

May 27 1st of 2015
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Mayor Joseph A. Curtatone
City of Somerville



Non-Union Wage Review 2016

Bill Roche, Personnel Director

Candace Cooper, Deputy Director of Personnel

Tom Bent, Chairman, MCAB

Tuesday June 7, 2016

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Overview

(Non-Union Positions)

- The City of Somerville strives to be a great place to live, WORK, play, and raise a family. In order to retain and recruit the best talent, thus making Somerville a great place to work, some starting salaries required an analysis and potential adjustment in order to make Somerville both marketable and competitive.
- Somerville is innovative, creative, cerebral, and driven. We want to make sure we keep the employees that work to make Somerville to be the great place it is. We also want to be able to fill our vacancies with the best talent we can find to continue the great work that is done.
- The Goal is to make the COS a premier employer

What have we done?

(Premier Employer)

- Flex Time
- Wellness Time
- Dental Benefits
- Vision Benefits
- MBTA Pass Program
- Ergonomic Work Stations
- Cancer Screening Policy
- LT and ST Disability Plans
- Employee Assistance Program
- Performance Management Program

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Dilemma

- Some COS salaries not competitive enough
 - Key talent leaving for other opportunities
 - Ideal candidates choosing other opportunities
 - Current employees taking on more responsibility
- External Economic Market demanding higher OSPCD and Engineering salaries
- Who are we losing to:
 - Cambridge
 - Arlington
 - Framingham
 - Lowell
 - Brookline
 - Boston Redevelopment Authority
 - Massport

History

- Collins Center conducted non-union salary study in 2012
- City implemented recommendations effective for July 1, 2012
- Step scale for existing staff based on longevity brought staff up to median compensation levels
- City created a Performance Management Program – Wage Increases based on Merit
- September 2015 - Mayor asked Personnel Dept to reconvene Municipal Compensation Advisory Board and conduct market analysis of selected job titles

Municipal Compensation Advisory Board (MCAB)

- **Tom Bent** (Chair), President Bent Electrical Contractors, Inc.; appointed by Mayor
- **Sandra McGoldrick**, President/CEO Winter Hill Bank; appointed by Mayor
- **Howard Horton**, President and CEO New England College of Business and Finance ; appointed by Mayor
- **Phil Ercolini**, retired, former Director of Housing, City of Somerville; appointed by Bill White, President of BOA
- **Isaac Machado**, Law Offices of Isaac Machado; appointed by Bill White, President of BOA

MCAB Goals & Responsibilities

- Determine and finalize comparable entities
- Approve titles for detailed review (full job description and comparables)
- Provide guidance on logic for analysis
- Review analysis / findings
- Provide input and direction on analysis / findings
- Approve final analysis / findings
- Recommend (if applicable) salary adjustment for the Mayor, BOA, and selected job titles
- Present final analysis, findings, and recommendations to Board of Aldermen

MCAB Process

- Several month's of meetings
- Recommended comparable communities
 - Chosen based on similar equalization values; which includes: average property value, median income value, and tax value)
- Ensured sound logic and methodology was applied
- Reviewed and questioned data thoroughly
- Evaluated positions and salaries
- Determined appropriate salary values, ranges and classification model for recommendation

Comparable Groups used in Compensation Study

Arlington	Medford
Belmont	Melrose
Brookline	Newton
Cambridge	Quincy
Chelsea	Revere
Framingham	Saugus
Lowell	Waltham
Malden	Watertown
	Winchester
BRA (Boston Redevelopment Authority) - for OSPCD Division Heads and Planners	Private Sector Averages PayScale.com GlassCeiling.com Salary.com LinkedIn.com

Analysis Process

- Collect and compare data from comparable entities
- Calculate an average minimum, median, and maximum
- Review analysis / findings
- Discuss implementation options

