

**ATTACHEMENT #1 - Article 3**

**ATTACHMENT B  
Remuneration Schedule  
(Hourly Rates)**

Compensation Plan: Pursuant to Town of Warren Personnel By-Law, Section V, Paragraph A - Adopted 5/15/95 and MGL Chapter 41, Sect 108A

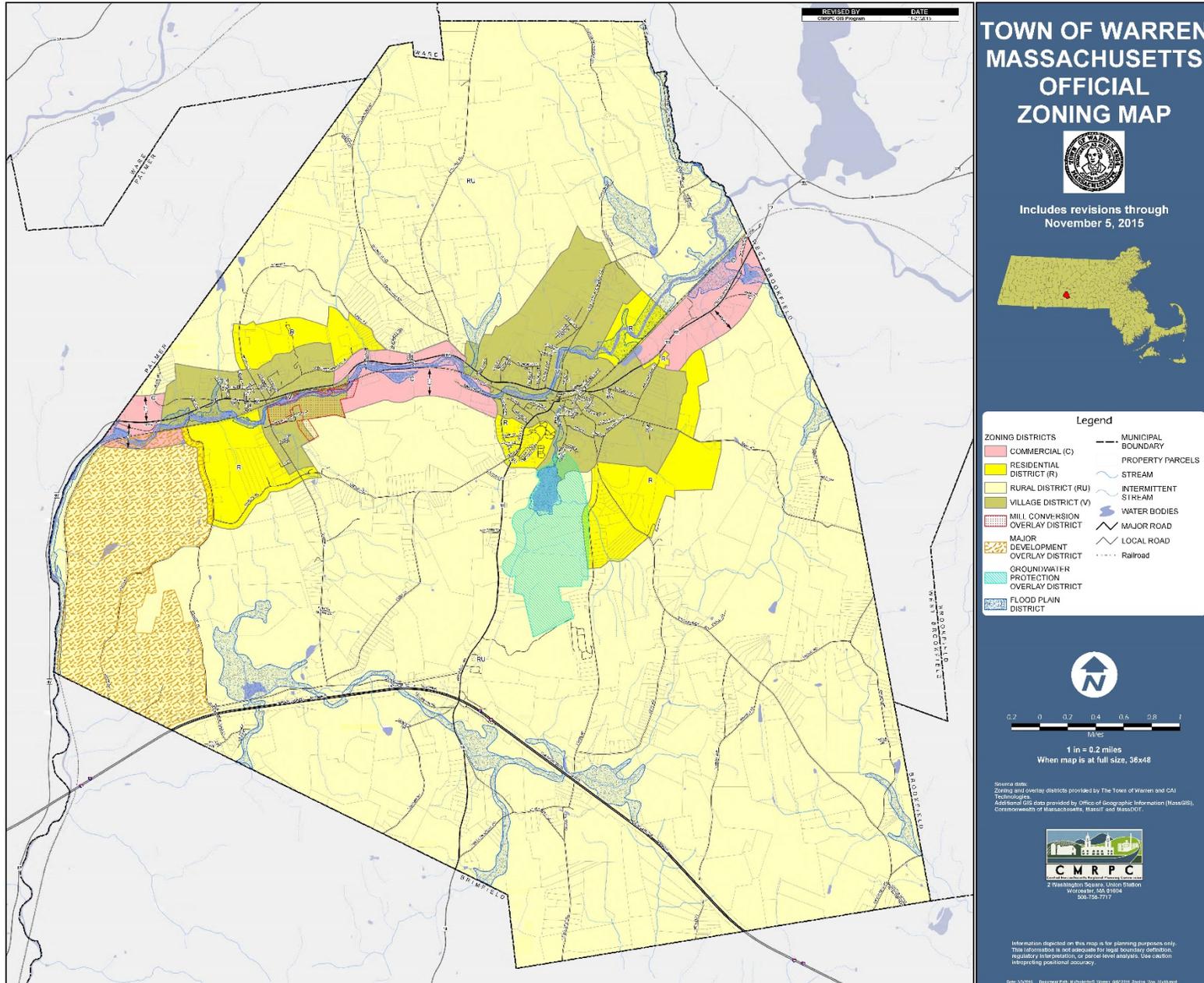
POSITION	GRADE	MIN	I	II	III	IV	V	VI	VII	VIII	IX	X
Dispatchers	PS-1	\$13.46	\$13.96	\$14.41	\$14.76	\$15.13	\$15.52	\$15.82	\$16.12	\$16.42	\$16.71	\$17.01
		Shift differential \$.50 2nd shift; \$.75 3rd shift. Training differential \$.50										
EMT/Firefighter	PS-2	\$15.45	\$15.74	\$16.05	\$16.36	\$16.65	\$16.96	\$17.25	\$17.55	\$17.85	\$18.21	\$18.57
Paramedic												
COA Director	A-1	\$16.63	\$17.09	\$17.55	\$18.01	\$18.31	\$18.62	\$18.93	\$19.21	\$19.51	\$19.90	\$20.30
Selectmen's Assistant Not otherwise classified												
Assistant Assessor	A-2	\$19.64	\$20.26	\$20.87	\$21.50	\$21.79	\$22.09	\$22.39	\$22.69	\$22.99	\$23.45	\$23.92
WWTP Chief Operator	A-3	\$22.97	\$23.59	\$24.21	\$24.84	\$25.15	\$25.44	\$25.74	\$26.05	\$26.35	\$26.88	\$27.41
COA Home Visitor	C-0	\$11.00	\$11.30	\$11.67	\$12.02	\$12.33	\$12.63	\$12.93	\$13.22	\$13.52	\$13.79	\$14.07
COA General Helper												
Lunch coordinator	C-1	\$12.41	\$12.72	\$13.03	\$13.34	\$13.63	\$13.94	\$14.23	\$14.54	\$14.84	\$15.14	\$15.44
