

**SUPPLEMENTAL INFORMATION
COMPENSATION ADVISORY BOARD RECOMMENDATION
MAYOR & BOARD OF ALDERMEN SALARIES**

As you know, the Municipal Compensation Advisory Board was convened pursuant to §§2-276, et seq. To assist in its compensation review a pay and classification study was conducted by the University of Massachusetts' Collins Center for Public Management.

Pursuant to Ordinance 2-277, the Compensation Advisory Board requested that the survey conducted by the Collins Center include the position of Chief Executive, which includes Mayor, Town Manager and Town Administrator. (Attachment D of Collins Center Report).

After considering the salary survey and the complexity of the position, the Compensation Advisory Board recommends a \$20,000 pay raise for the Mayor.

Additionally, in considering the recommended system for step increases of 3%, the Compensation Advisory Board recommends an increase of 3% for the Aldermen.

Upon approval, the increases will become effective subject to law and local ordinances.

**SUPPLEMENTAL INFORMATION
SELECTED BUDGET VACANT POSITIONS**

The following vacant positions have been funded in the FY2013 Budget at amounts higher than the first step of the proposed first step of the pay range.

Title	Proposed Grade	Step 1 Salary	Approved FY13 Budget
Director of Capital Projects	A	\$95,000	\$110,000
Capital Projects Manager	C	\$65,000	\$80,000
Economic Development Specialist	D	\$60,000	\$65,000
Sr. Crime Analyst	D	\$60,000	\$65,000
Fire Analyst	E	\$60,000	\$65,000

**SUPPLEMENTAL INFORMATION
COMPENSATION ADVISORY BOARD RECOMMENDATION
DEPUTY POLICE CHIEF SALARY**

As you know, the Municipal Compensation Advisory Board was convened pursuant to §§2-276, et seq. To assist in its compensation review a pay and classification study was conducted by the University of Massachusetts' Collins Center for Public Management.

As indicated in the report, one position that was difficult to study was the Deputy Police Chief. It was recommended the Personnel Director work with the Police Chief to devise a mechanism for increases for the Deputy Police Chiefs that takes into account not only the external comparables, but also the relativity to the internal departmental structure.

The Compensation Advisory Board requested the Personnel Director to obtain a recommendation from the Police Chief which she did. The Police Chief recommends the salary for the Deputy Police Chief position be set at \$165,000, which represents a 12% differential from the position of Captain.

The Compensation Advisory Board recommends the salary for the Deputy Police Chief position be set at \$165,000 and that all future increases be in accordance with the performance appraisal system referenced with the Collins Center report.

