



Warrant Special Town Meeting
Commonwealth of Massachusetts
County of Hampden, SS.
Town of Blandford

To: One of the Constables in the Town of Blandford, in said County and State

GREETINGS: In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of Blandford qualified to vote in Elections and Town Affairs to meet at the Blandford Town Hall, One Russell Stage Road, Blandford, MA, on June 27, 2016 next, at 7:00 P.M., then and thereto to act on the following matters:

Article 1: To see if the Town will vote to transfer the sum of \$2,000.00 from the Town Administrator Account into the Accountant's Salary Account for the purpose of supplementing that account for FY'16, or take any other action relative thereto. (majority vote required for passage)

Article 2: To see if the Town will vote to transfer the sum of \$1,000.00 from the Town Administrator Account into the Tax Collector Special Project Account for the purpose of supplementing that account for FY'16, or take any other action relative thereto. (majority vote required for passage)

Article 3: To see if the Town will vote to transfer the sum of \$13,200.00 from the Town Administrator Account into the Town Counsel Account for the purpose of supplementing that account for FY'16, or take any other action relative thereto. (majority vote required for passage)

Article 4: To see if the Town will vote to transfer the sum of \$12,000.00 from the New Town Hall Repairs Account into the Town Hall Utilities Account for the purpose of supplementing that account for FY'16, or take any other action relative thereto. (majority vote required for passage)

Article 5: To see if the Town will vote to transfer the sum of \$6,000.00 from the Town Hall Fuel Account into the Town Hall Utilities Account for the purpose of supplementing that account for FY'16, or take any other action relative thereto. (majority vote required for passage)

Article 6: To see if the Town will vote to transfer the sum of \$2,000.00 from the Town Administrator Account into the Town Hall Labor Account for the purpose of supplementing that account for FY'16, or take any other action relative thereto. (majority vote required for passage)

Article 7: To see if the Town will vote to transfer the sum of \$11,000.00 from the Reserve Account into the Audit Town Records Account for the purpose of supplementing that account for FY'16, or take any other action relative thereto. (majority vote required for passage)

Article 8: To see if the Town will vote to transfer the sum of \$650.00 from the Town Administrator Account into the Highway Secretary Salary Account for the purpose of supplementing that account for FY'16, or take any other action relative thereto. (majority vote required for passage)

Article 9: To see if the Town will vote to transfer the sum of \$50.00 from the Town Administrator Account into the Part Time Salary Account for the purpose of supplementing that account for FY'16, or take any other action relative thereto. (majority vote required for passage)

Article 10: To see if the Town will vote to transfer the sum of \$11,000.00 from the Capital Account into the Stabilization Fund, or take any other action relative thereto. (two-thirds majority vote required for passage)

Article 11: To see if the Town will vote to transfer the sum of \$8,000.00 from the Town Hall Fuel Account into the Building Stabilization Fund, or take any other action relative thereto. (two-thirds majority vote required for passage)

Article 12: To see if the Town will vote to amend the Town's General By-Laws by inserting new Article XXI entitled "Personnel Bylaw" pursuant to the provisions of G.L. c. 41, §108C, as printed herein; or take any other action relative thereto. (majority vote required for passage)

Chapter XXI. PERSONNEL BY-LAW

Section 1. Purpose and intent.

Pursuant to Sections 108A and 108C of the Massachusetts General Laws, the purpose of this chapter is to establish fair and equitable personnel policies and a system of personnel administration based on merit principles that ensure uniform, efficient application of those policies.

Section 2. Application.

All employees of the Town, including employees of appointed or elected boards, shall be subject to the provisions of this chapter and personnel policies adopted pursuant thereto. To the extent that the terms of any collective bargaining agreement conflict with any provision of this chapter or personnel policies adopted pursuant thereto, the provisions of the collective bargaining agreement shall prevail.

Section 3. Personnel Administration.

The Board of Selectmen, or its designee, shall be responsible for the administration of the personnel system and development of a human resources system which meets the needs of the Town. In this capacity, the Board of Selectmen shall have the authority to carry out the following functions, including, but not limited to:

- Appointment and removal of employees (excluding employees who by statute are appointed by officials other than the Board of Selectmen)
- Annual review of compensation and benefits
- Development of methods and standards for selection and appointment of personnel
- Development and administration of performance standards
- Supervision of performance appraisals
- Other functions as circumstances necessitate

Section 4. Personnel system.

The personnel policies adopted pursuant to this Chapter shall establish a personnel system which shall include, but need not be limited to, the following elements:

- Method of administration: a system which assigns responsibility for the personnel system, including maintenance of personnel records, implementation of effective recruitment and selection processes, maintenance of the classification and compensation plans, oversight of the application of policies, and periodic review and evaluation of the personnel system
- Recruitment and selection policies
- Central record keeping system
- Rights and obligations of employees
- Other elements of a personnel system as deemed appropriate and necessary

Section 5. Adoption of Policies.

The Board of Selectmen, or its designee, shall be empowered and authorized by this chapter to adopt personnel policies that modify the rights, benefits and obligations of employees subject to this chapter.

Section 6. Severability.

The provisions of this chapter and the policies adopted pursuant thereto are severable. In the event any provision of this chapter or any policy adopted pursuant thereto is held invalid, the remaining provisions of the chapter or policy shall remain in full force and effect.

Section 7. Effective Date.

This chapter shall take effect on June 28, 2016.

Article 13: To see if the Town will vote to amend the Town's Zoning By Law, Section VII, Large Scale Ground Mounted Solar Photovoltaic Installations, Section 8.9 Dimension and Density Requirements, as printed herein, by deleting the language shown as struck-through and inserting the language shown in bold; or take any other action relating thereto. (two-thirds majority vote required for passage)

Section VIII: Large-Scale Ground-Mounted Solar Photovoltaic Installations By-Law

8.9 Dimension and Density Requirements

The following dimensional and density requirements shall apply to all LSGMSPIs.

1. Setbacks. For LSGMSPIs, front, side, rear, and height setbacks shall be as follows:
 - a. Front yard: The front yard depth shall be at least **one hundred (100)** ~~500~~ feet;
 - b. Side yard: Each side yard shall have a depth at least **one hundred (100)** ~~500~~ feet;
 - c. Rear yard: The rear yard depth shall be at least **one hundred (100)** ~~500~~ feet;
 - d. Height: The height of the structure at the tallest point shall not exceed twenty five (25) feet.
2. Appurtenant Structures. All appurtenant structures to LSGMSPI's shall be subject to reasonable regulations concerning the dimensions. The height of structures shall not exceed twenty five (25) feet. All such appurtenant structures, including but not limited to, equipment shelters, storage facilities, transformers, and substations, shall be architecturally compatible

with each other. All structures shall be a minimum of **fifty (50)** 250 feet from all surrounding property lines, and be screened from view and/or joined or clustered to avoid adverse visual impacts.

And you are directed to serve this Warrant by posting attested Copies seven (7) days at least before the time of the meeting in three (3) public places in Blandford. Hereof fail not and make return of this Warrant with yow doings thereon to the Clerk of Said Town at or before the time of said meeting.

Given under our hands and the seal of the Town of Blandford this 13th day of June, 2016

I have served this warrant as directed.

Constable

Date