Assessors Clerk	C-2	\$13.05	\$13.40	\$13.77	\$14.13	\$14.44	\$14.74	\$15.04	\$15.34	\$15.64	\$15.95	\$16.27
Asst. Town Clerk												
Asst. Tax Collector												
Selectmen's Sec'y												
Treasurer's Clerk												
Board of Health Sec'y												
Sewer Dept Sec'y												
Cons.Comm. Sec'y												
Highway Sec'y												
Bldg/Planning Sec'y	C-3	\$14.12	\$14.49	\$14.87	\$15.23	\$15.54	\$15.83	\$16.13	\$16.44	\$16.74	\$17.07	\$17.42
P.D. Sec'y												
Prin. Assessors Clerk												
Custodian	PW-0	\$11.19	\$11.53	\$11.95	\$12.37	\$12.67	\$12.97	\$13.27	\$13.57	\$13.87	\$14.15	\$14.43
Cemetery Labor	PW-1	\$13.52	\$14.13	\$14.45	\$14.87	\$15.17	\$15.47	\$15.76	\$16.07	\$16.37	\$16.70	\$17.03
Highway Labor												
Not otherwise classified												
WW Operator/Mechanic	PW-2	\$17.05	\$17.42	\$17.79	\$18.16	\$18.46	\$18.75	\$19.06	\$19.36	\$19.66	\$20.05	\$20.45
Driver/Laborer												
Driver/labor/Mechanic	PW-3	\$17.42	\$17.92	\$18.27	\$18.65	\$18.96	\$19.24	\$19.55	\$19.85	\$20.15	\$20.55	\$20.96
Not otherwise classified												
Foreman	PW-4	\$18.96	\$19.46	\$19.94	\$20.44	\$20.74	\$21.05	\$21.33	\$21.64	\$21.94	\$22.38	\$22.83
WWTP Asst. Operator												

