



# Town of Lancaster

**Annual Town Meeting**

**May 6, 2024**



# Article 1: FY25 Operating Budget

To see if the Town will vote to raise and appropriate by taxation, or transfer from available funds and free cash, the sum of \$28,059,980 to defray the expenses of the Town and School Departments beginning July 1, 2024, Fiscal Year 2025, as follows:

ITEM	AMOUNT
Municipal Services	\$ 6,664,088
Risk Management, Debt, Leases	\$ 2,369,198
Minuteman Regional Technical HS	\$ 2,138,736
Nashoba Regional School District	\$16,801,956
Assabet Valley Regional Technical HS	\$ 86,000
<b>TOTAL</b>	<b>\$28,059,980</b>



# Budget Concentrations

Article 1

*What tasks, programs, and missions should be prioritized in FY25 ?*

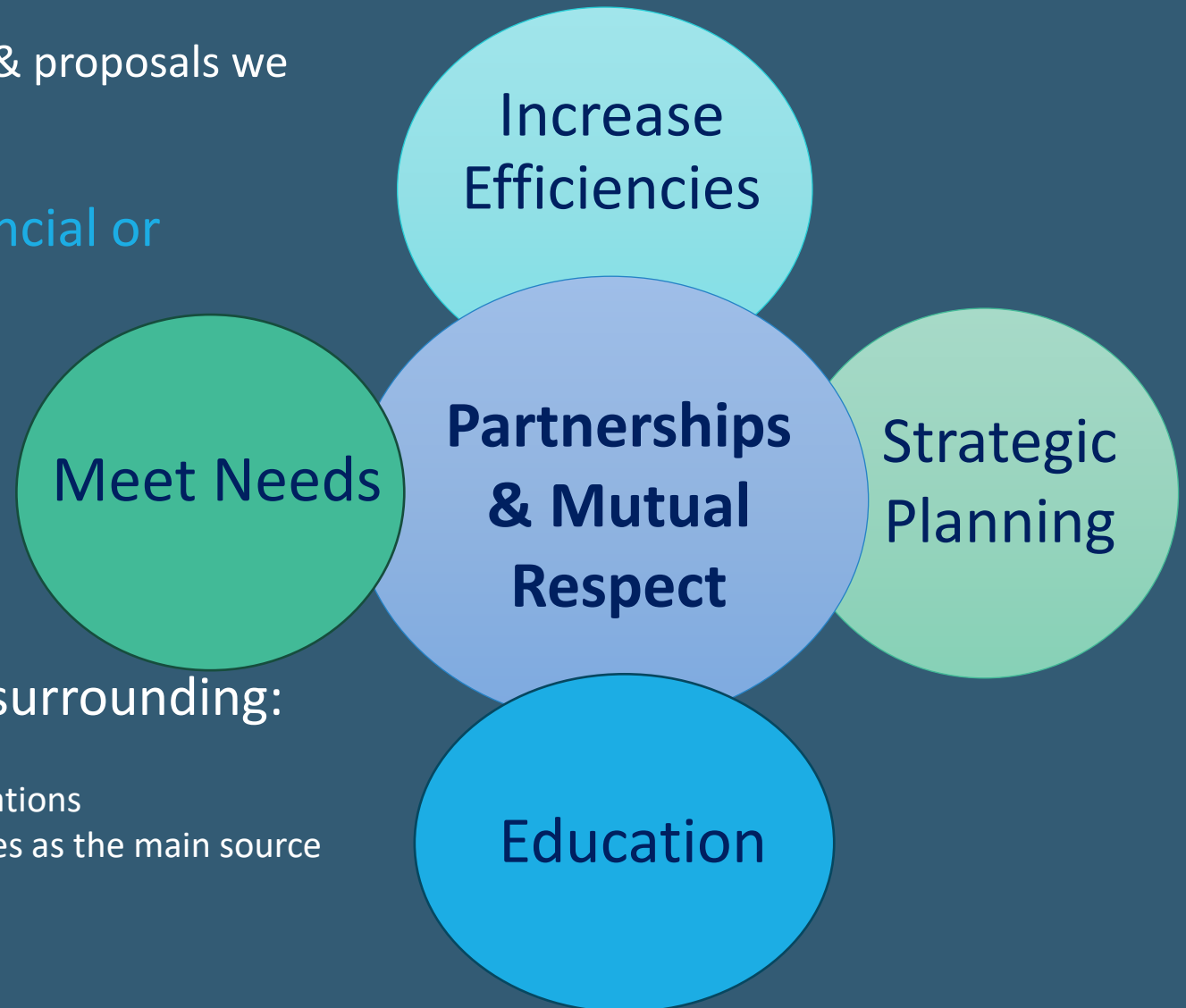
Do the initiatives, programs, ideas & proposals we intend to champion ...

...**Maintain** or **Increase** Lancaster's financial or environmental sustainability?

...**Motivate** professional, hard-working, and ethical persons to work, or remain working, in Lancaster?

...**Contribute**, in part or in total, to our long-term community-wide objectives surrounding:

- (a) Financial & housing equity
- (b) The ability to care for our most vulnerable populations
- (c) Decreasing the Town's reliance on residential taxes as the main source of revenue, or
- (d) Increasing the quality of life for all.





# Department-Specific Budget Objectives

## Increase Efficiencies

- Protect & strengthen equitable access to high quality affordable transitional assistance, healthcare, housing & State aid.
- Create IT and Facility resiliency by creating work order and IT ticket systems; reduce waste, energy use and the Town's paper use.
- Introduce device management for Town IT assets; advance use of poll clickers and preserve paper records.
- Seek professional department accreditation and removal from archaic systems like Civil Service; update outdated Town Codes.
- Digitize maps, plans and other vital records and catalog them for everyone's use.

## Educate

- Define the duties & responsibilities of separately elected boards and committees to avoid overlap or confusion.
- Create training programs surrounding financial & environmental sustainability.
- Foster the use videos and other forms of community engagement which highlight Town business, processes, and other area of community interest.

## Meet Needs

- Ensure our library and community center are safe, friendly and inclusive of all persons in Town.
- Coordinate and champion staff level trainings and professional development sessions that foster teamwork and train staff to use new and efficient techniques.
- Further explore the idea of a Public Safety Department to increase cross-training, staffing and emergency program efficiencies.

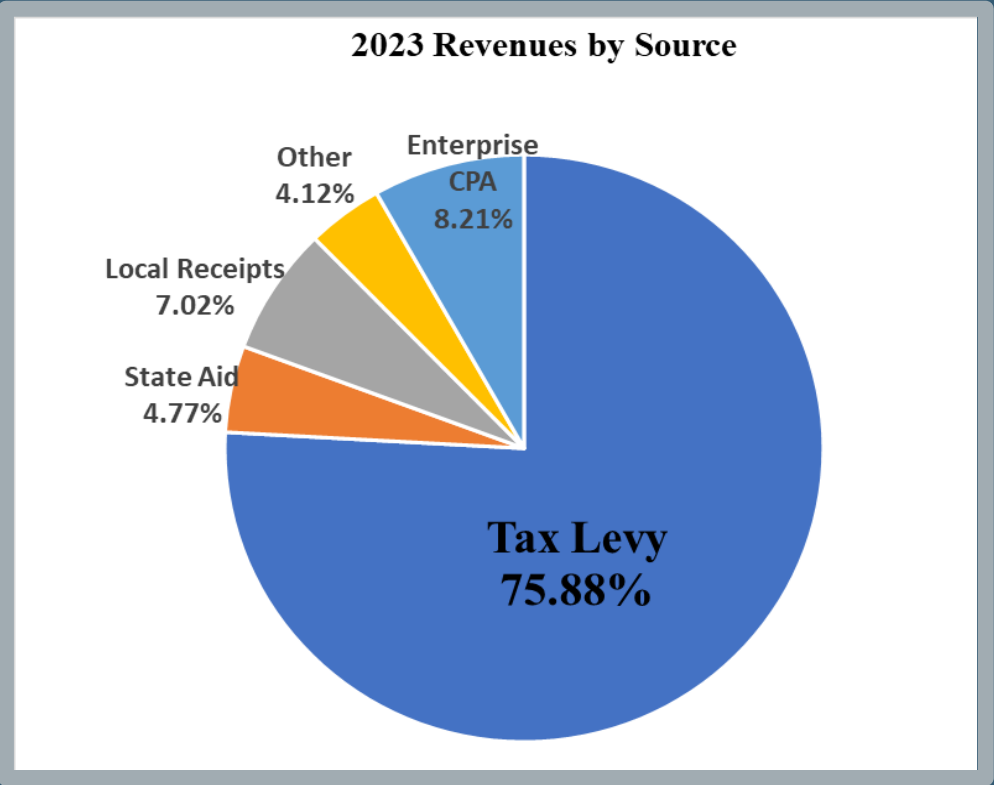
## Strategic Planning

- Hold strategic management and leadership trainings for staff; champion inter-departmental initiatives and long- range planning in tandem with the Master Plan.
- Review bylaw, union and employment contracts to ensure equity in employment terms and consistency across employee groups; attract and retain motivated and qualified employees with pay at or equal to market.
- Fund vital equipment purchases and spearhead facility-related grants for capital asset management.



