

**WARRANT FOR  
SPECIAL TOWN MEETING  
OCTOBER 4, 2010  
THE COMMONWEALTH OF MASSACHUSETTS**

**Worcester, ss.**

To any Constable of the Town of Lancaster in the County of Worcester,

**GREETINGS:**

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of the Town of Lancaster qualified to vote in the elections and Town affairs, to meet at **Mary Rowlandson Elementary School Auditorium, 103 Hollywood Drive, in said Lancaster on Monday, the fourth day of October, at 7:00 o'clock in the evening**, then and there to act on the following Articles:

**ARTICLE 1  
Board of Selectmen**

To see if the Town will vote to accept the provisions of Massachusetts General Law Chapter 32B Section 20, creating an Other Post Employment Benefits Liability Trust Fund, or act in any manner relating thereto.

**ARTICLE 2  
Finance Committee  
Board of Selectmen**

To see if the Town will vote to raise and appropriate \$15,888,461 (Fifteen Million, Eight Hundred and Eighty Eight Thousand Four Hundred and Sixty One Dollars) by taxation, by transfer from available funds, from the Water Enterprise Fund, by borrowing, by transfer from Overlay Surplus, by transfer from fund balance reserved for school debt, or any combination thereof; to defray the expenses of the Town for the Fiscal Year beginning July 1, 2010, or act in any manner relating thereto. *Finance Committee recommends passage of this article.*

**The Budget for Fiscal Year 2011 will be available at Town Meeting**

**ARTICLE 3  
Finance Committee  
Board of Selectmen**

To see if the Town will vote amend the Wage and Compensation Schedule by increasing all amounts by three percent (3%) effective July 1, 2010, as shown on the below chart, or act in a manner relating thereto.

<div style="display: flex; align-items: center; gap: 10px;"> <div style="border: 1px solid black; padding: 2px; text-align: center;">   <b>GRADE</b> </div> <div style="border: 1px solid black; padding: 2px; text-align: center;">   <b>STEP 1</b> </div> </div>							
		STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
1 hourly	9.39	9.79	10.20	10.62	11.06	11.54	12.00
annual	19,613.84	20,431.08	21,291.34	22,173.10	23,097.87	24,087.17	25,054.96
2 hourly	10.93	11.38	11.87	12.38	12.89	13.42	13.98

annual	22,818.29	23,764.57	24,775.37	25,850.69	26,904.51	28,022.84	29,184.18
3 hourly	11.99	12.49	13.01	13.55	14.13	14.72	15.34
annual	25,033.45	26,087.26	27,162.58	28,302.42	29,506.78	30,732.65	32,023.03
4 hourly	12.98	13.52	14.09	14.69	15.31	15.94	16.60
annual	27,098.06	28,237.90	29,420.76	30,668.13	31,958.51	33,291.91	34,668.32
5 hourly	13.95	14.51	15.12	15.76	16.42	17.11	17.81
annual	29,119.67	30,302.52	31,571.40	32,904.79	34,281.20	35,722.13	37,184.57
6 hourly	14.40	15.02	15.65	16.30	16.97	17.69	18.42
annual	30,065.95	31,356.33	32,668.22	34,044.63	35,442.55	36,926.49	38,453.44
7 hourly	15.58	16.22	16.91	17.61	18.34	19.11	19.89
annual	32,539.18	33,872.58	35,313.51	36,775.94	38,302.90	39,894.37	41,528.86
8 hourly	16.23	16.92	17.62	18.35	19.13	19.92	20.75
annual	33,894.09	35,335.02	36,797.45	38,324.40	39,937.38	41,593.38	43,335.40
9 hourly	16.95	17.66	18.40	19.19	19.98	20.80	21.66
annual	35,399.53	36,883.48	38,410.43	40,066.42	41,722.42	43,421.42	45,227.96
10 hourly	18.51	19.28	20.10	20.94	21.84	22.74	23.68
annual	38,647.00	40,259.98	41,958.99	43,722.51	45,593.57	47,486.13	49,443.21
11 hourly	21.04	21.92	22.84	23.78	24.76	25.81	26.88
annual	43,937.58	45,765.62	47,679.69	49,658.28	51,701.39	53,895.04	56,131.70
12 hourly	21.55	22.45	23.41	24.38	25.38	26.43	27.55
annual	44,991.39	46,883.95	48,884.05	50,905.65	52,991.77	55,185.42	57,529.62
13 hourly	23.34	24.53	25.56	26.64	27.75	28.91	30.11
annual	48,733.50	51,228.24	53,378.88	55,615.55	57,938.24	60,368.46	62,863.21
14 hourly	26.32	27.43	28.56	29.77	31.00	32.31	33.66
annual	54,948.85	57,271.54	59,637.25	62,153.50	64,734.26	67,465.58	70,282.92
15 hourly	27.76	28.92	30.12	31.39	32.69	34.07	35.49
annual	57,959.75	60,389.97	62,884.71	65,551.51	68,261.31	71,143.17	74,111.05
16 hourly	28.86	30.06	31.32	32.63	34.00	35.41	36.89
annual	60,260.93	62,755.68	65,400.96	68,132.28	70,992.63	73,939.00	77,035.92

