

SPECIAL TOWN MEETING WARRANT
OCTOBER 5, 2015
BACKGROUND

ARTICLE 1: Unpaid bills prior years: Chapter 44, Section 64 of the Massachusetts General Laws allows towns which have unpaid or over expended bills of prior years to pay such bills at Town Meeting by nine-tenths vote:

\$362.22	Sharon E. Person – Ludlow Fire Department Reimbursement for Healthrider Club Series H140T Treadmill Drive Motor #248529
\$151.34	Bob Costa Electric – DPW
\$198.12	Bobcat of Greater Springfield – DPW
\$107.70	C.A. Smith Lumber & Feed Co. – DPW
\$13,617.64	Covanta – PO Over expended – DPW
\$190.00	Custom Drug Testing Inc. – DPW
\$263.64	Kimball Midwest – DPW
\$1,817.30	Old Dominion Brush Company – DPW
\$274.73	Preco Power Equipment - DPW
\$300.00	Randalls Farm & Greenhouse – Encumbered under Incorrect charge number – DPW
\$531.86	Valley Green Inc. - DPW

ARTICLE 2: This Article will amend the Compensation Plan of the Personnel Policy Bylaw by deleting the current minimums and maximums and increment steps for the Fire Department, Schedule III to reflect the most current contract (effective July 1, 2015 through June 30, 2018) with the Ludlow Firefighters Association, Local 1840 I.A.F.F. – AFL-CIO. Wage increases are: FY'16: 23 cents; FY'17: 23 cents; FY'18: 23 cents. Step increments are: FY'16: 2%; FY'17: 2%; FY'18: 1%.

ARTICLE 3: This Article would fund the negotiated settlement for the Ludlow Firefighters Association Local 1840 I.A.F.F. – AFL-CIO as outlined in the previous Article. The amount would also include retroactive pay increases and contributions to the employee benefits account.

ARTICLE 4: This Article will amend the Compensation Plan of the Personnel Policy Bylaw by deleting the current minimums and maximums and increment steps for union personnel for the Library Department Personnel, Schedule VI to reflect the most current contract (effective July 1, 2015 through June 30, 2018) with the Ludlow Library Technicians. Step increments are: FY'16: 2%; FY'17: 2%; FY'18: 2%.

ARTICLE 5: This Article would fund the negotiated settlement for the Ludlow Library Technicians as outlined in the previous Article. The amount would also include retroactive pay increases and contributions to the employee benefits account.

ARTICLE 6: This Article will amend the Bylaws of the Town, Chapter IV, Regulating the Conduct of Citizens by deleting Section 21. A new Section 21 provided that processions or parades would not be allowed without the written permission of the Board of Selectmen and imposed a thirty (30) day time period on the Board of Selectmen for responding to notices of processions or parades was approved at the Special Town Meeting on October 6, 2014 but was disapproved by the Massachusetts Attorney General on the grounds that the text lacked “objective standards and criteria to guide the Board of Selectmen in determining whether to grant a permit”. The Attorney General provided an example of the criteria that should be considered for permitting of parades to our Town Counsel. After review of that criteria and surveying the laws of several cities and towns, Town Counsel has proposed the language that is presented in the Town Meeting Warrant as the new Section 21.

ARTICLE 7: This Article would amend the Bylaws of the Town, Chapter VIII, Regulating Unregistered Vehicles by deleting it in its entirety. The new section has clearer descriptions of how to abide by the bylaw; clearer descriptions of what actions constitute a violation; clearer rules for enforcement and stricter penalties for violations; and allows for a written notice to be issued to a violator to take corrective action, prior to the issuing of a fine.

ARTICLE 8: This Article would fund the replacement of the Police Department’s current Computer Aided Dispatch System. In July of 2015 one of two Computer Aided Dispatch consoles crashed. The unit that went down was CAD-CPU 1, which has had multiple repairs throughout the last five years returning each time to service beyond its life-span. The two CAD stations are over ten years old, both having been in use for twice their expected use cycle. The units can no longer be updated as their operating systems and software are no longer in production or supported. These two stations are part of a four CAD-CPU system installed in 2005, with two being fully configured dispatch stations, one a supervisory admin CAD station with administrative dispatch capabilities and a base server located in the radio control room. CPU 1 was returned to service, and is operating at a basic level, without the ability to utilize instant recall of radio communications which is used by dispatch personnel to review communications from officers. This application is critical when there are multiple rapid communications coming into dispatch. The technology is used to confirm names, addresses and other critical information in real time.

ARTICLE 9: This Article will amend the Classification and Compensation Plan of the Personnel Policy Bylaw by deleting the current schedule Board of Appeals (stipend clerical) and by deleting a portion of the current schedule Inspectional Services (Senior Clerk) which will allow for the combining of the two positions. Merging these two positions will streamline the process between the Zoning Board of Appeals, the Building Enforcement Officer and the Planning Board. With the time constraints, deadlines and time bound materials of the appeal process, work would be done faster and more efficiently and would move toward reducing or eliminating paperwork by having all documents in a digital file. This will create a central location where citizens of the Town will have the opportunity to file all necessary documentation and receive answers to any questions about the appeal process. The Board of Appeals stipend clerical position was posted for over two months with no applications received. See attached job description.

ARTICLE 10: This Article would fund the combining of the Board of Appeals Clerical Stipend with the Inspectional Services Clerk position by transferring a sum of money from the Board of Appeals Personal Services budget to the Fiscal Year 2016 Inspectional Services Personal Services budget.

ARTICLE 11: This Article will amend the Personnel Policy Bylaw, Section 11 Vacation, Section 14 Group Insurance Benefits, Sections 15 Personal/Emergency, Legal, or Business Leave, Leave of Absence, Jury Duty and Bereavement Leave and Section 17 The Small Necessities Leave Act. The Human Resource Department is moving towards implementing an employee handbook governing Town policies and procedures. After careful review of the Bylaws by the Human Resource Department, it has been determined that some sections of the Bylaw are not in compliance with State and Federal Laws and these changes to the policies will accurately reflect the applicable laws.

ARTICLE 12: This Article will amend the Compensation Plan of the Personnel Policy Bylaw, Section 24.1 by deleting the current minimums for Special Police Officers, Fingerprinting, School Crossing Guards and Police Matrons, Police Department Schedule IV, to correct a clerical error which occurred in the preparation of the May 2015 Town Meeting Warrant.