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**INTEROFFICE MEMORANDUM**

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**TO:** TOWN MEETING MEMBERS

**FROM:** ROBIN A. GRIMM, PH.D. TOWN MANAGER

**SUBJECT:** COST OF THEA MOA

**DATE:** MAY 3, 2021

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THEA employees who had not reached ten years in FY20 and/or FY21 already received a 2.5% increase as had been standard in the grid. All others will be paid that 2.5% in each of those years.

For 2022, all THEA employees received a 1.25% increase – resulting in a total increase for the year of \$18,471.

The budget document reflects larger raises for some THEA employees. This is reflective of the compounding for those who did not receive the 2.5% in either of the past two years.