Article 4
Ratify Personnel Board Classification Actions

Anticipated Motion:

➢ That the Town take affirmative action on Article 4 as printed in the Warrant with the understanding that no other changes were voted by the Personnel Board between January 2, 2014 and May 4, 2014.

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Classification Action = Amendment to Plan which:

➢ Adds or deletes a job title

➢ Assigns a title to a salary range

➢ Reassigns a title from one salary range to another

Existence of title on Plan does **not** approve funding; funding is subject to limitations of approved General Fund & Enterprise Fund budgets

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Classification Actions needed when:

➢ Town Manager creates new position

➢ Duties of existing position change in significant manner

➢ Position title needs to be updated

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Per Personnel Bylaw:

➢ Personnel Board assigns titles & salary ranges as needed

➢ Salary grade assignments based on Town's standardized system for grouping positions

➢ If Class & Comp Plan amended, subject to ratification at next Town Meeting

Article 4
Ratify Personnel Board Classification Actions

➤ 8 Classification Actions Subject to Ratification

➤ No other changes voted since January 2nd

➤ GIS & Application Integration Program Manager (CMLP) is only new title that represents position that didn't previously exist in another form

➤ All other changes relate to restructuring of existing positions

Article 4
Classification & Compensation Plan

Reason for Recommendation:

➢ Maintenance of appropriate job titles and salary ranges is an important factor in attracting & retaining competent employees

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