

CITY OF SOMERVILLE
ORDINANCE NO. 2025-XX
In City Council January XX, 2025

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, 2024 the scale has been updated to add a twenty-fifth (25th) step at the end of the scale:~~

Pursuant to the 2025 study of the municipal compensation advisory board, effective January 5, 2025, there is hereby established the following categories and associated salaries for non-union positions identified as Bands I-VI and grade steps 1 – 40. This scale may be updated annually by the Mayor, so as to maintain the viability of the scale.

<u>Grade Step</u>	<u>NU1</u>	<u>NU2</u>	<u>NU3</u>	<u>NU4</u>	<u>NU5</u>	<u>NU6</u>	<u>NU7</u>
<u>1</u>	<u>\$140,000.00</u>	<u>\$130,000.00</u>	<u>\$120,000.00</u>	<u>\$110,000.00</u>	<u>\$100,000.00</u>	\$ 90,000.00	\$ 85,000.00
<u>2</u>	<u>\$142,800.00</u>	<u>\$132,600.00</u>	<u>\$122,400.00</u>	<u>\$112,200.00</u>	<u>\$102,000.00</u>	\$ 91,800.00	\$ 86,700.00
<u>3</u>	<u>\$145,656.00</u>	<u>\$135,252.00</u>	<u>\$124,848.00</u>	<u>\$114,444.00</u>	<u>\$104,040.00</u>	\$ 93,636.00	\$ 88,434.00
<u>4</u>	<u>\$148,569.12</u>	<u>\$137,957.04</u>	<u>\$127,344.96</u>	<u>\$116,732.88</u>	<u>\$106,120.80</u>	\$ 95,508.72	\$ 90,202.68
<u>5</u>	<u>\$151,540.50</u>	<u>\$140,716.18</u>	<u>\$129,891.86</u>	<u>\$119,067.54</u>	<u>\$108,243.22</u>	\$ 97,418.89	\$ 92,006.73
<u>6 (min)</u>	<u>\$154,571.31</u>	<u>\$143,530.50</u>	<u>\$132,489.70</u>	<u>\$121,448.89</u>	<u>\$110,408.08</u>	\$ 99,367.27	\$ 93,846.87
<u>7</u>	<u>\$157,662.74</u>	<u>\$146,401.11</u>	<u>\$135,139.49</u>	<u>\$123,877.87</u>	<u>\$112,616.24</u>	\$101,354.62	\$ 95,723.81
<u>8</u>	<u>\$160,815.99</u>	<u>\$149,329.14</u>	<u>\$137,842.28</u>	<u>\$126,355.42</u>	<u>\$114,868.57</u>	\$103,381.71	\$ 97,638.28
<u>9</u>	<u>\$164,032.31</u>	<u>\$152,315.72</u>	<u>\$140,599.13</u>	<u>\$128,882.53</u>	<u>\$117,165.94</u>	\$105,449.34	\$ 99,591.05
<u>10</u>	<u>\$167,312.96</u>	<u>\$155,362.03</u>	<u>\$143,411.11</u>	<u>\$131,460.18</u>	<u>\$119,509.26</u>	\$107,558.33	\$101,582.87
<u>11</u>	<u>\$170,659.22</u>	<u>\$158,469.27</u>	<u>\$146,279.33</u>	<u>\$134,089.39</u>	<u>\$121,899.44</u>	\$109,709.50	\$103,614.53
<u>12</u>	<u>\$174,072.40</u>	<u>\$161,638.66</u>	<u>\$149,204.92</u>	<u>\$136,771.17</u>	<u>\$124,337.43</u>	\$111,903.69	\$105,686.82
<u>13</u>	<u>\$177,553.85</u>	<u>\$164,871.43</u>	<u>\$152,189.02</u>	<u>\$139,506.60</u>	<u>\$126,824.18</u>	\$114,141.76	\$107,800.55
<u>14</u>	<u>\$181,104.93</u>	<u>\$168,168.86</u>	<u>\$155,232.80</u>	<u>\$142,296.73</u>	<u>\$129,360.66</u>	\$116,424.60	\$109,956.56
<u>15</u>	<u>\$184,727.03</u>	<u>\$171,532.24</u>	<u>\$158,337.45</u>	<u>\$145,142.66</u>	<u>\$131,947.88</u>	\$118,753.09	\$112,155.69
<u>16</u>	<u>\$188,421.57</u>	<u>\$174,962.88</u>	<u>\$161,504.20</u>	<u>\$148,045.52</u>	<u>\$134,586.83</u>	\$121,128.15	\$114,398.81
<u>17</u>	<u>\$192,190.00</u>	<u>\$178,462.14</u>	<u>\$164,734.28</u>	<u>\$151,006.43</u>	<u>\$137,278.57</u>	\$123,550.71	\$116,686.78
<u>18</u>	<u>\$196,033.80</u>	<u>\$182,031.38</u>	<u>\$168,028.97</u>	<u>\$154,026.56</u>	<u>\$140,024.14</u>	\$126,021.73	\$119,020.52
<u>19</u>	<u>\$ 199,954.47</u>	<u>\$185,672.01</u>	<u>\$171,389.55</u>	<u>\$157,107.09</u>	<u>\$142,824.62</u>	\$128,542.16	\$121,400.93
<u>20</u>	<u>\$203,953.56</u>	<u>\$189,385.45</u>	<u>\$174,817.34</u>	<u>\$160,249.23</u>	<u>\$145,681.11</u>	\$131,113.00	\$123,828.95
<u>21</u>	<u>\$208,032.63</u>	<u>\$193,173.16</u>	<u>\$178,313.69</u>	<u>\$163,454.22</u>	<u>\$148,594.73</u>	\$133,735.26	\$126,305.53
<u>22</u>	<u>\$212,193.28</u>	<u>\$197,036.62</u>	<u>\$181,879.96</u>	<u>\$166,723.30</u>	<u>\$151,566.62</u>	\$136,409.97	\$128,831.64
<u>23</u>	<u>\$216,437.15</u>	<u>\$200,977.36</u>	<u>\$185,517.56</u>	<u>\$170,057.77</u>	<u>\$154,597.96</u>	\$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
5	\$ 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
23	\$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

