

To: Somerville City Council
From: Somerville Municipal Compensation Advisory Board Members
Date: January 23, 2025
Subject: Submission of Classification and Compensation Study

Dear Members of the Somerville City Council,

The Somerville Municipal Compensation Advisory Board (MCAB) has completed its review of the Classification and Compensation Study conducted by City staff along with DJI Consulting as part of its advisory duties. This memorandum serves to formally communicate our approval of the study following meetings with City staff in December and January to review its methodology, findings, and recommendations.

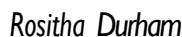
The Advisory Board reviewed the Classification and Compensation Study with attention to equity, fairness, thoroughness, and alignment with best practices. The study applied a consistent methodology to evaluate classifications across all departments. Compensation recommendations were benchmarked against comparable communities and adjusted for internal consistency. Data collection involved surveys, interviews, and market analysis, with staff engagement helping to validate the results and address concerns such as updates to job descriptions and classifications. While pay bands will require ongoing monitoring and adjustment, the study provides a solid framework and set of standards for Somerville to address its classification and compensation needs.

We respectfully recommend that the City Council adopt the findings and recommendations of the Classification and Compensation Study as presented. Implementation of the proposed plan will demonstrate the City's commitment to equitable compensation as well as benefit recruitment and retention, particularly.

Thank you for your consideration of this important matter.

Sincerely,

Somerville Municipal Compensation Advisory Board

 Rositha Durham

Electronically signed by: Rositha Durham
Reason: Accepting. I have reviewed and everything looks good

Date: Jan 27, 2025 13:56 EST

Rositha Durham

 Alexandre Galimberti

Electronically signed by: Alexandre Galimberti
Reason: Accepting. I have reviewed and everything looks good

Date: Jan 28, 2025 09:04 EST

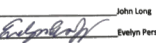
Alexandre Galimberti

 John J Long

Electronically signed by: John J Long
Reason: Accepting. I have reviewed and everything looks good

Date: Jan 28, 2025 20:08 EST

John Long

 Evelyn Persoff

Electronically signed by: Evelyn Persoff
Reason: Accepting. I have reviewed and everything looks good

Date: Jan 30, 2025 12:26 EST

Evelyn Persoff



Electronically signed by: Alessandra Seiter
Reason: Accepting. I have reviewed and everything looks good
Date: Jan 30, 2025 12:44 EST

Alessandra Seiter