

w/ 201606

REPLACES ORIGINAL
SUBMISSION

CITY OF SOMERVILLE

ORDINANCE NO. 2016-____

In Board of Aldermen _____

Be it ordained by the Board of Aldermen, in session assembled, that Sections 2-322 and Sections 2-323 of Chapter 2 of the Code of Ordinances of the City of Somerville, is hereby amended as follows:

By adding in section 2-322 the following language.

“Notwithstanding the above, pursuant to the 2016 study of the municipal compensation advisory board, there is hereby established the following categories and associated salaries for certain non-union positions identified as NU1 – N14 and grade steps 1 – 16, which replaces the above categories and salary ranges for the identified positions:

Grade Step	NU1	NU2	NU3	NU4	NU5
1 Min	\$140,000.00	\$130,000.00	\$120,000.00	\$110,000.00	\$ 100,000.00
2	\$ 142,800.00	\$ 132,600.00	\$ 122,400.00	\$ 112,200.00	\$ 102,000.00
3	\$ 145,656.00	\$ 135,252.00	\$ 124,848.00	\$ 114,444.00	\$ 104,040.00
4	\$ 148,569.12	\$ 137,957.04	\$ 127,344.96	\$ 116,732.88	\$ 106,120.80
5	\$ 151,540.50	\$ 140,716.18	\$ 129,891.86	\$ 119,067.54	\$ 108,243.22
6	\$ 154,571.31	\$ 143,530.50	\$ 132,489.70	\$ 121,448.89	\$ 110,408.08
7	\$ 157,662.74	\$ 146,401.11	\$ 135,139.49	\$ 123,877.87	\$ 112,616.24
8	\$ 160,815.99	\$ 149,329.14	\$ 137,842.28	\$ 126,355.42	\$ 114,868.57
9	\$ 164,032.31	\$ 152,315.72	\$ 140,599.13	\$ 128,882.53	\$ 117,165.94
10	\$ 167,312.96	\$ 155,362.03	\$ 143,411.11	\$ 131,460.18	\$ 119,509.26
11	\$ 170,659.22	\$ 158,469.27	\$ 146,279.33	\$ 134,089.39	\$ 121,899.44
12	\$ 174,072.40	\$ 161,638.66	\$ 149,204.92	\$ 136,771.17	\$ 124,337.43
13	\$ 177,553.85	\$ 164,871.43	\$ 152,189.02	\$ 139,506.60	\$ 126,824.18
14	\$ 181,104.93	\$ 168,168.86	\$ 155,232.80	\$ 142,296.73	\$ 129,360.66
15	\$ 184,727.03	\$ 171,532.24	\$ 158,337.45	\$ 145,142.66	\$ 131,947.88
16 Max	\$ 188,421.57	\$ 174,962.88	\$ 161,504.20	\$ 148,045.52	\$ 134,586.83

Grade Step	NU6	NU7	NU8	NU9	NU10
1 Min	\$ 90,000.00	\$ 85,000.00	\$ 80,000.00	\$ 75,000.00	\$ 65,000.00
2	\$ 91,800.00	\$ 86,700.00	\$ 81,600.00	\$ 76,500.00	\$ 66,300.00
3	\$ 93,636.00	\$ 88,434.00	\$ 83,232.00	\$ 78,030.00	\$ 67,626.00
4	\$ 95,508.72	\$ 90,202.68	\$ 84,896.64	\$ 79,590.60	\$ 68,978.52
5	\$ 97,418.89	\$ 92,006.73	\$ 86,594.57	\$ 81,182.41	\$ 70,358.09
6	\$ 99,367.27	\$ 93,846.87	\$ 88,326.46	\$ 82,806.06	\$ 71,765.25
7	\$ 101,354.62	\$ 95,723.81	\$ 90,092.99	\$ 84,462.18	\$ 73,200.56
8	\$ 103,381.71	\$ 97,638.28	\$ 91,894.85	\$ 86,151.43	\$ 74,664.57
9	\$ 105,449.34	\$ 99,591.05	\$ 93,732.75	\$ 87,874.45	\$ 76,157.86
10	\$ 107,558.33	\$ 101,582.87	\$ 95,607.41	\$ 89,631.94	\$ 77,681.02
11	\$ 109,709.50	\$ 103,614.53	\$ 97,519.55	\$ 91,424.58	\$ 79,234.64
12	\$ 111,903.69	\$ 105,686.82	\$ 99,469.94	\$ 93,253.07	\$ 80,819.33
13	\$ 114,141.76	\$ 107,800.55	\$ 101,459.34	\$ 95,118.13	\$ 82,435.72
14	\$ 116,424.60	\$ 109,956.56	\$ 103,488.53	\$ 97,020.50	\$ 84,084.43
15	\$ 118,753.09	\$ 112,155.69	\$ 105,558.30	\$ 98,960.91	\$ 85,766.12
16 Max	\$ 121,128.15	\$ 114,398.81	\$ 107,669.47	\$ 100,940.13	\$ 87,481.44

