Recording Secretary			
	(Library Trustees) Recording Secretary			
NON EXEMPT PERSONNEL 40 Hour a week positions				
	Sewer Plant			
WW-6	Grade Level WW-6 Annual	20.85		26.71
	Chief Operator			
WW-5	Grade Level WW-5 Annual	19.53		23.06
	No position assigned			
WW-4	Grade Level WW-4 Annual	18.30		23.43
	Maintenance Mechanic			
WW-3	Grade Level WW-3 Annual	17.43		22.31
	Operator			
WW-2	Grade Level WW-2 Annual	16.52		21.15
	Assistant Operator			
WW-1	Grade Level WW-1 Annual	14.87		19.04
	Laborer			
NON EXEMPT POSITIONS				
INTERMITTANT/SEASONAL				
NE-11	Grant Writer	20.00		23.61

		START	RANGE	MAX
NE-10	Non-Exempt Financial Intern	17.50		20.66
NE-9	Non-Exempt Recreation Program Director	16.83		21.55
NE-8	Non-Exempt NE Custodian- non-union grandfathered	16.53		21.19
NE-7	Non-Exempt Sanitation Worker- Part Time- grandfathered Dispatcher permanent - Part Time	16.22		20.76
NE-6	Non-Exempt Recreation Assistant Program Director Recreation Group Leader	13.29		17.02

START RANGE MAX

NON EXEMPT POSITIONS

INTERMITTANT/SEASONAL

NE-5	Non-Exempt Swimming Instructor (WSI) Recreation Assistant Group Leader Snack Bar Supervisor Custodian- Part Time- Nelson Park- Grandfathered Sanitation Worker- Part Time	12.16		15.58
NE-4	Non-Exempt Assistant Snack bar Supervisor Lifeguard Groundskeeper Custodian- Part Time Advanced Intern	11.60		14.85
NE-3	Non-Exempt Assistant Group Leader in Training	12.00		
NE-2	Non-Exempt Junior Lifeguard General Intern Recreation Aide	11.00		

		START	RANGE	MAX
NE-1	Non-Exempt	Min. Wage		10.50
	Recreation Aide in Training			
	Parking/Snack Bar Assistant			
Fire	Chief	19.71		
	Deputy Chief	19.10		
	Assistant Chief	TBD*		
	Captain	TBD		
	Lieutenants	TBD		
	Firefighter	TBD		
	Auxiliary Firefighter	TBD		
Police	Patrol Officer Part Time	Per detail rate in contract		
	Emergency Management Director	TBD		
	Election Worker	Min. Wage		

(T.M. 05/14/01) (T.M. 10/15/01) (T.M. 10/19/2009)

* At the time of printing accurate data was not available.

Submitted by: Town Administrator

ARTICLE 5. EASEMENT BROOK MEADOW VILLAGE

To see if the Town will vote to accept an easement on land known as Brook Meadow Village, or to take any other action relative thereto.

Submitted by: Board of Selectmen

ARTICLE 6. SEWER – TRANSFER TO MINOR SEWER EXTENSION ACCOUNT

To see if the Town will vote to transfer a sum of money from Account #25-800-6440-6084, "GIS Improve Layers" to Account entitled "Minor Sewer Extension", or to take any other action relative thereto.

Submitted by: Board of Sewer Commissioners

ARTICLE 7. SEWER – STAGE 2 PLAN & DESIGN

To see if the Town will vote to transfer the sums to be determined from Account #25-800-6440-5925, "Arcadia Pump Station", Account #25-800-6440-05973, "Masonry Block Account", and Account #25-800-6440-6098, "Art9,5/08-PPickup/Plw" to Account entitled "Stage 2 Plan & Design", or to take any other action relative thereto.

