



Article 5

Classification & Compensation Plan

Motion:

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



Article 5

Classification & Compensation Plan

Purpose of Article:

- To amend the Classification & Compensation Plan for non-union, regular-status, Town positions effective 7/1/15



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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:

- Incorporate changes set forth in Article 4
- Increase salary range margins:
 - EM-1 & 4, and all AC, TCL, MP & HS: 1.5%
 - EL-2, 3, 4, 5 & 6, and EM-2 & 3: 4.0%
 - SF minimum to \$9.00

(SF maximum & EL-1 range = 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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