

**SPECIAL TOWN MEETING
MAY 13, 2013**

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**, Chestnut Street, Ludlow, Massachusetts on **MONDAY, MAY 13, 2013** 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 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 Firefighters Association, Local 1840, I.A.F.F., AFL-CIO by deleting the current minimums and maximums and increment steps for Fire Department Personnel, Schedule III, 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:

Fire Department Schedule III Effective 07/01/09

Class	Min	1.00	2.00	3.00	4.00	5.00	
F1	702.89	727.98	753.09	778.10	803.17	827.27	
F2	878.62	909.98	941.37	972.63	1003.97	1034.09	125% X F-1
F3	1098.28	1137.48	1176.72	1215.79	1254.97	1292.62	125% X F-2
F4							200% X F-1 & HP

Completion of Hazardous Materials Training
Fire Department Schedule III Effective 07/01/09

Class	Min	1.00	2.00	3.00	4.00	5.00	
F-1	731.00	757.09	783.21	809.22	835.29	860.36	
F-2	913.75	946.36	979.02	1011.52	1044.11	1075.45	125% X F-1
F-3	1142.18	1182.95	1223.78	1264.40	1305.14	1344.31	125% X F-2
F-4	1539.32	1594.26	1649.26	1704.03	1758.93	1811.72	200% X F-1 & HP

Fire Department Schedule III Effective 07/01/10

Class	Min	1.00	2.00	3.00	4.00	5.00	
F1	709.92	735.26	760.62	785.88	811.20	835.54	
F2	887.40	919.07	950.78	982.35	1014.00	1044.43	125% X F-1
F3	1109.25	1148.84	1188.47	1227.94	1267.50	1305.54	125% X F-2
F4							200% X F-1 & HP

Completion of Hazardous Materials Training
Fire Department Schedule III Effective 07/01/10

Class	Min	1.00	2.00	3.00	4.00	5.00	
F-1	738.31	764.66	791.04	817.31	843.64	868.96	
F-2	922.89	955.83	988.80	1021.64	1054.55	1086.20	125% X F-1
F-3	1153.61	1194.78	1236.00	1277.05	1318.19	1357.76	125% X F-2
F-4	1554.71	1610.20	1665.75	1721.07	1776.52	1829.84	200% X F-1 & HP

Fire Department Schedule III Effective 01/01/11

Class	Min	1.00	2.00	3.00	4.00	5.00	
F1	717.02	742.61	768.23	793.74	819.31	843.90	
F2	896.27	928.27	960.28	992.17	1024.14	1054.87	125% X F-1
F3	1120.34	1160.33	1200.35	1240.22	1280.18	1318.59	125% X F-2
F4							200% X F-1 & HP

Completion of Hazardous Materials Training
Fire Department Schedule III Effective 01/01/11

Class	Min	1.00	2.00	3.00	4.00	5.00	
F-1	745.69	772.31	798.95	825.49	852.08	877.65	
F-2	932.12	965.38	998.69	1031.86	1065.10	1097.07	125% X F-1
F-3	1165.15	1206.73	1248.36	1289.82	1331.37	1371.33	125% X F-2
F-4	1570.26	1626.30	1682.41	1738.28	1794.28	1848.14	200% X F-1 & HP

Fire Department Schedule III Effective 07/01/11

Class	Min	1.00	2.00	3.00	4.00	5.00	
F1	762.49	789.70	816.95	844.08	871.27	897.42	
F2	953.11	987.12	1021.19	1055.10	1089.08	1121.77	125% X F-1
F3	1191.39	1233.90	1276.48	1318.87	1361.35	1402.21	125% X F-2
F4							200% X F-1 & HP

Completion of Hazardous Materials Training
Fire Department Schedule III Effective 07/01/11