COMPENSATION BANDS

Grade Step	I	II	IIS	III	IIS	IIIM
<u>1</u>	<u>\$ 65,000</u>	<u>\$ 75,000</u>	<u>\$ 85,000</u>	<u>\$ 90,000</u>	<u>\$ 100,000</u>	<u>\$ 110,000</u>
<u>2</u>	<u>\$ 65,650</u>	<u>\$ 75,750</u>	<u>\$ 85,850</u>	<u>\$ 90,900</u>	<u>\$ 101,000</u>	<u>\$ 111,100</u>
<u>3</u>	<u>\$ 66,300</u>	<u>\$ 76,500</u>	<u>\$ 86,700</u>	<u>\$ 91,800</u>	<u>\$ 102,000</u>	<u>\$ 112,200</u>
<u>4</u>	<u>\$ 66,950</u>	<u>\$ 77,250</u>	<u>\$ 87,550</u>	<u>\$ 92,700</u>	<u>\$ 103,000</u>	<u>\$ 113,300</u>
<u>5</u>	<u>\$ 67,600</u>	<u>\$ 78,000</u>	<u>\$ 88,400</u>	<u>\$ 93,600</u>	<u>\$ 104,000</u>	<u>\$ 114,400</u>
<u>6</u>	<u>\$ 68,250</u>	<u>\$ 78,750</u>	<u>\$ 89,250</u>	<u>\$ 94,500</u>	<u>\$ 105,000</u>	<u>\$ 115,500</u>
<u>7</u>	<u>\$ 68,900</u>	<u>\$ 79,500</u>	<u>\$ 90,100</u>	<u>\$ 95,400</u>	<u>\$ 106,000</u>	<u>\$ 116,600</u>

