

**CITY OF SOMERVILLE**  
**ORDINANCE NO. 2026-**  
**IN CITY COUNCIL:**

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

**Sec. 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:

<b>Elected City Officials</b>	<b>Salary</b>
Mayor	\$180,000.00
President of the City Council	\$45,000.00
Councilor	\$40,000.00
School Committee Chair	\$17,500
School Committee	\$15,000

<b>Non-elected City Positions</b>	<b>Grade</b>
Administrative Assistant	I
Case Manager	I
Community Health Worker	I
Crossing Guard Supervisor	I
Digital Navigator	I
Grants Analyst	I
Hearing Officer	I
Homelessness Project 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
<del>ADA Coordinator</del>	<del>II</del>
ADA Field Associate	II
Affordable Housing Coordinator	II
Analyst - Fire	II
Arts Coordinator <u>and</u> Event Manager	II
<del>Arts Coordinator And Kitchen Manager</del>	<del>II</del>
Arts Coordinator <u>and</u> Office Manager	II
Assistant Pool Manager	II
Benefits Coordinator	II
Child Care Access Coordinator	II
Civil Engineer	II
Clinical Coordinator	II
Commissions Coordinator	II
<del>Communications Coordinator</del>	<del>II</del>
Community Engagement Specialist	II
Community Outreach Coordinator	II
Community Service Manager	II
Construction Liaison and Design Manager	II
Construction Liaison and Compliance Manager	II
Coordinator Law Enforcement Partnerships	II
Crime Analyst	II
Customer Experience Manager	II
<del>Director of Tobacco Control</del> <u>Coordinator</u>	II
Electronic Records Program Manager	II
Employee Engagement and Retention Specialist	II
Environmental Health Coordinator	II
Environmental Policy Manager	II
Executive Administrative Assistant	II
Facilities Coordinator	II
311 Floor Supervisor	II
<u>Equity and Belonging Coordinator</u>	<u>II</u>

Food Access Coordinator and Market Manager	II
<del>Grant Writer</del>	<del>II</del>
Health and Wellness Coordinator	II
<del>Health Communications Officer</del>	<del>II</del>
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
Recruiter	II
Inclusionary Housing Specialist	II
IT Communications Specialist	II
Jail Diversion Clinician	II
Language Justice Specialist	II
Legal Administrative Assistant	II
Legal Services Coordinator and Immigration Policy Analyst	II
LGBTQ+ Services Coordinator	II
<del>Licensing Operations Manager</del>	<del>II</del>
<del>Neighborhood Engagement and Outreach Specialist</del>	<del>II</del>
<del>Onboarding Coordinator</del>	<del>II</del>
Out of School Time Coordinator	II
Paralegal/Legal Assistant	II
Payroll Coordinator	II
Planner	II
Post Secondary Success Program Manager	II
Prevention Services Coordinator	II
Procurement Analyst	II
Producer and Senior Program Director	II
Program Coordinator - Council on Aging	II
Program Development Policy and Outreach Coordinator	II
Program Specialist - Inclusionary and Fair Housing	II
Program Specialist - Fair Housing and Operations Support	II

Project Analyst	II
Project Assistant	II
Project Manager	II
Project Specialist	II
Public Health Outreach Specialist	II
Quality Assurance Manager	II
Residential Retrofit Energy Advisor	II
<del>RSJ Investigator</del>	<del>II</del>
<del>Sanitation and Hazardous Materials Program</del> <u>Recycling</u> Manager	II
<del>Senior Accountant</del>	<del>II</del>
Shared Services Coordinator	II
Small Business Permitting Liaison	II
<del>Social Worker Library</del>	<del>II</del>
<del>Somer Promise Coordinator</del>	<del>II</del>
Sustainability Planner	II
Teen Spaces Coordinator	II
Veterans Benefits Administrator	II
Water and Sewer Engineer	II
Water Systems Analyst	II
Web Content Administrator	II
Web Content Writer	II
Workforce Development Coordinator	II
<del>Workforce Development Planner</del>	<del>II</del>
Youth and Family Resource Navigator	II
<u>Youth Services Coordinator</u>	<u>II</u>
Youth Workplace Learning Coordinator	II
<del>311 Systems Administrator</del>	<del>HS</del>
Accountant	IIS
Accountant/Business Analyst	IIS
Accounting Analyst	IIS
<u>ADA Coordinator and Investigator</u>	<u>IIS</u>
Analyst	IIS
ARPA Grant Administrator	IIS
<u>Arts Coordinator and Kitchen Manager</u>	<u>IIS</u>
Assistant Archivist	IIS