Submitted by: Board of Sewer Commissioners

ARTICLE 8. SEWER – WATER POLLUTION FACILITY PROJECTS

To see if the Town will vote to appropriate an amount of money for the purpose of financing the following water pollution facility projects: construction or reconstruction of sewers, sewer systems, and sewage treatment and disposal facilities for stage 2 of

the Town's sewer system; including without limitation all costs thereof as defined in Section 1 of Chapter 29C of the General Laws; to meet said appropriation the Treasurer, with the approval of the Board of Selectmen, is authorized to borrow said amount in accordance with Chapter 44, Section 7, Clause 1; of the Massachusetts General Laws; the Sewer Commissioners are authorized to apply for, accept and expend any state and/or federal funds that may be available for the purposes of this vote, said sums to be expended in addition to the amount appropriated herein, and further the Board of Sewer Commissioners are hereby authorized to assess betterments for the cost to the Town for the cost of installation of said sewers and surface drains on the land owners abutting said ways. Said betterments shall be assessed according to frontage of such land on any way in which a sewer is constructed, and be subject to an interest rate of five percent (5%), or to take any other action relative thereto.

Submitted by: Board of Sewer Commissioners

ARTICLE 9. WRTA SENIOR VAN FUNDING

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money for WRTA replacement funds and a sum of money to the Gasoline Account, or to take any other action relative thereto.

Submitted by: Senior Center Director

ARTICLE 10. SENIOR PROPERTY TAX WORK-OFF PROGRAM

To see if the town will vote to accept the amendment to General Laws, Chapter 59, Section 5k, as amended by Chapter 27 of the Acts of 2009, and to increase the maximum amount of the deduction that eligible seniors may take to their property bill from the current limit of \$750 to the limit of \$1,000 and said \$1,000 limit to become effective for the fiscal year beginning July 1, 2010, and further to provide that the said maximum amount for such deduction shall be increased from time to time without further town meeting action to the allowable state maximum dollar amount, or to take any other action relative thereto.

Submitted by: Senior Center Director

ARTICLE 11. TOWN CLERK – SPECIAL ELECTION

To see if the Town will vote to raise and appropriate or transfer from available funds a sum of money to the Election & Registration Account for salaries and for expenses, to fund a special State Primary to be held on December 8, 2009 to fill the vacancy caused by the death of Senator Edward Kennedy and for a special State Election to be held on January 19, 2010, or to take any other action relative thereto.

Submitted by: Registrars of Voters

ARTICLE 12. BY-LAW CHANGE – SOLICITING OR CANVASSING

To see if the Town will vote to amend ARTICLE 12, SECTION 19 of the Town's By-law Soliciting or Canvassing as follows:

Paragraph 4:

Remove the words"

"shall pay a fee of Five Dollars (\$5.00) to the Town of Grafton"

And replace with:

"shall pay a fee to the Town of Grafton as set and periodically amended by the Board of Selectmen," or to take any other action relative thereto.

Submitted by: Police Chief

ARTICLE 13. CPC – CPA PURPOSES

To see if the Town will vote to reserve a sum of money from FY2010 Community Preservation Fund revenues for FY2010 Community Preservation Fund purposes, or to take any other action relative thereto.

Submitted by: Community Preservation Committee

ARTICLE 14. CPC - AFFORDABLE HOUSING RESERVE

To see if the Town will vote to reserve a sum of money from FY2010 Community Preservation Fund revenues for Community Housing, or to take any other action relative thereto.

Submitted by: Community Preservation Committee

ARTICLE 15. CPC - OPEN SPACE RESERVE

To see if the Town will vote to reserve a sum of money from FY2010 Community Preservation Fund revenues for Open Space, or to take any other action relative thereto.

Submitted by: Community Preservation Committee

ARTICLE 16. CPC - HISTORIC PRESERVATION RESERVE

To see if the Town will vote to reserve a sum of money from FY2010 Community Preservation fund revenues for Historic Preservation, or to take any other action relative thereto.

Submitted by: Community Preservation Committee

ARTICLE 17. CPC - GRAFTON PUBLIC LIBRARY ACCESS RAMP

To see if the Town will vote to appropriate the sum of One Hundred Seventy-two Thousand Dollars (\$172,000) from the fund balance for CPA purposes for the purpose of making the Grafton Public Library handicap accessible while preserving the historic structure in accordance with Massachusetts Historical Commission requirements as requested by the Board of Library Trustees with such approval to expire on June 30, 2011, or to take any other action relative thereto.