<u>8</u>	<u>\$ 69,550</u>	<u>\$ 80,250</u>	<u>\$ 90,950</u>	<u>\$ 96,300</u>	<u>\$ 107,000</u>	<u>\$ 117,700</u>
<u>9</u>	<u>\$ 70,200</u>	<u>\$ 81,000</u>	<u>\$ 91,800</u>	<u>\$ 97,200</u>	<u>\$ 108,000</u>	<u>\$ 118,800</u>
<u>10</u>	<u>\$ 70,850</u>	<u>\$ 81,750</u>	<u>\$ 92,650</u>	<u>\$ 98,100</u>	<u>\$ 109,000</u>	<u>\$ 119,900</u>
<u>11</u>	<u>\$ 71,500</u>	<u>\$ 82,500</u>	<u>\$ 93,500</u>	<u>\$ 99,000</u>	<u>\$ 110,000</u>	<u>\$ 121,000</u>
<u>12</u>	<u>\$ 72,150</u>	<u>\$ 83,250</u>	<u>\$ 94,350</u>	<u>\$ 99,900</u>	<u>\$ 111,000</u>	<u>\$ 122,100</u>
<u>13</u>	<u>\$ 72,800</u>	<u>\$ 84,000</u>	<u>\$ 95,200</u>	<u>\$ 100,800</u>	<u>\$ 112,000</u>	<u>\$ 123,200</u>
<u>14</u>	<u>\$ 73,450</u>	<u>\$ 84,750</u>	<u>\$ 96,050</u>	<u>\$ 101,700</u>	<u>\$ 113,000</u>	<u>\$ 124,300</u>
<u>15</u>	<u>\$ 74,100</u>	<u>\$ 85,500</u>	<u>\$ 96,900</u>	<u>\$ 102,600</u>	<u>\$ 114,000</u>	<u>\$ 125,400</u>
<u>16</u>	<u>\$ 74,750</u>	<u>\$ 86,250</u>	<u>\$ 97,750</u>	<u>\$ 103,500</u>	<u>\$ 115,000</u>	<u>\$ 126,500</u>
<u>17</u>	<u>\$ 75,400</u>	<u>\$ 87,000</u>	<u>\$ 98,600</u>	<u>\$ 104,400</u>	<u>\$ 116,000</u>	<u>\$ 127,600</u>
<u>18</u>	<u>\$ 76,050</u>	<u>\$ 87,750</u>	<u>\$ 99,450</u>	<u>\$ 105,300</u>	<u>\$ 117,000</u>	<u>\$ 128,700</u>
<u>19</u>	<u>\$ 76,700</u>	<u>\$ 88,500</u>	<u>\$ 100,300</u>	<u>\$ 106,200</u>	<u>\$ 118,000</u>	<u>\$ 129,800</u>
<u>20</u>	<u>\$ 77,350</u>	<u>\$ 89,250</u>	<u>\$ 101,150</u>	<u>\$ 107,100</u>	<u>\$ 119,000</u>	<u>\$ 130,900</u>
<u>21</u>	<u>\$ 78,000</u>	<u>\$ 90,000</u>	<u>\$ 102,000</u>	<u>\$ 108,000</u>	<u>\$ 120,000</u>	<u>\$ 132,000</u>
<u>22</u>	<u>\$ 78,650</u>	<u>\$ 90,750</u>	<u>\$ 102,850</u>	<u>\$ 108,900</u>	<u>\$ 121,000</u>	<u>\$ 133,100</u>
<u>23</u>	<u>\$ 79,300</u>	<u>\$ 91,500</u>	<u>\$ 103,700</u>	<u>\$ 109,800</u>	<u>\$ 122,000</u>	<u>\$ 134,200</u>
<u>24</u>	<u>\$ 79,950</u>	<u>\$ 92,250</u>	<u>\$ 104,550</u>	<u>\$ 110,700</u>	<u>\$ 123,000</u>	<u>\$ 135,300</u>
<u>25</u>	<u>\$ 80,600</u>	<u>\$ 93,000</u>	<u>\$ 105,400</u>	<u>\$ 111,600</u>	<u>\$ 124,000</u>	<u>\$ 136,400</u>
<u>26</u>	<u>\$ 81,250</u>	<u>\$ 93,750</u>	<u>\$ 106,250</u>	<u>\$ 112,500</u>	<u>\$ 125,000</u>	<u>\$ 137,500</u>
<u>27</u>	<u>\$ 81,900</u>	<u>\$ 94,500</u>	<u>\$ 107,100</u>	<u>\$ 113,400</u>	<u>\$ 126,000</u>	<u>\$ 138,600</u>
<u>28</u>	<u>\$ 82,550</u>	<u>\$ 95,250</u>	<u>\$ 107,950</u>	<u>\$ 114,300</u>	<u>\$ 127,000</u>	<u>\$ 139,700</u>
<u>29</u>	<u>\$ 83,200</u>	<u>\$ 96,000</u>	<u>\$ 108,800</u>	<u>\$ 115,200</u>	<u>\$ 128,000</u>	<u>\$ 140,800</u>
<u>30</u>	<u>\$ 83,850</u>	<u>\$ 96,750</u>	<u>\$ 109,650</u>	<u>\$ 116,100</u>	<u>\$ 129,000</u>	<u>\$ 141,900</u>
<u>31</u>	<u>\$ 84,500</u>	<u>\$ 97,500</u>	<u>\$ 110,500</u>	<u>\$ 117,000</u>	<u>\$ 130,000</u>	<u>\$ 143,000</u>
<u>32</u>	<u>\$ 85,150</u>	<u>\$ 98,250</u>	<u>\$ 111,350</u>	<u>\$ 117,900</u>	<u>\$ 131,000</u>	<u>\$ 144,100</u>
<u>33</u>	<u>\$ 85,800</u>	<u>\$ 99,000</u>	<u>\$ 112,200</u>	<u>\$ 118,800</u>	<u>\$ 132,000</u>	<u>\$ 145,200</u>
<u>34</u>	<u>\$ 86,450</u>	<u>\$ 99,750</u>	<u>\$ 113,050</u>	<u>\$ 119,700</u>	<u>\$ 133,000</u>	<u>\$ 146,300</u>
<u>35</u>	<u>\$ 87,100</u>	<u>\$ 100,500</u>	<u>\$ 113,900</u>	<u>\$ 120,600</u>	<u>\$ 134,000</u>	<u>\$ 147,400</u>
<u>36</u>	<u>\$ 87,750</u>	<u>\$ 101,250</u>	<u>\$ 114,750</u>	<u>\$ 121,500</u>	<u>\$ 135,000</u>	<u>\$ 148,500</u>
<u>37</u>	<u>\$ 88,400</u>	<u>\$ 102,000</u>	<u>\$ 115,600</u>	<u>\$ 122,400</u>	<u>\$ 136,000</u>	<u>\$ 149,600</u>
<u>38</u>	<u>\$ 89,050</u>	<u>\$ 102,750</u>	<u>\$ 116,450</u>	<u>\$ 123,300</u>	<u>\$ 137,000</u>	<u>\$ 150,700</u>
<u>39</u>	<u>\$ 89,700</u>	<u>\$ 103,500</u>	<u>\$ 117,300</u>	<u>\$ 124,200</u>	<u>\$ 138,000</u>	<u>\$ 151,800</u>
<u>40</u>	<u>\$ 90,350</u>	<u>\$ 104,250</u>	<u>\$ 118,150</u>	<u>\$ 125,100</u>	<u>\$ 139,000</u>	<u>\$ 152,900</u>