# Revenues

## By Source



## Historical Tax Rates





# School Expenses Combined

FY25 Budget Book, Page 47

<u>Obj</u>	<u>Details</u>	<u>FY23 Actual</u>	<u>FY24 Budget</u>	<u>FY25 Recommend</u>	<u>\$ Variance FY24-25</u>	<u>% Variance FY24-25</u>
<b>EXPENSES</b>						
532000	Minuteman Regional Assess	1,887,610	1,903,448	1,572,628	(330,818)	-17.38%
	Minuteman Capital			123,918		
532003	Minuteman Excluded Debt	517,900	476,175	442,192	(33,983)	-7.14%
532001	Nashoba Regional Assess	14,424,011	15,117,918	15,758,841	640,923	4.24%
	Nashoba Regional Capital					
532002	Nashoba Regional Excluded Debt	167,580	167,557	213,053	45,496	27.15%
532004	Norfolk Agriculture	2 Students FY 22/23/24 79,549	86,000	86,000	-	0.00%
<b>EXPENSES SUBTOTAL</b>		<b>\$ 16,856,630</b>	<b>\$ 17,751,096</b>	<b>\$ 18,196,632</b>	<b>\$ 445,536</b>	<b>2.51%</b>







# NASHOBA REGIONAL SCHOOL DISTRICT

## Executive Summary

Account Name	FY24 Voted	FY25 Proposed	FY25 Voted	Dollar Change FY 24 to FY 25	Change %
Total Budget	\$64,902,630	\$69,255,891	\$0	\$4,353,261	6.71%
	FY24 Voted	FY25 Proposed	FY25 Voted	Dollar Change	Change %
Operating Budget	\$64,256,266	\$66,520,432	\$0	\$2,264,166	3.52%
Capital Equipment/ Leases (Copiers)	\$49,223	\$49,223	\$0	(\$0)	0.00%
Debt Service	\$597,142	\$2,686,236	\$0	\$2,089,094	349.85%
Total Budget	\$64,902,630	\$69,255,891	\$0	\$4,353,261	6.71%

	Principal	Interest	Total Payment
HS Renovation Bond	\$320,000	\$6,400	\$326,400
HS Track and Field	\$145,000	\$10,150	\$155,150
HS Leach Field & Fuel Storage	\$48,000	\$14,205	\$62,205
HS New Construction	\$5,000	\$2,137,481	\$2,142,481
Total Debt	\$518,000	\$2,168,236	\$2,686,236
HS Track and Field Debt funded by Athletic Revolving Fund			(\$25,000)
Total Debt Assessed			\$2,661,236

Excerpt taken from the NRSD Budget Presentation heard at their Budget Hearing March 6, 2024, and adopted via affirmative vote March 13, 2024.





# Nashoba Regional High School



## Budget Assessment

Proposed Budget	\$69,255,891	
High School Debt	\$2,661,236	Subject to Capital Assessment Process
Local Revenue	\$13,264,806	State and Locally Generated Revenue
Amount Assessed	\$53,329,849	Total Amount Assessed
Fixed Assessment	\$30,119,759	Minimum Required Local Contributions
Variable Assessment	\$23,210,090	Remainder of Budget to be Assessed

Minimum Local Contribution (House 1)	
Town	Amount
Bolton	\$10,432,645
Lancaster	\$8,559,118
Stow	\$11,127,996
Total	\$30,119,759
FY25 Update	

Towns	Five Year Rolling Assessment Percentage	Fixed Assessment	Variable Assessment	FY 2025 Net Debt Assessment	FY 2025 Total Assessment	FY 2024 Total Assessment	FY 2025 Total Dollar Increase	FY 2025 Percentage Increase
Bolton	32.8458897%	\$10,432,645	\$7,623,561	\$801,266.95	\$18,857,473	\$17,516,593	\$1,340,880	7.65%
Lancaster	31.6735921%	\$8,559,118	\$7,351,469	\$891,369.25	\$16,801,956	\$15,285,485	\$1,516,472	9.92%
Stow	35.4805182%	\$11,127,996	\$8,235,060	\$968,599.80	\$20,331,656	\$19,059,502	\$1,272,154	6.67%
Total	100.0000000%	\$30,119,759	\$23,210,090	\$2,661,236.00	\$55,991,085	\$51,861,579	\$4,129,506	7.96%

## Net Payment Analysis

	FY 2025 Assessment	SBAB Credit	FY 2025 Net Assessment
Bolton	\$18,857,473	\$0	\$18,857,473
Lancaster	\$16,801,956	\$0	\$16,801,956
Stow	\$20,331,656	\$0	\$20,331,656





# Minuteman Vocational Technical High School



Article 1

## • FY2025 Preliminary Assessments Department Request

- Acton - \$3,704,780
- Arlington - \$9,001,270
- Bolton - \$1,390,844
- Concord - \$1,818,496
- Dover - \$287,338
- Lancaster - \$2,251,995
- Lexington - \$3,591,176
- Needham - \$1,899,363
- Stow - \$2,880,527

	<u>FY24</u>	<u>FY25</u>	<u>Difference</u>	<u>% Chg.</u>
Operating Budget	23,458,597	24,776,804	1,318,207	5.62%
Capital Equipment/Leases/Athletic Fields	1,238,240	2,073,508	835,268	67.46%
<b>Sub-Total</b>	<b>24,696,837</b>	<b>26,850,312</b>	<b>2,153,475</b>	<b>8.72%</b>
Building Project - Debt Service (1)	5,619,488	5,846,567	227,079	4.04%
<b>Total Operating &amp; Capital Budget</b>	<b>30,316,325</b>	<b>32,696,878</b>	<b>2,380,553</b>	<b>7.85%</b>
<b>Non-Assessment Revenue:</b>				
Chp. 70 Aid	2,197,552	2,981,596	784,044	35.68%
Chp. 71 Reg. Trans. Reimb.	807,615	969,305	161,690	20.02%
Prior Year Tuition	805,817	802,944	(2,873)	-0.36%
Certified E & D	650,000	650,000	-	0.00%
Prior Year Nonresident Capital Fee	373,430	277,084	(96,346)	-25.80%
Facilities Revolving Rental Revenue	-	113,700	113,700	0.00%
<b>Total Non-Assessment Revenue</b>	<b>4,834,414</b>	<b>5,794,629</b>	<b>960,215</b>	<b>19.86%</b>
<b>Required Member Town Assessments</b>	<b>25,481,911</b>	<b>26,902,249</b>	<b>1,420,338</b>	<b>5.57%</b>



## FY25 General Fund Budget Summary – Quick Look

Article 2

TOWN OF LANCASTER	FISCAL 2023	FISCAL 2024	FY25	FISCAL 2025	FISCAL 2025
Budget Summary	ATM	ATM	T.A.	%INC/DEC	\$ INC/DEC
	ADOPTED	ADOPTED	RECOMMEND	FROM FY2024	FROM FY2024
<b>SOURCES OF FUNDS</b>					
Tax & Other Current Revenues Within Levy Limit					
Real Estate & Property Tax INSIDE	21,013,135	21,779,615	23,847,926		
Real Estate & Per Prop Tax OUTSIDE	910,982	910,982	1,012,211		
From the Commonwealth	1,261,633	1,386,044	1,436,459		
Local Revenue	1,952,800	2,039,813	1,915,000		
<b>SUB-TOTAL (Tax &amp; Current Rev)</b>	<b>25,138,550</b>	<b>26,116,454</b>	<b>28,211,596</b>	<b>8.02%</b>	<b>2,095,141.78</b>
Other Available Funds					
Wetlands	0	0	0		
Stabilization	0	0	0		
Capital Stabilization	0	0	296,500		
Sale of Town Owned Land	0	0	0		
Free Cash (NRHS New Bld. - Article #)			717,731		
Free Cash - Override	703,086	1,200,000			
<b>TOTAL SOURCES OF FUNDS</b>	<b>25,841,636</b>	<b>27,316,454</b>	<b>28,508,096</b>	<b>3.28%</b>	<b>1,191,641.78</b>
<b>***USE OF FUNDS***</b>					
Personal Services (Non-School)	4,239,843	4,324,739	4,580,643		
Expenses (Non-School)	1,881,591	2,245,860	2,083,445		
<b>Sub-total (Non-School)</b>	<b>6,121,434</b>	<b>6,570,599</b>	<b>6,664,088</b>	<b>4.09%</b>	<b>93,489.00</b>
Expenses Debt	400,025	388,125	377,425		
Expenses Risk Management	2,068,947	2,123,423	1,867,491		
Expenses Transfers out	174,282	174,282	124,282		
<b>Sub-total Debt/Insurances</b>	<b>2,643,254</b>	<b>2,685,830</b>	<b>2,369,198</b>	<b>-10.05%</b>	<b>-316,632.00</b>
Minuteman Regional Vocational	2,285,510	2,382,024	1,572,628		
Debt			442,192		
Capital			123,918		
Nashoba Regional High School	14,591,571	15,285,485	15,910,587		
Nashoba Previous Debt			173,638		
Nashoba New School Debt			717,731		
Assabet Valley	55,000	87,000	86,000		
<b>Sub-total Schools</b>	<b>16,932,081</b>	<b>17,754,509</b>	<b>19,026,694</b>	<b>6.47%</b>	<b>1,272,185.00</b>
<b>SUB-TOTAL OPERATIONS</b>	<b>25,696,769</b>	<b>27,010,938</b>	<b>28,059,980</b>	<b>4.25%</b>	<b>1,049,042.00</b>
Special Items					
State & County Assessments	144,867	149,062	151,616		
Property Tax Abatements	0	0			
Tax Title Legal Fees	0	0			
OPEB Contribution					
Capital	0	0	296,500		
<b>SUB-TOTAL SPECIAL ITEMS</b>	<b>144,867</b>	<b>149,062</b>	<b>448,116</b>		
<b>TOTAL USES OF FUNDS</b>	<b>25,841,636</b>	<b>27,160,000</b>	<b>28,508,096</b>	<b>4.23%</b>	<b>1,348,096.00</b>
<b>TOTAL SOURCES OF FUNDS</b>	<b>25,841,636</b>	<b>27,316,454</b>	<b>28,508,096</b>	<b>6.54%</b>	<b>1,191,641.78</b>
<b>SURPLUS/(DEFICIT) OPERATING BU</b>	<b>0</b>	<b>156,454</b>	<b>(0)</b>		

THIS BUDGET = Anticipated Max  
Increase of 45¢ TOTAL



# Last Year's Override

## Where did FY23's Free Cash Come From?

### Open & Funded Positions Remained Unfilled

- Police Lieutenant
- Water Laborer
- Highway Laborer
- Librarian
- Recreation Coordinator
- Conservation Agent

