



# Article 5

## Classification & Compensation Plan

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### **Motion:**

- That the Town take affirmative action on Article 5 as printed in the Warrant



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### **Purpose of Article:**

- To amend the Classification & Compensation Plan for non-union, regular-status, Town positions effective 7/1/17



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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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### Requested Actions:

1. Incorporate changes set forth in Article 4
2. Remove Hwy & Grounds from TCL (now Union)
3. Remove Beede Center positions from MP
4. Adjust salary ranges as follows:



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### **Requested Salary Range Actions:**

- Increase AC, TCL, MP, EL & EM: 2.5%
- Increase SF-1 & HS-A minimum to \$11.00
- Increase HS-1 and HS-2 mins & maxes

(SF-1 & HS-A maximum = no change)



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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 Recommendation:**

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



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