<u>Grade Step</u>	<u>IV</u>	<u>V</u>	<u>VS</u>	<u>VM</u>	<u>VI</u>	<u>VIM</u>
<u>1</u>	<u>\$ 110,000</u>	<u>\$ 120,000</u>	<u>\$ 130,000</u>	<u>\$ 155,000</u>	<u>\$ 155,000</u>	<u>\$ 180,000</u>
<u>2</u>	<u>\$ 111,100</u>	<u>\$ 121,200</u>	<u>\$ 131,300</u>	<u>\$ 156,550</u>	<u>\$ 156,550</u>	<u>\$ 181,800</u>
<u>3</u>	<u>\$ 112,200</u>	<u>\$ 122,400</u>	<u>\$ 132,600</u>	<u>\$ 158,100</u>	<u>\$ 158,100</u>	<u>\$ 183,600</u>
<u>4</u>	<u>\$ 113,300</u>	<u>\$ 123,600</u>	<u>\$ 133,900</u>	<u>\$ 159,650</u>	<u>\$ 159,650</u>	<u>\$ 185,400</u>
<u>5</u>	<u>\$ 114,400</u>	<u>\$ 124,800</u>	<u>\$ 135,200</u>	<u>\$ 161,200</u>	<u>\$ 161,200</u>	<u>\$ 187,200</u>
<u>6</u>	<u>\$ 115,500</u>	<u>\$ 126,000</u>	<u>\$ 136,500</u>	<u>\$ 162,750</u>	<u>\$ 162,750</u>	<u>\$ 189,000</u>
<u>7</u>	<u>\$ 116,600</u>	<u>\$ 127,200</u>	<u>\$ 137,800</u>	<u>\$ 164,300</u>	<u>\$ 164,300</u>	<u>\$ 190,800</u>
<u>8</u>	<u>\$ 117,700</u>	<u>\$ 128,400</u>	<u>\$ 139,100</u>	<u>\$ 165,850</u>	<u>\$ 165,850</u>	<u>\$ 192,600</u>
<u>9</u>	<u>\$ 118,800</u>	<u>\$ 129,600</u>	<u>\$ 140,400</u>	<u>\$ 167,400</u>	<u>\$ 167,400</u>	<u>\$ 194,400</u>
<u>10</u>	<u>\$ 119,900</u>	<u>\$ 130,800</u>	<u>\$ 141,700</u>	<u>\$ 168,950</u>	<u>\$ 168,950</u>	<u>\$ 196,200</u>
<u>11</u>	<u>\$ 121,000</u>	<u>\$ 132,000</u>	<u>\$ 143,000</u>	<u>\$ 170,500</u>	<u>\$ 170,500</u>	<u>\$ 198,000</u>
<u>12</u>	<u>\$ 122,100</u>	<u>\$ 133,200</u>	<u>\$ 144,300</u>	<u>\$ 172,050</u>	<u>\$ 172,050</u>	<u>\$ 199,800</u>
<u>13</u>	<u>\$ 123,200</u>	<u>\$ 134,400</u>	<u>\$ 145,600</u>	<u>\$ 173,600</u>	<u>\$ 173,600</u>	<u>\$ 201,600</u>
<u>14</u>	<u>\$ 124,300</u>	<u>\$ 135,600</u>	<u>\$ 146,900</u>	<u>\$ 175,150</u>	<u>\$ 175,150</u>	<u>\$ 203,400</u>
<u>15</u>	<u>\$ 125,400</u>	<u>\$ 136,800</u>	<u>\$ 148,200</u>	<u>\$ 176,700</u>	<u>\$ 176,700</u>	<u>\$ 205,200</u>
<u>16</u>	<u>\$ 126,500</u>	<u>\$ 138,000</u>	<u>\$ 149,500</u>	<u>\$ 178,250</u>	<u>\$ 178,250</u>	<u>\$ 207,000</u>
<u>17</u>	<u>\$ 127,600</u>	<u>\$ 139,200</u>	<u>\$ 150,800</u>	<u>\$ 179,800</u>	<u>\$ 179,800</u>	<u>\$ 208,800</u>
<u>18</u>	<u>\$ 128,700</u>	<u>\$ 140,400</u>	<u>\$ 152,100</u>	<u>\$ 181,350</u>	<u>\$ 181,350</u>	<u>\$ 210,600</u>
<u>19</u>	<u>\$ 129,800</u>	<u>\$ 141,600</u>	<u>\$ 153,400</u>	<u>\$ 182,900</u>	<u>\$ 182,900</u>	<u>\$ 212,400</u>