### Facility & Preventative Maintenance Deferred

- Library Furniture
- 'Old' Town Hall
- Community Center HVAC & Gutter Repairs
- Library Window Replacement
- Prescott Gutter Repair

### COLA's & Discretionary Steps Eliminate/Decreased

### Capital Improvements Deferred

### Hiring & Spending Freezes

## Future Debt ... *(in rounded numbers)*

New High School      \$240,000,000

Local Share Costs      \$177,000,000

$\$177 \text{ Million} / 3 \text{ Towns} = \$60 \text{ Million}$

$\$60 \text{ Million} / 30 \text{ years} =$

**\$2 Million/Year**

**THAT'S JUST THE PREMIUM**

***(Does not include Interest @ 3-4%)***



# Article 1: FY25 Operating Budget

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<b>TOTAL</b>	<b>\$28,059,980</b>



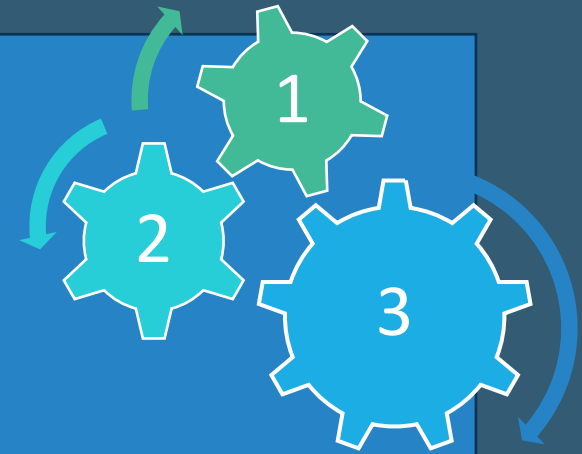
## Article 2: Appropriation of Free Cash to Capital Stabilization

To see if the Town will vote to transfer \$1,296,000  
from Free Cash to the Capital Stabilization Fund,  
or to take any action relative thereto.



## Article 2: Appropriation of Free Cash to Capital Stabilization


- ✓ Budget Conservatively
- ✓ Spend Sparingly
- ✓ Certify Free Cash
- ✓ Use Balance to Pay Current Debt
- ✓ Deposit Balance for Future Debt
- ✓ Add Interest Accrued Next Year
- ✓ NO DO RAISE Tax Rate







# Why Vote Yes?



SCHOOL

\$175M / 3 Towns

30 years

## “The Snapshot”

Fiscal Year	Amount Due	Source (as of 5/6)
FY25	\$717,731	FY24 Retained Free Cash <i>estimated \$0 increase in Tax Rate</i> <i>projected savings of .70¢ to tax Rate</i>
FY26 (A)	\$ 2 M (estimated)	\$1 M Capital Stabilization \$1 M Levy (outside) <i>estimated \$1.00 increase to Tax Rate</i>
FY26 (B)	\$2 M (estimated)	\$2 M Levy (outside) <i>estimated \$2.00 increase to Tax Rate</i>



## Article 2: Appropriation of Free Cash to Capital Stabilization

To see if the Town will vote to transfer \$1,296,000  
from Free Cash to the Capital Stabilization Fund,  
or to take any action relative thereto.



## Article 3: Renewable Energy Enterprise Fund

To see if the Town will vote to appropriate one hundred seventy-six thousand, six hundred dollars (\$176,600), or any other sum of money, from the retained earnings of the Town's Renewable Energy Enterprise Fund to finance the operation of the Landfill Solar Array for the Fiscal Year beginning July 1, 2024, or take any action relative thereto.

### REVENUES

Sale of Solar Energy Credits	\$ 176,600
Qualified Energy Bond Subsidy	\$ -

### EXPENSES

Maintenance Expenses	\$ 75,500
Debt (P&I)	\$ 101,100



## Article 4: Water Enterprise Fund Budget

To see if the Town will vote to appropriate the sum of \$ 1,228,250 or any other sum of money, from the Water Enterprise Fund, to finance the operation of the Water Department for the Fiscal Year beginning July 1, 2024, as outlined below:

Water Enterprise Appropriations	
Salaries & Wages	\$ 437,360
Operational Expenses	\$ 467,890
Reserve Fund Transfers (out)	\$ 50,000
Debt Payments (principal)	\$ 175,000
Debt Payments (interest)	\$ 98,000
TOTAL	\$1,228,250



## Article 5: Revolving Accounts Budget

To see if the Town will vote pursuant to M.G.L. c.44 §53E1/2, to set the total amount that may be spent from the various revolving funds for the Fiscal Year beginning July 1, 2024, as follows:

FUND / PROGRAM	FY25
<b>Health &amp; Human Services</b>	
<i>Community Center</i>	\$ 12,000
<i>Recreation Committee</i>	\$ 90,000
<i>M.A.R.T. Services</i>	\$ 50,000
<i>Library Charges</i>	\$ 9,500
<b>Public Works Operations</b>	
<i>Stormwater Management</i>	\$ 3,000
<i>Duval Road Sewer</i>	\$ 5,000
<i>Recycling Center</i>	\$ 258
<b>Other Town Departments/Operations</b>	
<i>Planning Board</i>	\$ 25,000
<i>Community Development</i>	\$ 2,500
<i>Agricultural Commission</i>	\$ 2,000
<i>Publications</i>	\$ 2,500



## Article 6: Compensation Plans

To see if the Town will vote to accept the Compensation Plans effective July 1, 2024, as printed in the warrant, or take any action thereto.





FACTOR	DISCUSSION
Title Comparison	A survey of titles can be challenging. Oftentimes, the same title may have different levels of responsibility, which can skew the results.
Data Points	The Center provided analysis where three or more salary data points were available. Using less than three data points can skew the average and median if there is an outlier.
Organizational/Staffing Structure	Staffing levels and classification structures can impact salary survey results. For example, a large municipality may have more positions, which may be specialized, or have narrow responsibilities, whereas a smaller municipality, with fewer staff, may have broader responsibility.
Elected and Appointed Officials	It is common for appointed officials with the same title as elected officials to be compensated at a higher level because of the professional education and experience required to be hired into the job. Elected officials have no such minimum requirements and as such are oftentimes paid differently than their counterpart in other municipalities.
Reporting Relationship	Depending on the municipality and organizational structure, titles may not be truly comparable. In larger municipalities, the same title can be a department head, division head, or professional staff.
Salary Ranges	It is common for salary ranges to be outdated, which contributes to data being skewed. Even though many municipalities report minimum salary ranges, it is not known if they actually hire or compensate employees at the minimum.

DEPARTMENT	SURVEYED TITLE	LANCASTER ACTUAL/ MAXIMUM HRLY RATE	SURVEY AVERAGE MAXIMUM	SURVEY MEDIAN MAXIMUM	LANCASTER MINUS AVERAGE MAXIMUM	LANCASTER MINUS MEDIAN MAXIMUM
Comm. Dev. & Plng.	Director of Comm. Develop. & Planning	\$52.17	\$46.54	\$46.50	\$5.63	\$5.68
Comm. Dev. & Plng.	Building Commissioner	\$52.17	\$48.91	\$48.08	\$3.26	\$4.09
Comm. Dev. & Plng.	Building Inspector (Provisional Sign-off Authority)	\$42.32	\$47.15	\$45.71	\$4.83	\$3.39
Comm. Dev. & Plng.	Asst. Town Planner/Conservation Agent	\$41.67	\$37.98	\$37.09	\$3.69	\$4.58
Comm. Dev. & Plng.	Administrative Assistant	\$31.48	\$31.03	\$30.65	\$0.45	\$0.84
Health & Human Svcs.	Director of Health & Human Services	\$52.17	\$43.30	\$41.83	\$8.87	\$10.34
Health & Human Svcs.	Social Services Coordinator	\$32.17	\$36.75	\$37.48	\$4.58	\$5.31
Health & Human Svcs.	Recreation Program Administrator	\$27.61	\$48.25	\$51.33	\$20.64	\$23.72
Health & Human Svcs.	Health & Human Services Administrator	\$27.61	\$37.09	\$39.04	\$9.48	\$11.43
DPW	DPW Director	\$52.17	\$59.62	\$62.44	\$7.45	\$10.27
DPW	Public Works Supervisor	\$31.86	\$40.31	\$38.77	\$8.45	\$6.91
DPW	Heavy Equip. Operator/Laborer	\$29.26	\$30.15	\$30.21	\$0.89	\$0.94
DPW	Department Assistant	\$28.06	\$31.40	\$32.59	\$3.34	\$4.53
DPW	Laborer (for any DPW op)	\$24.41	\$25.31	\$25.38	\$0.90	\$0.97
DPW	Primary Water Systems Op./DPW Supv.	\$32.19	\$36.77	\$35.94	\$4.58	\$3.75
DPW	Secondary Water Syst. Op./Hvy. Equip. Op.	\$28.06	\$33.48	\$33.47	\$5.42	\$5.41
Facilities	Facilities Director	\$41.67	\$38.10	\$36.51	\$3.58	\$5.16
Facilities	Facilities Maintenance Technician	\$28.06	\$31.71	\$29.26	\$3.65	\$1.20
Finance	Budget & Purchasing Administrator	\$36.70				
Finance	Finance Director/Town Accountant	\$57.21	\$52.76	\$47.71	\$4.45	\$9.50

