

**CITY OF SOMERVILLE**  
**ORDINANCE NO. 2020-\_\_\_\_\_**  
**In City Council June \_\_\_\_, 2020**

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 shall be updated every two (2) years to maintain viability of the scale. Effective, July 1, ~~2018~~2020 the scale has been updated to add an ~~seventeenth-eighteenth~~ (~~17<sup>th</sup>~~18<sup>th</sup>) 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 (min)	\$ 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	\$ 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
<b>18 (max)</b>	<b>\$ 196,033.80</b>	<b>\$ 182,031.38</b>	<b>\$ 168,028.97</b>	<b>\$ 154,026.56</b>	<b>\$ 140,024.14</b>

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
<b>\$ 126,021.73</b>	<b>\$ 119,020.52</b>	<b>\$ 112,019.31</b>	<b>\$ 105,018.11</b>	<b>\$ 91,015.69</b>	<b>\$ 84,014.49</b>

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
<b>\$ 70,012.07</b>	<b>\$ 63,010.86</b>	<b>\$ 56,009.66</b>

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

<b>Grade</b>	<b>Title</b>
NU01	City Solicitor
NU01	Executive Director of OSPCD
NU02	Chief Information Officer
NU02	Director of Infrastructure & Asset Management
NU02	Director of Communications
NU02	Director of Personnel
NU02	Finance Director/City Auditor
NU03	Chief of Staff
NU03	Commissioner of DPW
NU03	Director of Capital Projects
NU03	Director of Engineering
NU03	Director of Inspectional Services
NU03	Director of Parking
NU04	Chief Assessor & Chairman Board of Assessors
NU04	Deputy City Solicitor
NU04	Director of Engineering
NU04	Director of Health & Human Services
NU04	Director of Intergovernmental Affairs
NU04	Director of Libraries
NU04	Director of Operations
NU04	Director of SomerStat
NU04	Director of Water and Sewer
NU04	Treasurer/Collector
NU05	Assistant City Solicitor
NU05	Chief Labor Counsel

NU05	City Clerk
NU05	Deputy City Auditor/Assistant Finance Director
NU05	Deputy Director of IT
NU05	Director of Constituent Services
NU05	Director of Economic Development
NU05	Director of Housing
NU05	Director of OSE
NU05	Director of Parks and Recreation
NU05	Director of Planning and Zoning
NU05	Director of Purchasing
NU05	Director of the Office of Housing Stability
NU05	Director of Mobility
NU05	Director of Public Space & Urban Forestry
NU05	Special Counsel
NU05	Superintendent of B&G
NU05	Superintendent of Fleet Management
NU05	Superintendent of Highways/Lights and Lines
NU06	Assistant Director of Engineering
NU06	Deputy Director of Communications
NU06	Deputy Director of Personnel
NU06	Director of Arts Council
NU06	Director of Finance and Administration
NU06	Manager of Accounts Payable
NU06	Payroll Director
NU06	School Nurse Leader
NU06	Senior IT Specialist
NU07	Budget Manager
NU07	Chairman of Elections
NU07	Deputy Director of Libraries
NU07	Deputy Director of Health and Human Services
NU07	Economic Development Specialist
NU07	Grants Development Manager
NU07	Network Manager
NU07	Preventive Maintenance Manager
NU07	Project Manager
NU07	Senior Engineer
NU07	Senior Planner
<a href="#">NU07</a>	<a href="#">Traffic Engineer</a>
NU07	Urban Revitalization Specialist

NU08	Assistant Director of Housing/Housing Counsel
NU08	Benefits Manager
NU08	Commercial Assessor
NU08	Community Preservation Act Manager
NU08	Construction Project Manager
NU08	Deputy Director of ISD
NU08	Deputy Director of the Office of Housing Stability
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	Field Operations Manager
NU08	GIS Coordinator
NU08	Junior Engineer
NU08	Multimedia Designer and Web Developer
NU08	Principal Analyst
NU08	Senior Crime Analyst
<del>NU08</del>	<del>Traffic Engineer</del>
NU09	Accountant/Business Analyst
NU09	Assistant Director of Purchasing
NU09	Assistant Tax Collector
NU09	Clinical Youth Specialist
NU09	Community Outreach and Harm Reduction Director
NU09	Director of City Cable Operations
NU09	Director of Prevention Services
NU09	Director of Shape-Up Somerville
NU09	Economic Development Assistant
NU09	Environmental <del>Coordinator</del> -Program Manager
NU09	Financial Analyst
NU09	GLX Project Liaison
NU09	Housing Grants Manager
NU09	Lead Executive Administrative Assistant
NU09	Lead Program Manager
NU09	Legislative Liaison (position can also be NU07 depending on qualifications and experience)
NU09	Manager of Diversity Equity & Inclusion
NU09	Manager of Employment Safety and Training
NU09	Manager of Residential Assessments
NU09	Parking Clerk/Director of Operations

NU09	Planner
NU09	Project Assistant
NU09	Public Information Officer
NU09	Senior Accountant
NU09	Analyst
NU09	Immigrant Services Coordinator
NU09	<del>Sustainability Coordinator</del> Climate Change Program Manager
NU09	Tax Title Attorney
NU09	Transportation Analyst
NU09	Water Engineer
NU10	Accountant
NU10	Assessor Analyst
NU10	Benefits Specialist
NU10	Call Center Manager
NU10	Construction Liaison and Compliance Manager
NU10	Construction Procurement Manager
NU10	Construction Public Information Officer
NU10	Cultural Director
NU10	Executive Administrative Assistant
NU10	Internal Auditor
NU10	IT Specialist/Public Safety
NU10	Procurement Analyst
NU10	Programmer
NU10	Sales/Personal Prop Analyst
NU11	Accounting Analyst
NU11	Archivist
NU11	Assistant Recreation Facilities Manager
NU11	Clinical 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	Facilities Manager of Ice Rink
NU11	Geriatric Social Worker
NU11	Grant Writer
NU11	Housing Counselor and Case Manager
NU11	Housing Programs Coordinator
NU11	Housing Rehab Program Manager

NU11	HR 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
<u>NU11</u>	<u>Planning Outreach Coordinator</u>
NU11	Paralegal / Legal Assistant
NU11	Payroll Coordinator
<u>NU11</u>	<u>Project Analyst</u>
NU11	Program Compliance Officer
NU11	Program Director
NU11	Senior Program Director
NU11	Shape-Up-Somerville Coordinator
NU11	Social Worker
NU11	Social Worker/Family Services
NU11	<del>Special</del> Events Manager
NU11	Sustainable Neighborhoods Program Coordinator
NU11	Talent Acquisition Manager
NU11	Water Systems Analyst
NU11	Youth Arts Coordinator
NU12	Administrative Assistant
NU12	Arts Coordinator and Office Manager
NU12	Coordinator
NU12	Director of Historic Preservation
NU12	Grants Analyst
NU12	Health and Wellness Coordinator
NU12	Housing Intake Specialist
NU12	Outreach Coordinator
NU12	Program Coordinator
NU12	Program Specialist
NU12	Project Assistant CIT TTAC
NU12	Support Services Technician
NU12	Victim Witness Advocate
NU13	Center Director
NU13	Customer Service Representative
NU13	Hearing Officer
NU13	Kitchen Manager
NU13	Program Analyst
NU13	Records Clerk

NU13	Tax Title Administrative Assistant
NU14	Cultural Culinary Coordinator
NU14	Facilities Laborer Ice Rink
NU14	Health Assistant

Approved:

---

President  
City Council