



ARTICLE 6: Class & Comp Plan

Classification & Compensation Plan

ARTICLE 6. 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, 2021, or take any other action relative thereto:

.... (See Schedules printed in Warrant)



ARTICLE 6: 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 7/1/21



ARTICLE 6: Class & Comp Plan

Not Covered by Article 6:

- How much \$ spent on salaries

Subject to Approval:

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



ARTICLE 6: Class & Comp Plan

Adoption of Plan in Warrant would:

- incorporate classification actions from Article 5
- increase minimums, midpoints & maximums by 2%,
- further increase minimums below \$13.50 to new Mass. Minimum Wage & adjust midpoint accordingly
- remove the titles of Public Works & Engineering Director and Chief Information & Telecommunications Officer, and
- remove the TM-4 salary grade.



ARTICLE 6: 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 6: 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 6: Class & Comp Plan

Reason for Article 6:

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



ARTICLE 6: Class & Comp Plan

Classification & Compensation Plan

ARTICLE 6. 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, 2021, or take any other action relative thereto:

.... (See Schedules printed in Warrant)