



# CITY OF SOMERVILLE, MASSACHUSETTS

## CLERK OF COMMITTEES

June 7, 2016

### REPORT OF THE FINANCE COMMITTEE

Attendee Name	Title	Status	Arrived
Tony Lafuente	Chair	Present	
Maryann M. Heuston	Vice Chair	Present	
Katjana Ballantyne	Ward Seven Alderman	Present	
Matthew McLaughlin	Ward One Alderman	Present	
William A. White Jr.	Alderman At Large	Present	
Robert J. McWatters	Ward Three Alderman	Present	
Mark Niedergang	Ward Five Alderman	Present	
Lance L. Davis	Ward Six Alderman	Present	
John M. Connolly	Alderman At Large	Present	
Dennis M. Sullivan	Alderman At Large	Present	
Mary Jo Rossetti	Alderman at Large	Excused	

Others present: William Roche - Personnel, Candace Cooper - Personnel, Ellen Collins - ISD, Peter Forcellese, Jr. - Treasurer, Tom Bent - MCAB, George Proakis - OSPCD, Goren Smiljic - ISD, Ed Bean - Finance, Tim Snyder - Mayor's Office, Charles Sillari - Clerk of Committees

The meeting took place in the Committee Room and was called to order at 6:00 PM by Alderman Lafuente and adjourned at 7:10 PM. Alderman Rossetti recused herself from this meeting.

#### Document List:

- Draft Ordinance 2-322 (with 201568)
- Draft Ordinance 2-322 and 2-323 (with 201568)
- Non-union Wage Review (with 201568)
- MCAB questions (with 201568)
- Turn-over summary (with 201568)

#### **201568: Requesting the acceptance of the non-union phase-1 salary recommendations of the Municipal Compensation Advisory Board.**

Mr. Roche explained the work that went into the wage study and said that the goal is to make the City of Somerville a premier employer. Presently, it's difficult to retain good employees when salaries are higher elsewhere. Mr. Bent discussed the process used in the study and spoke about

the high turn-over of non-union personnel, salary reviews and a highly competitive job market, noting that paying employees below the market value turns Somerville into a training ground. Ms. Cooper spoke about the differences between union and non-union salaries, the benefits afforded to union employees, turn-over rates and reasons, classification factors, selected titles and average compensation ranges. The non-union step scale was discussed and members were informed that non-union staff would be receiving merit increases on July 1<sup>st</sup>.

Alderman White, noting that the Somerville of today is much different than the Somerville of ten years ago, said that he wanted an appropriate study. An increased workload and participation in community meetings have made the aldermen's position more than a part-time position. Alderman Lafuente requested additional information regarding salaries at other cities/towns and the BRA.

Alderman Niedergang's motion *that the Administration expend the same amount of effort in performing the SMEA wage study, as was used in the non-union wage study*, was approved.

<b>RESULT:</b>	<b>KEPT IN COMMITTEE</b>
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