

## Compensation Policy for Non-union Employees (N-U) and Elected Officials (EO)

In an effort to ensure that compensation for non-union employees and elected officials remains relevant over time, commencing with the Fiscal Year beginning July 1, 2015 the Town will include in the proposed budget an annual salary/wage increase for non-union and elected officials equal to the average increase computed from all contracts in effect at the time.

An increase will not be included in the current budget for any position that has negotiated their salary within the last two fiscal year(s).

Examples of how this policy would be implemented in two different years as follows:

Contract	% Increase	% Increase
A	1.50	1.50
B	2.00	2.00
C	1.50	*
D	1.25	*
E	2.25	2.25
Average N-U, EO	1.70	1.92
Increase	1.75	2.00

\* denotes contract expired/in negotiations

The percentages shown above are for explanatory purposes and do not represent actual percentages.

Percentages will be rounded up to the nearest .25%.

### *Explanation:*

*This does not tie any subset of the group to a particular contract, which might mean they might not receive an increment due to an expired contract and on-going negotiations. This also avoids the potential vagaries of a merit system not designed, implemented or funded to work as intended.*

This policy does not apply to non-union employees of the Board of Education, or employees in positions jointly hired by the Board of Selectmen and Board of Education as set forth in the Town Charter

Approved, Board of Finance, February 18, 2015

Approved, Board of Selectmen, February 19, 2015

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