Grade Step	NU11	NU12	NU13	NU14
1 Min	\$ 60,000.00	\$ 50,000.00	\$ 45,000.00	\$ 40,000.00
2	\$ 61,200.00	\$ 51,000.00	\$ 45,900.00	\$ 40,800.00
3	\$ 62,424.00	\$ 52,020.00	\$ 46,818.00	\$ 41,616.00
4	\$ 63,672.48	\$ 53,060.40	\$ 47,754.36	\$ 42,448.32
5	\$ 64,945.93	\$ 54,121.61	\$ 48,709.45	\$ 43,297.29
6	\$ 66,244.85	\$ 55,204.04	\$ 49,683.64	\$ 44,163.23
7	\$ 67,569.75	\$ 56,308.12	\$ 50,677.31	\$ 45,046.50
8	\$ 68,921.14	\$ 57,434.28	\$ 51,690.86	\$ 45,947.43
9	\$ 70,299.56	\$ 58,582.97	\$ 52,724.67	\$ 46,866.38
10	\$ 71,705.55	\$ 59,754.63	\$ 53,779.17	\$ 47,803.70
11	\$ 73,139.67	\$ 60,949.72	\$ 54,854.75	\$ 48,759.78
12	\$ 74,602.46	\$ 62,168.72	\$ 55,951.84	\$ 49,734.97
13	\$ 76,094.51	\$ 63,412.09	\$ 57,070.88	\$ 50,729.67
14	\$ 77,616.40	\$ 64,680.33	\$ 58,212.30	\$ 51,744.27
15	\$ 79,168.73	\$ 65,973.94	\$ 59,376.54	\$ 52,779.15
16 Max	\$ 80,752.10	\$ 67,293.42	\$ 60,564.08	\$ 53,834.73

By deleting any salaries identified in Section 3-323 for the positions identified below and replacing them as follows:

Mayor: \$180,000

President of the Board of Aldermen: \$45,000

Aldermen: \$40,000

Non-Union Title	Grade
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Arts Council Director	NU6
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Arts Council Office Manager	NU12
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Arts Council Program Manager (aka Cultural Director)	NU10
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Arts Council Special Events Manager	NU11
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Call Center Manager	NU10
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Capital Projects Director	NU3
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Chief of Staff	NU3
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Communication Deputy Director	NU6
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DPW Director of Finance & Administration	NU6
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Engineering Assistant Director	NU6
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Engineering Director	NU4
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Executive Staff Administrative Aide	NU10
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Executive Staff Executive Secretary	NU9
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Finance Director / City Auditor	NU2
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Grants Development Manager	NU8
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Health and Human Services Director	NU4
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Assistant Director of Housing	NU8
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Housing Grants Manager	NU9
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Intergovernmental Affairs Director	NU4
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ISD Operations Manager	NU8
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Jail Diversion / Clinical Coordinator	NU11
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OSPCD Executive Assistant	NU10
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OSPCD Executive Director	NU1
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Recreation Director	NU5
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SomerPromise Director	NU11
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SomerStat Director	NU4
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Water & Sewer Superintendent	NU5
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Web Master / Web Developer	NU8
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Director of Housing	NU5
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Director of Transportation & Infrastructure	NU5
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Director Planning and Zoning	NU5
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Economic Development Director	NU5
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Economic Development Assistant	NU9
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Economic Development Planner NU9
Planner NU9
Planner - Green Infrastructure NU9
Planner – Planning & Historic Preservation NU9
Planner Historic Preservation NU9
Transportation Analyst NU9
Project Manager Director of Parks NU7
Economic Development Specialist NU7
Zoning Review Planner NU9
Senior Economic Development Planner NU7
Senior Planner NU7
Senior Planner – Station Area NU7
Senior Planner - Transportation & Infrastructure NU7
Senior Planner - Zoning NU7
Senior Planner Landscape NU7
Urban Revitalization Specialist NU7

By amending section 2-323 by striking the word “following” before “salary range”

Approved:

President
Board of Aldermen