

ARTICLE 1:

ARTICLE 1: To see if the Town will vote to amend the Classification and Compensation Plans and the Personnel By-Law and Collective Bargaining Agreements contained therein, or take any other action relative thereto.
BOARD OF SELECTMEN

RECOMMENDATION: Approval (Unanimous, 9-0-1)

The Advisory & Finance Committee recommends Town Meeting approve Article 1. Recent changes to minimum wage laws required multi-year increases in some positions at both Fall 2014 and Spring 2015 Town Meeting. Upon additional review, there are still adjustments needed. Adjustments for all positions need to be carried through 2017 and further adjustments are needed to resolve compression, where supervisors are making almost the same wage as those they supervise. This article will bring all positions up to date and in compliance through 2017.



Town of Plymouth
Human Resources Dept.

Memo

To: Board of Selectmen and Advisory and Finance Committee

From: Cindy M. DePina, Director of Human Resources

Date: 08/25/2015

Re: Article 1 – Classification and Compensation Plans/Personnel Bylaws

Article 1 – To see if the Town will vote to amend the Classification and Compensation Plans and the Personnel Bylaw and Collective Bargaining Agreements contained therein, or take any other action thereto.

Change the pay rates effective January 1, 2016 and then again January 1, 2017 in the Personnel Bylaws.

The Commonwealth of Massachusetts has changed the minimum wage effective January 1, 2016 and then another increase will occur on January 1, 2017. The current minimum wage in Massachusetts is \$9.00. On January 1, 2016 it will increase to \$10.00 per hour and on January 1, 2017 it will increase to \$11.00 per hour. Attached is the proposed pay scale for Misc. D employees, which includes changes for both the minimum wage impact and the impact of compression of wages for supervisors. The proposed changes would help prevent supervisors' wages from falling below the wage of an employee they are overseeing.



IMPORTANT CHANGES TO THE MASSACHUSETTS MINIMUM WAGE

In accordance with An Act Restoring the Minimum Wage and Providing Unemployment Insurance Reforms [Chapter 144 of the Acts of 2014](#)

Effective January 1, 2015

MINIMUM WAGE: \$9.00 PER HOUR

The minimum wage law applies to all employees except those being rehabilitated or trained in charitable, educational, or religious institutions; members of religious orders; agricultural, floricultural, and horticultural workers; those in professional service; and outside salespersons not reporting to or visiting their office daily. See [M.G.L. chapter 151, §§1 and 2](#). For further information regarding the Massachusetts state minimum wage, contact the Massachusetts Department of Labor Standards at (617) 626-6952 or visit www.mass.gov/dols.

In no case shall the Massachusetts minimum wage rate be less than \$0.50 higher than the effective federal minimum rate.

SERVICE RATE: \$3.00 PER HOUR

Wait staff, service employees and service bartenders may be paid the service rate if they regularly receive tips of more than \$20 a month, and if their average hourly tips, when added to the service rate, are equal to or exceed the basic minimum wage. See [M.G.L. chapter 151, §7](#).

AGRICULTURAL RATE: \$8.00 PER HOUR

Work on a farm and the growing and harvesting of agricultural, floricultural and horticultural commodities requires payment of no less than the above-listed rate per hour, except when such wage is paid to a child seventeen years of age or under, or to a parent, spouse, child or other member of the employer's immediate family. See [M.G.L. chapter 151, §2A](#).

Effective January 1, 2016:

- Minimum Wage shall be \$10.00 per hour
- Service Rate shall be \$3.35 per hour (provided service employee receives tips of more than \$20 per month and if his/her average hourly tips, when added to the service rate, equals \$10.00 per hour).

Effective January 1, 2017:

- Minimum Wage shall be \$11.00 per hour
- Service Rate shall be \$3.75 per hour (provided service employee receives tips of more than \$20 per month and if his/her average hourly tips, when added to the service rate, equals \$11.00 per hour).