Mayor Comp's & Recommendation

2016 Mayor / City Manager / Town Administrator Comparables		
Community	Min Annual Salary	Max Annual Salary
Malden	\$105,000.00	\$112,000.00
Everett	\$108,021.00	\$108,021.00
Melrose	\$125,000.00	\$125,000.00
Saugus	\$125,000.00	\$131,000.00
Newton	\$125,963.00	\$125,963.00
Revere	\$126,211.25	\$130,000.00
Waltham	\$130,313.00	\$130,313.00
Medford	\$142,000.00	\$142,000.00
Somerville	\$145,000.00	\$145,000.00
Quincy	\$150,000.00	\$150,000.00
Arlington	\$167,670.03	\$177,729.02
Chelsea	\$170,000.00	\$170,000.00
Winchester	\$170,000.00	\$170,000.00
Watertown	\$172,500.00	\$172,500.00
Belmont	\$173,452.00	\$173,452.00
Lowell	\$175,000.00	\$175,000.00
Framingham	\$187,640.00	\$187,640.00
Brookline	\$189,129.00	\$189,129.00
Boston	\$194,000.00	\$194,000.00
Cambridge	\$330,000.00	\$330,000.00
Average	\$161,415.75	\$162,828.79
FY17 Recommendation:	Cost:	
	\$180,000.00	\$35,000.00

Note: in Calendar Year 2014 the Mayor's Salary ranked 34th among all City Employees. In Calendar Year 2015 it ranked 38th

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BOA Comp's & Recommendation

(Recommendation based on work load more like Cambridge and projects more akin to Boston)

2016 Aldermen / Selectmen / Councilor Comparables

Community	Min Annual Salary	Max Annual Salary	Notes
Framingham	\$0.00	\$0.00 Mileage Only	
Winchester	\$0.00	\$0.00 Receives no compensation	
Arlington	\$3,000.00	\$3,500.00	
Brookline	\$3,500.00	\$4,500.00	
Melrose	\$4,000.00	\$5,000.00 Plus up to \$1000 annually in expenses	
Belmont	\$4,500.00	\$5,000.00	
Watertown	\$5,000.00	\$6,500.00	
Newton	\$9,750.00	\$9,750.00	
Chelsea	\$14,000.00	\$14,000.00	
Saugus	\$14,400.00	\$14,400.00	
Lowell	\$15,000.00	\$15,000.00	
Revere	\$16,408.00	\$18,287.00 Plus up to \$600 annually for expenses and if eligible \$6,800 a year for longevity	
Malden	\$17,500.00	\$17,500.00	
Waltham	\$17,538.00	\$18,038.00	
Everett	\$19,000.00	\$19,000.00	
Quincy	\$22,500.00	\$29,700.00 Plus up to \$7200 annually for car payment	
Somerville	\$25,000.00	\$25,000.00 Plus \$3000 for expenses annually	
Medford	\$29,539.36	\$32,500.00	
Cambridge	\$77,935.00	\$77,335.00	
Boston	\$97,000.00	\$97,000.00	
Average	\$19,503.70	\$20,368.95	

FY 17 Recommendation: Cost:

President	\$45,000.00	\$23,000.00 Expenses - 3K
All Others	\$40,000.00	\$150,000.00 Expenses - 3K

Benefits Non-Union Employees

Do Not Receive ...

- Overtime Pay
- Perfect Attendance Allowance
- Shift Differential
- Sunday/Holiday Premium's
- Meal Allowance
- Fluency Bonus
- Sick Time Buy-Back
- Gas Allowance
- Auto Allowance
- Clothing Allowance
- Education Incentive
- Longevity Pay

Non-Union Turnover

- The City of Somerville's Non-Union average turnover rate for 2013, 2014, and 2015 is 12.4%
- The Bureau of Labor Statistics for 2015 reported the following government turnover statistics:
 - Nationwide 2.1%
 - Boston Area 0.4%

