



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, 2019, 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 7/1/19



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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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Adoption of Plan in Warrant would:

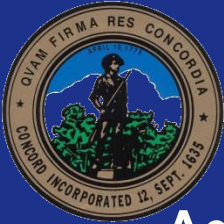
- add Media Specialist group, salary grade & range
- add 3rd salary grade & range for Telecommunications Technicians
- renumber current EM-5 grade as EM-6
- new EM-5 salary grade and range in Electrical Management



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Adoption of Plan in Warrant would:

- incorporate classification actions from Article 4
- Add/Change/Move titles:
 - Lead Telecommunications Technician
 - Media Technician
 - Education Coordinator
 - Lead Producer
 - Network Operations Manager to Telecommunications Director
 - Assistant Light Plant Director to new EM-5 grade



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Adoption of Plan in Warrant would:

- Increase most minimums, midpoints & maximums by 2.5%
- Increase minimums of SF-1 & HS-A ranges to new Massachusetts minimum wage
- Further increase some Electrical Labor, Electrical Management, & Human Services ranges, and the MP-6 & TM-3 ranges by varied amounts

(No changes to EM-4 & HS-2 ranges, SF-1 max, HS-1 min)



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Recommendations based on:

- Current & anticipated workforce needs
- Continuing review – compensation of similar municipalities, light plants, fitness facilities, and other comparables
- Concord's workforce needs & market are evolving; regular adjustments needed



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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 Article 5:

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



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