

# **ARTICLE 5. Ratify Personnel Board Classification and Compensation Plan**

Mr. Mrachek moves that the Town take affirmative action on Article 5 as printed in the Warrant, with the addition of the following position added subsequent to the closing of the Warrant: Human Services Generalist, Grade 6

# Clarification

- Article 5 does not cover how much money is spent on salaries.
  
- Items still subject to approval include
  - Job Titles
  - Groupings/Grades of Positions
  - Salary Ranges

# Objective

- A Classification & Compensation Plan that considers:
  - Uniform salary ranges based on job responsibilities and requirements
  - Equal pay for equal work
  - Internal equity across departments
  - External competitiveness of salaries
  - Comparability with salaries of unionized employees

# Components of a Plan

- Classification
  - Job Evaluation – Internal Equity
  
- Compensation
  - Salary Survey – External competitiveness and benchmarking of positions in comparable communities.

# Updated Plan

We have provided for Town Meeting a handout with the most current version of the plan which has been updated since the warrant was printed.

# **Recommendation**

The Personnel Board recommends affirmative action on Article 5 as printed in the warrant and in the updated filing with the Town Clerk and as presented for amendment at Town Meeting.

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