

Classification and Compensation Plan Explanation

- Column 1. *Position*
Job Title
- Column 2. *Years Emp as of 7/10*
Number of years that the incumbent has been employed by the Town on July 1, 2010
- Column 3. *Yrs in pos as of 7/10*
Number of years that the incumbent has served in the current position on July 1, 2010
- Column 4. *Classification*
Grouping based on an evaluation of the relative duties, responsibilities, working conditions, required education, training and experience and necessary supervision of the position.
- Columns 5. *Hours*
Number of hours in the workweek for the position
- Columns 6-8. *Salary Ranges*
Compensation limits for the position/classification
- Columns 9-10. *Base Salary Paid*
Base pay for the current and prior fiscal year
- Column 11. *FY10 fees or other comp*
Additional compensation for the current fiscal year. This includes potential compensation; amounts budgeted for additional work but not necessarily paid. Clerical employees may choose compensatory time in lieu of compensation, and/or the budgeted hours may not be required. This also includes fixed amounts, such as longevity, which are not subject to cost of living adjustments.
- Column 12. *Total FY10 Comp*
Both base and additional compensation for the current fiscal year
- Column 13. *Salary FY11*
Proposed base pay for next fiscal year
- Column 14. *FY11 Hourly Rate*
Calculated proposed hourly rate for next fiscal year based on proposed base pay and workweek
- Column 15. *Estimated Fees/comp FY11*
Estimated additional compensation, including potential compensation, next year.
- Column 16. *Total FY11 Comp*
Both base and additional compensation for next fiscal year
- Column 17. *% Increase*
Magnitude of the *total compensation* increase from the current to the next fiscal year. Since some compensation (certification, longevity, etc.) is not adjusted for cost of living, the percentage that the total compensation increases may be less than the percentage that the *base compensation* increases. Conversely, a first time or increased longevity payment will increase the percentage that the total compensation increases more than the percentage that the base increases.
- Column 18. *\$ Increase*
Amount that the *total compensation* increase from FY10 to FY11
- Column 19. *Notes*
Indicates the basis for additional compensation or provides other noteworthy information.