



# Article 4

# Personnel Plan FY2022

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INCLUDING COMPENSATION & CLASSIFICATION  
SCHEDULE

# Changes to Plan Language

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- Gender neutral language
- Selectmen to Select Board

# Article VI: The Pay Plan

## Section 10: Review and Amendment of the Pay Plan

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- Town uses CPI-U data from November
- Data not available until mid-December
- Plan requires a recommendation by January 1<sup>st</sup>
- Suggest changing to February 1st

# Article VIII: Other Forms of Pay

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- Applies to non-union Specials, Per Diem FF/EMTs
- Town Details and Private Details
- **Clarify** language to allow rate change without going to ATM

# Article VIII: New language

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The private detail rate(s) are subject to periodic review and modification by the Personnel Board with the approval of the Select Board. It does not require Town Meeting approval.

# Article IX: Holidays

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- Add Juneteenth as a holiday
  - Signed into law by Governor Baker July 2020
- Change Columbus day to Indigenous Peoples day

# Juneteenth

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- Emancipation Proclamation signed Jan. 1, 1863
- Did not reach western states until June 19, 1865
- Freedom from slavery in Texas
- Now celebrated on June 19<sup>th</sup> throughout the US

# Indigenous Peoples Day

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To celebrate and honor Native American Peoples and commemorate their histories and culture.



Vote “yes” on  
Motion 1

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# Classification & Compensation Schedule FY2022

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MOTION 2

# Added position to Class and Comp Schedule

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- Added Temporary Town Clerk

# Removed positions on Class and Comp Schedule

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- HR Manager
- DPW Business Administrator
- Information Systems Coordinator
- IT Support Technician
- Fence Viewer

Vote “yes” on  
Motion 2

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# Classification & Compensation Schedule FY2022

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MOTION 3

# Wage Adjustment Options FY2022

## CPI-U November 2020

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Options	% Increase	Incremental Cost
Rolling 12 mo. Average	1.4%	\$28,948
Fiscal Year Average	1.6%	\$32,348
Compromise (Not CPI-U)	2.0%	\$40,298
Fiscal 3 Year Average	2.4%	\$48,107

# Personnel Board Recommendation for FY2022

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- **CPI-U 2.4% fiscal 3 year average**
- Used 3 year fiscal avg FY19, FY20, FY21
- **Cost of 2.4% is \$48,107**
- No Step Increase.



# Temporary, Per Diem & Intermittent Schedule

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- CPI-U 2.4% fiscal 3 year average
- No change mini. wage positions until Jan. 1, 2022:
  - Counselor
  - Election Workers
  - Asst. Animal Control Officer – Dogs & Cats
  - Laborer Cemetery
- Stipends: no change
- Fee-based positions: no change

**Vote “yes” on  
Motion 3**

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