DEPARTMENT	SURVEYED TITLE	LANCASTER ACTUAL/ MAXIMUM HRLY RATE	SURVEY AVERAGE MAXIMUM	SURVEY MEDIAN MAXIMUM	LANCASTER MINUS AVERAGE MAXIMUM	LANCASTER MINUS MEDIAN MAXIMUM
Finance	Assistant Town Accountant	\$33.63	\$32.98	\$33.53	\$0.65	\$0.10
Finance	Principal Assessor	\$46.68	\$48.70	\$47.91	\$2.02	\$1.23
Finance	Assistant Assessor	\$28.06	\$31.89	\$31.77	\$3.83	\$3.71
Finance	IT Analyst	\$46.68	\$38.00	\$38.00	\$8.68	\$8.68
Finance	Treasurer/Collector	\$54.99	\$49.06	\$49.24	\$5.93	\$5.75
Finance	Assistant Treasurer/Collector	\$28.06	\$35.69	\$35.00	\$7.63	\$6.94
Fire	Fire Chief	\$57.21	\$64.43	\$65.47	\$7.22	\$8.26
Fire	Deputy Fire Chief (call)	\$33.77	\$42.59	\$42.49	\$8.82	\$8.72
Fire	Fire Captain (call)	\$33.27	\$37.91	\$37.61	\$4.64	\$4.34
Fire	Administrative Fire Lieutenant	\$30.44	\$39.53	\$39.53	\$9.09	\$9.09
Fire	Fire Lieutenant (call)	\$30.44	\$33.91	\$33.91	\$3.47	\$3.47
Fire	Firefighter/EMT	\$29.31	\$33.65	\$33.79	\$4.34	\$4.48
Library	Library Director	\$46.68	\$49.62	\$48.08	\$2.94	\$1.40
Library	Assistant Library Director	\$33.59	\$38.92	\$39.97	\$5.33	\$6.38
Library	Special Collections Archive Librarian	\$32.17				
Library	Youth Services Librarian	\$31.46	\$32.90	\$32.84	\$1.44	\$1.38
Library	Senior Library Technician/Office Manager	\$28.62	\$30.44	\$31.60	\$1.82	\$2.98
Library	Library Associate	\$24.16	\$23.69	\$23.97	\$0.47	\$0.19
Police	Police Chief	\$51.90	\$65.28	\$68.06	\$16.88	\$16.16
Police	Police Lieutenant	\$54.99	\$52.90	\$53.20	\$2.09	\$1.80
Police	Police Sergeant	\$36.79	\$41.17	\$40.80	\$4.38	\$4.01
Police	Administrative Assistant	\$32.17	\$31.55	\$31.65	\$0.62	\$0.52
Police	Police Officer	\$31.52	\$34.53	\$34.80	\$3.01	\$3.28



**Regular Status: Administration – DPW Units – Clerical Unit**

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
A	48.02	49.22	50.45	51.71	53.00	54.32	55.68	57.07	58.50	59.96	61.46	63.00
B	43.83	44.93	46.05	47.20	48.38	49.59	50.83	52.10	53.40	54.73	56.10	57.50
C	40.01	41.01	42.04	43.09	44.17	45.27	46.40	47.56	48.75	49.97	51.22	52.50
D	34.30	35.16	36.04	36.94	37.86	38.81	39.78	40.77	41.79	42.83	43.90	45.00
E	28.97	29.69	30.43	31.19	31.97	32.77	33.59	34.43	35.29	36.17	37.07	38.00
F	25.91	26.56	27.22	27.90	28.60	29.32	30.05	30.80	31.57	32.36	33.17	34.00
G	24.39	25.00	25.63	26.27	26.93	27.60	28.29	29.00	29.72	30.46	31.22	32.00
H	22.86	23.43	24.02	24.62	25.24	25.87	26.52	27.18	27.86	28.56	29.27	30.00
I	19.05	19.53	20.02	20.52	21.03	21.56	22.10	22.65	23.22	23.80	24.39	25.00

**Regular Status: Fire Unit**

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
FF6	49.53	50.77	52.04	53.34	54.67	56.04	57.44	58.88	60.35	61.86	63.41	65.00
FF5	43.83	44.93	46.05	47.20	48.38	49.59	50.83	52.10	53.40	54.73	56.10	57.50
FF4	40.01	41.01	42.04	43.09	44.17	45.27	46.40	47.56	48.75	49.97	51.22	52.50
FF3	34.30	35.16	36.04	36.94	37.86	38.81	39.78	40.77	41.79	42.83	43.90	45.00
FF2	28.97	29.69	30.43	31.19	31.97	32.77	33.59	34.43	35.29	36.17	37.07	38.00
FF1	25.91	26.56	27.22	27.90	28.60	29.32	30.05	30.80	31.57	32.36	33.17	34.00



Regular Status: Police Unit

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
PO5	49.53	50.77	52.04	53.34	54.67	56.04	57.44	58.88	60.35	61.86	63.41	65.00
PO4	41.90	42.95	44.02	45.12	46.25	47.41	48.60	49.82	51.07	52.35	53.66	55.00
PO3	31.25	32.03	32.83	33.65	34.49	35.35	36.23	37.14	38.07	39.02	40.00	41.00
PO2	26.30	26.96	27.63	28.32	29.03	29.76	30.50	31.26	32.04	32.84	33.66	34.50
PO1	18.29	18.75	19.22	19.70	20.19	20.69	21.21	21.74	22.28	22.84	23.41	24.00

Limited Status: Seasonal – Temporary – Part Time

GRADE	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
1	\$21.46	\$22.10	\$22.77	\$23.45	\$24.15	\$24.88	\$25.62	\$26.39	\$27.18	\$28.00
2	\$20.44	\$21.05	\$21.68	\$22.33	\$23.00	\$23.69	\$24.40	\$25.13	\$25.89	\$26.66
3	\$19.46	\$20.05	\$20.65	\$21.27	\$21.91	\$22.56	\$23.24	\$23.94	\$24.66	\$25.40
4	\$18.54	\$19.09	\$19.67	\$20.26	\$20.86	\$21.49	\$22.13	\$22.80	\$23.48	\$24.19
5	\$17.65	\$18.18	\$18.73	\$19.29	\$19.87	\$20.47	\$21.08	\$21.71	\$22.36	\$23.03
6	\$16.81	\$17.32	\$17.84	\$18.37	\$18.92	\$19.49	\$20.08	\$20.68	\$21.30	\$21.94
7	\$16.01	\$16.49	\$16.99	\$17.50	\$18.02	\$18.56	\$19.12	\$19.69	\$20.28	\$20.89
8	\$15.25	\$15.71	\$16.18	\$16.66	\$17.16	\$17.68	\$18.21	\$18.76	\$19.32	\$19.90



## Article 6: Compensation Plans

To see if the Town will vote to accept the Compensation Plans effective July 1, 2024, as printed in the warrant, or take any action thereto.





## Article 7: Bills of Prior Year

To see if the Town will vote to transfer three thousand twenty-nine dollars and four cents (\$3,029.04) from Free Cash to pay unpaid bills from Fiscal Year 2024 or take any action thereto.

<u>Department</u>	<u>Vendor</u>	<u>Amount</u>	<u>Date</u>	<u>Purpose</u>
Police Department	Osterman Propane	\$1,020.16	3/9/23	Fuel
Police Department	Osterman Propane	\$ 697.49	4/6/23	Fuel
Fire Department	Superior Plus Propane	\$ 750.14	3/9/23	Fuel
Fire Department	Superior Plus Propane	\$ 561.25	5/31/23	Fuel



## Article 8: Community Preservation Committee – FY25 Budget

To see if the Town will vote to hear and act on the report of the Community Preservation Committee on the Fiscal Year 2025 budget, to vote to appropriate or reserve from the Community Preservation Fund annual revenues in the amounts recommended by the Community Preservation Committee for committee administrative expenses and all other necessary and proper expenses of the Community Preservation committee, with each item to be considered a separate appropriation, or take any action relative thereto.

### Appropriations:

From FY2025 estimated annual fund revenues for Committee Administrative Expenses: **\$ 10,568.00**

### Reserves:

From FY25 estimated revenues (10%) for Historic Resources Reserve	<b>\$ 21,136.00</b>
From FY25 estimated revenues (10%) for Community Housing Reserve	<b>\$ 21,136.00</b>
From FY25 estimated revenues (10%) for Open Space/Recreation Reserve	<b>\$ 21,136.00</b>
From FY25 estimated revenues (65%) FOR Undesignated Budgeted Reserve	<b>\$137,381.00</b>

NOTE: This budget anticipates FY25 CPA revenue of **\$177,505.00** from the local CPA surcharge and an estimated distribution of **\$33,851.00** (19%) from the statewide CPA Trust Fund, for total revenue of **\$211,356.00**



## Article 9: Community Preservation Committee - Allocations

To see if the Town will vote to appropriate funds from the Community Preservation Fund, in the amounts recommended by the Community Preservation Committee, to be extended under the direction of the Town Administrator, for the projects listed and from the fund designation below, or to take any action relative thereto. ***Each Project 1, 2, and 3, to be voted individually.***

**Project 1:** Vote to appropriate \$3,500 from the Recreation/Open Space Reserve to rehabilitate/replace the entry gate at the town beach and to create a small shelter structure for the town beach gate attendant.

**Project 2:** Vote to appropriate \$70,000, with \$19,520 from the Historic Resources Reserve and \$50,480 from the CPA Undesignated Budget Reserve, for the Thayer Memorial Library to rehabilitate/preserve failing roof and basement masonry. The work will also repair/preserve the interior ceiling and walls damaged from water infiltration.

~~**Project 3.** Vote to appropriate \$35,000, \$16,020.00 from Open Space/Recreation Reserve and \$18,980.00 CPA Undesignated Budget Reserve, for professional land conservation and project management services required to complete the conservation of some or all of the five (5) tracks of land, totaling approximately 648 acres, that are part of the Nashua Wild & Scenic Rivers and Forests Project and identified as Lancaster Assessors Parcels 25-29, 28-1, 28-18, 29-1, 29-2, 29-12A, 29-14, 33-80 and 33-18, and funded by the US Forest Service, Forest Legacy Program. CPA funds will be used to pay for professional services to negotiate and draft conservation restrictions for the conserved Project Tracts, to be held by the Conservation Commission, for which professional service costs are not reimbursable. These conservation restrictions must be conveyed to a land trust, pursuant to requirements of the Community Preservation Act for property acquired in a CPA-funded project.~~



## Article 9: Community Preservation Committee FY25 Projects/ Allocations

### Recap: What is CPA?

The Community Preservation Act (CPA) was adopted in Lancaster in 2020. It has enabled our Community to establish a fund that is specifically dedicated to:

- Historic Preservation
- Open Space/Recreation
- Affordable Housing





# Recap - Where did the money come from?

Funds are collected as a 1% annual surcharge to our local property taxes.

