

CITY OF SOMERVILLE
ORDINANCE NO. 2021-_____
In City Council June _____, 2021

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, are hereby stricken in their entirety and replaced with the following:

Section 2-322.

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, 2021 the scale has been updated to add a nineteenth (19th) step at the end of the scale.

Grade Step	NU1	NU2	NU3	NU4	NU5
1	\$ 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 (min)	\$ 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	\$ 188,421.57	\$ 174,962.88	\$ 161,504.20	\$ 148,045.52	\$ 134,586.83
17	\$ 192,190.00	\$ 178,462.14	\$ 164,734.28	\$ 151,006.43	\$ 137,278.57
18	\$ 196,033.80	\$ 182,031.38	\$ 168,028.97	\$ 154,026.56	\$ 140,024.14
19(max)	\$ 199,954.47	\$ 185,672.01	\$ 171,389.55	\$ 157,107.09	\$ 142,824.62

NU6	NU7	NU8	NU9	NU10	NU11
\$ 90,000.00	\$ 85,000.00	\$ 80,000.00	\$ 75,000.00	\$ 65,000.00	\$ 60,000.00
\$ 91,800.00	\$ 86,700.00	\$ 81,600.00	\$ 76,500.00	\$ 66,300.00	\$ 61,200.00
\$ 93,636.00	\$ 88,434.00	\$ 83,232.00	\$ 78,030.00	\$ 67,626.00	\$ 62,424.00
\$ 95,508.72	\$ 90,202.68	\$ 84,896.64	\$ 79,590.60	\$ 68,978.52	\$ 63,672.48
\$ 97,418.89	\$ 92,006.73	\$ 86,594.57	\$ 81,182.41	\$ 70,358.09	\$ 64,945.93
\$ 99,367.27	\$ 93,846.87	\$ 88,326.46	\$ 82,806.06	\$ 71,765.25	\$ 66,244.85
\$ 101,354.62	\$ 95,723.81	\$ 90,092.99	\$ 84,462.18	\$ 73,200.56	\$ 67,569.75
\$ 103,381.71	\$ 97,638.28	\$ 91,894.85	\$ 86,151.43	\$ 74,664.57	\$ 68,921.14
\$ 105,449.34	\$ 99,591.05	\$ 93,732.75	\$ 87,874.45	\$ 76,157.86	\$ 70,299.56
\$ 107,558.33	\$ 101,582.87	\$ 95,607.41	\$ 89,631.94	\$ 77,681.02	\$ 71,705.55
\$ 109,709.50	\$ 103,614.53	\$ 97,519.55	\$ 91,424.58	\$ 79,234.64	\$ 73,139.67
\$ 111,903.69	\$ 105,686.82	\$ 99,469.94	\$ 93,253.07	\$ 80,819.33	\$ 74,602.46
\$ 114,141.76	\$ 107,800.55	\$ 101,459.34	\$ 95,118.13	\$ 82,435.72	\$ 76,094.51
\$ 116,424.60	\$ 109,956.56	\$ 103,488.53	\$ 97,020.50	\$ 84,084.43	\$ 77,616.40
\$ 118,753.09	\$ 112,155.69	\$ 105,558.30	\$ 98,960.91	\$ 85,766.12	\$ 79,168.73
\$ 121,128.15	\$ 114,398.81	\$ 107,669.47	\$ 100,940.13	\$ 87,481.44	\$ 80,752.10
\$ 123,550.71	\$ 116,686.78	\$ 109,822.86	\$ 102,958.93	\$ 89,231.07	\$ 82,367.14
\$ 126,021.73	\$ 119,020.52	\$ 112,019.31	\$ 105,018.11	\$ 91,015.69	\$ 84,014.49
\$ 128,542.16	\$ 121,400.93	\$ 114,259.70	\$ 107,118.47	\$ 92,836.01	\$ 85,694.77

NU12	NU13	NU14
\$ 50,000.00	\$ 45,000.00	\$ 40,000.00
\$ 51,000.00	\$ 45,900.00	\$ 40,800.00
\$ 52,020.00	\$ 46,818.00	\$ 41,616.00
\$ 53,060.40	\$ 47,754.36	\$ 42,448.32
\$ 54,121.61	\$ 48,709.45	\$ 43,297.29
\$ 55,204.04	\$ 49,683.64	\$ 44,163.23
\$ 56,308.12	\$ 50,677.31	\$ 45,046.50
\$ 57,434.28	\$ 51,690.86	\$ 45,947.43
\$ 58,582.97	\$ 52,724.67	\$ 46,866.38
\$ 59,754.63	\$ 53,779.17	\$ 47,803.70
\$ 60,949.72	\$ 54,854.75	\$ 48,759.78
\$ 62,168.72	\$ 55,951.84	\$ 49,734.97
\$ 63,412.09	\$ 57,070.88	\$ 50,729.67
\$ 64,680.33	\$ 58,212.30	\$ 51,744.27
\$ 65,973.94	\$ 59,376.54	\$ 52,779.15
\$ 67,293.42	\$ 60,564.08	\$ 53,834.73
\$ 68,639.29	\$ 61,775.36	\$ 54,911.43
\$ 70,012.07	\$ 63,010.86	\$ 56,009.66
\$ 71,412.31	\$ 64,271.08	\$ 57,129.85

Section 2-323.

