



## TOWN OF NEW LONDON BOARD OF SELECTMEN COMPENSATION PHILOSOPHY

As an employer we believe that it is in the best interest of both the Town of New London and our employees to fairly compensate our workforce for the value of the work provided. The statement of compensation philosophy is designed to reflect the importance public employees play in the delivery of services and programs to the community and that compensation is a clear measure of that importance. It is our intention to use a compensation system that will determine the current market value of a position based on the skills, knowledge and behaviors required of a fully competent incumbent. The system used will be objective and non-discriminatory in theory, application and practice.

### **Selection Criteria:**

§The compensation system will take into account financial affordability as it relates to the taxpayers.

§The compensation system will price positions to market by using local and industry specific survey data.

§The market data will primarily include public sector employers, and will include private sector survey data for more specialized positions (for example, Financial Officer).

§The system will evaluate external equity, which is the relative marketplace job worth of every job directly comparable to similar jobs in our industry, factored for general economic variances and adjusted to reflect the local economic marketplace.

§The system will evaluate internal equity, which is the relative worth of each job when comparing the required level of job competencies, formal training and experience, responsibility and accountability of one job to another and arranging all jobs in a formal job grading structure.

§Professional support and consultation will be available to evaluate the compensation system and provide on-going assistance in the administration of the program.

§The compensation system must be flexible enough to ensure that the Town of New London is able to recruit and retain a highly qualified workforce, while providing the structure necessary to effectively manage the overall compensation program.

**Responsibilities:**

The Board of Selectmen is responsible for reviewing recommendations made by the management team and will give final approval for the compensation system that will be used.

The Board of Selectmen will review and approve, as appropriate, recommended changes to position range movement as recommended by management and as determined through the market analysis process.

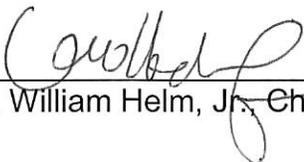
As part of the annual budgeting process the Board of Selectmen will review and approve, as appropriate, funds to be allocated for total compensation, which will include base salaries, bonuses, variable based or incentive based pay and all other related expenses, including benefit plans as recommended by management.

**Management Responsibility:**

The Town Administrator is responsible and accountable to the Board of Selectmen. In that capacity he/she is charged with ensuring that the Town of New London is staffed with highly qualified, fully competent employees and that all programs are administered within appropriate guidelines and within the approved budget.

The Town Administrator shall ensure that salary ranges are updated at least annually, that all individual jobs are market priced at least once every two years and that pay equity adjustments are administered in a fair and equitable manner.

Adopted by the New London Board of Selectmen, June 20, 2016.

  
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G. William Helm, Jr. Chairman

  
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Nancy L. Rollins

  
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Janet R. Kidder