

CITY OF SOMERVILLE
ORDINANCE NO. 2023-16
In City Council June 28, 2023

Be it ordained by the City Council, in session assembled, that Sections 2-322 and Sections 2-323 of Chapter 2 of the Code of Ordinances of the City of Somerville are hereby amended as follows, by deleting the ~~struckthrough~~ text and adding the underlined text:

Section 2-322. Salary ranges established.

Pursuant to the 2016 study of the municipal compensation advisory board, effective July 1, 2016, there is hereby established the following categories and associated salaries for non-union positions identified as NU1 – N14 and grade steps 1 – 16. This scale may be updated annually by the Mayor, so as to maintain the viability of the scale. Effective, July 1, ~~2023~~ 2024 the scale has been updated to add a ~~twenty-third~~ twenty-fifth (~~23rd~~ 25th) step at the end of the scale.

Grade Step	NU1	NU2	NU3	NU4	NU5	NU6	NU7
1	\$140,000.00	\$130,000.00	\$120,000.00	\$110,000.00	\$100,000.00	\$ 90,000.00	\$ 85,000.00
2	\$142,800.00	\$132,600.00	\$122,400.00	\$112,200.00	\$102,000.00	\$ 91,800.00	\$ 86,700.00
3	\$145,656.00	\$135,252.00	\$124,848.00	\$114,444.00	\$104,040.00	\$ 93,636.00	\$ 88,434.00
4	\$148,569.12	\$137,957.04	\$127,344.96	\$116,732.88	\$106,120.80	\$ 95,508.72	\$ 90,202.68
5 (min)	\$151,540.50	\$140,716.18	\$129,891.86	\$119,067.54	\$108,243.22	\$ 97,418.89	\$ 92,006.73
<u>6 (min)</u>	\$154,571.31	\$143,530.50	\$132,489.70	\$121,448.89	\$110,408.08	\$ 99,367.27	\$ 93,846.87
7	\$157,662.74	\$146,401.11	\$135,139.49	\$123,877.87	\$112,616.24	\$101,354.62	\$ 95,723.81
8	\$160,815.99	\$149,329.14	\$137,842.28	\$126,355.42	\$114,868.57	\$103,381.71	\$ 97,638.28
9	\$164,032.31	\$152,315.72	\$140,599.13	\$128,882.53	\$117,165.94	\$105,449.34	\$ 99,591.05
10	\$167,312.96	\$155,362.03	\$143,411.11	\$131,460.18	\$119,509.26	\$107,558.33	\$101,582.87
11	\$170,659.22	\$158,469.27	\$146,279.33	\$134,089.39	\$121,899.44	\$109,709.50	\$103,614.53
12	\$174,072.40	\$161,638.66	\$149,204.92	\$136,771.17	\$124,337.43	\$111,903.69	\$105,686.82
13	\$177,553.85	\$164,871.43	\$152,189.02	\$139,506.60	\$126,824.18	\$114,141.76	\$107,800.55
14	\$181,104.93	\$168,168.86	\$155,232.80	\$142,296.73	\$129,360.66	\$116,424.60	\$109,956.56
15	\$184,727.03	\$171,532.24	\$158,337.45	\$145,142.66	\$131,947.88	\$118,753.09	\$112,155.69
16	\$188,421.57	\$174,962.88	\$161,504.20	\$148,045.52	\$134,586.83	\$121,128.15	\$114,398.81
17	\$192,190.00	\$178,462.14	\$164,734.28	\$151,006.43	\$137,278.57	\$123,550.71	\$116,686.78
18	\$196,033.80	\$182,031.38	\$168,028.97	\$154,026.56	\$140,024.14	\$126,021.73	\$119,020.52
19	\$ 199,954.47	\$185,672.01	\$171,389.55	\$157,107.09	\$142,824.62	\$128,542.16	\$121,400.93
20	\$203,953.56	\$189,385.45	\$174,817.34	\$160,249.23	\$145,681.11	\$131,113.00	\$123,828.95
21	\$208,032.63	\$193,173.16	\$178,313.69	\$163,454.22	\$148,594.73	\$133,735.26	\$126,305.53
22	\$212,193.28	\$197,036.62	\$181,879.96	\$166,723.30	\$151,566.62	\$136,409.97	\$128,831.64