- A little more than \$50/year for average Lancaster residential assessment
- Exemption for first \$100,000 of assessed property value (applies to all)
- Exemption for qualified ownership of Lancaster's (a) low-income housing & (b) low income & moderate-income senior housing
- A taxpayer receiving a regular property tax abatement or exemption will also receive a pro rate reduction in surcharge





# Recap - The CPA Committee

The CPA Committee was formed in 2021. This committee is charged with:

- Educating the Community about CPA
- Soliciting submissions for CPA projects
- Oversight of CPA Budgets
- Vetting project proposals for submission to Selectboard to be presented at Annual Town Meeting

## Current Committee Members:

Linnea Lakin Servey  
Win Clark  
Marilyn Largey  
Regina Brown

Tom Seidenberg  
Amy Brown  
Margot Hammer Streeter





## Current Funds Available

CPA Revenue FY 23 7/1/21-6/30/23		\$166,432
State Contribution Received 11/23 (20%)	\$32,286	
Total State Contribution (19%)		\$ 32,286
<b>CPA Fund Total</b>		<b>\$199,718</b>



# 2024 CPA Projects and Budget Summary

The Community Preservation Committee received 3 project submissions and all 3 were unanimously approved to be placed on the Warrant.

Open Space / Recreation		
Project	Project Cost	CPA Funding
Town Beach Gate and Shed	\$ 3,500	
Proj Mgt - Land Acquisition	\$35,000	
Total Project Costs	\$38,500	
CPA Account		
Designated Fund (10%)		\$19,520
Undesignated Fund		\$18,980
Total Funding		\$38,500

Historic Preservation		
Project	Project Cost	CPA Funding
Thayer Memorial Library	\$70,000	
Renovations		
Total Project Costs	\$70,000	
CPA Account		
Designated Fund (10%)		\$19,520
Undesignated Fund		\$50,480
Total Funding		\$70,000



# Project 1 - Open Space & Recreation

## **Gate Replacement and addition of an Attendant's shed to create a safer and more efficient environment at Town Beach \$3,500**

- Current gate is too far from road and causes confusion during beach opening and closing.
- Current gate is very heavy and difficult to handle for beach employees.
- Attendant shed will allow Beach attendant to be at the gate at all times during operating hours





# Project 1 - Open Space & Recreation

**Gate Replacement and addition of an Attendant's shed to create a safer and more efficient environment at Town Beach**





## Project 2 – Historic Preservation

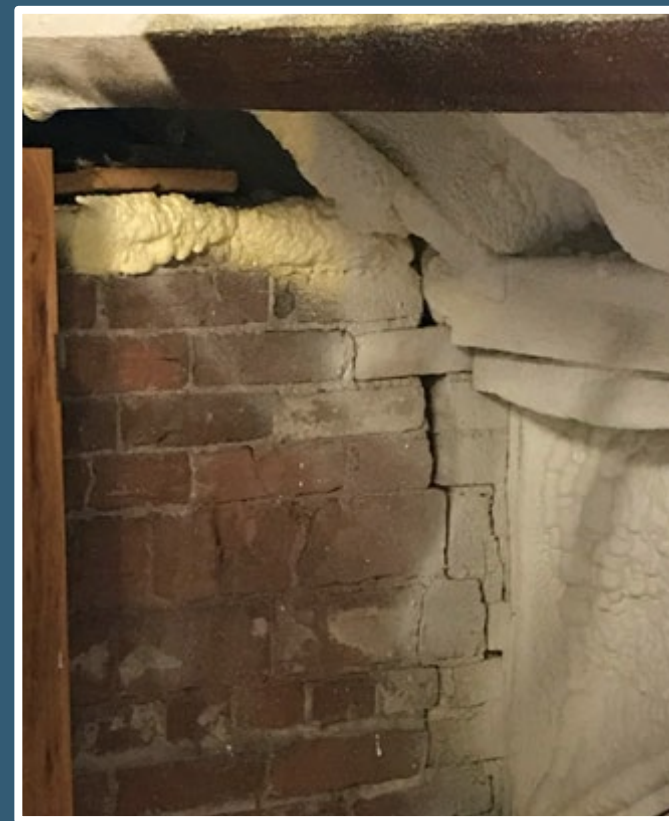
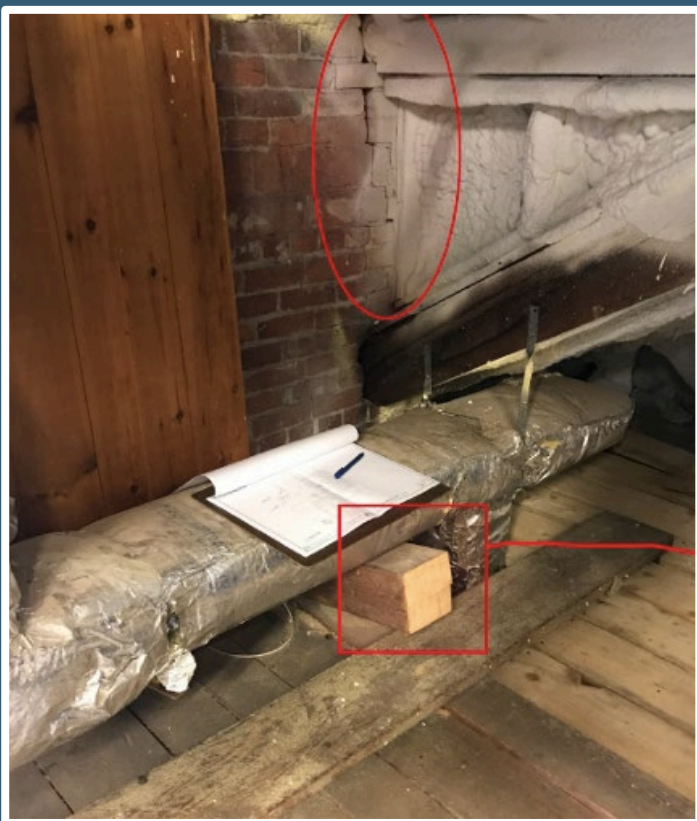
### **Thayer Memorial Library Renovations \$70,000**

- Rehabilitate/preserve portions of failing roof and basement masonry.
- Repair/preserve the interior ceiling and walls damaged from water infiltration.





## Project 2 – Historic Preservation Thayer Memorial Library Renovations





For More Information on CPA

[www.CommunityPreservation.org](http://www.CommunityPreservation.org)

Or email the Community Preservation  
Committee at:

CPC@lancasterma.net





## Article 9: Community Preservation Committee - Allocations

To see if the Town will vote to appropriate funds from the Community Preservation Fund, in the amounts recommended by the Community Preservation Committee, to be extended under the direction of the Town Administrator, for the projects listed and from the fund designation below, or to take any action relative thereto.



## Article 10: Adoption of Prudent Investment Rule

To see if the Town will vote to accept the provisions of G.L. c.44, §54(b) to allow Town trust funds to be invested in accordance with G.L. c.203C, the so-called “Prudent Investment Rule”, or take any other action relative thereto.



## M.G.L. Chapter 44, Section 54

Article 10

Section 54. (a) Trust funds, including cemetery perpetual care funds, unless otherwise provided or directed by the donor of the funds, shall be deposited in: a trust company, co-operative bank or savings bank, if the trust company or bank is organized or exists under the laws of the commonwealth or any other state or may transact business in the commonwealth and has its main office or a branch office in the commonwealth; a national bank, federal savings bank or federal savings and loan association, if the bank or association may transact business and has its main office or a branch office in the commonwealth; provided, however, that a state-chartered or federally-chartered bank shall be insured by the Federal Deposit Insurance Corporation or its successor or invested by cities and towns in participation units in a combined investment fund under section 38A of chapter 29 or in bonds or notes which are legal investments for savings banks. Cities and towns having such funds in the custody of the treasurer in an aggregate amount in excess of \$250,000 may also invest such funds in securities, other than mortgages or collateral loans, which are legal for the investment of funds of savings banks under the laws of the commonwealth; provided, that not more than 15 per cent of any such trust funds shall be invested in bank stocks and insurance company stocks, nor shall more than 1 1/2 per cent of such funds be invested in the stock of any 1 bank or insurance company.

*(b)(1) A city, town or district that accepts this subsection in the manner provided in section 4 of chapter 4 may manage trust funds held in the custody of the treasurer of the city, town or district as a combined investment pool and may invest said funds in accordance with chapter 203C and not in accordance with subsection (a). If any provision of this subsection conflicts with the terms of a bequest, trust or other instrument that expresses the clear intent of the donor, then such funds may be managed and invested only in accordance with the terms of such bequest, trust or other instrument.*