PROPOSED MISC D RATES - Rev 9/11/15

JOB TITLE	2015 hourly rate	Proposed January 1, 2016	Proposed January 1, 2017
CENSUS TAKER	\$ 9.0000	\$ 10.0000	\$ 11.0000
ELECTION WORKER	\$ 9.0000	\$ 10.0000	\$ 11.0000
HARBORMASTER ASSISTANT	\$ 11.2200	\$ 12.2200	\$ 13.2200
	\$ 11.6688	\$ 12.6688	\$ 13.6688
	\$ 12.1380	\$ 13.1380	\$ 14.1380
	\$ 12.6174	\$ 13.6174	\$ 14.6174
INFORMATION AIDE 1749 CT HSE	\$ 9.0000	\$ 10.0000	\$ 11.0000
LIBRARY PAGE	\$ 9.6100	\$ 10.6100	\$ 11.6100
MATRON	\$ 9.5100	\$ 10.5100	\$ 11.5100
	\$ 10.0100	\$ 11.0100	\$ 12.0100
	\$ 10.5100	\$ 11.5100	\$ 12.5100
MUSEUM DIRECTOR	\$ 9.0000	\$ 10.0000	\$ 11.0000
NATURAL RESOURCE OFFICER	\$ 15.3000	\$ 16.3000	\$ 17.3000
NATURAL RESOURCE TECH & ASST	\$ 9.1800	\$ 10.1800	\$ 11.1800
	\$ 9.5064	\$ 10.5064	\$ 11.5064
	\$ 10.1082	\$ 11.1082	\$ 12.1082
	\$ 10.6896	\$ 11.6896	\$ 12.6896
PARK RANGER	\$ 9.9450	\$ 10.9450	\$ 11.9450
	\$ 10.4550	\$ 11.4450	\$ 12.4450
	\$ 10.9650	\$ 11.9450	\$ 12.9450
RECREATION BEACH & POND ATTNDS	\$ 9.0000	\$ 10.0000	\$ 11.0000
	\$ 10.0100	\$ 11.0100	\$ 12.0100
	\$ 10.5100	\$ 11.5100	\$ 12.5100
RECREATION INSTRUCTORS	\$ 9.0000	\$ 10.0000	\$ 11.0000
	\$ 9.5100	\$ 10.5100	\$ 11.5100
	\$ 10.0100	\$ 11.0100	\$ 12.0100
	\$ 10.5100	\$ 11.5100	\$ 12.5100
RECREATION SUPERVISOR B&P	\$ 11.2500	\$ 12.5000	\$ 13.5000
	\$ 12.0000	\$ 13.0000	\$ 14.0000
	\$ 12.5000	\$ 13.5000	\$ 14.5000
	\$ 13.5000	\$ 14.0000	\$ 15.0000
SEASONAL LABORER	\$ 9.0000	\$ 10.0000	\$ 11.0000
	\$ 9.3264	\$ 10.3264	\$ 11.3264
	\$ 9.9282	\$ 10.9282	\$ 11.9282
	\$ 10.5096	\$ 11.5096	\$ 12.5096

PROPOSED MISC D RATES - Rev 9/11/15

JOB TITLE	2015 hourly rate		Proposed January 1, 2016		Proposed January 1, 2017	
SEASONAL OFFICE WORKER	\$	10.9956	\$	13.0000	\$	15.0000
	\$	11.7912	\$	13.7912	\$	15.7912
	\$	12.4440	\$	14.4440	\$	16.4400
	\$	13.0050	\$	15.0050	\$	17.0500
SEASONAL REPAIRMAN	\$	9.0000	\$	10.0000	\$	11.0000
	\$	9.3060	\$	10.3060	\$	11.3060
	\$	9.8568	\$	10.8568	\$	11.8568
	\$	10.1592	\$	11.1592	\$	12.1592
SPECIALTY SPORTS INSTRUCTOR	\$	9.6900	\$	10.6900	\$	11.6900
	\$	10.7100	\$	11.7100	\$	12.7100
	\$	11.7300	\$	12.7300	\$	13.7300
	\$	12.7500	\$	13.7500	\$	14.7500
SPORTS CLINIC ASSISTANT	\$	9.0000	\$	10.0000	\$	11.0000
SURVEYING FIELD TECHNICIAN	\$	10.2000	\$	11.2000	\$	12.2000
TOWN MEETING TELLER	\$	9.0000	\$	10.0000	\$	11.0000
WATER SAFETY PROGRAM COORD	\$	11.0000	\$	13.0000	\$	15.0000
	\$	11.5000	\$	13.5000	\$	15.5000
	\$	12.0000	\$	14.0000	\$	16.0000
	\$	12.5000	\$	14.5000	\$	16.5000
YOUTH CENTER ATTENDANT	\$	9.0000	\$	10.0000	\$	11.0000
	\$	9.5100	\$	10.5100	\$	11.5100
	\$	10.0100	\$	11.0100	\$	12.0100
	\$	10.5100	\$	11.5100	\$	12.5100
ELECTION WARDEN	\$	13.5500	\$	14.5500	\$	15.5500
SPORTS CLINIC DIRECTOR	\$	27.2034	\$	28.0000	\$	29.0000
	\$	30.6000	\$	32.0000	\$	33.0000
SPORTS OFFICIAL	\$	13.7700	\$	14.5000	\$	14.5000
	\$	18.3600	\$	19.5000	\$	19.5000
	\$	25.5000	\$	27.0000	\$	28.0000