<u>23 (max)</u>	\$216,437.15	\$200,977.36	\$185,517.56	\$170,057.77	\$154,597.96	\$139,138.16	\$131,408.27
<u>24</u>	220,765.89	204,996.91	189,227.91	173,458.93	157,689.92	141,920.92	134,036.44
<u>25 (max)</u>	225,181.21	209,096.85	193,012.47	176,928.10	160,843.72	144,759.34	136,717.16

Grade Step	NU8	NU9	NU10	NU11	NU12	NU13	NU14
1	\$ 80,000.00	\$ 75,000.00	\$ 65,000.00	\$ 60,000.00	\$ 50,000.00	\$ 45,000.00	\$ 40,000.00
2	\$ 81,600.00	\$ 76,500.00	\$ 66,300.00	\$ 61,200.00	\$ 51,000.00	\$ 45,900.00	\$ 40,800.00
3	\$ 83,232.00	\$ 78,030.00	\$ 67,626.00	\$ 62,424.00	\$ 52,020.00	\$ 46,818.00	\$ 41,616.00
4	\$ 84,896.64	\$ 79,590.60	\$ 68,978.52	\$ 63,672.48	\$ 53,060.40	\$ 47,754.36	\$ 42,448.32
<u>5 (min)</u>	\$ 86,594.57	\$ 81,182.41	\$ 70,358.09	\$ 64,945.93	\$ 54,121.61	\$ 48,709.45	\$ 43,297.29
<u>6 (min)</u>	\$ 88,326.46	\$ 82,806.06	\$ 71,765.25	\$ 66,244.85	\$ 55,204.04	\$ 49,683.64	\$ 44,163.23
7	\$ 90,092.99	\$ 84,462.18	\$ 73,200.56	\$ 67,569.75	\$ 56,308.12	\$ 50,677.31	\$ 45,046.50
8	\$ 91,894.85	\$ 86,151.43	\$ 74,664.57	\$ 68,921.14	\$ 57,434.28	\$ 51,690.86	\$ 45,947.43
9	\$ 93,732.75	\$ 87,874.45	\$ 76,157.86	\$ 70,299.56	\$ 58,582.97	\$ 52,724.67	\$ 46,866.38
10	\$ 95,607.41	\$ 89,631.94	\$ 77,681.02	\$ 71,705.55	\$ 59,754.63	\$ 53,779.17	\$ 47,803.70
11	\$ 97,519.55	\$ 91,424.58	\$ 79,234.64	\$ 73,139.67	\$ 60,949.72	\$ 54,854.75	\$ 48,759.78
12	\$ 99,469.94	\$ 93,253.07	\$ 80,819.33	\$ 74,602.46	\$ 62,168.72	\$ 55,951.84	\$ 49,734.97
13	\$101,459.34	\$ 95,118.13	\$ 82,435.72	\$ 76,094.51	\$ 63,412.09	\$ 57,070.88	\$ 50,729.67
14	\$103,488.53	\$ 97,020.50	\$ 84,084.43	\$ 77,616.40	\$ 64,680.33	\$ 58,212.30	\$ 51,744.27
15	\$105,558.30	\$ 98,960.91	\$ 85,766.12	\$ 79,168.73	\$ 65,973.94	\$ 59,376.54	\$ 52,779.15
16	\$107,669.47	\$100,940.13	\$ 87,481.44	\$ 80,752.10	\$ 67,293.42	\$ 60,564.08	\$ 53,834.73
17	\$109,822.86	\$102,958.93	\$ 89,231.07	\$ 82,367.14	\$ 68,639.29	\$ 61,775.36	\$ 54,911.43
18	\$112,019.31	\$105,018.11	\$ 91,015.69	\$ 84,014.49	\$ 70,012.07	\$ 63,010.86	\$ 56,009.66
19	\$114,259.70	\$107,118.47	\$ 92,836.01	\$ 85,694.77	\$ 71,412.31	\$ 64,271.08	\$ 57,129.85
20	\$116,544.89	\$109,260.84	\$94,692.73	\$87,408.67	\$72,840.56	\$65,556.50	\$58,272.45
21	\$118,875.79	\$111,446.06	\$96,586.58	\$89,156.84	\$74,297.37	\$66,867.63	\$59,437.90
22	121,253.31	113,674.98	98,518.31	90,939.98	75,783.32	68,204.98	60,626.66
<u>23 (max)</u>	123,678.37	115,948.48	100,488.68	92,758.78	77,298.98	69,569.08	61,839.19
<u>24</u>	126,151.94	118,267.45	102,498.45	94,613.96	78,844.96	70,960.46	63,075.97
<u>25 (max)</u>	128,674.98	120,632.80	104,548.42	96,506.23	80,421.86	72,379.67	64,337.49