Non-Union Turnover Rates

Department	Terms			Terms			Terms			Non-Union Turnover			Terms			Terms			Hires			
	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025	2026	2027	2028	2029	4 yr Total	AVG % TO	4 yr Total		
Arts Council		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4	2.00%	2.00%	0.00%	2
Assessing		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5	2.50%	20.00%	0.00%	0
Auditing	1	16.67%	1	16.67%	1	16.67%	1	16.67%	1	16.67%	1	16.67%	1	16.67%	1	16.67%	1	6	3.00%	50.00%	15.38%	3
Capital Projects	2	40.00%	1	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5	2.50%	60.00%	18.46%	2
City Clerks		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2	1.00%	0.00%	0.00%	0
Communications	2	16.67%	1	8.33%	1	8.33%	1	8.33%	1	8.33%	1	8.33%	1	8.33%	1	8.33%	1	12	6.00%	33.33%	10.26%	5
Constituent Services		0.00%	1	10.00%	1	10.00%	1	10.00%	1	10.00%	1	10.00%	1	10.00%	1	10.00%	1	10	5.00%	20.00%	6.15%	4
Council on Aging	2	25.00%	1	12.50%	1	12.50%	1	12.50%	1	12.50%	1	12.50%	1	12.50%	1	12.50%	1	8	4.00%	62.50%	19.23%	5
DPW		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11	5.50%	27.27%	8.39%	5
Elections		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1	0.50%	0.00%	0.00%	0
Engineering		0.00%	1	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2	1.00%	50.00%	15.38%	3
Executive Office		0.00%	1	20.00%	1	20.00%	1	20.00%	1	20.00%	1	20.00%	1	20.00%	1	20.00%	1	5	2.50%	60.00%	18.46%	1
Fire		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2	1.00%	100.00%	30.77%	1
Health		0.00%	5	33.33%	1	6.67%	1	6.67%	1	6.67%	1	6.67%	1	6.67%	1	6.67%	1	15	7.50%	40.00%	12.31%	9
IT		0.00%	1	16.67%	1	12.50%	1	12.50%	1	12.50%	1	12.50%	1	12.50%	1	12.50%	1	6	3.00%	16.67%	5.13%	2
Law		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8	4.00%	12.50%	3.85%	1
Library		0.00%	1	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1	0.50%	100.00%	30.77%	1
OSPCD	2	4.88%	4	9.76%	7	17.07%	1	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	41	20.50%	31.71%	9.76%	18
Personnel		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10	5.00%	10.00%	3.08%	4
Police	2	16.67%	2	16.67%	2	16.67%	2	16.67%	2	16.67%	2	16.67%	2	16.67%	2	16.67%	2	12	6.00%	58.33%	17.95%	6
Purchasing	2	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4	2.00%	50.00%	15.38%	2
Recreation		0.00%	1	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10	5.00%	10.00%	3.08%	2
SomerStat		0.00%	1	16.67%	1	16.67%	1	16.67%	1	16.67%	1	16.67%	1	16.67%	1	16.67%	1	6	3.00%	33.33%	10.26%	6
SomerPromise	1	50.00%	1	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2	1.00%	100.00%	30.77%	1
Sustainability		0.00%	1	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2	1.00%	50.00%	15.38%	1
T&P	2	40.00%	0.00%	0.00%	1	20.00%	1	20.00%	1	20.00%	1	20.00%	1	20.00%	1	20.00%	1	5	2.50%	80.00%	24.62%	2
Treasury		0.00%	1	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	5	2.50%	20.00%	6.15%	1
Total	16	25	24	5	200	70	100.00%	12.97%	87													
Turnover Rate	2R 14Q	2R 23Q	4R 20Q	1R 4Q	9R 61Q	38.94%	87.14%															
	10.39%	13.81%	13.04%	2.50%	38.94%	87.14%																

*2016 is through 3/26/2016

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Non-Union: Previous Years Increases

PMP Merit Increase Chart

PMP Merit Increase Chart

FY13 & FY14

(Both years effective 7/1/2014)

Based on Overall Review Score

Inc. 3.18% or 1.59% for each year

FY15 & FY16

(Effective 7/1/2015 & 7/1/2016)

Based on scores in business goals, leadership goals, and overall

Avg Inc. 2.16% & 2.32%

FY 2013 Rating	FY 2014 Rating	% increase (4)
E	E	4.0
A	E	3.5
E	A	3.0
A	A	2.5
P	A	2.0
A	P	1.5
P	P	1.0
NI	P	.5
NI	NI	0

Merit Increase Summary Matrix for FY15 PMP's (FY16 Budget)			
Score	Score	Score	Increase
E	E	E	3.00%
E	A	E	2.50%
A	E	A	2.00%
A	A	A	1.75%
A	P	A	1.50%
P	A	P	1.00%
P	P	P	0.75%
P	N	P	0.50%
N	P	N	0.25%
N	N	N	0.00%

