



Article 5

Classification & Compensation Plan

Purpose of Article:

- To amend the Classification & Compensation Plan for regular-status Town positions effective 7/1/13



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Classification & Compensation Plan

Classification & Compensation Plan does not cover:

- elected officers
- employees with personal contracts
- employees covered by a collective bargaining agreement
- employees of the school department



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Not Covered by Article 5:

- How much \$ spent on salaries

Subject to Approval:

- Job Titles
- Groupings/Grades of Positions
- Salary Ranges



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Requested Actions:

- Incorporate changes set forth in Article 4
- Increase ranges by 1.5%
(except SF & HS ranges, which remain the same)



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- Town Meeting action only affects the salary ranges (min - max), not actual salary increases
- Actual salary increases are set by the Town Manager & Personnel Board based on the approved budget



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Reason for Recommendation:

- A fair & competitive Plan is an important factor in attracting & retaining competent employees



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Slides to answer questions . . .



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- Acton
- Andover
- Arlington
- Bedford
- Belmont
- Burlington
- Chelmsford
- Danvers
- Groton Light
- Hingham
- Ipswich
- Lexington
- Littleton
- Mansfield
- Marblehead
- Natick
- Needham
- Shrewsbury
- Sudbury
- Tewksbury
- Westborough
- Westford
- Wellesley
- Weston
- Westwood
- Winchester



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Weighted Rating Factors for Classification:

- Knowledge/Education
- Experience
- Mental Activity/Complexity of Decisions
- Responsibility/Accountability
- Independent Action
- Management Control/Supervision
- Relationships/Contacts
- Analysis and Research
- Working Conditions/Physical Effort