Class	Min	1.00	2.00	3.00	4.00	5.00	
F-1	792.98	821.28	849.61	877.83	906.11	933.31	
F-2	991.23	1026.60	1062.02	1097.29	1132.64	1166.64	125% X F-1
F-3	1239.03	1283.25	1327.52	1371.61	1415.80	1458.30	125% X F-2
F-4	1669.83	1729.43	1789.09	1848.51	1908.06	1965.33	200% X F-1 & HP

Fire Department Schedule III Effective 01/01/12

Class	Min	1.00	2.00	3.00	4.00	5.00	
F1	770.11	797.60	825.12	852.52	879.98	906.39	
F2	962.64	996.99	1031.40	1065.65	1099.97	1132.99	125% X F-1
F3	1203.30	1246.24	1289.25	1332.06	1374.97	1416.23	125% X F-2
F4							200% X F-1 & HP

Completion of Hazardous Materials Training
Fire Department Schedule III Effective 01/01/12

Class	Min	1.00	2.00	3.00	4.00	5.00	
F-1	808.92	837.79	866.69	895.48	924.32	952.07	
F-2	1011.15	1047.24	1083.36	1119.34	1155.41	1190.09	125% X F-1
F-3	1263.94	1309.05	1354.20	1399.18	1444.26	1487.61	125% X F-2
F-4	1703.40	1764.19	1825.05	1885.67	1946.41	2004.83	200% X F-1 & HP

and replacing with:

Fire Department Schedule III Effective 7/1/12

Class	Min	1	2	3	4	5	
F1	785.51	813.55	841.62	869.57	897.58	924.52	
F2	981.89	1,016.94	1,052.03	1,086.96	1,121.97	1,155.65	125% X F-1
F3	1,227.36	1,271.18	1,315.04	1,358.70	1,402.47	1,444.56	125% X F-2
F4							200% X F-1 & HP

Completion of Hazardous Materials Training
Fire Department Schedule III Effective 07/01/12

Class	Min	1	2	3	4	5	
F-1	825.10	854.55	884.02	913.39	942.81	971.11	
F-2	1,031.37	1,068.18	1,105.03	1,141.74	1,178.51	1,213.89	125% X F-1
F-3	1,289.22	1,335.23	1,381.29	1,427.17	1,473.14	1,517.36	125% X F-2
F-4	1,737.47	1,799.47	1,861.55	1,923.38	1,985.34	2,044.93	200% X F-1 & HP

Fire Department Schedule III Effective 7/1/13

Class	Min	1	2	3	4	5	
F1	801.22	829.82	858.45	886.96	915.53	943.01	
F2	1,001.53	1,037.28	1,073.07	1,108.70	1,144.41	1,178.76	125% X F-1
F3	1,251.91	1,296.60	1,341.34	1,385.88	1,430.52	1,473.45	125% X F-2
F4							200% X F-1 & HP

Completion of Hazardous Materials Training

Fire Department Schedule III Effective 07/01/13

Class	Min	1	2	3	4	5	
F-1	841.60	871.64	901.70	931.66	961.66	990.53	
F-2	1,052.00	1,089.55	1,127.13	1,164.57	1,202.08	1,238.17	125% X F-1
F-3	1,315.00	1,361.93	1,408.91	1,455.71	1,502.60	1,547.71	125% X F-2
F-4	1,772.22	1,835.46	1,898.78	1,961.85	2,025.04	2,085.83	200% X F-1 & HP

Fire Department Schedule III Effective 7/1/14

Class	Min	1	2	3	4	5	
F1	817.25	846.42	875.62	904.70	933.84	961.87	
F2	1,021.56	1,058.02	1,094.53	1,130.88	1,167.30	1,202.34	125% X F-1
F3	1,276.95	1,322.53	1,368.16	1,413.60	1,459.13	1,502.92	125% X F-2
F4							200% X F-1 & HP

Completion of Hazardous Materials Training

Fire Department Schedule III Effective 07/01/14

Class	Min	1	2	3	4	5	
F-1	858.43	889.07	919.74	950.29	980.90	1,010.34	
F-2	1,073.04	1,111.34	1,149.67	1,187.86	1,226.12	1,262.93	125% X F-1
F-3	1,341.30	1,389.17	1,437.09	1,484.83	1,532.65	1,578.66	125% X F-2
F-4	1,807.66	1,872.17	1,936.76	2,001.09	2,065.55	2,127.54	200% X F-1 & HP