Legend:

E = Exceeds Expectations; A = Meets Expectations;

P = Partially Meets; NI = Needs Improvement

Non-Union Grade - Step / Increase

Comparable Data

Comparable Communities Increase Averages for Non-Union Employees

City / Town	Survey Conducted	AVG% between steps	how many grades / steps	Merit %	AVG COLA %	Average Total Increase
BROOKLINE	No	Aprox 2%	15 Grades / 8 Steps	N/A	4%	6%
FRAMINGHAM	Human Resources Consulting 2013	2%	10 Grades / 10 Steps, must receive PMP to move	N/A	1-2%	3.50%
MEDFORD	No	4%	30 Grades / 5 or 6 Steps	N/A	2.00%	6%
QUINCY	No	N/A	No step chart	N/A	2%	2%
REVERE	No	N/A	No step chart	N/A	2%	2%
SAUGUS	Umass Boston 2014	N/A	N/A	N/A	3%	3%
ARLINGTON	No	4%	14 Grades / 8 Steps	N/A	2%	6%
BELMONT	Internally 2009	N/A	No step chart	4%	2%	6%
CAMBRIDGE	No	3%	Varies by position / 7 Steps	N/A	2.30%	5.30%
CHELSEA	Internally 2013	3%	11 Grades / 10 Steps	N/A	3%	6%
LOWELL	No	2.75%	8 Grades / 7 Steps	N/A	2%	4.75%
MALDEN	No	2.50%	18 Grades / 10 steps	N/A	No	2.50%
MELROSE	No	3.50% / 1.25%	6 Tiers (3 - hired before 2/7/2011 & 3 after): for Department Heads, Non-Union, Other / 8 Steps	N/A	1%	3.38%
SOMERVILLE	Collins Center 2012	N/A	7 Grades / 20 Steps	1-3%	No	2.00%
WALTHAM	No	4%	17 Grades / 6 Steps	N/A	No	4%
WATERTOWN	No	2.50%	5 Grades / 19 Steps	N/A	2.50%	5%
WINCHESTER	No	N/A	N/A	N/A	2%	2%
STATE	N/A	N/A	N/A	N/A	N/A	
AVG: 13.5 Grades / 9.08 Steps						
Average (not including Somerville)						4%

Methodology (for Non-Union Positions)

- The average minimum and average maximum comparable values were calculated by getting a sum of all the minimum or maximum salary values from our comparable groups and then dividing the sum total by the number of groups that we had data on for the position.
- Example: X position has data from only 2 of the 18 possible groups. The total minimum sum of the 2 groups was calculated at \$100,000. It was then divided by 2 to get a minimum value of \$50,000.
- The median value (or mid) was calculated by adding the average minimum and average maximum comparable values and then dividing it by two.

Starting Salary

(Non-Union Positions)

- Using the average minimum comparable salary value would only keep Somerville on par rather than being competitive when it comes to compensation levels. Additionally, it would not allow us to be competitive with private sector groups.
- The median value was used to identify the best starting place for a classified range
- Classifications were assessed and assigned according to the level work associated with a position under each of the 11 criteria within the assessment scale factors.

Assessment Scale Factors

(Non-Union Positions)

- There are 11 factors used to classify a position. The 11 factors are as follows:
 - Supervision Required – (How much oversight of the position is needed by its supervisor?)
 - Supervisory Responsibility – (Does the position supervise staff?)
 - Accountability – (What is the impact if there is a mistake?)
 - Judgement – (How much independent thinking is used / needed?)
 - Complexity – (Are there guidelines / protocols and to what extent?)
 - Nature and Purpose of Contacts – (Do you work mostly with employees / civic groups / state officials?)
 - Confidentiality – (To what extent does the position have access to confidential materials? None / Some / Departmentally / City wide)
 - Education – (What level of Education is required to be held by someone who would hold this position?)
 - Experience – (How many years of experience is needed to be successful in this position?)
 - Work Environment– (Office Work / Field Work?)
 - Hierarchal Placement of Position – (Where does this position rate in comparison to its supervisor?)