Summary Minimum 9-4

Proposed Class	Job Title	Somerville Salary	Arlington Min	Brookline Min	Cambridge Min	Lowell Min	Malden Min	Melrose Min	Newton Min	Quincy Min	Waltham Min	Ave Min	Som-Ave
A	Finance Director/City Auditor	\$ 94,600		\$ 113,990	\$ 130,235	\$ 97,875	\$ 75,148	\$ 93,741	\$ 126,364	\$ 101,158	\$ 98,347	\$ 104,607	\$ (10,007)
A	Commissioner of DPW	\$ 93,851	\$ 87,523	\$ 121,969	\$ 137,726	\$ 97,875	\$ 88,919	\$ 87,447	\$ 106,027	\$ 110,000	\$ 92,846	\$ 103,370	\$ (9,520)
A	Fire Chief	\$ 113,246	\$ 87,523	\$ 121,969	\$ 175,106	\$ 138,410	\$ 123,621		\$ 106,027	\$ 151,000	\$ 104,179	\$ 125,979	\$ (12,734)
A	Chief Information Officer	\$ 110,000	\$ 79,567	\$ 113,990	\$ 137,726	\$ 97,875	\$ 88,919		\$ 89,468	\$ 100,196	\$ 87,399	\$ 99,393	\$ 10,607
A	City Solicitor	\$ 94,071	\$ 87,523	\$ 113,990		\$ 97,875		\$ 83,238	\$ 101,949	\$ 100,196	\$ 98,347	\$ 97,588	\$ (3,518)
A	Mayor's Chief of Staff	\$ 69,070				\$ 70,581			\$ 110,268	\$ 96,395		\$ 92,415	\$ (23,345)
B	Chief Assessor	\$ 81,131	\$ 71,811	\$ 90,489	\$ 130,113	\$ 59,971	\$ 88,919	\$ 71,924	\$ 89,468	\$ 89,744	\$ 77,153	\$ 85,510	\$ (4,379)
B	Director of Engineering	\$ 80,000	\$ 72,837	\$ 97,728	\$ 112,501	\$ 91,000	\$ 88,919	\$ 87,447	\$ 89,468	\$ 89,744	\$ 92,846	\$ 91,388	\$ (11,388)
B	Supt. Of Hwy., Lights. Lines	\$ 69,493	\$ 62,754	\$ 90,489	\$ 94,646	\$ 63,749	\$ 75,148		\$ 89,468	\$ 100,196	\$ 63,076	\$ 79,941	\$ (10,448)
B	Supt of Water, Sewer	\$ 67,725	\$ 52,962	\$ 97,728	\$ 116,922		\$ 64,839		\$ 84,804	\$ 100,196	\$ 63,076	\$ 82,932	\$ (15,208)
B	Director of Public Health	\$ 71,541	\$ 71,811	\$ 97,728		\$ 83,102	\$ 88,919	\$ 71,924	\$ 96,179	\$ 89,744	\$ 82,336	\$ 85,218	\$ (13,677)
B	Asst. City Solicitor	\$ 77,248		\$ 90,489		\$ 70,581			\$ 84,804	\$ 54,190	\$ 82,336	\$ 76,480	\$ 768
B	Director of Economic Development	\$ 80,000	\$ 87,523	\$ 83,457	\$ 156,743	\$ 78,808		\$ 71,924	\$ 110,268	\$ 100,196	\$ 92,846	\$ 98,690	\$ (18,690)
B	Supt. of Inspectional Services	\$ 67,200	\$ 79,567		\$ 123,201	\$ 70,581		\$ 61,654	\$ 89,468	\$ 96,395	\$ 87,399	\$ 85,312	\$ (18,112)
B	Emergency Commun. Dispatch Dir.			\$ 63,492		\$ 62,095			\$ 87,540		\$ 59,118	\$ 68,061	
B	Treasurer/Tax Collector	\$ 77,444	\$ 91,370		\$ 156,743	\$ 83,102	\$ 88,919	\$ 71,924	\$ 89,468	\$ 96,395	\$ 87,399	\$ 95,665	\$ (18,221)
B	City Clerk	\$ 68,204	\$ 79,624	\$ 83,017	\$ 120,751	\$ 70,581	\$ 88,919	\$ 61,654	\$ 92,500	\$ 96,395	\$ 82,336	\$ 86,197	\$ (17,993)
C	Budget Analyst	\$ 64,211		\$ 113,990				\$ 71,924	\$ 110,268		\$ 67,301	\$ 90,871	\$ (26,660)
C	Director of COA	\$ 63,705	\$ 58,104	\$ 83,017	\$ 80,780	\$ 58,008	\$ 75,148	\$ 66,594	\$ 74,419	\$ 69,472	\$ 72,311	\$ 70,873	\$ (7,167)
C	Elections Chairman	\$ 66,000				\$ 43,505			\$ 79,628		\$ 72,311	\$ 65,148	\$ 852
C	Network Manager	\$ 65,000	\$ 67,148	\$ 83,457	\$ 60,132	\$ 58,220	\$ 46,256	\$ 46,722	\$ 74,419	\$ 78,306		\$ 64,332	\$ 668
C	Benefits Manager	\$ 62,000	\$ 38,818	\$ 50,402	\$ 40,990	\$ 40,421	\$ 44,027	\$ 50,930	\$ 65,000	\$ 59,053	\$ 55,405	\$ 49,450	\$ 12,551
C	Asst. Purchasing Director	\$ 54,995		\$ 66,031					\$ 54,710	\$ 53,865		\$ 58,202	\$ (3,207)
D	Fleet Manager/Mechanic	\$ 54,049	\$ 49,400	\$ 68,673					\$ 64,587			\$ 60,887	\$ (6,837)
D	Manager of Residential Assessments	\$ 58,000		\$ 78,733					\$ 74,419		\$ 77,153	\$ 76,768	\$ (18,768)
D	Grant Administrator	\$ 54,123											
D	Payroll Manager	\$ 65,000		\$ 88,464		\$ 68,721			\$ 89,468	\$ 65,363	\$ 47,664	\$ 71,936	\$ (6,936)
D	Social Worker-COA	\$ 38,815	\$ 49,203	\$ 46,668					\$ 46,174		\$ 72,311	\$ 53,589	\$ (14,774)
D	Director of Tobacco Control	\$ 48,000		\$ 48,937									\$ 48,000
D	Senior Planner	\$ 54,000	\$ 45,055	\$ 67,335					\$ 96,179		\$ 59,118	\$ 66,922	\$ (12,922)
D	HR Coordinator/Civ. Svc. Mgr.	\$ 43,000	\$ 49,203	\$ 58,788		\$ 80,576		\$ 50,930	\$ 65,000		\$ 41,403	\$ 57,650	\$ (14,650)
D	Asst. Tax Collector	\$ 63,792	\$ 44,172	\$ 63,492	\$ 123,921	\$ 60,912	\$ 52,335		\$ 74,419	\$ 70,209	\$ 72,311	\$ 70,221	\$ (6,429)
D	Paralegal	\$ 33,023	\$ 47,384	\$ 54,434				\$ 31,288				\$ 50,909	\$ (17,886)
E	Assessor/Analyst	\$ 46,992					\$ 64,839		\$ 59,633			\$ 62,236	\$ (15,244)
E	Payroll Coordinator			\$ 54,434							\$ 47,664	\$ 51,049	
E	IT Specialist	\$ 49,143	\$ 49,440				\$ 46,256		\$ 38,614		\$ 55,405	\$ 47,429	\$ 1,714
E	Planner	\$ 45,000		\$ 57,531							\$ 63,076	\$ 60,304	\$ (15,304)
F	Office Manager-Arts Council								\$ 69,550				
F	Customer Service Representative	\$ 37,191							\$ 38,614		\$ 47,664	\$ 43,139	\$ (5,948)
F	Administrative Aide	\$ 47,267			\$ 35,239				\$ 45,629	\$ 58,753	\$ 51,386	\$ 47,752	\$ (485)
F	Admin. Asst. to ZBA	\$ 39,900								\$ 48,273	\$ 47,664	\$ 47,969	\$ (8,068)
F	Hearing Officer								\$ 37,145	\$ 58,597		\$ 47,871	
G	Neighborhood Police Svc. Rep.	\$ 32,000							\$ 45,072				
G	Records Clerk	\$ 40,000		\$ 37,397				\$ 28,785	\$ 46,174	\$ 44,395	\$ 41,403	\$ 39,631	\$ 369