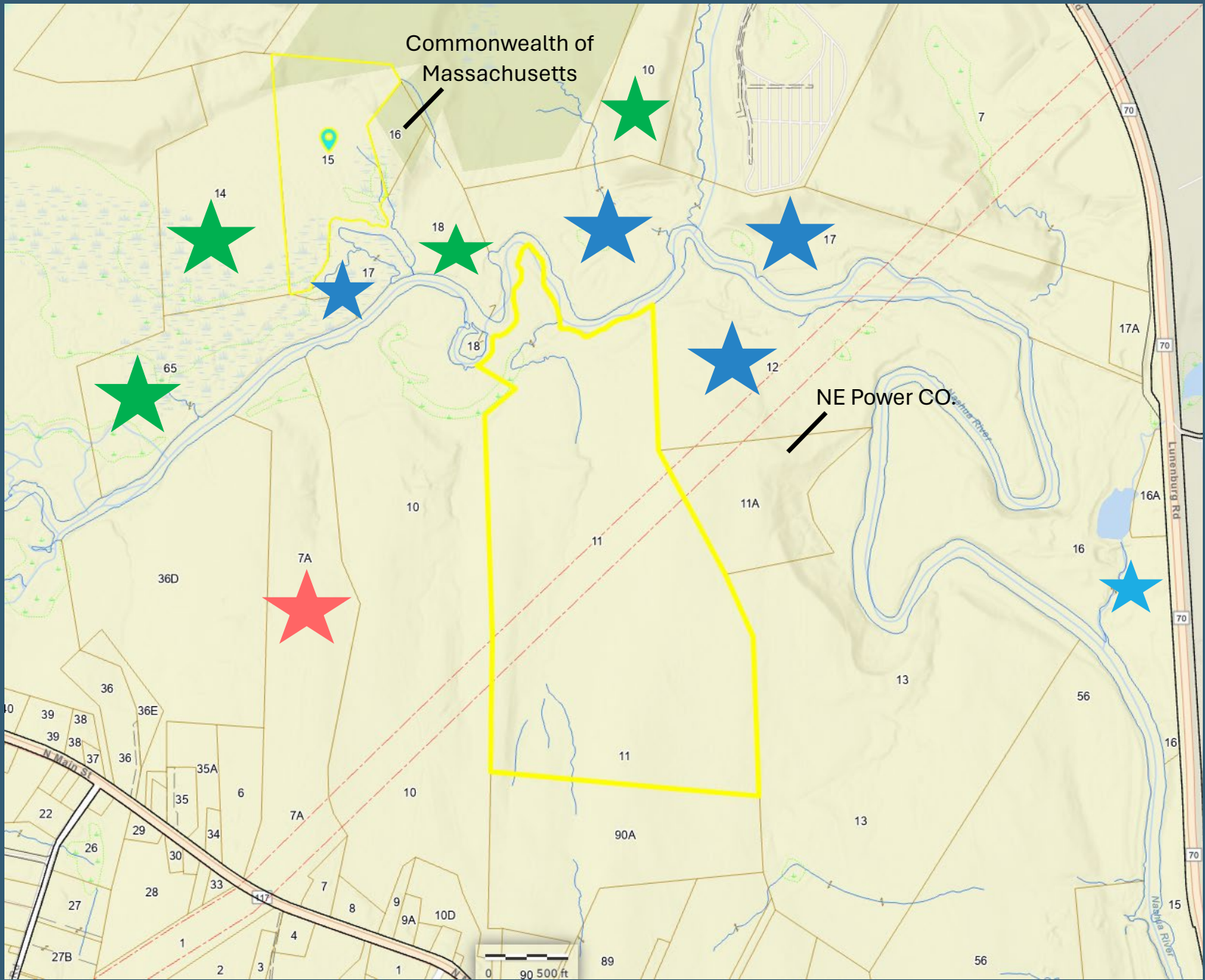
## Article 10: Adoption of Prudent Investment Rule

To see if the Town will vote to accept the provisions of G.L. c.44, §54(b) to allow Town trust funds to be invested in accordance with G.L. c.203C, the so-called “Prudent Investment Rule”, or take any other action relative thereto.



## Article 11: Ratification of Acquisition - North Lancaster Land

To see if the Town will vote to authorize the Select Board to accept by gift, purchase, or eminent domain Assessor's Parcel Map 19, Lot 11 and Assessor's Parcel Map 14, Lot 15, on such terms and conditions the Select Board deems acceptable or take any action relative thereto.



Article 11

Conservation  
Commission



Lancaster Land  
Trust



Town of Lancaster







## Article 11: Ratification of Acquisition - North Lancaster Land

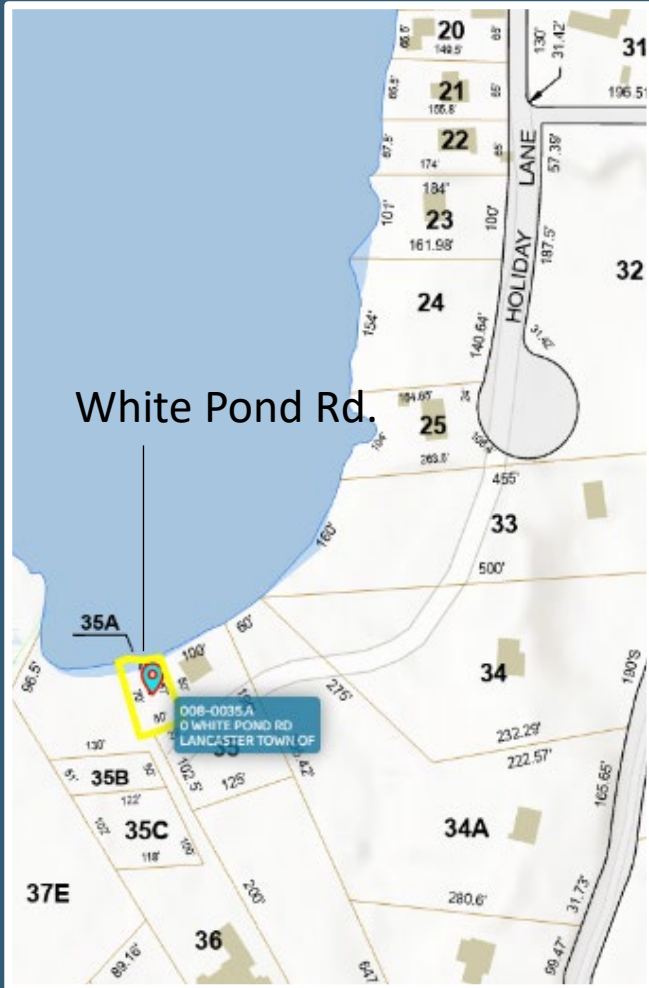
To see if the Town will vote to authorize the Select Board to accept by gift, purchase, or eminent domain Assessor's Parcel Map 19, Lot 11 and Assessor's Parcel Map 14, Lot 15, on such terms and conditions the Select Board deems acceptable or take any action relative thereto.



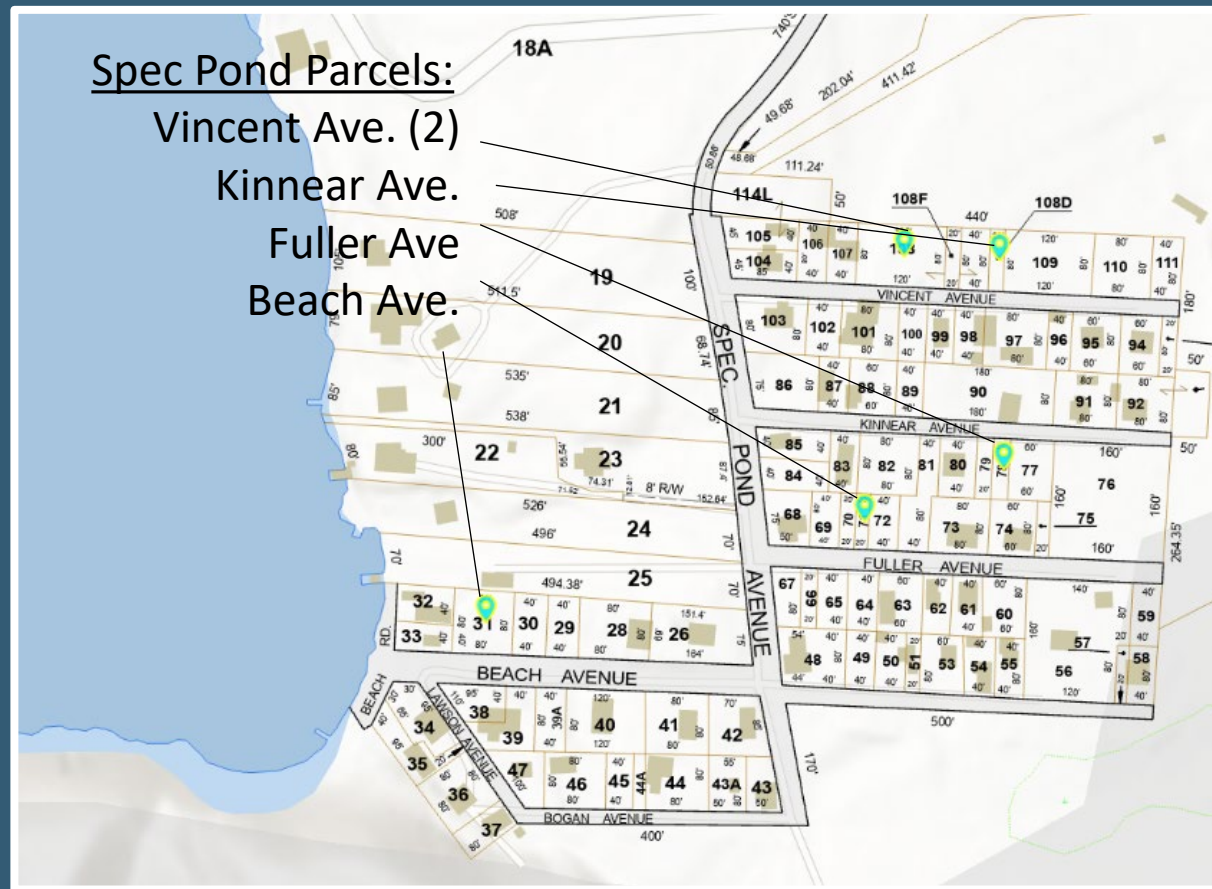
## Article 12: Approval of Parcel Considerations for Lancaster's Abutter Lot Sales Program

To see if the Town will vote to authorize the Select Board to dispose of the parcels listed below, consistent with the Town's *Abutter Lot Sales Program* adopted by Town Meeting in May 2023 (Article 13) which helps to facilitate the sale of certain smaller Town owned properties to abutting property owners consistent with the adopted policies and procedures; or take any action relative thereto.