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Selected Titles Comp's & Recommendations

Non-Union Reclassification Titles Comparables

Title	FY16 Budget Book Title	FLSA Status	Current Salary		Current Scale		Average Comp			New Grade	Recommend
			Min	Max	Min	Max	Min	Mid	Max		
Arts Council Director	Director	Exempt	\$73,900.84	\$66,950.00	\$87,523.46		\$77,000.00	\$92,500.00	\$108,000.00	NU6	\$90,000.00
Arts Council Office Manager	Office Manager	Non-Exempt	\$46,916.48	\$41,200.00	\$53,861.00		\$49,339.35	\$55,003.96	\$60,668.58	NU12	\$50,000.00
Arts Council Program Manager (aka Cultural Director)	Cultural Director	Exempt	\$60,257.08	\$54,590.00	\$71,367.68	NA	NA	N/A	NA	NU10	\$65,000.00
Arts Council Special Events Manager	Special Events Manager	Exempt	\$60,000.20	\$61,800.00	\$80,793.00		\$49,339.35	\$55,003.96	\$60,668.58	NU11	No Increase
Call Center Manager	Call Center Manager	Exempt	\$55,178.76	\$51,500.00	\$67,328.00		\$60,000.00	\$65,000.00	\$70,000.00	NU10	\$65,000.00
Capital Projects Director	Capital Projects Director	Exempt	\$103,350.00	\$97,850.00	\$127,922.00		\$91,874.82	\$106,114.02	\$120,353.22	NU3	\$120,000.00
Chief of Staff	Chief of Staff	Exempt	\$100,806.68	\$97,850.00	\$127,922.00		\$147,232.42	\$155,024.53	\$162,816.63	NU3	\$120,000.00
Communication Deputy Director	Deputy Director of Communications	Exempt	\$66,215.24	\$61,800.00	\$80,793.00		\$85,000.00	\$90,000.00	\$95,000.00	NU6	\$90,000.00
DPW Director of Finance & Administration	Director of Administration and Finance	Exempt	\$80,046.20	\$66,950.00	\$87,523.46		\$83,901.01	\$94,462.83	\$105,024.66	NU6	\$90,000.00
Engineering Assistant Director	Assistant Director of Engineering	Exempt	\$73,206.12	\$66,950.00	\$87,523.46		\$79,116.37	\$86,646.89	\$94,177.42	NU6	\$90,000.00
Engineering Director	Director of Engineering	Exempt	\$90,000.04	\$82,400.00	\$107,724.87		\$98,657.22	\$108,398.43	\$118,139.64	NU4	\$110,000.00
Executive Staff Administrative Aide	Administrative Aide	Exempt	\$50,489.92	\$41,200.00	\$53,861.00		\$58,555.45	\$62,373.13	\$66,190.82	NU10	\$65,000.00
Executive Staff Executive Secretary	Administrative Aide	Exempt	\$58,564.48	\$51,500.00	\$67,328.00		\$69,439.48	\$73,898.74	\$78,358.00	NU9	\$75,000.00
Finance Director / City Auditor	Finance Director / City Auditor	Exempt	\$109,667.48	\$97,850.00	\$127,922.00		\$123,306.25	\$132,975.21	\$142,644.17	NU2	\$130,000.00
Grants Development Manager	Grant Manager	Exempt	\$62,422.88	\$61,800.00	\$80,793.00		\$72,000.00	\$78,500.00	\$85,000.00	NU8	\$80,000.00
Health and Human Services Director	Health and Human Services Director	Exempt	\$100,807.72	\$82,400.00	\$107,724.87		\$99,418.95	\$109,161.31	\$118,903.66	NU4	\$110,000.00

Selected Titles Comp's & Recommendations (Cont.)

