



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 7/1/22

(See Schedules printed in Warrant)



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
- split the EL-2 and EL-3 into 2 grades each
- increase minimums, midpoints & maximums by 3%,
- further increase EL-2B, EL-3B, EM-2, EM-4, EM-5, EM-6 ranges to 9% higher than FY22, and
- further increase minimums below \$14.25 to new Mass. Minimum Wage & adjust midpoints accordingly



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

Anticipated Motion:

That the Town take affirmative action on Article 5 as printed in the Warrant and as further amended by adopting all classification actions ratified via Article 4