Section 2-323. Salary ranges.

The City Council shall annually appropriate a sum of money sufficient to pay the salaries of the several officers of the City in accordance with the salary range determined by the municipal compensation advisory board, as amended:

<u>Elected City Officials</u>	<u>Salary</u>
Mayor	\$180,000
President of the City Council	\$ 45,000
Councilor	\$ 40,000
School Committee Chair	\$ 17,500
School Committee	\$ 15,000

<u>Non-elected City Positions</u>	<u>Grade</u>
Chief Administrative Officer	NU01
City Solicitor	NU01
Director of Infrastructure and Asset Management	NU01
Director of Inspectional Services	NU01
Executive Director of OSPCD	NU01
Finance Director/City Auditor	NU01
Chief Information Officer	NU02
Director of Communications	NU02
Director of Human Resources	NU02
Chief of Staff	NU03
Commissioner of DPW	NU03
Director of Capital Projects	NU03
Director of Engineering	NU03
Director of Parking	NU03
Director of Water and Sewer	NU03
Chief Assessor and Chairman Board of Assessors	NU03
Chief Labor Counsel	NU04
City Clerk	NU04
Deputy City Solicitor	NU04
Deputy Director of Human Resources	NU04
Director of ARPA	NU04
Director of Economic Development	NU04
Director of Finance and Community Development	NU04
Director of Health and Human Services	NU04
Director of Housing	NU04
Director of Intergovernmental Affairs	NU04
Director of Libraries	NU04
Director of Mobility	NU04
Director of the Office of Housing Stability	NU04
Director of DPW Operations	NU04
Director of Planning and Zoning	NU04
Director of Public Space and Urban Forestry	NU04
Director of Racial and Social Justice	NU04
Director of SomerStat	NU04

Treasurer/Collector	NU04
Director of Parks & Rec	NU04
Assistant City Solicitor	NU05
Assistant Director of Housing	NU05
Budget Director	NU05
Chief Procurement Officer	NU05
Deputy City Auditor/Assistant Finance Director	NU05
Deputy Director of Capital Projects	NU05
Deputy Director of Economic Development	NU05
Deputy Director of Engineering Projects	NU05
Deputy Director of Engineering Services	NU05
Deputy Director of Inspectional Services	NU05
Deputy Director of IT	NU05
Director of Constituent Services	NU05
Director of Grants and External Funds	NU05
Director of the Office of Sustainability and Environment	NU05
Director of SomerViva Office of Immigrant Affairs	NU05
Superintendent of Buildings and Custodians	NU05
Superintendent of Grounds	NU05
Superintendent of Highway	NU05
Superintendent of Sewer	NU05
Superintendent of Water	NU05
Web Content and Development Director	NU05
Deputy Director of Economic Development	NU05
Deputy Director of Communications	NU06
Deputy Director of Planning and Zoning	NU06
Director of Arts Council	NU06
Director of Finance and Administration	NU06
Manager of Accounts Payable	NU06
Payroll Director	NU06
Senior IT Specialist	NU06
Senior Project Manager	NU06
Strategic Planning and Equity Manager	NU06
Building Systems Manager	NU06
GIS Manager	NU06
Senior Traffic Engineer	NU06
Stormwater Program Manager	NU06
311 Systems Administrator	NU07
Building Improvements Manager	NU07
Chairman of Elections	NU07
Green Facilities Manager	NU07
Deputy Director of Health and Human Services	NU07
Deputy Director of Libraries	NU07
Deputy Director of Racial and Social Justice	NU07
Fleet Manager	NU07
Housing Grants Manager	NU07