Non-Union Reclassification Titles Comparables

Title	FY16 Budget Book Title	FLSA Status	Current Salary	Current Scale		Average Comp			New Grade	Recommend
				Min	Max	Min	Mid	Max		
Assistant Director of Housing	Program Manager / Housing	Exempt	\$73,805.68	\$66,950.06	\$87,523.52	\$78,689.81	\$87,107.72	\$95,525.63	NU8	\$80,000.00
Housing Grants Manager	Housing Grants Manager	Exempt	\$69,091.36	\$61,800.00	\$80,793.00	\$78,689.81	\$87,107.72	\$95,525.63	NU9	\$75,000.00
Intergovernmental Affairs Director	Aide to the Mayor	Exempt	\$85,599.80	\$82,400.00	\$107,724.87	\$115,809.48	\$121,605.74	\$127,401.99	NU4	\$110,000.00
ISD Operations Manager	ISD Operations Manager	Exempt	\$69,628.00	\$66,950.00	\$87,523.46	\$78,097.73	\$86,152.60	\$94,207.47	NU8	\$80,000.00
Jail Diversion / Clinical Coordinator (30 hours)	Jail Diversion / Clinical Coordinator (30 hours)	Non-Exempt	\$34,920.60	\$41,200.00	\$53,861.00	\$40,026.96	\$47,218.74	\$54,410.51	NU11	\$42,750.00
OSPCD Executive Assistant	Administrative Assistant to Director	Exempt	\$50,243.96	\$41,200.00	\$53,861.00	\$56,701.19	\$62,189.03	\$67,676.87	NU10	\$65,000.00
OSPCD Executive Director	Executive Director	Exempt	\$127,922.08	\$97,850.00	\$127,922.00	\$124,816.61	\$138,771.57	\$152,726.53	NU1	\$140,000.00
Recreation Director	Director, Recreation and Youth	Exempt	\$92,699.88	\$82,400.00	\$107,724.87	\$85,969.08	\$94,692.56	\$103,416.05	NU5	\$100,000.00
SomerPromise Director (30 hours)	Project Director	Exempt	\$46,752.16	\$61,800.00	\$80,793.00	\$41,449.20	\$45,427.20	\$49,405.20	NU11	No Increase
SomerStat Director	SomerStat Director	Exempt	\$84,890.52	\$82,400.00	\$107,724.87	\$94,885.38	\$104,120.69	\$113,356.00	NU4	\$110,000.00
Water & Sewer Superintendent	Water Superintendent	Exempt	\$84,890.52	\$82,400.00	\$107,724.87	\$90,104.12	\$98,830.90	\$107,557.68	NU5	\$100,000.00
Web Master / Web Developer	Web Master	Exempt	\$51,500.28	\$51,500.00	\$67,328.00	\$73,080.01	\$79,834.59	\$86,589.17	NU8	\$80,000.00

