

Reclassification and Compensation Study

Impact on FY11

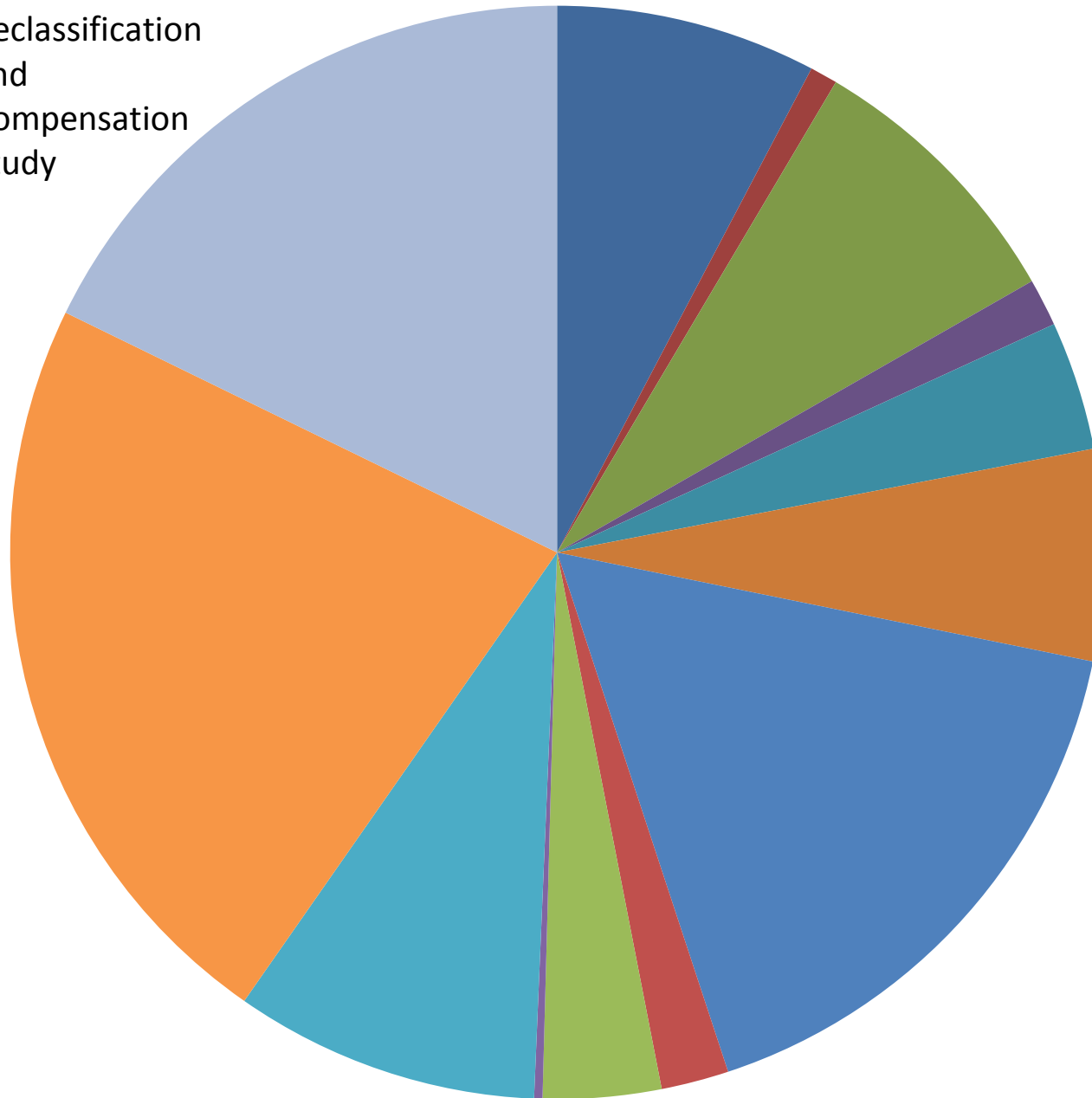
History

- In 1996, the need for this study was identified.
- However, it was not initiated until 2004.
- In 2005, our current Town Manager was directed by BoS to complete the study.
- In 2007, ATM approved hiring consultants to complete the Reclassification and Compensation study

History, cont'd

- Consultant was hired in 2008 with goal making any adjustments in FY10.
- Activity was forced to stop by formation of two professional unions in 2009.
- Jacobs work was reviewed and compared with MMPA benchmarking information in 2010, with very similar conclusions.
- Reclassification and Compensation implemented in 2010.

Reclassification
and
Compensation
Study



- Assessing
- Information Systems
- Conservation
- Police
- Fire
- Inspectional Services
- Harbormaster
- Animal Control
- DPW Administration
- Sewer
- Cemetery
- Library
- Recreation

1 year cost is \$166,000

2 year cost is \$332,000

MARCH 12, 2011 Special Town Meeting

Summary

- Necessary step to retain talent
- Mechanism in place to keep up-to-date
- Adjustments put into FY12 budgets
- Cost for FY10/FY11 is mitigated by savings in several departments, as will be seen in STM Article 6