



# Article 6

## Classification & Compensation Plan

---

### **Anticipated Motion:**

- That the Town take affirmative action on Article 6 as printed in the Warrant



# Article 6

## Classification & Compensation Plan

---

### **Purpose of Article:**

- To amend the Classification & Compensation Plan for non-union, regular-status, Town positions effective 7/1/16



# Article 6

## Classification & Compensation Plan

### **Not Covered by Article 6:**

- How much \$ spent on salaries

### **Subject to Approval:**

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



# Article 6

## Classification & Compensation Plan

### **Requested Actions:**

- Incorporate changes set forth in Article 4
- Increase salary range margins:
  - EM-1 & 4, and all AC, TCL, MP & EL: 2.0%
  - EM-2 & 3: 10.0%
  - SF minimum to \$10.00

(SF maximum & HS ranges = no change)



## Article 6

# Classification & Compensation 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 6

## Classification & Compensation Plan

---

### **Reason for Recommendation:**

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