

WAGE ADJUSTMENT

ORIGINAL WARRANT ARTICLES

ARTICLE 2: To see if the Town will vote to amend the Personnel By-law at Section 27.3 (Pay Schedule Year Round) to reflect a wage adjustment of 2.7% effective July 1, 2020 and further to Raise and Appropriate the sum of Eighty Thousand (\$80,000) to cover the cost of this adjustment.. **(RECOMMENDED 5-0)**

ARTICLE 3: To see if the Town will vote to amend the Personnel Bylaw at Section 27.4 (Seasonal Pay Schedule) to reflect a wage adjustment of 2.7% retroactive to July 1, 2020 **(RECOMMENDED 5-0)**

SUGGESTED REVISION

ARTICLE 2: To see if the Town will vote to amend the Personnel By-law at Section 27.3 (Pay Schedule Year Round) and Section 27.4 (Seasonal Pay Schedule) to reflect a wage adjustment of 2.7% effective retroactively to July 1, 2020 and further to Raise and Appropriate the sum of \$80,000 to cover the cost of these adjustments

Classification and Compensation This Article is all set:

ARTICLE 5: To see if the Town will vote to amend the Personnel Bylaw at Section 27.1 to make the following changes to the Year Round Town Classification Plan; and further to Raise and Appropriate the Sum of Fifty-Nine Thousand Four Hundred and Four Dollars (\$59,404) to fund the following revisions to the Year Round Classification Plan to be retroactive to July 1, 2020. The amended text appears in **Bold:**

27.0 Classification and Compensation Plans (To be effective July 1, 2020)

27.1 Year Round Classification Plan

GRADE 1	Circulation Assistant Substitute Circulation Assistant Custodian Kitchen Manager
GRADE 2	Administrative Clerk (Board of Health and Council on Aging) Building Maintenance Worker Circulation Assistant Substitute Circulation Assistant
GRADE 3	Administrative Assistant I (Board of Selectmen and Council on Aging, Community Preservation Commission and Affordable Housing Committee) Assistant Animal Control Officer

~~Programming Coordinator/Administrative Assistant (4/12/16)~~
Highway Department Laborer
Shellfish Agent

GRADE 4 Associate Assessor/Data Collector
Assistant Librarian/Children's Librarian/Youth Librarian
~~Assistant Council on Aging Director~~
Executive Assistant
Outreach Coordinator
~~Animal Control Officer~~
Programming Coordinator
Reference and Technology Librarian
Cemetery Superintendent

GRADE 5 **Administrative Assistant II to the CPC Committee**
Animal Control Officer
Head of Circulation/Assistant Library Director
Highway Department Foreman
~~Assistant Treasurer/Collector~~

GRADE 6 ~~**Board Administrator**~~
Local Building Inspector
Patrol Officer
Assistant Board of Health Agent
Assistant Director/Council on Aging
Administrative Assistant III to the Affordable Housing Committee

GRADE 7 **Assistant Treasurer/Collector**
Conservation Commission Board Administrator
Parks & Recreation Board Administrator
Personnel Board Administrator
Planning Board Administrator
Zoning Board of Appeals Administrator
~~**Council on Aging Director**~~
~~**Health Agent**~~
~~**Library Director**~~

GRADE 8 **Council on Aging Director**
Health Agent
Inspector of Buildings/Zoning Enforcement Officer
Library Director
Police Sergeant
~~**Town Accountant**~~
~~**Principal Assessor**~~

GRADE 9 Police Lieutenant

Treasurer/Collector
Town Accountant/Finance Director
Principal Assessor
Highway Superintendent (New position as of July 1, 2020)

GRADE 10 Town Administrator

GRADE 11 None