

Background:

- Compression analysis, by grade, of current employees was completed
- External salary survey was conducted with 20 towns in the Commonwealth collecting data on 25 benchmark positions

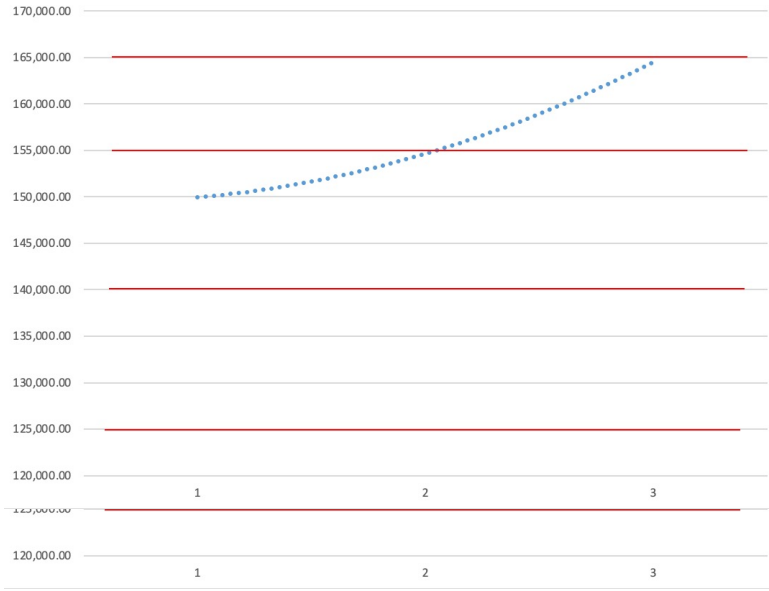
Observations:

- The Administration is using the Classification and Pay Plan as it was designed
- There is salary distribution across each grade with virtually no “bunching”
- In all grades (except grade 3) there is compression to the maximum of the range
- External salary data shows that Natick is generally paying at or above the market

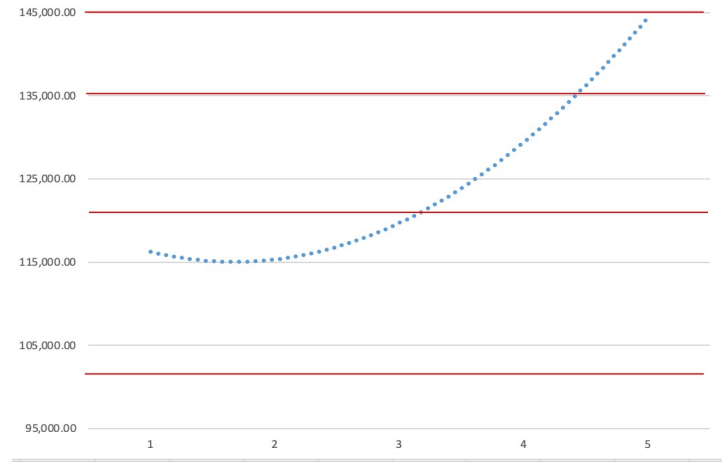
Recommendation:

- Increase the maximum of each range by 10%

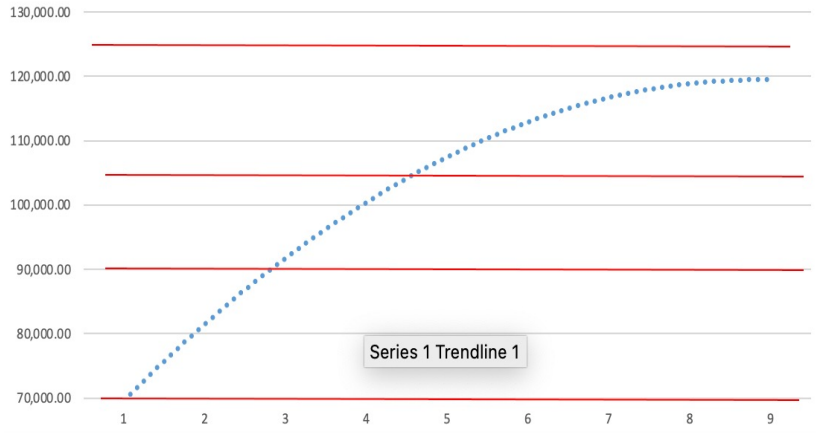
Grade 6



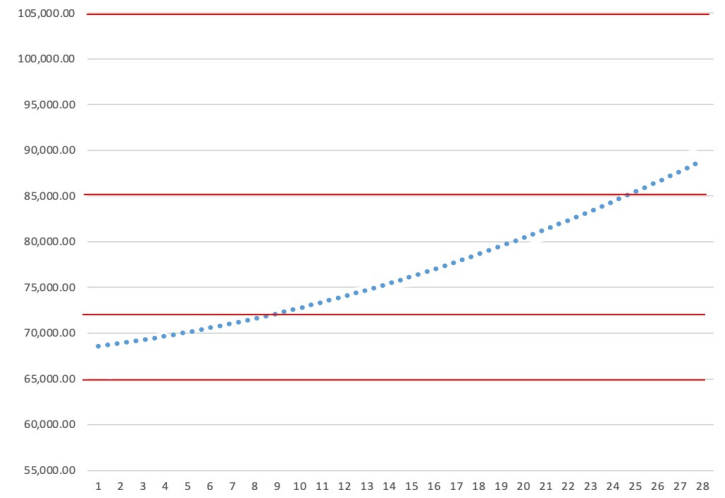
Grade 5



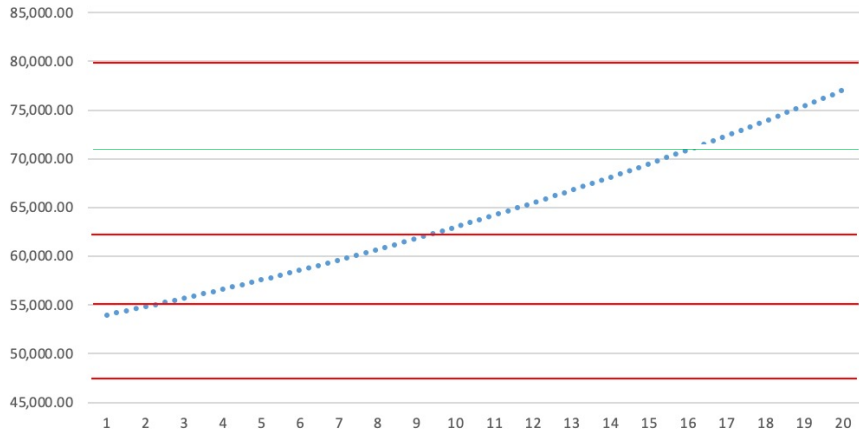
Grade 4



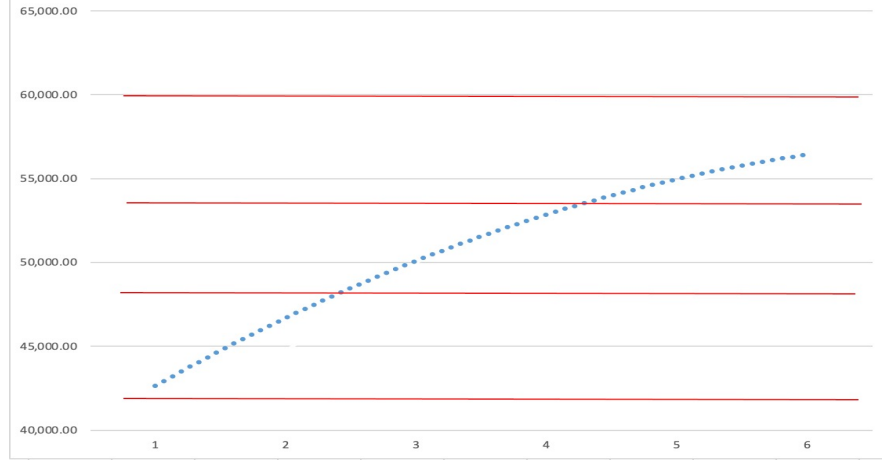
Grade 3



Grade 2



Grade 1



Survey & Natick Averages

