



ARTICLE 5: Class & Comp Plan

Classification & Compensation Plan

ARTICLE 5. To determine whether the Town will vote to amend the Classification and Compensation Plan for regular-status Town positions by adopting the following schedules to become effective July 1, 2020, or take any other action relative thereto:

.... (See Schedules printed in Warrant)



ARTICLE 5: Class & Comp Plan

Purpose of Article:

- To amend, in accordance with the Personnel Bylaw, the Classification & Compensation Plan for **non-union, regular-status, Town** positions effective 7/1/20



ARTICLE 5: Class & Comp Plan

Not Covered by Article 5:

- How much \$ spent on salaries

Subject to Approval:

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



ARTICLE 5: Class & Comp Plan

Adoption of Plan in Warrant would:

- incorporate classification actions from Article 4
- increase minimums, midpoints & maximums by 2.5%, except SF and HS ranges = no increase to maximum
- further increase minimums of SF-1 & HS-A ranges to new Massachusetts minimum wage



ARTICLE 5: Class & Comp Plan

Recommendations based on:

- Current & anticipated workforce needs
- Continuing review – compensation of similar municipalities, light plants, fitness facilities, and other comparables
- Continuing review of equal pay for comparable positions



ARTICLE 5: Class & Comp Plan

- 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



ARTICLE 5: Class & Comp Plan

Reason for Article 5:

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



ARTICLE 5: Class & Comp Plan

Classification & Compensation Plan

ARTICLE 5. To determine whether the Town will vote to amend the Classification and Compensation Plan for regular-status Town positions by adopting the following schedules to become effective July 1, 2020, or take any other action relative thereto:

.... (See Schedules printed in Warrant)