<u>20</u>	<u>\$ 130,900</u>	<u>\$ 142,800</u>	<u>\$ 154,700</u>	<u>\$ 184,450</u>	<u>\$ 184,450</u>	<u>\$ 214,200</u>
<u>21</u>	<u>\$ 132,000</u>	<u>\$ 144,000</u>	<u>\$ 156,000</u>	<u>\$ 186,000</u>	<u>\$ 186,000</u>	<u>\$ 216,000</u>
<u>22</u>	<u>\$ 133,100</u>	<u>\$ 145,200</u>	<u>\$ 157,300</u>	<u>\$ 187,550</u>	<u>\$ 187,550</u>	<u>\$ 217,800</u>
<u>23</u>	<u>\$ 134,200</u>	<u>\$ 146,400</u>	<u>\$ 158,600</u>	<u>\$ 189,100</u>	<u>\$ 189,100</u>	<u>\$ 219,600</u>
<u>24</u>	<u>\$ 135,300</u>	<u>\$ 147,600</u>	<u>\$ 159,900</u>	<u>\$ 190,650</u>	<u>\$ 190,650</u>	<u>\$ 221,400</u>
<u>25</u>	<u>\$ 136,400</u>	<u>\$ 148,800</u>	<u>\$ 161,200</u>	<u>\$ 192,200</u>	<u>\$ 192,200</u>	<u>\$ 223,200</u>
<u>26</u>	<u>\$ 137,500</u>	<u>\$ 150,000</u>	<u>\$ 162,500</u>	<u>\$ 193,750</u>	<u>\$ 193,750</u>	<u>\$ 225,000</u>
<u>27</u>	<u>\$ 138,600</u>	<u>\$ 151,200</u>	<u>\$ 163,800</u>	<u>\$ 195,300</u>	<u>\$ 195,300</u>	<u>\$ 226,800</u>
<u>28</u>	<u>\$ 139,700</u>	<u>\$ 152,400</u>	<u>\$ 165,100</u>	<u>\$ 196,850</u>	<u>\$ 196,850</u>	<u>\$ 228,600</u>
<u>29</u>	<u>\$ 140,800</u>	<u>\$ 153,600</u>	<u>\$ 166,400</u>	<u>\$ 198,400</u>	<u>\$ 198,400</u>	<u>\$ 230,400</u>
<u>30</u>	<u>\$ 141,900</u>	<u>\$ 154,800</u>	<u>\$ 167,700</u>	<u>\$ 199,950</u>	<u>\$ 199,950</u>	<u>\$ 232,200</u>
<u>31</u>	<u>\$ 143,000</u>	<u>\$ 156,000</u>	<u>\$ 169,000</u>	<u>\$ 201,500</u>	<u>\$ 201,500</u>	<u>\$ 234,000</u>
<u>32</u>	<u>\$ 144,100</u>	<u>\$ 157,200</u>	<u>\$ 170,300</u>	<u>\$ 203,050</u>	<u>\$ 203,050</u>	<u>\$ 235,800</u>
<u>33</u>	<u>\$ 145,200</u>	<u>\$ 158,400</u>	<u>\$ 171,600</u>	<u>\$ 204,600</u>	<u>\$ 204,600</u>	<u>\$ 237,600</u>
<u>34</u>	<u>\$ 146,300</u>	<u>\$ 159,600</u>	<u>\$ 172,900</u>	<u>\$ 206,150</u>	<u>\$ 206,150</u>	<u>\$ 239,400</u>
<u>35</u>	<u>\$ 147,400</u>	<u>\$ 160,800</u>	<u>\$ 174,200</u>	<u>\$ 207,700</u>	<u>\$ 207,700</u>	<u>\$ 241,200</u>
<u>36</u>	<u>\$ 148,500</u>	<u>\$ 162,000</u>	<u>\$ 175,500</u>	<u>\$ 209,250</u>	<u>\$ 209,250</u>	<u>\$ 243,000</u>
<u>37</u>	<u>\$ 149,600</u>	<u>\$ 163,200</u>	<u>\$ 176,800</u>	<u>\$ 210,800</u>	<u>\$ 210,800</u>	<u>\$ 244,800</u>
<u>38</u>	<u>\$ 150,700</u>	<u>\$ 164,400</u>	<u>\$ 178,100</u>	<u>\$ 212,350</u>	<u>\$ 212,350</u>	<u>\$ 246,600</u>
<u>39</u>	<u>\$ 151,800</u>	<u>\$ 165,600</u>	<u>\$ 179,400</u>	<u>\$ 213,900</u>	<u>\$ 213,900</u>	<u>\$ 248,400</u>
<u>40</u>	<u>\$ 152,900</u>	<u>\$ 166,800</u>	<u>\$ 180,700</u>	<u>\$ 215,450</u>	<u>\$ 215,450</u>	<u>\$ 250,200</u>

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

ADMINISTRATIVE ASSISTANT	I
CASE MANAGER	I
COMMUNITY HEALTH WORKER	I
CROSSING GUARD TEAM LEADER	I
GRANTS ANALYST	I
HEARING OFFICER	I
HOMELESSNESS CONTRACT COORDINATOR	I
HOUSING INTAKE SPECIALIST	I
KITCHEN MANAGER	I
PROGRAM COMPLIANCE OFFICER	I
PROJECT ASSISTANT	I
RECEPTIONIST	I
RECORDS CLERK	I
SENIOR CENTER COORDINATOR	I
SOMERBABY FAMILY SUPPORT WORKER	I
VICTIM WITNESS ADVOCATE	I
ADA COORDINATOR	II
ADA FIELD ASSOCIATE	II
AFFORDABLE HOUSING COORDINATOR	II