Summary MidPoint 9-4

Proposed Class	Job Title	Somerville Salary	Arlington Mid	Brookline Mid	Cambridge Mid	Lowell Mid	Malden Mid	Melrose Mid	Newton Mid	Quincy Mid	Waltham Mid	Ave Mid	Som-Ave
A	Finance Director/City Auditor	\$ 94,600		\$ 124,132	\$ 130,235	\$ 106,436	\$ 79,049	\$ 108,310	\$ 126,364	\$ 101,158	\$ 108,548	\$ 110,529	\$ (15,929)
A	Commissioner of DPW	\$ 93,851	\$ 106,999	\$ 132,821	\$ 137,726	\$ 106,436	\$ 93,535	\$ 101,039	\$ 119,313	\$ 110,000	\$ 102,779	\$ 112,294	\$ (18,443)
A	Fire Chief	\$ 113,246	\$ 106,999	\$ 132,821	\$ 175,106	\$ 138,410	\$ 123,621		\$ 119,313	\$ 151,000	\$ 114,875	\$ 132,768	\$ (19,522)
A	Chief Information Officer	\$ 110,000	\$ 97,273	\$ 124,132	\$ 137,726	\$ 106,436	\$ 93,535		\$ 100,679	\$ 100,196	\$ 96,742	\$ 107,090	\$ 2,910
A	City Solicitor	\$ 94,071	\$ 106,999	\$ 124,132		\$ 106,436		\$ 96,204	\$ 114,724	\$ 100,196	\$ 108,548	\$ 108,177	\$ (14,106)
A	Mayor's Chief of Staff	\$ 69,070				\$ 76,729			\$ 124,086	\$ 96,395		\$ 99,070	\$ (30,000)
B	Chief Assessor	\$ 81,131	\$ 87,791	\$ 98,540	\$ 130,113	\$ 65,181	\$ 93,535	\$ 83,102	\$ 100,679	\$ 89,744	\$ 85,386	\$ 92,674	\$ (11,543)
B	Director of Engineering	\$ 80,000	\$ 83,542	\$ 106,423	\$ 112,501	\$ 91,000	\$ 93,535	\$ 101,039	\$ 100,679	\$ 89,744	\$ 102,779	\$ 97,916	\$ (17,916)
B	Supt. Of Hwy., Lights. Lines	\$ 69,493	\$ 71,977	\$ 98,540	\$ 94,646	\$ 63,749	\$ 79,049		\$ 100,679	\$ 100,196	\$ 69,785	\$ 84,828	\$ (15,335)
B	Supt of Water, Sewer	\$ 67,725	\$ 60,747	\$ 106,423	\$ 116,922		\$ 68,205		\$ 95,431	\$ 100,196	\$ 69,785	\$ 88,244	\$ (20,519)
B	Director of Public Health	\$ 71,541	\$ 87,791	\$ 106,423		\$ 90,356	\$ 93,535	\$ 83,102	\$ 108,230	\$ 89,744	\$ 91,131	\$ 93,789	\$ (22,248)
B	Asst. City Solicitor	\$ 77,248		\$ 98,540		\$ 76,726			\$ 95,431	\$ 54,190	\$ 91,131	\$ 83,204	\$ (5,956)
B	Director of Economic Development	\$ 80,000	\$ 106,999	\$ 88,943	\$ 156,743	\$ 78,808		\$ 83,102	\$ 124,086	\$ 100,196	\$ 102,779	\$ 105,207	\$ (25,207)
B	Supt. of Inspectional Services	\$ 67,200	\$ 97,273	\$ 114,937	\$ 123,201	\$ 76,726		\$ 71,242	\$ 100,679	\$ 96,395	\$ 96,742	\$ 97,149	\$ (29,950)
B	Emergency Commun. Dispatch Dir.			\$ 67,665		\$ 62,095			\$ 87,540		\$ 65,397	\$ 70,674	
B	Treasurer/Tax Collector	\$ 77,444	\$ 91,370		\$ 156,743	\$ 90,356	\$ 93,535	\$ 83,102	\$ 100,679	\$ 96,395	\$ 96,742	\$ 101,115	\$ (23,672)
B	City Clerk	\$ 68,204	\$ 79,624	\$ 90,404	\$ 120,751	\$ 76,726	\$ 93,535	\$ 71,242	\$ 92,500	\$ 96,395	\$ 91,131	\$ 90,256	\$ (22,052)
