

201568

142

4.

MCAB Questions

1. Where are we losing employees to and why? Arlington, Cambridge, Revere, Brookline, Melrose, and the Boston Redevelopment Authority when it comes to staff in OSPCD.
2. What is our tax base compared to other communities? The average tax base for 2016 is 132,779,290.22, Somerville's is 129,147,863.00; which is higher than 12 of our 18 comparable communities.
3. How many building permits does Somerville do in comparison to our comparable communities? The average amount of permits for our comparable communities is 1842 per year; last year we did 1841 which was higher than 10 of our 18 comparable communities.
4. What is the aggregate salary for the City's non-union workforce? FY16 15,777,307.52
5. How many grades and pay steps exist in other communities? The average amounts of grades are 13.5 and steps are 9.08. Previously we had 7 grades and 20 steps and the proposed is 14 grades and 16 steps.
6. How much interaction do OSPCD employees in comparable communities have with their elected officials? Most communities either have very infrequent interactions or frequent whereas Somerville has very frequent interactions.
7. How many off-hour meetings are OSPCD employees in comparable communities required to attend? Most communities have staff attend 1-2 meeting per month whereas Somerville staff attends approximately 6 per month.
8. In comparable communities how many reports does staff generate at request of elected officials or from public meetings? Most communities generate 1 or less per month whereas Somerville generates approximately 2 per month.
9. How many non-union employees are approaching retirement age? Currently, there are 17 active non-union employees who are at the eligible retirement age with that number by an average of 4 per year through 2030.
10. What is the trending percentage of turnover by department? The average department turnover rate is 12.97% (up through March of 2016).
11. What is Somerville's rate of growth, based on revenue, since 2012? The average rate of growth in Somerville for 2013, 2014, and 2015 is 5.54%.
12. What is the rate of inflation around the cost of living in the greater Boston area? The average rate of inflation over the last 5 years has been 1.17%.
13. Are there any laws about bonuses for municipal employees? This can be done but not on an ad hoc basis with that in mind we felt it best to stick with a merit increase system rather than a bonus system.

201568 2.12

14. Who is non-exempt vs. exempt? In the phase 1 set only 2 positions are non-exempt (shown in chart of positions being reviewed).
15. What is the aggregate payroll value by year starting in 2012 to present? In FY13 it was 8,765,252.08, FY14 11,752,130.00, FY15 13,682,659.12, and FY16 15,777,307.52 – with an average increase of a 21.94% increase per year and an overall increase of 65.81%.
16. When and how much was the increase for non-union employees since 2012?

Since the study all non-union employees received merit increases 3 times – 7/1/2014, 7/1/2015, and soon (assuming BOA approval) 7/1/2016.

The merit increase effective 7/1/2014 was for performance over 2 years, the period of 7/1/2012 – 6/30/2013 & 7/1/2013 – 6/30/2014, the average increase was 1.59% for each year and was not retroactive.

The merit increase effective 7/1/2015, for the performance period of 7/1/2014 – 6/30/2015, the average increase for this period was 2.16%.

The pending merit increase effective 7/1/2016, for the performance period of 7/1/2015 – 12/31/2015 (switching to a calendar year format), the average increase for this period was 2.32%.

The average increase for comparable communities is 4%. Most communities provide step increases and COLA. Somerville is the only one in our comparable community list that gives merit. Somerville does not provide any other form of increase for non-union staff.
17. When and how much as the salary scale been updated and was current staff adjusted on to the updated scale? The salary scale was updated once in July of 2015 by 3% but only affected new hires not existing non-union employees.
18. Has there been analysis on benefits that the City provides? During the summer of 2014, the City worked with students at Brandeis to evaluate this and found that the overall benefits package balances out to the same as what our comparable communities provide.