**PROVISIONS:**

1. Step advancement is automatic upon 3 year anniversary date of hire, not withstanding paragraph E.
2. Grade advancement for an existing position must be approved by vote of at the Annual Town Meeting
3. Use of "not otherwise classified" is reserved for new positions subject to appropriation at any town meeting but must be classified at the next Annual Town Meeting
4. In accordance with MGL, Ch 41, Sec. 108A, elected officials are exempt from the compensation plan.
5. Compensation plan in no way alters or amends any other section of the Personnel By-Law or supercedes authority of Town Meeting appropriation.
6. No amounts to be retroactive.
7. Town Accountant compensation per employment agreement, MGL Ch 41, 108N

**ATTACHEMENT #1 - Article 3**

# Article 13 - ATTACHMENT # 2

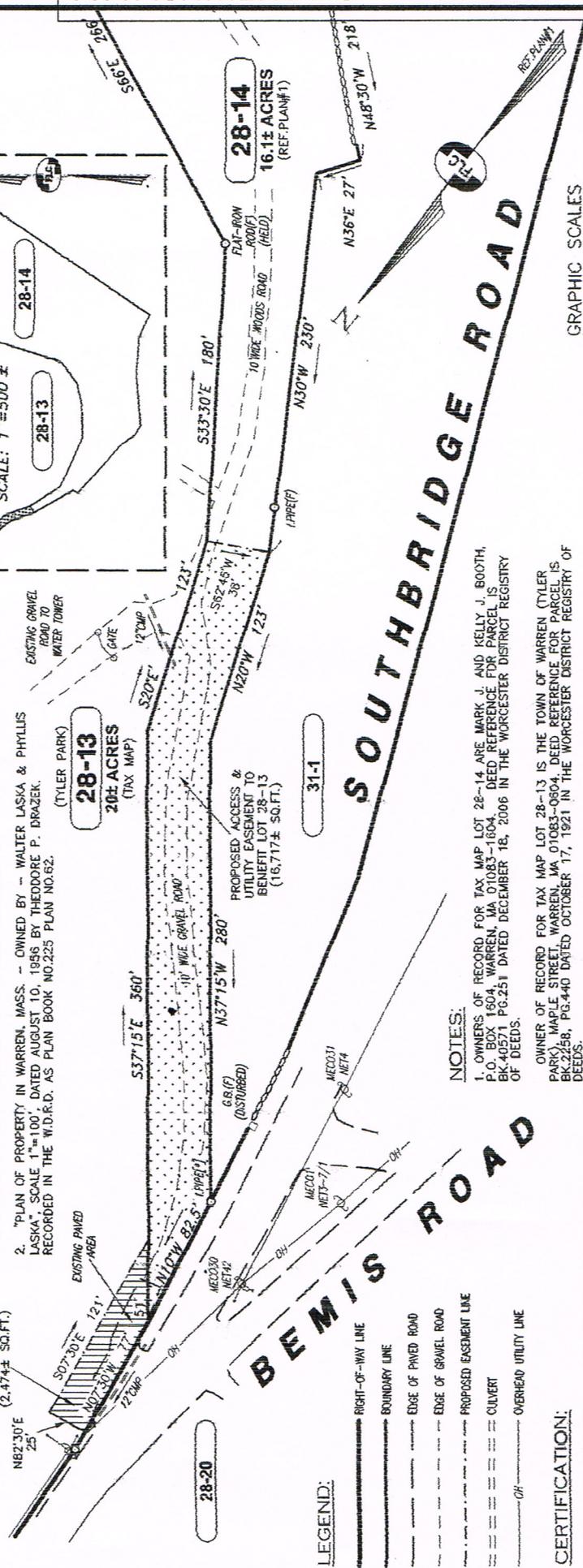
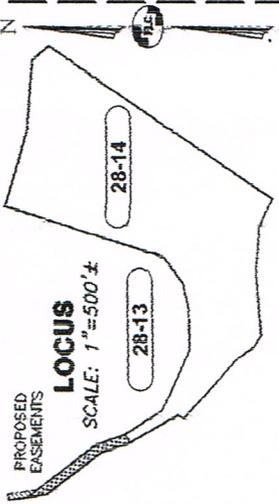


Article 13 - ATTACHMENT # 2

**REFERENCE PLANS:**

1. "PLAN OF LAND ~ IN ~ WARREN, MASS. ~ BELONGING TO WILLIAM R. & RUTH G. WRIGHT", 3 SHEETS, SCALE 1"=200', DATED JUNE 19, 1975 BY HAYES ENGINEERING, INC. RECORDED AS PLAN BOOK NO.414 PLAN NO.90 IN THE W.D.R.D.
2. "PLAN OF PROPERTY IN WARREN, MASS. ~ OWNED BY ~ WALTER LASKA & PHYLLIS LASKA", SCALE 1"=100', DATED AUGUST 10, 1958 BY THEODORE P. DRAZEK. RECORDED IN THE W.D.R.D. AS PLAN BOOK NO.225 PLAN NO.62.

PROPOSED ACCESS & UTILITY EASEMENT TO BENEFIT LOT 28-14 (2,474± SQ.FT.)



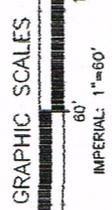
- LEGEND:**
- RIGHT-OF-WAY LINE
  - BOUNDARY LINE
  - EDGE OF PAVED ROAD
  - EDGE OF GRAVEL ROAD
  - - - - - PROPOSED EASEMENT LINE
  - — — — — CULVERT
  - OH — OVERHEAD UTILITY LINE

**CERTIFICATION:**

I CERTIFY THAT THE PROPERTY LINES SHOWN ARE THE LINES DIVIDING EXISTING OWNERSHIPS, THAT THE LINES OF STREETS AND WAYS SHOWN ARE THOSE OF PUBLIC OR PRIVATE STREETS OR WAYS ALREADY ESTABLISHED, AND THAT NO NEW LINES FOR DIVISION OF EXISTING OWNERSHIP OR FOR NEW WAYS ARE SHOWN.