C	Budget Analyst	\$ 64,211		\$ 124,132				\$ 83,102	\$ 124,086		\$ 74,467	\$ 101,447	\$ (37,235)
C	Director of COA	\$ 63,705	\$ 66,645	\$ 90,404	\$ 88,530	\$ 62,591	\$ 79,049	\$ 76,947	\$ 83,744	\$ 69,472	\$ 80,020	\$ 77,489	\$ (13,784)
C	Elections Chairman	\$ 66,000				\$ 43,505			\$ 89,606		\$ 80,020	\$ 71,044	\$ (5,044)
C	Network Manager	\$ 65,000	\$ 77,016	\$ 88,943	\$ 64,586	\$ 58,220	\$ 48,657	\$ 53,984	\$ 83,744	\$ 78,306		\$ 69,182	\$ (4,182)
C	Benefits Manager	\$ 62,000	\$ 44,523	\$ 53,715	\$ 45,564	\$ 44,154	\$ 49,506	\$ 58,843	\$ 73,146	\$ 59,053	\$ 61,283	\$ 54,420	\$ 7,580
C	Asst. Purchasing Director	\$ 54,995		\$ 70,371					\$ 61,565	\$ 53,865		\$ 61,934	\$ (6,939)
D	Fleet Manager/Mechanic	\$ 54,049	\$ 56,687	\$ 73,187					\$ 71,651			\$ 67,175	\$ (13,125)
D	Manager of Residential Assessments	\$ 58,000		\$ 83,908					\$ 83,744		\$ 85,386	\$ 84,346	\$ (26,346)
D	Grant Administrator	\$ 54,123											
D	Payroll Manager	\$ 65,000		\$ 94,279		\$ 68,721			\$ 100,679	\$ 65,363	\$ 52,703	\$ 76,349	\$ (11,349)
D	Social Worker-COA	\$ 38,815	\$ 56,434	\$ 49,736					\$ 52,491		\$ 80,020	\$ 59,670	\$ (20,855)
D	Director of Tobacco Control	\$ 48,000		\$ 48,937									
D	Senior Planner	\$ 54,000	\$ 51,678	\$ 69,030					\$ 108,230		\$ 65,397	\$ 73,584	\$ (19,584)
D	HR Coordinator/Civ. Svc. Mgr.	\$ 43,000	\$ 56,434	\$ 62,653		\$ 87,653		\$ 58,843	\$ 73,146		\$ 45,763	\$ 64,082	\$ (21,081)
D	Asst. Tax Collector	\$ 63,792	\$ 50,665	\$ 67,665	\$ 123,921	\$ 60,912	\$ 55,052		\$ 83,744	\$ 70,209	\$ 80,020	\$ 74,023	\$ (10,231)
D	Paralegal	\$ 33,023	\$ 47,384	\$ 58,012				\$ 36,152				\$ 47,182	
E	Assessor/Analyst	\$ 46,992					\$ 68,205		\$ 67,106			\$ 67,655	\$ (20,663)
E	Payroll Coordinator			\$ 58,012							\$ 52,703	\$ 55,357	
E	IT Specialist	\$ 49,143	\$ 56,707				\$ 48,657		\$ 43,916	\$ 78,307	\$ 61,283	\$ 57,774	\$ (8,631)
E	Planner	\$ 45,000		\$ 58,979							\$ 69,785	\$ 64,382	\$ (19,382)
F	Office Manager-Arts Council												
F	Customer Service Representative	\$ 37,191							\$ 43,916		\$ 52,703	\$ 48,309	\$ (11,118)
F	Administrative Aide	\$ 47,267			\$ 42,390				\$ 51,347	\$ 58,753	\$ 56,828	\$ 52,330	\$ (5,063)
F	Admin. Asst. to ZBA	\$ 39,900								\$ 48,273	\$ 52,703	\$ 50,488	\$ (10,588)
F	Hearing Officer								\$ 42,149	\$ 58,597		\$ 50,373	
G	Neighborhood Police Svc. Rep.	\$ 32,000							\$ 48,852		\$ 23,450	\$ 36,151	\$ (4,151)
G	Records Clerk	\$ 40,000		\$ 38,472				\$ 33,060	\$ 52,491	\$ 44,395	\$ 45,763	\$ 42,836	\$ (2,836)