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 added to the Personal Services Account for the Fire Department for Fiscal Year 2013 to fund the negotiated retroactive pay increases for Fiscal Year 2013 as set forth in the preceding article, if approved, including the Town's contribution to employee benefits; 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 Library Technicians, by deleting the current minimums and maximums and increment steps for Library Department Personnel, Schedule VI, 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;

LIBRARY

	MIN.	1	2	3	4	5
LIBRARY – SCHEDULE VI (Effective 7/1/08)						
L-1	11.16	11.76	12.42	12.85	13.57	
L-2	12.11	12.82	13.26	13.91	14.58	15.28
L-3	13.49	14.03	14.63	15.13	15.61	16.47

	MIN.	1	2	3	4	5
LIBRARY – SCHEDULE VI (Effective 7/1/09)						
L-1	11.49	12.11	12.79	13.24	13.98	
L-2	12.47	13.20	13.66	14.33	15.02	15.74
L-3	13.89	14.45	15.07	15.58	16.08	16.96

	MIN.	1	2	3	4	5
LIBRARY – SCHEDULE VI (Effective 7/1/10)						
L-1	11.72	12.36	13.05	13.50	14.26	
L-2	12.72	13.47	13.93	14.61	15.32	16.05
L-3	14.17	14.74	15.37	15.90	16.40	17.30

and by adding;

Library - Schedule VI						effective July 1, 2011		FY12
	Min	Step 1	Step 2	Step 3	Step 4	Step 5		
L - 1	11.72	12.36	13.05	13.50	14.26			
L - 2	12.72	13.47	13.93	14.61	15.32	16.05		
L - 3	14.17	14.74	15.37	15.90	16.40	17.30		

Library - Schedule VI						effective July 1, 2012		FY13
	Step1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
L - 1	13.53	14.19	14.77	15.29	15.96	16.63	17.17	
L - 2	14.62	15.38	16.00	16.73	17.48	18.25	19.03	
L - 3	17.10	17.77	18.47	19.13	19.77	20.54	21.52	

Library - Schedule VI						effective July 1, 2013		FY14
	Step1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
L - 1	15.33	16.01	16.49	17.07	17.66	18.20	18.45	
L - 2	16.51	17.29	18.07	18.85	19.63	20.44	21.20	
L - 3	20.03	20.80	21.57	22.35	23.14	23.78	24.86	

Library - Schedule VI						effective July 1, 2014		FY15
	Step1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	
L - 1	15.64	16.33	16.82	17.41	18.01	18.56	18.82	
L - 2	16.84	17.64	18.43	19.23	20.02	20.85	21.62	
L - 3	20.43	21.22	22.00	22.80	23.60	24.26	25.36	

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 Account for the Library for Fiscal Year 2013 to fund the negotiated retroactive pay increases for Fiscal Year 2013 as set forth in the preceding article, if approved, 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 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 7: To see if the town will vote to transfer from available funds in the treasury a sum of money to cover the town's obligation arising out of the settlement of pending litigation; 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 transfer from available funds in the treasury and/or from free cash sufficient funds to cover the additional over time expenses incurred by the Police Department; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

ARTICLE 9: To see if the Town will vote to transfer from available funds in the treasury a sum of money not to exceed ten thousand dollars (\$10,000) to cover a deficit in the Fire Department Personal Services Budget Account; pass any vote or take any action relative thereto. Submitted by the Board of Selectmen.

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:

WILLIAM E. ROONEY

CHAIRMAN

AARON L SAUNDERS

CARMINA D FERNANDES

MANUEL D SILVA

BRIAN M. MANNIX

BOARD OF SELECTMEN

LUDLOW, MASSACHUSETTS

April 2, 2013

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

2013

Town Clerk