**NOTES:**

1. OWNERS OF RECORD FOR TAX MAP LOT 28-14 ARE MARK J. AND KELLY J. BOOTH, P.O. BOX 1804, WARREN, MA 01083-1804. DEED REFERENCE FOR PARCEL IS BK 40571 PG.251 DATED DECEMBER 18, 2006 IN THE WORCESTER DISTRICT REGISTRY OF DEEDS.
- OWNER OF RECORD FOR TAX MAP LOT 28-13 IS THE TOWN OF WARREN (TYLER PARK), MAPLE STREET, WARREN, MA 01083-0804. DEED REFERENCE FOR PARCEL IS BK 2258, PG.440 DATED OCTOBER 17, 1921 IN THE WORCESTER DISTRICT REGISTRY OF DEEDS.
- THE PURPOSE OF THIS PLAN IS TO SHOW A PROPOSED ACCESS AND UTILITY EASEMENT OVER TAX MAP LOT 28-13 TO BENEFIT TAX MAP LOT 28-14 AND A PROPOSED ACCESS AND UTILITY EASEMENT OVER LOT 28-14 TO BENEFIT LOT 28-13.
- THE PERIMETER INFORMATION SHOWN AND THE HORIZONTAL ORIENTATION WAS DEVELOPED ENTIRELY FROM REFERENCE PLAN NO.1 AND IS NOT THE RESULT OF A BOUNDARY SURVEY BY THIS OFFICE.



**EASEMENT PLAN  
PREPARED FOR:**

**INDUSTRIAL COMMUNICATIONS  
TAX MAP 28 LOTS 13 & 14  
SOUTHBRIDGE ROAD  
WARREN, MASSACHUSETTS**

SCALE: 1" = 60'  
APRIL 14, 2016  
FILE: 1147E400.dwg  
PROJ. NO. 1147.03 SHEET NO. 1 OF 1

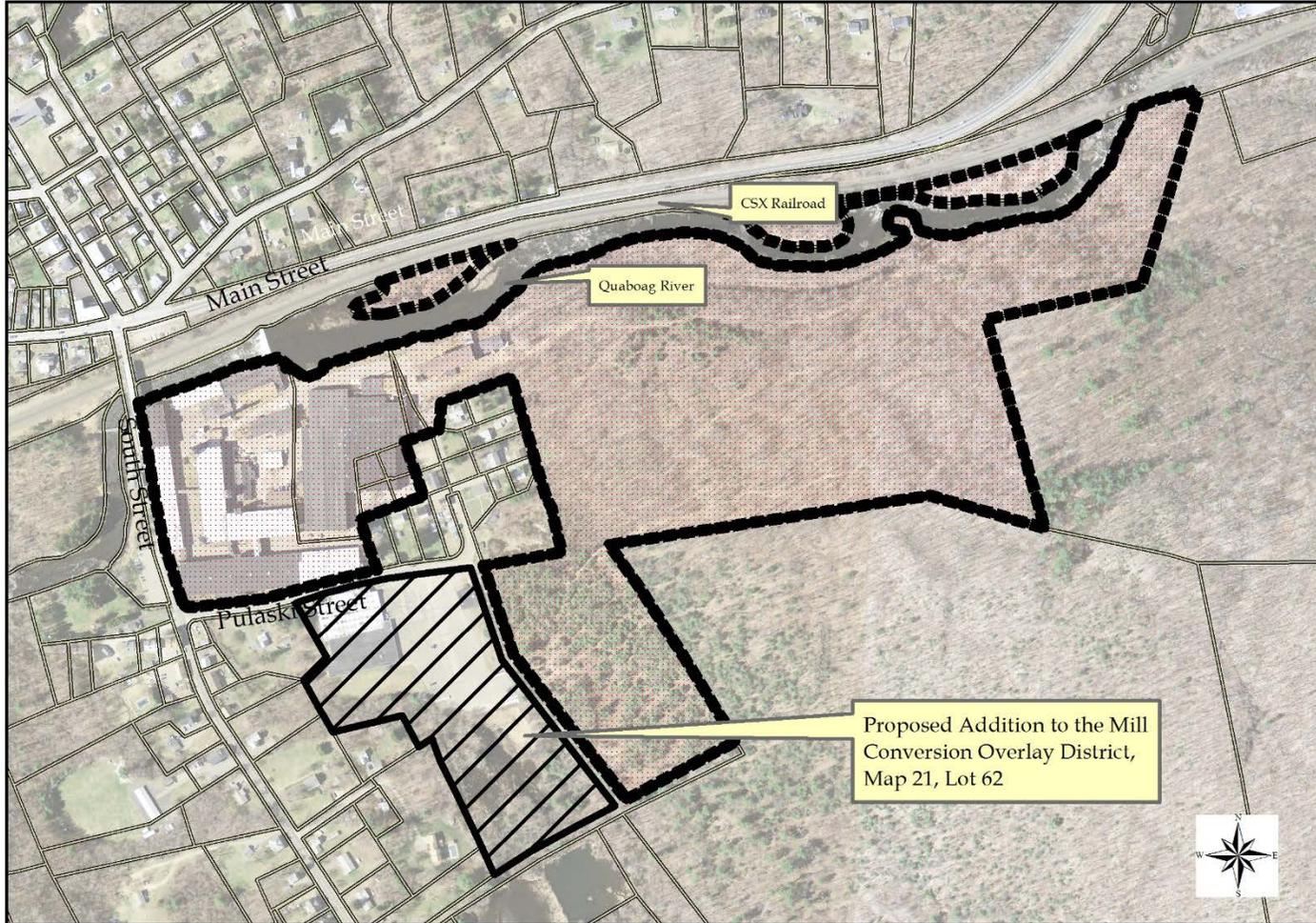
Surveying ♦ Engineering ♦ Land Planning ♦ Permitting ♦ Septic Designs

