

**SPECIAL TOWN MEETING
MAY 14, 2012**

COMMONWEALTH OF MASSACHUSETTS

HAMPDEN, SS

To Ms. Laurie Gibbons, Town Clerk of the Town of Ludlow in said County:

GREETINGS:

In the name of the Commonwealth of Massachusetts, you are hereby directed to notify and warn the inhabitants of said Town qualified to vote on Town affairs to meet at the **EXIT 7 THEATER**, Chapin Street, Ludlow, Massachusetts on **MONDAY, MAY 14, 2012** at 8:00 p.m. for the purpose of acting on the following articles in the warrant.

ARTICLE 1: To see if the Town will vote to transfer from available funds a sum of money for **UNPAID BILLS and/or OVEREXPENDED ACCOUNTS OF PREVIOUS YEARS**. Pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

ARTICLE 2: To see if the Town would vote to allow the Board of Selectmen on behalf of the Town to petition the Massachusetts State Legislature for special legislation that not withstanding the requirements of General Laws, Chapter 30B, the Town of Ludlow may enter into a lease agreement with the Ludlow Boys and Girls Club on such terms as approved by the Board of Selectmen; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

ARTICLE 3: To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money to be applied to close-out a number of deficit balances in old special articles accounts and capital projects from the Fiscal Years 1999 to 2009; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

ARTICLE 4: To see if the Town will vote to amend the Compensation Plan of the Personnel Policy By-Law of the Town of Ludlow as authorized under Chapter 41, Sections 108A and 108C of the Massachusetts General Laws, to reflect the most current contract with the Ludlow DPW and Westover Golf Course, Local 98, International Union

of Operating Engineers, AFL-CIO by deleting the current minimums and maximums and increment steps for Laborer, Schedule I and Golf Course, Schedule VIII, and replacing them with the following minimums, and maximums and increment steps; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

by deleting:

Laborer - Schedule I		Effective July 1, 2007				
	MIN.	1	2	3	4	5
PW-1	14.39	14.71	15.01	15.30	15.63	15.93
PW-2	15.53	16.05	16.58	17.11	17.63	18.16
PW-3	16.62	17.75	18.07	18.77	19.48	20.20
PW-4	18.50	19.18	19.89	20.57	21.27	21.96

Laborer - Schedule I		Effective July 1, 2008				
	MIN.	1	2	3	4	5
PW-1	14.82	15.15	15.46	15.76	16.10	16.41
PW-2	16.00	16.53	17.08	17.62	18.16	18.70
PW-3	17.12	18.28	18.61	19.33	20.06	20.81
PW-4	19.06	19.76	20.49	21.19	21.91	22.62

Laborer - Schedule I		Effective July 1, 2009				
	MIN.	1	2	3	4	5
PW-1	14.82	15.15	15.46	15.76	16.10	16.41
PW-2	16.00	16.53	17.08	17.62	18.16	18.70
PW-3	17.12	18.28	18.61	19.33	20.06	20.81
PW-4	19.06	19.76	20.49	21.19	21.91	22.62

Laborer - Schedule I		Effective July 1, 2010				
	MIN.	1	2	3	4	5
PW-1	15.12	15.45	15.77	16.07	16.42	16.74
PW-2	16.32	16.86	17.42	17.98	18.52	19.08
PW-3	17.46	18.65	18.98	19.72	20.47	21.22
PW-4	19.44	20.15	20.90	21.61	22.35	23.07

Golf Course - Schedule VIII		Effective July 1, 2007				
	MIN.	1	2	3	4	5
G - 1	14.39	14.71	15.01	15.30	15.63	15.93
G - 2	15.53	16.05	16.58	17.11	17.63	18.16
G - 3	16.62	17.75	18.07	18.77	19.48	20.20

Golf Course - Schedule VIII		Effective July 1, 2008				
	MIN.	1	2	3	4	5
G - 1	14.82	15.15	15.46	15.76	16.10	16.41
G - 2	16.00	16.53	17.08	17.62	18.16	18.70
G - 3	17.12	18.28	18.61	19.33	20.06	20.81

Golf Course - Schedule VIII		Effective July 1, 2009				
	MIN.	1	2	3	4	5
G - 1	14.82	15.15	15.46	15.76	16.10	16.41
G - 2	16.00	16.53	17.08	17.62	18.16	18.70
G - 3	17.12	18.28	18.61	19.33	20.06	20.81