ANALYST - FIRE	II
ARPA PROGRAM MANAGER	II
ARPA SPECIALIST	II
ARTS COORDINATOR AND EVENT MANAGER	II
ARTS COORDINATOR AND KITCHEN MANAGER	II
ARTS COORDINATOR AND OFFICE MANAGER	II
ASSISTANT POOL MANAGER	II
BENEFITS COORDINATOR	II
CHILD CARE ACCESS COORDINATOR	II
CIVIL ENGINEER	II
CLINICAL COORDINATOR	II
COMMISSIONS COORDINATOR	II
COMMUNICATIONS COORDINATOR	II
COMMUNITY ENGAGEMENT SPECIALIST	II
COMMUNITY OUTREACH COORDINATOR	II
COMMUNITY SERVICE MANAGER	II
CONSTRUCTION LIAISON & DESIGN MANAGER	II
CONSTRUCTION LIAISON AND COMPLIANCE MANAGER	II
COORDINATOR LAW ENFORCEMENT PATROL	II
CRIME ANALYST	II
CUSTOMER EXPERIENCE MANAGER	II
DIGITAL BRIDGE PROJECT SPECIALIST	II
DIRECTOR OF TOBACCO CONTROL	II
ELECTRONIC RECORDS PROGRAM MANAGER	II
EMPLOYEE ENGAGEMENT AND RETENTION SPECIALIST	II
ENVIRONMENTAL HEALTH COORDINATOR	II
ENVIRONMENTAL PROGRAM MANAGER	II
EXECUTIVE ADMINISTRATIVE ASSISTANT	II
FACILITIES COORDINATOR	II
FINANCIAL ANALYST - POLICE	II
FLOOR SUPERVISOR/CUSTOMER SERVICE REP	II
FOOD ACCESS COORDINATOR AND MARKET MANAGER	II
GRANT WRITER	II
HEALTH AND WELLNESS COORDINATOR	II
HEALTH COMMUNICATIONS OFFICER	II
HEALTHY COMMUNITY COORDINATOR	II
HOME IMPROVEMENT PROJECT COORDINATOR	II
HOUSING CASE MANAGER - LANDLORD OUTREACH	II
HOUSING DEVELOPMENT PROGRAM MANAGER	II
HOUSING INTAKE SUPERVISOR	II
HOUSING POLICY COORDINATOR	II
HOUSING SEARCH CASE MANAGER	II
HUMAN RESOURCES GENERALIST	II

HUMAN RESOURCES RECRUITER	
INCLUSIONARY HOUSING SPECIALIST	
IT COMMUNICATIONS SPECIALIST	
JAIL DIVERSION CLINICIAN	
LANGUAGE JUSTICE SPECIALIST	
LEGAL ADMINISTRATIVE ASSISTANT	
LEGAL SERVICES COORDINATOR AND IMMIGRATION POLICY ANALYST	
LGBTQ+ SERVICES COORDINATOR	
LICENSING OPERATIONS MANAGER	
ONBOARDING COORDINATOR	
OUT OF SCHOOL TIME COORDINATOR	
OUTREACH COORDINATOR	
PARALEGAL/LEGAL ASSISTANT	
PAYROLL COORDINATOR	
PLANNER	
POST SECONDARY SUCCESS COACH	
PREVENTION SERVICES COORDINATOR	
PROCUREMENT ANALYST	
PRODUCER & SENIOR PROGRAM DIRECTOR	
PROGRAM COORDINATOR - COUNCIL ON AGING	
PROGRAM DEVELOPMENT POLICY & OUTREACH COORDINATOR	
PROGRAM SPECIALIST - INCLUSIONARY & FAIR HOUSING	
PROGRAM SPECIALIST - FAIR HOUSING AND OPERATIONS SUPPORT	
PROJECT ANALYST	
PROJECT ASSISTANT	
PROJECT MANAGER	
PROJECT SPECIALIST	
PUBLIC HEALTH OUTREACH SPECIALIST	
RECRUITMENT COORDINATOR	
RECRUITMENT SPECIALIST	
RESIDENTIAL RETROFIT ENERGY ADVISOR	
RSJ INVESTIGATOR	
SANITATION AND HAZARDOUS MATERIALS PROGRAM MANAGER	
SENIOR ACCOUNTANT	
SHARED SERVICES COORDINATOR	
SMALL BUSINESS PERMITTING LIAISON	
SOCIAL WORKER LIBRARY	
SOMERPROMISE COORDINATOR	
SPECIALIZED PROGRAM COORDINATOR	
SUSTAINABILITY PLANNER	
TEEN SPACES COORDINATOR	
VETERANS BENEFITS ADMINISTRATOR	

