

APPENDIX B

The following minimum salary and wage scales shall be the entrance scales for all employees except as provided in Section 3.4 of the Classification and Compensation Plan Bylaw.

WAGE INCREMENT STEPS (Revised 05/11)

LABORER

Laborer - Schedule I				Effective July 1, 2007		
CLASS	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		
CLASS	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		
CLASS	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		
CLASS	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

CLASS	MIN.	1	2	3	4	5
MP-1	8.75					

CLERICAL

CLERICAL/COUNCIL ON AGING – SCHEDULE II

Effective 07/01/08

CLASS	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

CLASS	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

CLASS	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

FIRE DEPARTMENT

Fire Department Schedule III

Effective 07/01/09

Class	Min	1	2	3	4	5	
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	2	3	4	5	
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	2	3	4	5	
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	2	3	4	5	
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	2	3	4	5	
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	2	3	4	5	
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	2	3	4	5	
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	2	3	4	5	
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	2	3	4	5	
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	2	3	4	5	
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

POLICE DEPARTMENT

POLICE - Schedule IV **Effective 7/01/2010**

CLASS	MIN	Step 1	Step 2	Step 3	Step 4	Step 5
P -1	798.88	827.38	855.92	884.43	912.85	940.23
P -2	998.26	1034.23	1069.93	1105.54	1141.06	1175.28
P -3	1218.29	1267.77	1305.3	1348.76	1392.1	1433.84
P -4	1682.22	1743.77	1802.32	1862.27	1922.25	1979.92

POLICE - Schedule IV **Effective 7/01/2011**

CLASS	MIN	Step 1	Step 2	Step 3	Step 4	Step 5
P -1	806.87	835.65	864.48	893.27	921.98	949.63
P -2	1008.24	1044.57	1080.63	1116.60	1152.47	1187.03
P -3	1230.47	1280.45	1318.35	1362.25	1406.02	1448.18
P -4	1699.04	1761.21	1820.34	1880.89	1941.47	1999.72

POLICE - Schedule IV **Effective 1/01/2012**

CLASS	MIN	Step 1	Step 2	Step 3	Step 4	Step 5
P -1	814.94	844.01	873.12	902.21	931.20	959.13
P -2	1018.33	1055.02	1091.44	1127.76	1164.00	1198.90
P -3	1242.78	1293.25	1331.54	1375.87	1420.08	1462.66
P -4	1716.03	1778.82	1838.55	1899.70	1960.89	2019.72

POLICE - Schedule IV **Effective 7/01/2012**

CLASS	MIN	Step 1	Step 2	Step 3	Step 4	Step 5
P -1	823.09	852.45	881.86	911.23	940.51	968.72
P -2	1028.51	1065.57	1102.35	1139.04	1175.64	1210.89
P -3	1255.21	1306.18	1344.85	1389.63	1434.28	1477.29
P -4	1733.19	1796.61	1856.93	1918.70	1980.50	2039.91

POLICE - Schedule IV **Effective 1/01/2013**

CLASS	MIN	Step 1	Step 2	Step 3	Step 4	Step 5
P -1	831.32	860.97	890.67	920.34	949.92	978.41
P -2	1038.79	1076.22	1113.37	1150.43	1187.39	1223.00
P -3	1267.76	1319.25	1358.30	1403.53	1448.62	1492.06
P -4	1750.52	1814.57	1875.50	1937.89	2000.30	2060.31

*Police supervisors in the P-2, P-3, and P-4 ranks shall be eligible for Step 5 after completion of two (2) years at current rank, provided that they have served with the Ludlow Police Department for five (5) years.

DISPATCHERS

Police Department - Schedule IV					Effective	07/01/10
CLASS	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

Effective 7/01/2011

SP-2	11.19	per hour
FP-1	767.73	per year
SG-1	16.45	per hour
PM-1	11.19	per hour

CUSTODIANS

Custodian Schedule V

Effective 07/01/11

CLASS	MIN.	1	2	3	4	5
C-1	10.29	10.92	11.58	12.32		
C-2	11.08	11.60	11.95	12.62	13.23	
C-3	11.95	12.47	12.94	13.47	13.94	14.49
C-4	12.75	13.32	13.84	14.39	14.92	15.46

LIBRARY

LIBRARY – SCHEDULE VI

Effective 07/01/08

CLASS	MIN.	1	2	3	4	5
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

LIBRARY – SCHEDULE VI**Effective 7/1/09**

CLASS	MIN.	1	2	3	4	5
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

LIBRARY – SCHEDULE VI**Effective 7/1/10**

CLASS	MIN.	1	2	3	4	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

NURSES**Nurses - Schedule VII****Effective July 1, 2010**

CLASS	MIN.	1	2	3	4	5
N -1	618.78	641.03	665.50	691.05	717.83	
N -2	658.85	678.86	701.14	718.93	755.45	774.44

Nurses - Schedule VII**Effective July 1, 2011**

CLASS	MIN.	1	2	3	4	5
N -1	637.35	660.26	685.47	711.78	739.36	
N -2	678.62	699.23	722.18	740.50	778.12	797.67

Nurses - Schedule VII**Effective July 1, 2012**

CLASS	MIN.	1	2	3	4	5
N -1	656.47	680.07	706.03	733.13	761.54	
N -2	698.97	720.21	743.84	762.71	801.46	821.60

WESTOVER GOLF COURSE

Golf Course - Schedule VIII						Effective July 1, 2007
CLASS	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
CLASS	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
CLASS	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
CLASS	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

RECREATION

Recreation – Schedule IX Effective 07/01/10

CLASS	WAGE
D-1	8.00
D-2	8.00
D-3	11.00
D-4	11.00
PLG-1	9.50
HLG-1	12.00
PLG-2	11.25
HLG-2	14.00
PN-1	20.00

ENGINEERING

ENGINEERING – SCHEDULE X Effective 07/01/08

Class	Min.	1	2	3	4
E-2(Temp)	14.42				

CABLE TELEVISION

CABLE TELEVISION – SCHEDULE XIV Effective 07/01/11

Class	Min.	STEP 1	Step 2	Step 3	Step 4	Step 5
TV-1	13.26	13.77	14.28	14.79	15.30	15.81

DEPARTMENT OF INSPECTIONAL SERVICES

INSPECTORS – SCHEDULE XIV (Effective 07/01/11)

CLASS	MIN.	1	2	3	4	5	6
I-1	20.16	20.96	21.80	22.67	23.56	24.52	25.51

MANAGEMENT

MANAGEMENT- SCHEDULE XIII

Effective 07/01/11

CLASS	MIN.	1	2	3	4	5	6
GL II	34,441	37,310	40,181	43,051	45,921	48,791	51,661
GL III	45,921	48,791	51,661	54,531	57,401	60,271	63,142
GL IV	51,661	54,531	57,401	60,271	63,142	66,011	68,882
GL V	68,882	72,708	76,534	80,360	84,187	88,013	91,841
Elected	45,921	48,791	51,661	54,531	57,401	60,271	63,142