Golf Course - Schedule VIII		Effective July 1, 2010				
	MIN.	1	2	3	4	5
G - 1	15.12	15.45	15.77	16.08	16.42	16.74
G - 2	16.32	16.86	17.42	17.97	18.52	19.07
G - 3	17.46	18.65	18.98	19.72	20.46	21.23

and adding:

Laborer - Schedule I		Effective July 1, 2011				
	MIN.	1	2	3	4	5
PW-1	15.27	15.61	15.93	16.23	16.59	16.90
PW-2	16.48	17.03	17.59	18.16	18.71	19.27
PW-3	17.64	18.83	19.17	19.92	20.67	21.43
PW-4	19.63	20.35	21.11	21.83	22.57	23.30

Laborer - Schedule I		Effective Jan, 1, 2012				
	MIN.	1	2	3	4	5
PW-1	15.42	15.76	16.09	16.40	16.75	17.07
PW-2	16.64	17.20	17.77	18.34	18.89	19.46
PW-3	17.81	19.02	19.37	20.12	20.88	21.65
PW-4	19.83	20.56	21.32	22.05	22.80	23.53

Laborer - Schedule I		Effective July 1, 2012				
	MIN.	1	2	3	4	5
PW-1	15.57	15.92	16.25	16.56	16.92	17.24
PW-2	16.81	17.37	17.95	18.52	19.08	19.66
PW-3	17.99	19.21	19.56	20.32	21.09	21.87
PW-4	20.03	20.76	21.53	22.27	23.02	23.77

Laborer - Schedule I		Effective Jan. 1, 2013				
	MIN.	1	2	3	4	5
PW-1	15.73	16.08	16.41	16.73	17.09	17.42
PW-2	16.98	17.55	18.13	18.71	19.27	19.85
PW-3	18.17	19.41	19.76	20.52	21.30	22.08
PW-4	20.23	20.97	21.74	22.49	23.25	24.01

Laborer - Schedule I		Effective July 1, 2013				
	MIN.	1	2	3	4	5
PW-1	15.89	16.24	16.57	16.89	17.26	17.59
PW-2	17.15	17.72	18.31	18.89	19.47	20.05
PW-3	18.35	19.60	19.95	20.73	21.51	22.30
PW-4	20.43	21.18	21.96	22.71	23.49	24.25

Laborer - Schedule I		Effective Jan. 1, 2014				
	MIN.	1	2	3	4	5
PW-1	16.05	16.41	16.74	17.06	17.43	17.77
PW-2	17.32	17.90	18.49	19.08	19.66	20.25
PW-3	18.54	19.80	20.15	20.93	21.72	22.53
PW-4	20.63	21.39	22.18	22.94	23.72	24.49

Golf Course - Schedule VIII		Effective July 1, 2011				
	MIN.	1	2	3	4	5
G - 1	15.27	15.60	15.93	16.24	16.58	16.91
G-2	16.48	17.03	17.59	18.15	18.71	19.26
G-3	17.63	18.84	19.17	19.92	20.66	21.44

Golf Course		Effective Jan, 1, 2012				
	MIN.	1	2	3	4	5
G - 1	15.42	15.76	16.09	16.40	16.75	17.08
G-2	16.65	17.20	17.77	18.33	18.89	19.45
G-3	17.81	19.02	19.36	20.12	20.87	21.66

Golf Course		Effective July 1, 2012				
	MIN.	1	2	3	4	5
G - 1	15.58	15.92	16.25	16.57	16.92	17.25
G-2	16.81	17.37	17.95	18.51	19.08	19.65
G-3	17.99	19.22	19.56	20.32	21.08	21.87

Golf Course		Effective Jan. 1, 2013				
	MIN.	1	2	3	4	5
G - 1	15.73	16.08	16.41	16.73	17.09	17.42
G-2	16.98	17.54	18.13	18.70	19.27	19.84
G-3	18.17	19.41	19.75	20.52	21.29	22.09

Golf Course		Effective July 1, 2013				
	MIN.	1	2	3	4	5
G - 1	15.89	16.24	16.57	16.90	17.26	17.59
G-2	17.15	17.72	18.31	18.89	19.46	20.04
G-3	18.35	19.60	19.95	20.73	21.50	22.31

Golf Course		Effective Jan. 1, 2014				
	MIN.	1	2	3	4	5
G - 1	16.05	16.40	16.74	17.07	17.43	17.77
G-2	17.32	17.90	18.49	19.08	19.66	20.24
G-3	18.53	19.80	20.15	20.93	21.72	22.54