WAGE THEFT COORDINATOR	II
WATER & SEWER ENGINEER	II
WATER SYSTEMS ANALYST	II
WEB CONTENT ADMINSTRATOR	II
WEB CONTENT WRITER	II
WORKFORCE DEVELOPMENT COORDINATOR	II
YOUTH & FAMILY RESOURCE NAVIGATOR	II
YOUTH WORKPLACE LEARNING COORDINATOR	II
311 SYSTEMS ADMINISTRATOR	IIS
ACCOUNTANT	IIS
ACCOUNTANT/BUSINESS ANALYST	IIS
ACCOUNTING ANALYST	IIS
ANALYST	IIS
ARPA FINANCIAL SPECIALIST	IIS
ARPA GRANT ADMINISTRATOR	IIS
ASSISTANT ARCHIVIST	IIS
BENEFITS SPECIALIST	IIS
BILLING ANALYST	IIS
CLINICAL YOUTH SPECIALIST	IIS
CONSTRUCTION PUBLIC INFORMATION OFFICER	IIS
CONSTRUCTION PROCUREMENT MANAGER	IIS
EMERGENCY COMMUNICATIONS PUBLIC INFORMATION OFFICER	IIS
GIS COORDINATOR	IIS
LEGISLATIVE & POLICY ANALYST	IIS
MANAGER OF EMPLOYMENT SAFETY AND TRAINING	IIS
MULTILINGUAL PUBLIC INFORMATION OFFICER	IIS
PROJECT MANAGER	IIS
PUBLIC INFORMATION OFFICER	IIS
SOCIAL WORKER - GERIATRIC	IIS
SOCIAL WORKER - HHS	IIS
TRAFFIC ENGINEER	IIS
TREE WARDEN	IIS
ANALYST - CAPITAL BUDGET	III
ASSESSOR ANALYST	III
BENEFITS MANAGER	III
BUDGET ANALYST	III
BUILDING IMPROVEMENTS MANAGER	III
CASE MANAGER SUPERVISOR	III
CLIENT SERVICES MANAGER	III
CLIMATE CHANGE PROGRAM MANAGER	III
COMMUNITY HEALTH WORKER MANAGER	III
COMMUNITY PRESERVATION ACT MANAGER	III
CONTACT CENTER MANAGER	III

CULTURAL DIRECTOR	III
DEPUTY DIRECTOR OF ADMINISTRATION AND FINANCE	III
DIRECTOR OF YOUTH SERVICES	III
DIRECTOR OF OFFICE OF FOOD ACCESS & HEALTHY COMMUNITIES	III
DIRECTOR OF PREVENTION SERVICES	III
EDTV MANAGER & CITYTV SENIOR PRODUCER	III
ENERGY MANAGER	III
ENVIRONMENTAL HEALTH MANAGER	III
FINANCE MANAGER - COMMUNICATIONS	III
FINANCE MANAGER - OSE	III
GREEN FACILITIES MANAGER	III
HOME IMPROVEMENT PROGRAM MANAGER	III
HOUSING GRANTS MANAGER	III
HUMAN RESOURCES MANAGER	III
INCLUSIONARY HOUSING PROGRAM MANAGER	III
LANGUAGE SERVICES COORDINATOR	III
LEGISLATIVE SERVICES MANAGER	III
MANAGER KENNEDY POOL	III
NETWORK MANAGER	III
PARKS AND RECREATION OPERATIONS DIRECTOR	III
PARKS AND RECREATION PROGRAM MANAGER	III
PREVENTIVE MAINTENANCE MANAGER	III
PROJECT MANAGER	III
RACIAL AND SOCIAL JUSTICE COORDINATOR	III
RECRUITMENT & RETENTION MANAGER	III
RESIDENTIAL DECARBONIZATION PROGRAM MANAGER	III
SENIOR CASE MANAGER	III
SENIOR CRIME ANALYST	III
LEAD EXECUTIVE ADMINISTRATIVE ASSISTANT	III
SENIOR IT SPECIALIST	III
SENIOR PLANNER	III
SENIOR PROCUREMENT MANAGER	III
SENIOR ZONING REV PLANNER	III
SERVICE OPERATIONS MANAGER	III
STRATEGIC PLANNING AND EQUITY MANAGER	III
WRAPAROUND SERVICE MANAGER	III
ARCHIVIST	IIIS
BUILDING SYSTEMS MANAGER	IIIS
COMMERCIAL ASSESSOR	IIIS
DEPUTY DIRECTOR OF COHR	IIIS
DIGITAL INNOVATION OFFICER	IIIS
DIRECTOR OF FINANCE AND ADMINISTRATION - FIRE	IIIS
DIRECTOR OF FINANCE AND ADMINISTRATION - IAM	IIIS
DIRECTOR OF FINANCE AND ADMINISTRATION - POLICE	IIIS

