

COST OF RECOMMENDED ADJUSTMENTS

	3.78% Step Increase	Special Adjustments	12 month cost	9 month cost
General Fund	901,042	109,040	1,010,081	757,561
Transportation	256,551		256,551	192,413
Housing	31,156		31,156	23,367
Parking	18,678		18,678	14,008
Stormwater	11,241	3,243	14,484	10,863
Total	1,218,667	112,283	1,330,950	998,212

Special Adjustments (Pay Grade or Employee Pay Changes)

After analysis of the December 2004 Town Pay Survey, three groups of jobs fell significantly below the area labor market with job rates or employee average pay of 15% to 20% below the market average. These positions are in the Fire, Police and Engineering Departments.

We recommend changes in pay or grade for the specific jobs shown in the chart below.

Department	Job Title and Action Recommended	Number of Positions	Cost for 12 Months	Cost for 9 Months
Police	Police Chief: change from grade 50 to 51	1	No Change	No Change
	Police Officer II: adjust employee pay by one step. No change in pay grade.	38	\$63,694	\$47,771
Fire	Fire Chief: change from grade 49 to grade 50	1	\$5,613	\$4,210
	Deputy Fire Chief and Fire Marshall: change from grade 43 to grade 45	2	\$8,573	\$6,430
	Battalion Chiefs and Assistant Chief-Training: change from grade 40 to grade 43	4	\$24,605	\$18,454
Engineering and Stormwater	Engineering Technician: change in career progression from grades 29-31 to 32-34	3	\$9,798	\$7,349
	Total		\$112,283	\$84,212