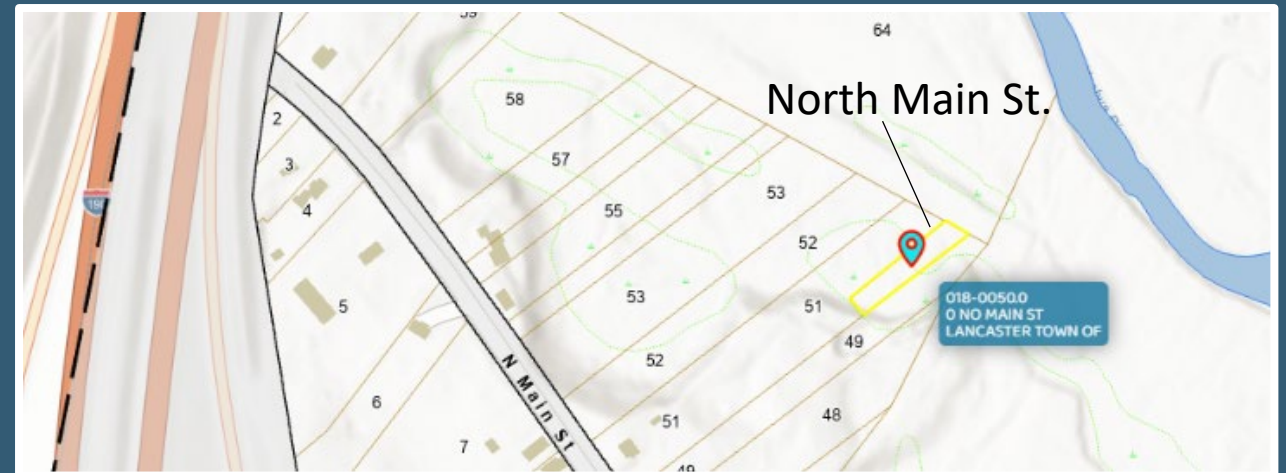
PARCEL ID	VALUE	ADDRESS	ACRES	OWNER
	(est.)			
147008000000035A	500	WHITE POND RD	0.08	LANCASTER TOWN OF
1470100000000310	900	SPEC POND BEACH AVE	0.147	LANCASTER TOWN OF
1470100000000710	8300	SPEC POND FULLER AVE	0.037	LANCASTER TOWN OF
1470100000000780	200	SPEC POND KINNEAR AVE	0.037	LANCASTER TOWN OF
1470100000001080	1700	SPEC POND VINCENT AVE	0.29	LANCASTER TOWN OF
147010000000108D	200	SPEC POND VINCENT AVE	0.037	LANCASTER TOWN OF
1470180000000500	1800	NO MAIN ST	0.301	LANCASTER TOWN OF



White Pond Rd.



Spec Pond Parcels:  
Vincent Ave. (2)  
Kinnear Ave.  
Fuller Ave.  
Beach Ave.



North Main St.

Article 12

### Program Parameters:

- Assessed > \$35k
- Designated as Surplus
- Approved for Sale by Town Meeting
- Only Allowed for Certain Uses
- Eligible to Abutters Only

Cost = \$1/sq. ft.



## Article 12: Approval of Parcel Considerations for Lancaster's Abutter Lot Sales Program

To see if the Town will vote to authorize the Select Board to dispose of the parcels listed below, consistent with the Town's *Abutter Lot Sales Program* adopted by Town Meeting in May 2023 (Article 13) which helps to facilitate the sale of certain smaller Town owned properties to abutting property owners consistent with the adopted policies and procedures; or take any action relative thereto.

PARCEL ID	VALUE	ADDRESS	ACRES	OWNER
	(est.)			
147008000000035A	500	WHITE POND RD	0.08	LANCASTER TOWN OF
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1470100000000780	200	SPEC POND KINNEAR AVE	0.037	LANCASTER TOWN OF
1470100000001080	1700	SPEC POND VINCENT AVE	0.29	LANCASTER TOWN OF
147010000000108D	200	SPEC POND VINCENT AVE	0.037	LANCASTER TOWN OF
1470180000000500	1800	NO MAIN ST	0.301	LANCASTER TOWN OF





## Article 13: Adoption of M.G.L. Chapter 41 §21

To see if the Town will vote, pursuant to G.L. c. 41, § 21, to direct the Select Board to include in the warrant for the 2025 annual town election the following question for submission to the voters:

*Shall the town vote to have its Select Board appoint a chief of the police and fire departments who may be designated as the commissioner of public safety in accordance with Section 101 of Chapter 41 of the Massachusetts General Laws?*

or take any other action relative thereto.



Massachusetts General Law Chapter 41, Section 21  
*Authorization for Selectmen to Act As or Appoint Other Town Officers*

\*By vote of a town meeting called for the purpose in any town at least sixty days before an annual meeting, or upon request by petition of ten per cent of the qualified voters of any town filed with the selectmen thereof at least sixty days before an annual town meeting, asking that the selectmen act as .... commission of public safety, or perform the duties of such board[s] or officer[s] ... or any of them or that ... police and fire departments ... be thereafter appointed by the selectmen, the selectmen of such town shall include in the warrant for such annual meeting for submission to the voters such question or questions in the following form, to be placed on the official ballot in towns using such ballot:

*Shall the town vote to have its selectmen appoint [a Chief of Police and Fire Departments who may be designated as the Commissioner of Public Safety ... ?*

*\*Text which is not relevant to this Article has been noted ["..."] and removed for clarity. The full text of MGL may be viewed in the handout available at check-in and on the tables in the Mary Rowlandson lobby area.*





## Article 13: Adoption of M.G.L. Chapter 41 §21

To see if the Town will vote, pursuant to G.L. c. 41, § 21, to direct the Select Board to include in the warrant for the 2025 annual town election the following question for submission to the voters:

*Shall the town vote to have its Select Board appoint a chief of the police and fire departments who may be designated as the commissioner of public safety in accordance with Section 101 of Chapter 41 of the Massachusetts General Laws?*

or take any other action relative thereto.



## Article 15: Ratification of Veteran's Tax Exclusion

To see if the Town will ratify the vote to accept the provisions of Massachusetts General Law Chapter 59, Section 5N, approved by the voters at Special Town Meeting on October 1, 2012, as Article 3, thereby establishing a Veterans Tax Abatement Program to take effect July 1, 2024, or take any action related thereto.



## Massachusetts General Law Chapter 50, Section 5N

“In any city or town which accepts this section, the board of selectmen of a town, or in a municipality having a town council form of government, the town council or the mayor, with the approval of the city council in a city, may establish a program to allow veterans, as defined in clause Forty-third of section 7 of chapter 4 or a spouse of a veteran in the case where the veteran is deceased or has a service-connected disability, to volunteer to provide

services to that city or town. In exchange for such volunteer services, the city or town shall reduce the real property tax obligations of that veteran on the veteran's tax bills and that reduction shall be in addition to any exemption or abatement to which that person is otherwise entitled; provided, however, that person shall not receive a rate of, or be credited with, more than the current minimum wage of the commonwealth per hour for the services provided pursuant to that reduction; and provided further, that the reduction of the real property tax bill shall not exceed \$1,500 in a given tax year. It shall be the responsibility of the city or town to maintain a record for each taxpayer including, but not limited to, the number of hours of service and the total amount by which the real property tax has been reduced and to provide a copy of that record to the assessor in order that the actual tax bill reflect the reduced rate. A copy of that record shall also be provided to the taxpayer prior to the issuance of the actual tax bill. The cities and towns shall have the power to create local rules and procedures for implementing this section in a way that is consistent with the intent of this section. Nothing in this section shall be construed to permit the reduction of workforce or otherwise replace existing staff.

The amount by which a person's property tax liability is reduced in exchange for the volunteer services shall not be considered income, wages or employment for purposes of taxation as provided in chapter 62, for the purposes of withholding taxes as provided in chapter 62B, for the purposes of workers' compensation as provided in chapter 152 or any other applicable provisions of the General Laws. While providing such volunteer services, that person shall be considered a public employee for the purposes of chapter 258 and those services shall be deemed employment for the purposes of unemployment insurance as provided in chapter 151A.

A city or town, by vote of its legislative body, subject to its charter, may adjust the exemption in this clause by: (i) allowing an approved representative for persons physically unable to provide such services to the city or town; or (ii) allowing the maximum reduction of the real property tax bill to be based on 125 volunteer service hours in a given tax year, rather than \$1,500.”



## Article 15: Ratification of Veteran's Tax Exclusion

To see if the Town will ratify the vote to accept the provisions of Massachusetts General Law Chapter 59, Section 5N, approved by the voters at Special Town Meeting on October 1, 2012, as Article 3, thereby establishing a Veterans Tax Abatement Program to take effect July 1, 2024, or take any action related thereto.



## Article 16: Amendments to Town Code Part I, Chapter 92 “Hawkers & Peddlers”

To see if the Town will vote to amend the Town’s General Bylaws by regulating door-to-door soliciting and canvassing in the Town of Lancaster, as follows:

1. Amending the title of Chapter 92, to read as “Hawkers, Peddlers, and Canvassing and Solicitation”;

And

2. By adding a new Article III in Chapter 92, entitled “Canvassing and Solicitation”, as printed in the Town Meeting Warrant beginning on page 8.



## Article 17: Acceptance of M.G.L. Relative to Credible Service for Call Firefighters

To see if the Town will vote to accept the provisions of M.G.L. c.32, §4(2)(b) and M.G.L. c.32, 84(2)(b½), to allow permanent, intermittent, or call firefighters to be credited with full-time service for the purpose of calculating retirement benefits in accordance with Chapter 32 of the Massachusetts General Laws and other applicable laws and collective bargaining agreements; or take any other action thereon.