Submitted by: Community Preservation Committee

ARTICLE 18. CPC - OLD GRAFTON TOWN HOUSE FIRE ESCAPE RESTORATION

To see if the town will vote to appropriate the sum of seventy-five Thousand Dollars (\$75,000) from the undesignated fund balance for the restoration of fire escapes as part of the historic restoration of the Grafton Town House as requested by the Grafton Town House Oversight Committee with such approval to expire on June 30, 2011, or to take any other action relative thereto.

Submitted by: Community Preservation Committee

ARTICLE 19. CPC - OLD GRAFTON TOWN HOUSE ARCHITECTURAL DESIGN AND CONSTRUCTION DOCUMENTS

To see if the Town will vote to appropriate the sum of Nine Thousand Eight Hundred Dollars (\$9,800) from the undesignated fund balance for completion of design plans and construction specifications for the historical restoration of the exterior of the Grafton Town House as requested by the Grafton Town House Oversight Committee

with such approval to expire on June 30, 2011, or to take any other action relative thereto.

Submitted by: Community Preservation Committee

ARTICLE 20. CPC – PELL FARM BOND PAYMENT

To see if the Town will vote to appropriate the sum of Thirty-eight Thousand Dollars (\$38,000) from the Open Space Reserve and Fifty-three Thousand Two Hundred and Eighteen Dollars and Seventy-five Cents (\$53,218.75) from the fund balance for CPA purposes for the purpose of making the first year interest and principle payment on the \$1.2 Million bond issued for the purchase of the Pell Farm property, or to take any other action relative thereto.

Submitted by: Community Preservation Committee

ARTICLE 21. BLACKSTONE VALLEY TECHNICAL SCHOOL STABILIZATION FUND

To see if the Town will raise and appropriate or transfer from available funds the sum of Sixty-nine Thousand Fifty-five Dollars (\$69,055) to the Blackstone Stabilization Fund Account, or to take any other action relative thereto.

Submitted by: Town Administrator

ARTICLE 22. MONEY TO THE STABILIZATION FUND

To see if the Town will raise and appropriate or transfer from available funds a sum of money to the Stabilization Fund, or to take any other action relative thereto.

Submitted by: Town Administrator

ARTICLE 23. MUNICIPAL CAPITAL STABILIZATION FUND

To see if the Town of Grafton will vote to establish under Chapter 40, Section 5B of the Massachusetts General Laws, a Municipal Capital Stabilization Fund for the purpose of accepting funds from a variety of sources to be used exclusively for the annual capital expenditures by town departments, or take any other action relative thereto.

Submitted by: Town Administrator

ARTICLE 24. AMEND ZONING BY-LAW – RECREATIONAL USES

To see if the Town will vote to amend the Zoning By-Law as follows:

Section 3.2.3.1. page 9 of 19, Recreational Uses: delete line item 4, "Massage parlors" in its entirety; and renumber the remaining items in Recreational Uses:

Section 2.1, Definitions: amend the definition of "Professional Office: to read as follows (new language in bold):

"An office of recognized professions such as doctors, lawyers, massage/muscular therapists **licensed by the appropriate boards/commissions of the Commonwealth of Massachusetts**, engineers,

artists, musicians, designers, and others, who through training are qualified to perform services of a professional nature."

Or to take any other action relative thereto.

Submitted by: Town Administrator

ARTICLE 25. AMEND ZONING BY-LAW – CHANGEABLE ELECTRONIC VARIABLE MESSAGE SIGNS (CEVMS)

To see if the Town will vote to amend the Zoning By-Law as follows:

**Add the following to the Definition Section
CHANGEABLE ELECTRONIC VARIABLE MESSAGE SIGNS (CEVMS)**

Changeable electronic variable message sign is a sign which permits lights to be turned on or off intermittently or which is operated in a way whereby light is turned on or off intermittently, including any illuminated sign on which such illumination is not kept stationary or constant in intensity and color at all times when such sign is in use, including a light emitting diode (LED) or digital sign, and which varies in color or intensity.