Benefits Specialist	IIS
Billing Analyst	IIS
<u>Business Manager</u>	<u>IIS</u>
Clinical Youth Specialist	IIS
Construction Public Information Officer	IIS
Emergency Communications Public Information Officer	IIS
GIS Coordinator	IIS
Legislative and Policy Analyst	IIS
Manager of Employment Safety and Training	IIS
Multilingual Public Information Officer	IIS
Procurement Manager	IIS
Project Manager	IIS
Public Information Officer	IIS
Social Worker - Geriatric	IIS
Social Worker - HHS	IIS
Traffic Engineer	IIS
Tree Warden	IIS
<del>Analyst – Capital Budget</del>	<del>III</del>
Assessor Analyst	III
<u>Assistant City Clerk-Legislative Services</u>	<u>III</u>
<del>Benefits Manager</del>	<del>III</del>
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
<del>Director of the Office of Food Access and Healthy Communities</del>	<del>III</del>
Director of Prevention Services	III
EDTV Manager and CityTV Senior Producer	III

Energy Manager	III
Environmental Health Manager	III
<u>Executive Liaison</u>	<u>III</u>
Finance Manager - Communications	III
<del>Finance Manager—OSE</del>	<del>III</del>
Finance Manager – Police	III
Green Facilities Manager	III
Home Improvement Program Manager	III
Housing Grants Manager	III
<del>Human Resources Manager</del>	<del>III</del>
Inclusionary Housing Program Manager	III
Language Services Coordinator	III
<del>Lead Executive Administrative Assistant</del>	<del>III</del>
<del>Legislative Services Manager</del>	<del>III</del>
Manager Kennedy Pool	III
Network Manager	III
Parks and Recreation Operations Director	III
Parks and Recreation Program Manager	III
<u>Payroll Manager</u>	<u>III</u>
<u>Police Accountability Program Director</u>	<u>III</u>
Preventive Maintenance Manager	III
Project Manager	III
<u>Public Safety for All Project Manager</u>	<u>III</u>
<del>Racial and Social Justice Coordinator</del>	<del>III</del>
Recruitment and Retention Manager	III
<del>Residential Decarbonization Program Manager</del>	<del>III</del>
<u>Senior Arts Planner</u>	<u>III</u>
<u>Senior Event Manager</u>	<u>III</u>
Senior Case Manager	III
Senior Crime Analyst	III
Senior IT Specialist	III
Senior Planner	III
Senior Procurement Manager	III
Senior Zoning Rev Planner	III
Service Operations Manager	III

<del>Strategic Planning and Equity Manager</del>	<del>III</del>
Wraparound Service Manager	III
Archivist	IIS
Building Systems Manager	IIS
Commercial Assessor	IIS
Deputy Director of Community Outreach, Help, and Recovery	IIS
<del>Deputy Director of Finance and Administration-IAM</del>	<del>IIS</del>
<del>Digital Innovation Officer</del>	<del>IIS</del>
Director of Finance and Administration - Fire	IIS
<del>Director of Finance and Administration - IAM</del>	<del>IIS</del>
Director of Finance and Administration - Police	IIS
Finance Manager - Health and Human Services	IIS
Finance Manager - <del>OSP</del> <u>OSPCD Strategy and Development</u>	IIS
Finance Manager - Recreation	IIS
Fleet Manager	IIS
GIS Manager	IIS
<u>Human Resources Operations Manager</u>	<u>IIS</u>
Internal Auditor	IIS
<del>Legislative Liaison</del>	<del>IIS</del>
Manager of Accounts Payable	IIS
Manager of Residential Assessments	IIS
Principal Analyst	IIS
Program Evaluation Manager	IIS
Social Services Manager	IIS
Utility Billing Manager	IIS
Assistant City <del>Solicitor</del> <u>Attorney</u>	IIIM
Housing Counsel	IIIM
Senior Civil Engineer	IIIM
Senior Project Manager	IIIM
Senior Traffic Engineer	IIIM
Stormwater Program Manager	IIIM
Advocacy Director	IV
<del>Assistant City Clerk</del>	<del>IV</del>
Assistant Director of Housing	IV
Deputy Collector	IV