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:

Elected City Officials

Mayor: \$180,000

President of the City Council: \$45,000

Councilor: \$40,000

School Committee Chair: \$17,500

School Committee: \$15,000

Non-elected City Positions

Grade	Title
NU01	City Solicitor
NU01	Director of Infrastructure & Asset Management
NU01	Director of Inspectional Services
NU01	Executive Director of OSPCD
NU01	Finance Director/City Auditor
NU02	Chief Information Officer
NU02	Director of Communications
NU02	Director of Human Resources
NU03	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
NU04	Chief Assessor & Chairman Board of Assessors
NU04	Chief Labor Counsel
<u>NU04</u>	<u>City Clerk</u>
NU04	Deputy City Solicitor
NU04	Deputy Director of Human Resources
NU04	Director of Economic Development
NU04	Director of Engineering
NU04	Director of Finance and Community Development
NU04	Director of Health & 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 & Urban Forestry
NU04	Director of Racial & Social Justice
NU04	Director of SomerStat
NU04	Treasurer/Collector
NU05	Assistant City Solicitor
NU05	Assistant Director of Housing/Housing Counsel
NU05	Budget Director
NU05	Chief Procurement Officer
NU05	City Clerk
NU05	Deputy City Auditor/Assistant Finance Director
NU05	Deputy Director of Capital Projects
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 Parks and Recreation
NU05	Director of SomerViva Office of Immigrant Affairs
NU05	Special Counsel
NU05	Superintendent of Buildings & Custodians
NU05	Superintendent of Grounds
NU05	Superintendent of Highway
NU05	Superintendent of Sewer
NU05	Superintendent of Water
NU06	Deputy Director of Communications
NU06	Deputy Director of Planning & 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 & Equity Manager
NU07	Building Improvements Manager
NU07	Chairman of Elections
NU07	Deputy Director of Health and Human Services
NU07	Deputy Director of Libraries
NU07	Deputy Director of Racial and Social Justice
<u>NU07</u>	<u>Housing Grants Manager</u>
NU07	Legislative Liaison
NU07	Network Manager
NU07	Policy Analyst
NU07	Preventive Maintenance Manager
NU07	Project Manager
NU07	Senior Engineer
NU07	Senior Planner
NU07	Senior Zoning Review Planner
NU07	Traffic Engineer
NU08	Assistant City Clerk
NU08	Benefits Manager
<u>NU08</u>	<u>Climate Change Program Manager</u>
NU08	Commercial Assessor
NU08	Community Preservation Act Manager
NU08	Construction Project Manager
NU08	Deputy Director of the Office of Housing Stability
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	GIS Coordinator
NU08	Housing Development Program Manager
NU08	Human Resources Manager
NU08	Junior Engineer
NU08	Multimedia Designer and Web Developer
NU08	Principal Analyst
NU08	Racial and Social Justice Coordinator

NU08	Senior Crime Analyst
NU08	Service Operations Manager
NU08	Tree Warden
NU09	Accountant/Business Analyst
NU09	ADA Coordinator
NU09	Analyst
NU09	Assistant Tax Collector
NU09	Budget Analyst
NU09	Clinical Youth Specialist
NU09	Climate Change Program Manager
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 Prevention Services
NU09	Director of Shape Up Somerville
NU09	Economic Development Assistant
NU09	Environmental Program Manager
NU09	Financial Analyst
NU09	Housing Grants Manager
NU09	Housing Policy Coordinator
NU09	Immigrant Services Coordinator
NU09	Inclusionary Housing Program Manager
NU09	Lead Executive Administrative Assistant
NU09	Lead Program 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 Specialist
NU09	Procurement Manager
NU09	Public Information Officer
NU09	Senior Accountant
NU09	Tax Title Attorney
NU09	Workforce Development Coordinator
NU10	Accountant
NU10	Assessor Analyst

NU10	Benefits Specialist
NU10	Billing Manager
NU10	Call Center Manager
NU10	Construction Procurement Manager
NU10	Construction Public Information Officer
NU10	Executive Administrative Assistant
<u>NU10</u>	<u>Housing Case Manager Communications Liaison</u>
NU10	Internal Auditor
NU10	IT Specialist
NU10	Pool Manager
NU10	Procurement Analyst
NU10	Programmer
NU10	Racial & Social Justice Public Information Officer
NU10	Sales/Personal Property Analyst
NU11	Accounting Analyst
NU11	Archivist
NU11	Arts Coordinator and Office Manager
NU11	Assistant Pool Manager
NU11	Clinical Coordinator
NU11	Commissions 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	Grant Writer
NU11	Housing Case Manager
NU11	Housing Programs Coordinator
NU11	Housing Rehab Program Manager
NU11	Human Resources Generalist
NU11	Inclusionary Housing Specialist
NU11	ISD Paralegal
NU11	IT Communications Specialist
NU11	Lead Program Coordinator
NU11	Legal Administrative Assistant
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	Shape Up Somerville Coordinator
NU11	Social Worker
NU11	SomerPromise Coordinator
NU11	Program Specialist
NU11	Recruiter
NU11	Tax Title Administrative Assistant
NU11	Water & Sewer Systems Analyst
NU11	Youth Arts Coordinator
NU11	Youth and Family Resource Navigator
NU12	Administrative Assistant
NU12	Director of Historic Preservation
NU12	Grants Analyst
NU12	Health and Wellness Coordinator
NU12	Housing Intake Specialist
NU12	Human Resources Assistant
NU12	Outreach Coordinator
NU12	Program Coordinator
NU12	Project Assistant CIT TTAC
NU12	Senior Customer Service Representative
NU12	Support Services Technician
NU12	Victim Witness Advocate
NU13	Center Director
NU13	Cultural Culinary Coordinator
NU13	Customer Service Representative
NU13	Hearing Officer
NU13	Home Visitor
NU13	Kitchen Manager
NU13	Records Clerk
NU14	Facilities Laborer Ice Rink
NU14	Health Assistant

Approved:

President
City Council