Amend Section 4.4.2.1 by adding:

Notwithstanding the prohibitions set forth herein, herein **CHANGEABLE ELECTRONIC VARIABLE MESSAGE SIGNS (CEVMS)** shall be permitted in all districts where any illuminated sign (s) as otherwise defined in this By-Law are allowed. Said CEVMS shall be subject to all of the size, shape and placement standards as are set forth in this By-Law and shall in addition to any other regulation affecting signs shall be further regulated as follows:

- (a) Duration of message: Any message, advertisement, announcement or display (except time and temperature) shall remain fixed on the CEVMS for a period of no less than five (5) seconds.**
- (b) Brightness: All CEVMS shall be equipped with a light detector/photocell, a scheduled dimming timer, or a manual control by which the sign's brightness can be dimmed when ambient light conditions darken. The Inspector of Buildings shall have the authority to enforce reasonable standards upon any owner of a CEVMS regarding the brightness of the CEVMS. The authority granted herein shall be deemed to be in addition to and not exclusive of the Building Inspector's enforcement authority as set forth in Section 4.4.3.1**

(c) All CEVMS will be except from Section 4.4.2.3

as petitioned for by more than ten (10) registered voters of the Town, or to take any other action relative thereto.

Submitted by: Citizen Petition

ARTICLE 26. ACCEPT ROADWAYS KNOWN AS CHISWELL ROAD AND COACH HOUSE ROAD – GLENWOOD ESTATES II SUBDIVISION

"To see if the Town will vote to accept the roadways and associated utilities and easements known as Chiswell Road and Coach House Road located in Glenwood Estates II Subdivision", as petitioned for by more than ten (10) registered voters of the Town, or to take any other action relative thereto.

Submitted by: Citizen Petition

ARTICLE 27. ACCEPT ROADWAYS KNOWN AS MAGNOLIA LANE IN THE MAGNOLIA FARMS SUBDIVISION

"To see if the Town will vote to accept the roadway and associated utilities and easements for the road known as Magnolia Lane in the Magnolia Farms subdivision,

Grafton", as petitioned for by more than ten (10) registered voters of the Town, or to take any other action relative thereto.

Submitted by: Citizen Petition

ARTICLE 28. ACCEPT ROADWAY KNOWN AS BRENDAN DRIVE IN THE HARDING ACRES SUBDIVISION

"To see if the Town will vote to accept the roadway and associated utilities and easements known as Brendan Drive in the Harding Acres subdivision", as petitioned for by more than ten (10) voters of the town, or to take any other action relative thereto.

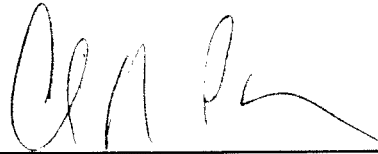
Submitted by: Citizen Petition

And you are directed to serve this Warrant by posting up an attested copy thereof in some conspicuous place in each of the precincts of the Town at least fourteen days before said meeting.

Hereof fail not, and make due return of this Warrant, with your doings thereon to the Town Clerk, at the time and place of meeting as aforesaid.

Given under our hands the 22nd day of September in the year of our Lord Two thousand Nine.

BOARD OF
OF
SELECTMEN



Christopher R. LeMay, Chairman

Mary Ann Cotton, Vice Chairman



Peter J. Adams, Clerk



Craig V. Dauphinais

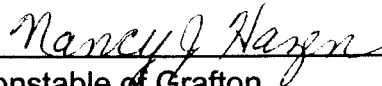


Brook A. Padgett

A TRUE COPY,
ATTEST:

September 28, 2009

I have complied with the requirements of the above Warrant and with the Town of Grafton By-laws by posting an attested copy of the Warrant in some conspicuous place in each of the precincts of the Town on the above date.



Constable of Grafton