Director of Community Outreach, Help, and Recovery	IV
<u>Director of Engagement and Neighborhood Services</u>	<u>IV</u>
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 <del>Human Resources</del> <u>People Operations</u>	IV
Deputy Director of Inspectional Services	IV
Deputy Director of <del>IT</del> <u>Technology and Innovation</u>	IV
Deputy Director of Libraries	IV
Deputy Director of Planning <del>and Zoning</del>	IV
<del>Deputy Director of Racial and Social Justice</del>	<del>IV</del>
<del>Deputy Director of SOIA and Language Justice Coordinator</del>	<del>IV</del>
Deputy Treasurer	IV
Director of CityTV Operations and Video Services	IV
Director of Council on Aging	IV
Director of Finance and Administration - DPW	IV
<u>Director of Office of Language Access</u>	<u>IV</u>
<del>Director of Finance and Administration – Water and Sewer</del>	<del>IV</del>
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 Buildings and Custodians	IV
Superintendent of Grounds	IV
Superintendent of Highway	IV

Superintendent of Sewer	IV
Superintendent of Water	IV
<del>Director of Digital Services</del> <del>Web Content and Development Director</del>	IV
ARPA Director	V
Budget Director	V
Chairman of Elections	V
Chief of Staff	V
City Clerk	V
<del>Deputy Director of HHS Human Services</del>	<del>V</del>
<del>Deputy Director of HHS Public Health</del>	<del>V</del>
Director of Arts Council	V
<del>Director of Community Wellness</del>	<del>V</del>
Director of Constituent Services	V
Director of DPW Operations	V
Director of Economic Development	V
<del>Director of Finance and Administration - IAM</del>	<del>V</del>
Director of Finance and Community Development	V
Director of Grants and External Funds	V
Director of Housing	V
Director of Housing Stability	V
<del>Director of Human Services</del>	<del>V</del>
Director of Intergovernmental Affairs	V
Director of Mobility	V
Director of Parking	V
Director of <del>Parks and</del> Recreation	V
Director of Planning <del>and Zoning</del>	V
<del>Director of Public Health</del>	<del>V</del>
Director of Public Space and Urban Forestry	V
Director of <del>Racial and Social Justice</del> <del>Equity and Belonging</del>	V
Director of SomerStat	V
Director of <del>Somerville Office of</del> Immigrant Affairs <del>Advancement</del>	V
Director of <del>The Office of</del> Sustainability and <del>the</del> Environment	V
<del>Director of Water and Sewer Operations</del>	<del>V</del>
Chief Assessor/Chairman of The 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 <del>Human Resources</del> <u>People Operations</u>	VS
Director of Inspectional Services	VS
Director of Libraries	VS
<del>Director of Water and Sewer</del>	<del>VS</del>
Emergency Management Director	VS
Treasurer/Collector	VS
Deputy City <del>Solicitor</del> <u>Attorney</u>	VM
Chief Administrative Officer	VI
Commissioner of DPW	VI
Director of Communications	VI
<u>Executive</u> Director of Health and Human Services	VI
<del>Director</del> <u>Chief</u> of Infrastructure <del>and Asset Management</del>	VI
Executive Director of <del>OSPCD</del> <u>Strategy and Development</u>	VI
Finance Director	VI
City <del>Solicitor</del> <u>Attorney</u>	VIM

Approved:

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President

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Mayor