FINANCE MANAGER - HEALTH & HUMAN SERVICES	IIIS
FINANCE MANAGER - OSPCD	IIIS
FINANCE MANAGER - RECREATION	IIIS
FLEET MANAGER	IIIS
GIS MANAGER	IIIS
INTERNAL AUDITOR	IIIS
LEGISLATIVE LIAISON	IIIS
MANAGER OF ACCOUNTS PAYABLE	IIIS
MANAGER OF RESIDENTIAL ASSESSMENTS	IIIS
PRINCIPAL ANALYST	IIIS
PROGRAM EVALUATION MANAGER	IIIS
SOCIAL SERVICES MANAGER	IIIS
ASSISTANT CITY SOLICITOR	IIIM
HOUSING COUNSEL	IIIM
SENIOR CIVIL ENGINEER	IIIM
SENIOR PROJECT MANAGER	IIIM
SENIOR TRAFFIC ENGINEER	IIIM
STORMWATER PROGRAM MANAGER	IIIM
ASSISTANT CITY CLERK	IV
ASSISTANT DIRECTOR OF HOUSING	IV
ASSISTANT TAX COLLECTOR	IV
COMMUNITY OUTREACH AND HARM REDUCTION DIRECTOR	IV
DEPUTY ASSESSOR	IV
DEPUTY CHIEF PROCUREMENT OFFICER	IV
DEPUTY CITY AUDITOR	IV
DEPUTY DIRECTOR OF CAPITAL PROJECTS	IV
DEPUTY DIRECTOR OF COMMUNICATIONS	IV
DEPUTY DIRECTOR OF CONSTITUENT SERVICES	IV
DEPUTY DIRECTOR OF ECONOMIC DEVELOPMENT	IV
DEPUTY DIRECTOR OF EMERGENCY MANAGEMENT	IV
DEPUTY DIRECTOR OF ENGINEERING PROJECTS	IV
DEPUTY DIRECTOR OF ENGINEERING SERVICES	IV
DEPUTY DIRECTOR OF GRANTS DEVELOPMENT	IV
DEPUTY DIRECTOR OF HOUSING STABILITY	IV
DEPUTY DIRECTOR OF HUMAN RESOURCES	IV
DEPUTY DIRECTOR OF INSPECTIONAL SERVICES	IV
DEPUTY DIRECTOR OF IT	IV
DEPUTY DIRECTOR OF LIBRARIES	IV
DEPUTY DIRECTOR OF PLANNING AND ZONING	IV
DEPUTY DIRECTOR OF RACIAL AND SOCIAL JUSTICE	IV
DEPUTY DIRECTOR OF SOMERVIVA & LANGUAGE JUSTICE COORDINATOR	IV
DEPUTY TREASURER	IV
DIRECTOR OF CITYTV OPERATIONS & VIDEO SERVICES	IV

DIRECTOR OF COUNCIL ON AGING	IV
DIRECTOR OF FINANCE AND ADMINISTRATION - DPW	IV
DIRECTOR OF FINANCE AND ADMINISTRATION - WATER & SEWER	IV
DIRECTOR OF SOMERPROMISE	IV
DIRECTOR OF VETERANS SERVICES	IV
HUMAN RESOURCES ADMINISTRATOR PART TIME	IV
PARKING CLERK/DIRECTOR OF OPERATIONS	IV
PAYROLL DIRECTOR	IV
SUPERINTENDENT OF BUILDING AND CUSTODIANS	IV
SUPERINTENDENT OF GROUNDS	IV
SUPERINTENDENT OF HIGHWAY	IV
SUPERINTENDENT OF SEWER	IV
SUPERINTENDENT OF WATER	IV
WEB CONTENT AND DEVELOPMENT DIRECTOR	IV
ARPA DIRECTOR	V
BUDGET DIRECTOR	V
CHAIRMAN OF ELECTIONS	V
CHIEF OF STAFF	V
CITY CLERK	V
DEPUTY DIRECTOR OF HHS HUMAN SERVICES	V
DEPUTY DIRECTOR OF HHS PUBLIC HEALTH	V
DIRECTOR OF ARTS COUNCIL	V
DIRECTOR OF CONSTITUENT SERVICES	V
DIRECTOR OF DPW OPERATIONS	V
DIRECTOR OF ECONOMIC DEVELOPMENT	V
DIRECTOR OF FINANCE & COMMUNITY DEVELOPMENT	V
DIRECTOR OF GRANTS AND EXTERNAL FUNDS	V
DIRECTOR OF HOUSING	V
DIRECTOR OF HOUSING STABILITY	V
DIRECTOR OF INTERGOVERNMENTAL AFFAIRS	V
DIRECTOR OF LIBRARIES	V
DIRECTOR OF MOBILITY	V
DIRECTOR OF PARKING	V
DIRECTOR OF PARKS AND RECREATION	V
DIRECTOR OF PLANNING AND ZONING	V
DIRECTOR OF PUBLIC SPACE AND URBAN FORESTRY	V
DIRECTOR OF RACIAL AND SOCIAL JUSTICE	V
DIRECTOR OF SOMERSTAT	V
DIRECTOR OF SOMERVIVA OFFICE OF IMMIGRANT AFFAIRS	V
DIRECTOR OF THE OFFICE OF SUSTAINABILITY AND ENVIRONMENT	V
CHIEF ASSESSOR/CHAIRMAN OF BOARD OF ASSESSORS	VS
CHIEF INFORMATION OFFICER	VS
CHIEF PROCUREMENT OFFICER	VS

CITY AUDITOR	VS
DIRECTOR OF CAPITAL PROJECTS	VS
DIRECTOR OF ENGINEERING	VS
DIRECTOR OF HUMAN RESOURCES	VS
DIRECTOR WATER AND SEWER	VS
EMERGENCY MANAGEMENT DIRECTOR	VS
SUPERINTENDENT OF ISD	VS
TREASURER/COLLECTOR	VS
DEPUTY CITY SOLICITOR	VM
CHIEF ADMINISTRATIVE OFFICER	VI
COMMISSIONER OF DPW	VI
DIRECTOR OF COMMUNICATIONS	VI
DIRECTOR OF HEALTH AND HUMAN SERVICES	VI
DIRECTOR OF INFRASTRUCTURE AND ASSET MANAGEMENT	VI
EXECUTIVE DIRECTOR OF OSPCD	VI
FINANCE DIRECTOR	VI
CITY SOLICITOR	VIM

Approved:

President, City Council

Mayor