**FIELDSTONE**  
LAND CONSULTANTS, PLLC

206 Elm Street, Milford, NH 03055  
Phone: (603) 672-5456 Fax: (603) 433-5456  
www.FieldstoneLandConsultants.com

REV.	DATE	DESCRIPTION	C/O	DR	CK

Warren, Massachusetts  
Proposed Addition to Mill Conversion Overlay District



**Legend**

-  MILL CONVERSION OVERLAY DISTRICT
-  Proposed Addition to MCO



Prepared by the Warren Planning Department, March 2016.  
Data Sources: Zoning-CMRPC, Parcels-Warren Assessors,  
Base Map Features-MassGIS.

Article 16 - ATTACHMENT # 4 -

Article 16 - ATTACHMENT # 4

## Article 17 - ATTACHMENT #5

### Town General By-law, Article IX, Use of Public Ways & Spaces

#### Section 12. ~~Sanitary Landfill~~ Warren Transfer Station

~~A. Landfill Use~~

~~No person not a resident of the town shall be permitted to use the Town Sanitary Landfill site for the disposal of refuse, garbage or rubbish.~~

~~B. Refuse From Outside of Town Prohibited~~

~~No refuse, garbage, or rubbish from outside the limits of the Town of Warren shall be deposited in any area of the Town~~

~~C. A. Transportation of Refuse~~

All refuse, while being transported to the site, unless completely enclosed in a vehicle must be covered in such a manner that no papers or other debris can fall from the vehicle.

~~D. B. Use of Designated Areas~~

Any ~~resident~~ **Permit Holder** using the ~~Sanitary Landfill~~ **Warren Transfer Station** site shall deposit refuse, garbage or, rubbish or **recycling** in places designated by signs plainly visible and placed ~~in the sanitary landfill site~~ **on or near the area or the refuse containers at the Transfer Station Site.**

~~E. C. Junk Car Prohibition~~

No junk cars shall be deposited at or on the ~~Town Sanitary Landfill~~ **Warren Transfer Station** site.

~~F. D. Prohibition of Fires~~

No fires shall be set at the ~~sanitary landfill~~ **Warren Transfer Station** site by any person.

~~G. E. Use by Non Residents~~

~~No non-resident of the Town of Warren shall deposit any rubbish or other refuse at the Town site except non-residents who are owners of real property within the Town of Warren.~~ **Any non-resident shall be allowed use of the Warren Transfer Station so long as a yearly Non-Resident Permit is purchased.**

~~H. Use of Contractors~~

~~Contractors working in the Town shall not use the Town site except by special permit issued by the Board of Health.~~

~~I. F. Removal of Material~~

No person shall remove any material deposited at the ~~Town Site~~ **Warren Transfer Station** or rummage through the site in any manner whatsoever.