HRIS Project Manager	NU07
Legislative Liaison	NU07
Network Manager	NU07
Policy Analyst	NU07
Preventive Maintenance Manager	NU07
Project Manager	NU07
Senior Engineer	NU07
Senior Planner	NU07
Traffic Engineer	NU07
ARPA Financial Specialist	NU07
Deputy Director of Grants Development	NU07
Finance Manager	NU07
Residential Decarbonization Program Manager	NU07
Assistant City Clerk	NU08
Benefits Manager	NU08
Climate Change Program Manager	NU08
Commercial Assessor	NU08
Community Preservation Act Manager	NU08
Deputy Director of the Office of Housing Stability	NU08
Deputy Director of Administration & Finance	NU08
Deputy Director of Somerviva & Language Justice Coordinator	NU08
Digital Innovation Officer	NU08
Director of Council on Aging	NU08
Director of Parks and Recreation Operations	NU08
Director of SomerPromise	NU08
Director of Veterans' Services	NU08
Energy Manager	NU08
Environmental Health Manager	NU08
GIS Coordinator	NU08
Housing Development Program Manager	NU08
Human Resources Manager	NU08
Mental Health Services Manager	NU08
ISD Operations Manager	NU08
Principal Analyst	NU08
Racial and Social Justice Coordinator	NU08
Recruitment & Retention Manager	NU08
Senior Crime Analyst	NU08
Service Operations Manager	NU08
Small Business Permitting Liaison	NU08
Tree Warden	NU08
Web Content Administrator	NU08
Web Content Writer	NU08
Accountant/Business Analyst	NU09
ADA Coordinator	NU09
ADA Field Associate	NU09
Analyst	NU09

Applications Support Specialist	NU09
ARPA Grant Administrator	NU09
ARPA Program Manager	NU09
Assistant Tax Collector	NU09
Budget Analyst	NU09
Case Manager Supervisor	NU09
Engineer	NU09
Clean Green Project Manager	NU09
Client Services Manager	NU09
Clinical Youth Specialist	NU09
Community Outreach and Harm Reduction Director	NU09
Construction Liaison and Compliance Manager	NU09
Cultural Director	NU09
Deputy Chief Procurement Officer	NU09
Director of City Cable Operations	NU09
Director of Office of Food Access & Healthy Communities	NU09
Director of Prevention Services	NU09
Director of Youth Services	NU09
DPW Administrative Assistant	NU09
Economic Development Assistant	NU09
Environmental Program Manager	NU09
Financial Analyst	NU09
Housing Policy Coordinator	NU09
Inclusionary Housing Program Manager	NU09
ISD Liaison	NU09
Junior Engineer	NU09
Language Services Coordinator	NU09
Lead Executive Administrative Assistant	NU09
Legal Services Coordinator and Immigration Policy Analyst	NU09
Legislative Services Manager	NU09
Manager of Employment Safety and Training	NU09
Manager of Residential Assessments	NU09
Parking Clerk/Director of Operations	NU09
Planner	NU09
Project Assistant	NU09
Project Manager	NU09
Project Specialist	NU09
RSJ Investigator	NU09
Senior Procurement Manager	NU09
Public Information Officer	NU09
Senior Accountant	NU09
Sustainability Planner	NU09
Tax Title Attorney	NU09
Workforce Development Coordinator	NU09
Wraparound Service Manager	NU09
Accountant	NU10

