

Town of Belmont Classification and Compensation Plan

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Legal Framework—Non-Union and Management Personnel


- Non-Union and Management Personnel
 - MGL Chapter 41, Section 108A allows a Town to classify all positions that are not filled by popular election or those controlled by the School Committee and authorizes a Town to establish a pay plan setting minimum and maximum salaries for those positions
 - Belmont adopted Section 108A into its by-laws (Article 11.1)
 - Town Meeting must approve any changes to a classification and compensation plan. This applies only to non-union and management positions

Legal Framework—Union Personnel

- Union Personnel
 - MGL Chapter 150E, Section 7(d) mandates that the terms of collective bargaining agreements prevail over any municipal personnel ordinance, by-law, rule or regulation
 - Classification and compensation plan has already been approved by Town Meeting upon affirmative vote to fund the collective bargaining agreements



Legal Framework—Elected Officials

- Elected Officials
 - MGL Chapter 40, Section 108 requires Town to fix compensation of elected officials by vote of Town Meeting
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Review of Prior Studies

- Olney Study-1990
- Implementation Issues
 - Inconsistent
 - Union Involvement



Factors Compelling a New Study

- Years of isolated decisions:
 - reclassification requests
 - new positions
 - reorganization
- Changes in technology and reduced work force
- Competition in municipal marketplace



Commitment to NAGE

- NAGE collectively bargained new classification study
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