## Massachusetts General Law Chapter 32 – Relevant Sections for Adoption: §4(2)(b) & §4(2)(b 1/2)

### **(2) Filing and Verification of Statements of Service.**

**(b)** The board, subject to rules and regulations promulgated by the commission, shall fix and determine how much service in any calendar year is equivalent to a year of service. In all cases involving part-time, provisional, temporary, temporary provisional, seasonal or intermittent employment or service of any employee in any governmental unit, including such employment or service of any state official or of any person elected by popular vote to a county or municipal office or position, the board, under appropriate rules and regulations which shall be subject to the approval of the actuary, shall fix and determine the amount of creditable prior service, if any, and the amount of credit for membership

service of any such employee who becomes a member, including any prescribed waiting period before eligibility for membership, established either by law or board ruling, prior to January first, nineteen hundred and forty-six, for which such service credit was given upon attaining membership; provided, that in the case of any such employee whose work is found by the board to be seasonal in its nature, the board shall credit as the equivalent of one year of service, actual full-time service of not less than seven months during any one calendar year; and provided, further, that the board shall credit as full-time service not to exceed a maximum of five years that period of time during which a reserve or permanent-intermittent police officer or a reserve, permanent-intermittent or call fire fighter was on his respective list and was eligible for assignment to duty subsequent to his appointment; and provided, further, that such service as a permanent-intermittent or call fire fighter shall be credited only if such permanent-intermittent or call fire fighter was later appointed as a permanent member of the fire department. For a reserve or permanent-intermittent police officer or a reserve, permanent-intermittent or call fire fighter retiring from a governmental unit accepting the provisions of this sentence, the board shall credit, in addition to the five years of credit allowed pursuant to the preceding sentence, as one day of full-time service each day in any year which is subsequent to the fifth year following said appointment and on which a reserve or permanent-intermittent police officer or a reserve, permanent-intermittent or call fire fighter was assigned to and actually performed duty as a reserve or permanent-intermittent police officer or reserve, permanent-intermittent or call fire fighter; provided, however, that such service as a permanent-intermittent or call fire fighter shall be credited only if such fire fighter was later appointed as a permanent member of the fire department; provided, further, that this sentence shall take effect in a city by vote of the city council in accordance with its charter, in a town which maintains a separate contributory retirement system by vote of the town meeting, in a town whose eligible employees are members of the county retirement system of the county wherein such town lies by vote of a town meeting and by acceptance by the county commissioners of said county, in a district which maintains a separate contributory retirement system by vote of the district meeting, and in a district the eligible employees of which are members of a county retirement system by vote of the district meeting and by acceptance of the county commissioners of said county.

**(b1/2)** In any city, town, or fire district, which accepts the provisions of this paragraph, service as a permanent-intermittent or call firefighter shall be credited as full-time service as provided in paragraph (b), except that credit for such service shall not be conditioned upon the appointment of said permanent-intermittent or call firefighter as a permanent member of the fire department. This paragraph shall take effect in a city by vote of the city council in accordance with its city charter, in a town which maintains a separate contributory retirement system by vote of the town meeting, in a town whose eligible members are members of the county retirement system of the county wherein such town lies by vote of the town meeting, in a district which maintains a separate contributory retirement system by vote of the district meeting, and in a district the eligible employees of which are members of a county retirement system by vote of the district meeting.



## Article 17: Acceptance of M.G.L. Relative to Credible Service for Call Firefighters

To see if the Town will vote to accept the provisions of M.G.L. c.32, §4(2)(b) and M.G.L. c.32, 84(2)(b½), to allow permanent, intermittent, or call firefighters to be credited with full-time service for the purpose of calculating retirement benefits in accordance with Chapter 32 of the Massachusetts General Laws and other applicable laws and collective bargaining agreements; or take any other action thereon.



# Article 18: Amendments to Town Code I, Ch.10, §1.0 & §10-8

## “Animal Control”

To see if the Town will vote to take the following action for the purposes of amending the Town’s Animal Control Bylaw:

1. Amend the definition of Animal Control Officer, in Section 10-1 of the General Bylaws, by adding the bolded and underlined text as follows:

ANIMAL CONTROL OFFICER – An officer appointed by the Board of Selectmen, or its designee, and authorized to enforce Sections 136A to 174E, inclusive, of Chapter 140 of the General Laws and this bylaw.

2. Authorize the Select Board, on behalf of the Town, to petition the General Court for passage of a special law to dissolve its existing Animal Control Commission created by Chapter 179 of the Acts of 2004; provided, however, that the General Court may make clerical or editorial changes of form only to the bill, unless the Select Board approves amendments to the bill before enactment by the General Court; and provided further that the Select Board is hereby authorized to approve amendments which shall be within the scope of the general public objectives of this petition:

**An act authorizing the Town of Lancaster to dissolve its Animal Control Commission**

- Section 1. Chapter 179 of the Acts of 2004, An Act Providing for An Animal Control Commission In The Town Of Lancaster, is hereby repealed.
- Section 2. This act shall take effect upon its passage.

**AND**

3. Striking Section 10-8 of the General Bylaws and inserting, in place thereof, the following:

**§ 10-8. Animal Control Commission.**

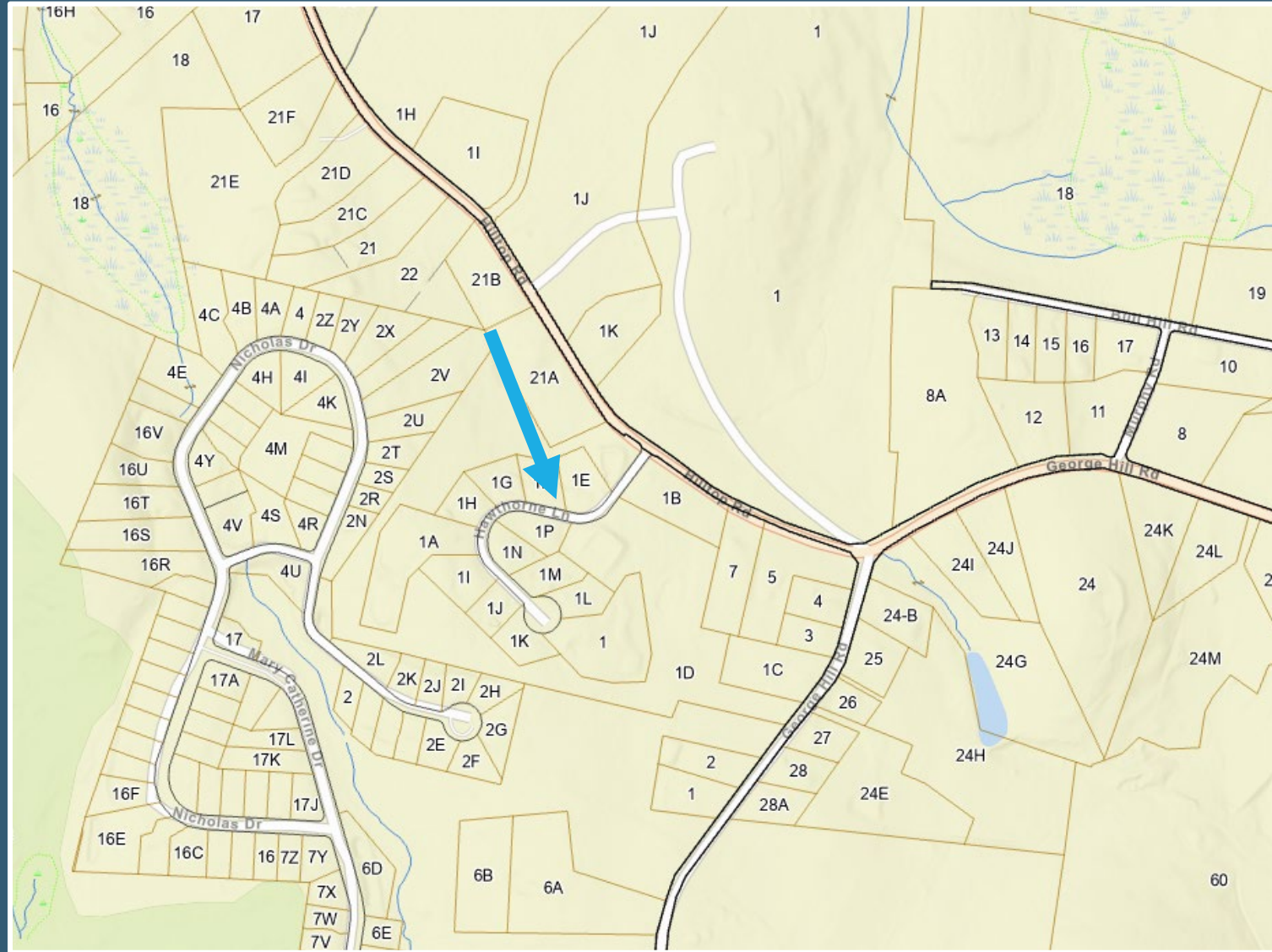
The Select Board shall act as Animal Control Commission and shall be charged with evaluating animal control problems by collecting necessary data, hearing expert opinions, holding public hearings, and other activities to ensure informed decision making and to make recommendations to resolve Animal Control matters.

Provided, however, that if said amendment to Section 10-8 of the General Bylaws is approved by the Attorney General pursuant to G. L. c. 40, § 32, the Town Clerk shall refrain from posting notice of this bylaw’s adoption under said statute, until the effective passage of a special law repealing Chapter 179 of the Acts of 2004; Or to take any other action thereon.



## Article 19: CITIZEN'S PETITION: Hawthorne Lane

To see if the Town will vote to accept the layout of Hawthorne Lane as a public way, along with associated roadway improvements, water and drainage infrastructure, and open space access, in the location depicted as “proposed minor street” on the plan entitled “Definitive Subdivision Plan,” prepared by Whitman & Bingham Associates, LLC, Leominster, dated October 6, 2015, said plan recorded with the Worcester County Registry of Deeds in Plan Book 934, Plan 43, or to act in a manner relating thereto.







## Article 20: CITIZEN'S PETITION: Act Increasing the Membership of the Select Board of the Town of Lancaster

To see if the Town will vote to authorize the Select Board to file a petition with the General Court to enact legislation which would provide that notwithstanding any other general law or special law to the contrary, that at the next annual town election after passage of such legislation, but not earlier than the 2026 Annual Town Election, the Lancaster Select Board shall consist of five (5) members, and which would provide, without limitation, a process for an election to fill the two (2) new positions, for no change to the term of office of then currently serving members, and for staggered terms of the five (5) members of the Select Board; provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of the petition; and to act on anything relating thereto.