Arts Development Manager	NU10
Assessor Analyst	NU10
Benefits Specialist	NU10
Billing Manager	NU10
Call Center Manager	NU10
Construction Procurement Manager	NU10
Construction Public Information Officer	NU10
Environmental Health Coordinator	NU10
Epidemiologist	NU10
Executive Administrative Assistant	NU10
Health Communications Officer	NU10
Housing Coordinator	NU10
Internal Auditor	NU10
IT Specialist	NU10
Multilingual Public Information Officer	NU10
Pool Manager	NU10
Post Secondary Success Coach	NU10
Procurement Analyst	NU10
Programmer	NU10
Sales/Personal Property Analyst	NU10
Senior Case Manager	NU10
Veterans Service Manager	NU10
Water System Analyst	NU10
Accounting Analyst	NU11
Archivist	NU11
Arts Coordinator and Kitchen Manager	NU11
Arts Coordinator and Office Manager	NU11
Assistant Pool Manager	NU11
Benefits Coordinator	NU11
Case Manager	NU11
Child Care Access Coordinator	NU11
Clean Green Project Coordinator	NU11
Clinical Coordinator	NU11
Commissions Coordinator	NU11
Communications Coordinator	NU11
Community Engagement Specialist	NU11
Community Services Manager	NU11
Crime Analyst	NU11
Customer Experience Manager	NU11
Data Analyst	NU11
Director of Tobacco Control	NU11
Events Manager	NU11
Facilities Manager of Ice Rink	NU11
Floor Supervisor	NU11
Grant Writer	NU11
Healthy Community Coordinator	NU11

Housing Case Manager	NU11
Housing Intake Coordinator	NU11
Housing Programs Coordinator	NU11
Housing Rehab Program Manager	NU11
Housing Intake Coordinator	NU11
Housing Search Case Manager	NU11
Human Resources Generalist	NU11
Inclusionary Housing Specialist	NU11
ISD Paralegal	NU11
IT Communications Specialist	NU11
Legal Administrative Assistant	NU11
LGBTQ+ Community Liaison	NU11
Out of School Time Coordinator	NU11
Community Outreach Coordinator	NU11
Paralegal/Legal Assistant	NU11
Payroll Coordinator	NU11
Project Analyst	NU11
Program Compliance Officer	NU11
Program Director	NU11
Quality Manager	NU11
Specialized Program Coordinator	NU11
Senior Program Director	NU11
Healthy Communities Coordinator	NU11
Social Worker	NU11
SomerPromise Coordinator	NU11
Program Specialist	NU11
Recruiter	NU11
Senior Program Director	NU11
Shared Services Coordinator	NU11
Tax Title Administrative Assistant	NU11
Veterans' Benefits Administrator	NU11
Water and Sewer Systems Analyst	NU11
Youth Arts Coordinator	NU11
Youth and Family Resource Navigator	NU11
Administrative Assistant	NU12
Assistant Archivist	NU12
Director of Historic Preservation	NU12
Community Health Worker	NU12
Grants Analyst	NU12
Harm Reduction Community Health Worker	NU12
Health and Wellness Coordinator	NU12
Housing Intake Specialist	NU12
Human Resources Assistant	NU12
JR Desktop Support	NU12
Outreach Coordinator	NU12
Program Coordinator	NU12

Project Assistant CIT TTAC	NU12
Senior Customer Service Representative	NU12
Support Services Technician	NU12
Victim Witness Advocate	NU12
Center Director	NU13
Cultural Culinary Coordinator	NU13
Customer Service Representative	NU13
Hearing Officer	NU13
Home Visitor	NU13
Records Clerk	NU13
Facilities Laborer Ice Rink	NU14
Health Assistant	NU14

Approved:

President, City Council

Mayor