~~J. G. Authority of Operator~~

All refuse **and recycling** shall be placed ~~in the rear thereof or other place~~ **in the areas or containers** as designated by the operator in charge at the time of deposit.

~~K.~~ **H. Parking**

Parking on the premises of the ~~Town Site~~ **Warren Transfer Station** is prohibited except while the operator of a vehicle is actually depositing rubbish or recycling at the site.

~~L.~~ **I. Prohibition of Firearms**

No person shall discharge firearms at the ~~Town site~~ **Warren Transfer Station**.

~~M.~~ **J. Authority of the Board of Health**

It shall be the responsibility of the Board of Health of the Town of Warren to strictly enforce all provisions of the law pertaining to the ~~Town Sanitary Landfill Site~~ **Warren Transfer Station**, and the Town of Warren Board of Health shall be responsible for the setting of disposing hours, which they shall post from time to time.

~~O.~~ **K. Recycling Requirements**

Any person disposing of solid waste at the ~~Sanitary Landfill~~ **Warren Transfer Station** shall separate such waste into categories as determined by the Board of Health to be recyclable. For the purpose of this By-Law the term "recyclable" shall apply to the following items; ~~newspaper~~ **Glass, plastic, food cans metal and plastic containers; paper, including cardboard; leaf and yard waste; used clothing;** metal as well as other material the Board of Health may determine can be recycled. The Board of Health shall have the authority to add, alter or delete items to be separated as the market for recyclable goods may change. The Board of Health may set a fine for each violation of this By-Law (not to exceed \$25.00).

**L. Waste ban items**

Any person disposing of solid waste at the Warren Transfer Station shall separate out all waste ban items. For the purpose of this By-Law the term "waste Ban" shall apply to the following items; any recyclable as determined by the Board of Health; hazardous materials and medical waste; batteries; whole tires; white goods (large appliances); cathode ray tubes (TVs and computer monitors). The Board of Health shall have the authority to add, alter or delete items to be separated out at any time. The Board of Health may set a fine for each violation of this By-Law (not to exceed \$25.00).

~~P.~~ **M. Prohibition of Recreational Vehicles**

No recreational vehicles motorized or otherwise, shall be permitted within the boundaries of the **capped Warren Sanitary Landfill and the Warren Transfer Station** for any purpose at any time. The prohibited vehicles include but are not limited to motorcycles, dirt bikes, all terrain vehicles and snowmobiles. Any person found in violation of this sub-section for illegally operation a recreational vehicle shall be fined an amount not to exceed \$300.00. Violations of this sub-section may also be enforced by non-criminal disposition in accordance with article I, section 4, sub-section B of this by-law. Vehicles required by law enforcement or any other emergency response department shall be exempt from this provision.

**N. Penalty**

**This section shall be enforced as provided by Massachusetts General Laws Chapter 40, Section 21D by the Warren Board of Health.** Any person being found in violation of this section for ~~illegally disposing~~ shall be fined an amount not to exceed ~~\$200.00~~ **\$300.00 for each offence.**

## **Article 18 - ATTACHMENT #6**

### **Town General By-law, Article X**

L. Clearing of Litter from Private Property by Town If it appears that such conditions exist, the Board of ~~Selectmen~~ **Health** shall cause to be delivered or mailed to the owner of the property upon which the conditions exist a notice stating the reasons why the conditions may constitute a violation and that a hearing will be held before the Board of ~~Selectmen~~ **Health** at a place therein fixed, not less than ten (10) nor more than thirty (30) days after the delivery or mailing of the notice. The owner or any party in interest shall have the right to file an answer to the notice and to appear in person, or otherwise, and give evidence relevant to the matter being heard. The rules of evidence prevailing in courts of law or equity shall not be controlling in such hearings. If a determination is made that such conditions constituting a public nuisance exists, the Board of ~~Selectmen~~ **Health** shall notify, in writing, the owner of the premises in question of the conditions constituting such public nuisance and shall order the prompt abatement thereof within seven (7) days from the receipt of such written notice.

M. Penalties Any person violating this article shall be guilty of a misdemeanor and if found guilty of said misdemeanor, is punishable upon conviction of a fine not exceeding fifty (\$50.00) dollars. For every day after such violation shall exist subsequent to the seven (7) day notice by the Board of ~~Selectmen~~ **Health** in the preceding Section, it shall be deemed to constitute a separate offense; and if found guilty of said separate offense, shall be punishable, upon conviction, by a fine not exceeding fifty (\$50.00) dollars for each such violation.