



## Article 6 Personnel Bylaw Amendment – Other Special Pays

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### **Anticipated Motion:**

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



# Article 6

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### Currently:

- Section 10.7 of Bylaw authorizes:
  - Stand-by pay
  - Uniform pay



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### **Proposal:**

- Town Manager has authority to adopt other special pays that are consistent with the municipal employment market
  - Examples: stand-by pay, uniform pay, education assistance, and educational incentives



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### **Current Example of Need:**

- Commonwealth recently changed Quinn Bill, which was adopted by Town in 1999 to provide educational incentive pay to police, including chief & lieutenants
  - Stopped funding its portion of program
  - Excluded those not previously qualified, e.g., moving from other state & new officers



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### **Current Example of Need, cont.:**

- Municipalities adopting their own educational incentive plans
- Town Manager implemented new educational incentive plan for unionized police officers
- Town Meeting approval of a Bylaw change required for non-union, police management



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### **Current Example of Need, cont.:**

- If the Bylaw isn't changed in a timely manner, the Town may experience a challenge in hiring a new Police Chief.
  - Competitive total compensation package may need to include education incentive for candidates not qualified for Quinn pay



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### **Proposed Amendment Addresses by:**

- Providing Town Manager with ability to adopt and modify other special pays as needed in response to market conditions affecting recruitment & retention of non-union employees

Compensation subject to funds being available w/in budgets approved by Town Mtg



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