OSPCD Directors and Planners Comp's and Recommendations

OSPCD Directors and Planners Comps

Title	FY16 Budget Book Title	Ann Sal	Current Range		Average Compensation Range			New Grade	Recommend
			Min	Max	Min	Mid	Max		
Director of Housing	Director of Housing	\$83,860.40	\$82,400.00	\$107,724.87	\$86,167.96	\$97,968.28	\$109,768.61	NU5	\$100,000.00
Director of Transportation & Infrastructure	Director of Transportation & Infrastructure								
Director Planning and Zoning	Director Planning and Zoning	\$82,417.92	\$82,400.00	\$107,724.87	\$98,072.34	\$110,031.38	\$121,990.42	NU5	\$100,000.00
Economic Development Director	Director of Economic Development	\$88,286.12	\$82,400.00	\$107,724.87	\$95,353.03	\$104,692.22	\$114,031.41	NU5	\$100,000.00
Economic Development Assistant	Economic Development Assistant	\$82,400.00	\$82,400.00	\$107,724.87	\$100,782.00	\$106,898.45	\$113,014.91	NU5	\$100,000.00
Economic Development Planner	Economic Development Assistant Planner	\$51,499.76	\$51,500.00	\$67,328.00	\$66,088.72	\$73,806.88	\$81,525.04	NU9	\$75,000.00
		\$51,500.00	\$51,500.00	\$67,328.00	\$66,088.72	\$73,806.88	\$81,525.04	NU9	\$75,000.00
		\$51,499.76	\$51,500.00	\$67,328.00	\$66,088.72	\$73,806.88	\$81,525.04	NU9	\$75,000.00
Planner - Green Infrastructure	Planner Green Infrastructure	\$52,147.16	\$51,500.00	\$67,328.00	\$66,088.72	\$73,806.88	\$81,525.04	NU9	\$75,000.00
Planner - Historic Preservation	Planner Historic Preservation	\$51,500.28	\$51,500.00	\$67,328.00	\$66,088.72	\$73,806.88	\$81,525.04	NU9	\$75,000.00
Planner Historic Preservation	Planner - Planning and Historic Preservation	\$55,346.72	\$51,500.00	\$67,328.00	\$66,088.72	\$73,806.88	\$81,525.04	NU9	\$75,000.00
Transportation Analyst	Planner Transportation	\$51,499.76	\$51,500.00	\$67,328.00	\$66,088.72	\$73,806.88	\$81,525.04	NU9	\$75,000.00
Project Manager Director of Parks	Director of Parks and Open Space	\$71,951.36	\$66,950.00	\$87,523.46	\$78,689.81	\$87,107.72	\$95,525.63	NU7	\$85,000.00
Economic Development Specialist	Economic Development Specialist	\$61,800.00	\$61,800.00	\$80,793.00	\$78,689.81	\$87,107.72	\$95,525.63	NU7	\$85,000.00
Zoning Review Planner	Zoning Review Planner	\$51,613.60	\$51,500.00	\$67,328.00	\$66,088.72	\$73,806.88	\$81,525.04	NU7	\$75,000.00
Senior Economic Development Planner	Senior Planner	\$61,800.44	\$61,800.00	\$80,793.00	\$78,689.81	\$87,107.72	\$95,525.63	NU7	\$85,000.00
Senior Planner	Senior Planner	\$64,272.00	\$61,800.00	\$80,793.00	\$78,689.81	\$87,107.72	\$95,525.63	NU7	\$85,000.00
Senior Planner	Senior Planner - Station Area	\$61,799.92	\$51,500.00	\$67,328.00	\$78,689.81	\$87,107.72	\$95,525.63	NU7	\$85,000.00
SENIOR PLANNER - TRANSPORTATION & INFRASTRUCTURE	Senior Planner Transportation	\$62,400.00	\$61,800.00	\$80,793.00	\$78,689.81	\$87,107.72	\$95,525.63	NU7	\$85,000.00
Senior Planner - Zoning	Senior Planner - Zoning	\$64,272.00	\$61,800.00	\$80,793.00	\$78,689.81	\$87,107.72	\$95,525.63	NU7	\$85,000.00
Senior Planner Landscape	Senior Planner Landscape	\$64,272.00	\$61,800.00	\$80,793.00	\$78,689.81	\$87,107.72	\$95,525.63	NU7	\$85,000.00
Urban Revitalization Specialist	Urban Revitalization Specialist	\$61,800.44	\$61,800.00	\$80,793.00	\$78,689.81	\$87,107.72	\$95,525.63	NU7	\$85,000.00

201528

NEW Non-Union Step Scale

(Tied to Performance Management)