ARTICLE 5: To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money to be added to the Personal Services Accounts for the Ludlow DPW and Westover Golf Course for Fiscal Year 2012 to fund the negotiated retroactive pay increases for Fiscal Year 2012 as set forth in the preceding article including the Town’s contribution to employee benefits; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

ARTICLE 6: To see if the Town will vote to amend the Compensation Plan of the Personnel Policy By-Law of the Town of Ludlow as authorized under Chapter 41, Sections 108A and 108C of the Massachusetts General Laws, to reflect the most current contract with the Ludlow Police Dispatchers, Local 703-International Brotherhood of Police Officers, by deleting the current minimums and maximums and increment steps for Police Department, Schedule IV, and replacing them with the following minimums, and maximums and increment steps; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

by deleting:

Police Department - Schedule IV 7/1/10						
	MIN.	1	2	3	4	5
PD -1	561.23	592.26	623.29	654.32	685.36	716.40
PD-2	14.04	14.81	15.58	16.36	17.13	17.91

and adding:

Police Department - Schedule IV 7/1/11						
	MIN.	1	2	3	4	5
PD -1	566.84	598.18	629.53	660.86	692.22	723.56
PD-2	14.18	14.96	15.74	16.52	17.30	18.09

Police Department - Schedule IV 1/1/12

	MIN.	1	2	3	4	5
PD -1	572.51	604.16	635.82	667.47	699.14	730.80
PD-2	14.32	15.11	15.90	16.69	17.47	18.27

Police Department - Schedule IV 7/1/12

	MIN.	1	2	3	4	5
PD -1	578.23	610.21	642.18	674.14	706.13	738.10
PD-2	14.46	15.26	16.06	16.85	17.65	18.45

Police Department - Schedule IV 1/1/13

	MIN.	1	2	3	4	5
PD -1	584.01	616.31	648.60	680.89	713.19	745.48
PD-2	14.61	15.41	16.22	17.02	17.82	18.64

Police Department - Schedule IV 7/1/13

	MIN.	1	2	3	4	5
PD -1	589.85	622.47	655.09	687.69	720.32	752.94
PD-2	14.76	15.57	16.38	17.19	18.00	18.83

Police Department - Schedule IV 1/1/14

	MIN.	1	2	3	4	5
PD -1	595.75	628.70	661.64	694.57	727.53	760.47
PD-2	14.90	15.72	16.54	17.36	18.18	19.01

ARTICLE 7: To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money to be added to the Personal Services Accounts for the Ludlow Police Dispatchers for Fiscal Year 2012 to fund the negotiated retroactive pay increases for Fiscal Year 2012 as set forth in the preceding article including the Town's contribution to employee benefits; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen

ARTICLE 8: To see if the Town will vote to amend the Compensation Plan of the Personnel Policy By-Law of the Town of Ludlow as authorized under Chapter 41, Sections 108A and 108C of the Massachusetts General Laws, to reflect the most current contract with the Ludlow Association of Town Office Secretaries, by deleting the current minimums and maximums and increment steps for Clerical/Council on Aging, Schedule II, and replacing them with the following minimums, and maximums and increment steps; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen

by deleting:

CLERICAL/ COUNCIL ON AGING – SCHEDULE II (Effective 07/01/08)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
LATOS I	13.11	13.66	14.21	14.75	15.30	15.84	16.39
LATOS II	14.21	14.75	15.30	15.84	16.39	16.94	17.48
LATOS III	15.30	16.03	16.76	17.48	18.22	18.95	19.67
LATOS IV	18.58	19.30	20.02	20.74	21.46	22.18	22.95

CLERICAL/ COUNCIL ON AGING – SCHEDULE II (Effective 07/01/09)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
LATOS I	13.51	14.07	14.63	15.19	15.76	16.32	16.88
LATOS II	14.63	15.19	15.76	16.32	16.88	17.45	18.01
LATOS III	15.76	16.51	17.27	18.01	18.76	19.52	20.26
LATOS IV	19.13	19.88	20.62	21.36	22.10	22.85	23.64

CLERICAL/ COUNCIL ON AGING – SCHEDULE II (Effective 07/01/10)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
LATOS I	13.84	14.42	15.00	15.57	16.15	16.73	17.30
LATOS II	15.00	15.57	16.15	16.73	17.30	17.88	18.46
LATOS III	16.15	16.92	17.70	18.46	19.23	20.00	20.77
LATOS IV	19.61	20.37	21.13	21.90	22.66	23.42	24.23

and adding:

Clerical/Council on Aging effective 7/1/ 2011							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Latos I	13.98	14.56	15.15	15.73	16.31	16.90	17.47
Latos II	15.15	15.73	16.31	16.90	17.47	18.06	18.64
Latos III	16.31	17.09	17.88	18.64	19.42	20.20	20.98
Latos IV	19.81	20.57	21.34	22.12	22.89	23.65	24.47

Clerical/Council on Aging effective 1/1/2012							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Latos I	14.12	14.71	15.30	15.88	16.47	17.07	17.65
Latos II	15.30	15.88	16.47	17.07	17.65	18.24	18.83
Latos III	16.47	17.26	18.06	18.83	19.62	20.40	21.19
Latos IV	20.00	20.78	21.55	22.34	23.12	23.89	24.72
Clerical/Council on Aging effective 7/1/ 2013							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Latos I	14.26	14.86	15.45	16.04	16.64	17.24	17.82
Latos II	15.45	16.04	16.64	17.24	17.82	18.42	19.02
Latos III	16.64	17.43	18.24	19.02	19.81	20.61	21.40
Latos IV	20.20	20.99	21.77	22.56	23.35	24.13	24.96
Clerical/Council on Aging effective 1/1/2014							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Latos I	14.40	15.01	15.61	16.20	16.81	17.41	18.00
Latos II	15.61	16.20	16.81	17.41	18.00	18.61	19.21
Latos III	16.81	17.61	18.42	19.21	20.01	20.81	21.61
Latos IV	20.41	21.20	21.99	22.79	23.58	24.37	25.21

ARTICLE 9: To see if the Town will vote to raise and appropriate and/or transfer from available funds a sum of money to be added to the Personal Services Accounts for LATOS for Fiscal Year 2012 to fund the negotiated retroactive pay increases for Fiscal Year 2012 as set forth in the preceding article including the Town's contribution to employee benefits; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen

ARTICLE 10: To see if the Town will vote to amend the Classification Plan, Schedule A, of the Personnel Policy Bylaws of the Town of Ludlow as authorized under Chapter 41, Sections 108A and 108C by deleting a portion of the current schedule COMPUTER SERVICES and replacing it with a revised section as follows:

by deleting:

BOARD OR DEPARTMENT	HOURS PER WEEK	GRADE NUMBER	NUMBER ASSIGNED
COMPUTER SERVICES Manager	N/A	Level III	1

and adding:

BOARD OR DEPARTMENT	HOURS PER WEEK	GRADE NUMBER	NUMBER ASSIGNED
COMPUTER SERVICES Manager	N/A	Level IV	1

Pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

ARTICLE 11: To see if the Town will vote to amend the Personnel Policy Bylaws of the Town of Ludlow, VACATIONS, SECTION 11.3 COMPENSATION UPON SEPARATION FROM SERVICE by inserting after the word “accrued” the following:

“provided that, notwithstanding any existing contract as of July 1, 2012, vacation time considered accrued in the year of the separation shall be proportional to the amount of time the employee worked in that year. The vacation time accrued in the year of separation shall be calculated by multiplying the total number of weeks the separating employee worked in that year by .0193, then multiplying the product by the total number of vacation days the employee would otherwise be eligible for in that year. Any vacation time used during the year of separation shall then be subtracted from the product to determine the accrued vacation time for the year of separation.”

And adding at the end of the section, the following new paragraph.

No Appointing Authority shall enter into any contract or agreement that provides for the compensation of vacation time unless such contract or agreement is in accordance with the preceding paragraph.

Pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

ARTICLE 12: To see if the Town will vote to amend the Zoning Bylaws of the Town of Ludlow **SECTION VI: Special Land Use Regulations. Section 6.5 Sign Regulations, Section 6.5.8 Permits (a.) by changing “eighteen (18) inches” to “twenty-four” (24) inches and delete “Inspector”.** New sentence to read.

- a. Any sign, over eighteen (18) inches by **twenty-four (24)** inches shall require a permit from the Building Commissioner.

Pass any vote or take any action relative thereto. Submitted by the Planning Board.

And you are directed to serve this warrant by posting attested copies of the same in seven (7) public places in the Town fourteen (14) days at least before the time of holding said meeting.

A true copy,

ATTEST:

JASON J BARROSO

CHAIRMAN

WILLIAM E ROONEY

AARON L SAUNDERS

CARMINA D FERNANDES

MANUEL D SILVA

BOARD OF SELECTMEN

LUDLOW, MASSACHUSETTS

April 3, 2012

I hereby certify that I have posted the above warrant in seven (7) places in the Town of Ludlow.

2012

Town Clerk