*The Finance Committee recommends passage of this article.*

**Article 4**  
**Board of Selectmen**

To see if the Town will vote pursuant to the provisions of M.G.L. c.23A to authorize the Board of Selectmen to submit to the Massachusetts Economic Assistance Coordinating Council an application designating the property

located at 580 Fort Pond Road, Lancaster, MA 01523, shown as Assessors' Map 5 Parcel 26, and as further described in an Economic Opportunity Area Application included as Attachment A to this warrant and as on file with the Town Clerk, to be acquired by Horn Packaging Corporation and Affiliates, as an Economic Opportunity Area, or act in a manner relating thereto.

**Article 5**  
**Board of Selectmen**

To see if the Town will vote to approve the Tax Increment Financing Agreement and Tax Increment Financing Plan with Horn Packaging Corporation and Affiliates, pursuant to the provisions of M.G.L. Chapter 40, Section 59, in connection with the development of said property, substantially in the form as is on file with the Town Clerk (the "TIF Agreement"), and to authorize the Board of Selectmen to submit an Economic Opportunity Area Application, Tax Increment Financing Plan, and Certified Project Application to the Massachusetts Economic Assistance Coordinating Council all relating to the project as described in the TIF Agreement, and to take such other actions as may be necessary to obtain approval of the Certified Project Application, the Economic Opportunity Area contemplated under Article 4 of this warrant, the Tax Increment Financing Plan and TIF Zone and to implement the TIF Agreement, or act in a manner relating thereto.

**And you are directed to serve this Warrant by posting up attested copies thereof at the South Lancaster Post Office, the Center Post Office, the Fifth Meeting House and the Town Hall, in said Town fourteen days at least before the time for holding said meeting. Hereof fail not and make due return of the Warrant with your doings thereon to the Town Clerk at the time and place of meeting aforesaid.**

***SELECTMEN OF LANCASTER***

\_\_\_\_\_  
**Jennifer B. Leone, *Chairman***

\_\_\_\_\_  
**John P. Sonia, *Clerk***

\_\_\_\_\_  
**Christopher J. Williams, *Member***

\_\_\_\_\_  
**Date of Execution**

**CONSTABLE'S CERTIFICATION**

*I hereby certify under the pains and penalties of perjury that I posted an attested copy of this Warrant at the South Lancaster Post Office, the Center Post Office, the Fifth Meeting House, and the Town Hall on the date attested. I further certify that this Warrant was posted in accordance with the By-laws of the Town of Lancaster and the provisions of M.G.L. c.39, §10.*

*Attest:* \_\_\_\_\_  
*Constable*

*Date:* \_\_\_\_\_

**The full text of the Warrant is available in the Town Hall and Thayer Memorial Library.  
The Warrant will also be available at Town Meeting.**