Non-Union
Salary
Scale

Non-Union Salary Scale

2016

Grade
Step

	NU1	NU2	NU3	NU4	NU5	NU6	NU7	NU8	NU9	NU10	NU11	NU12	NU13	NU14
1	Min \$140,000.00	\$130,000.00	\$120,000.00	\$110,000.00	\$100,000.00	\$90,000.00	\$85,000.00	\$80,000.00	\$75,000.00	\$65,000.00	\$60,000.00	\$50,000.00	\$45,000.00	\$40,000.00
2	\$142,800.00	\$132,600.00	\$122,400.00	\$112,200.00	\$102,000.00	\$91,800.00	\$86,700.00	\$81,600.00	\$76,500.00	\$66,300.00	\$61,200.00	\$51,000.00	\$45,900.00	\$40,800.00
3	\$145,656.00	\$135,252.00	\$124,848.00	\$114,444.00	\$104,040.00	\$93,636.00	\$88,434.00	\$83,232.00	\$78,030.00	\$67,626.00	\$62,424.00	\$52,020.00	\$46,818.00	\$41,616.00
4	\$148,569.12	\$137,957.04	\$127,344.96	\$116,732.88	\$106,120.80	\$95,508.72	\$90,202.68	\$84,896.64	\$79,590.60	\$68,978.52	\$63,672.48	\$53,060.40	\$47,754.36	\$42,448.32
5	\$151,540.50	\$140,716.18	\$129,891.86	\$119,067.54	\$108,243.22	\$97,418.89	\$92,006.73	\$86,594.57	\$81,182.41	\$70,358.09	\$64,945.93	\$54,121.61	\$48,709.45	\$43,297.29
6	\$154,571.31	\$143,530.50	\$132,489.70	\$121,448.89	\$110,408.08	\$99,367.27	\$93,846.87	\$88,326.46	\$82,806.06	\$71,765.25	\$66,244.85	\$55,204.04	\$49,683.64	\$44,163.23
7	\$157,662.74	\$146,401.11	\$135,139.49	\$123,877.87	\$112,616.24	\$101,354.62	\$95,723.81	\$90,092.99	\$84,462.18	\$73,200.56	\$67,569.75	\$56,308.12	\$50,677.31	\$45,046.50
8	\$160,815.99	\$149,329.14	\$137,842.28	\$126,355.42	\$114,868.57	\$103,381.71	\$97,638.28	\$91,894.85	\$86,151.43	\$74,664.57	\$68,921.14	\$57,434.28	\$51,690.86	\$45,947.43
9	\$164,032.31	\$152,315.72	\$140,599.13	\$128,882.53	\$117,165.94	\$105,449.34	\$99,591.05	\$93,732.75	\$87,874.45	\$76,157.86	\$70,299.56	\$58,582.97	\$52,724.67	\$46,866.38
10	\$167,312.96	\$155,362.03	\$143,411.11	\$131,460.18	\$119,509.26	\$107,558.33	\$101,582.87	\$95,607.41	\$89,631.94	\$77,681.02	\$71,705.55	\$59,754.63	\$53,779.17	\$47,803.70
11	\$170,659.22	\$158,469.27	\$146,279.33	\$134,089.39	\$121,899.44	\$109,709.50	\$103,614.53	\$97,519.55	\$91,424.58	\$79,234.64	\$73,139.67	\$60,949.72	\$54,854.75	\$48,759.78
12	\$174,072.40	\$161,638.66	\$149,204.92	\$136,771.17	\$124,337.43	\$111,903.69	\$105,686.82	\$99,469.94	\$93,253.07	\$80,819.33	\$74,602.46	\$62,168.72	\$55,951.84	\$49,734.97
13	\$177,553.85	\$164,871.43	\$152,189.02	\$139,506.60	\$126,824.18	\$114,141.76	\$107,800.55	\$101,459.34	\$95,118.13	\$82,435.72	\$76,094.51	\$63,412.09	\$57,070.88	\$50,729.67
14	\$181,104.93	\$168,168.86	\$155,232.80	\$142,296.73	\$129,360.66	\$116,424.60	\$109,956.56	\$103,488.53	\$97,020.50	\$84,084.43	\$77,616.40	\$64,680.33	\$58,212.30	\$51,744.27
15	\$184,727.03	\$171,532.24	\$158,337.45	\$145,142.66	\$131,947.88	\$118,753.09	\$112,155.69	\$105,558.30	\$98,960.91	\$85,766.12	\$79,168.73	\$65,973.94	\$59,376.54	\$52,779.15
16	Max \$188,421.57	\$174,962.88	\$161,504.20	\$148,045.52	\$134,586.83	\$121,128.15	\$114,398.81	\$107,669.47	\$100,940.13	\$87,481.44	\$80,752.10	\$67,293.42	\$60,564.08	\$53,834.73

Additional Information:

NOTE

- This is phase 1 of a two-phase process.
- Non-Union Job Titles not included in this study will be included in phase two.
- Phase-Two will begin in September 2016 with a goal to implement findings, if approved by the BOA, in January 2017.

Cost Summary

- BOA
 - \$173,000.00
- Mayor
 - \$35,000.00
- Non-Union (difference between projected FY17 salary and recommended salary)
 - \$728,469.12
- Total
 - \$936,469.12