Summary Maximum 9-4

Proposed Class	Job Title	Somerville Salary	Arlington Max	Brookline Max	Cambridge Max	Lowell Max	Malden Max	Melrose Max	Newton Max	Quincy Max	Waltham Max	Ave Max	Som-Ave
A	Finance Director/City Auditor	\$ 94,600		\$ 134,274	\$ 130,235	\$ 114,996	\$ 82,950	\$ 122,879	\$ 126,364	\$ 101,158	\$ 118,749	\$ 116,451	\$ (21,851)
A	Commissioner of DPW	\$ 93,851	\$ 126,475	\$ 143,673	\$ 137,726	\$ 114,996	\$ 98,150	\$ 114,630	\$ 132,599	\$ 110,000	\$ 112,711	\$ 121,218	\$ (27,367)
A	Fire Chief	\$ 113,246	\$ 126,475	\$ 143,673	\$ 175,106	\$ 138,410	\$ 123,621		\$ 132,599	\$ 151,000	\$ 125,570	\$ 139,557	\$ (26,311)
A	Chief Information Officer	\$ 110,000	\$ 114,978	\$ 134,274	\$ 137,726	\$ 114,996	\$ 98,150		\$ 111,891	\$ 100,196	\$ 106,085	\$ 114,787	\$ (4,787)
A	City Solicitor	\$ 94,071	\$ 126,475	\$ 134,274		\$ 114,996		\$ 109,170	\$ 127,499	\$ 100,196	\$ 118,749	\$ 118,766	\$ (24,695)
A	Mayor's Chief of Staff	\$ 69,070				\$ 82,876			\$ 137,903	\$ 96,395		\$ 105,725	\$ (36,655)
B	Chief Assessor	\$ 81,131	\$ 103,771	\$ 106,591	\$ 130,113	\$ 70,390	\$ 98,150	\$ 94,280	\$ 111,891	\$ 89,744	\$ 93,619	\$ 99,839	\$ (18,707)
B	Director of Engineering	\$ 80,000	\$ 94,246	\$ 115,118	\$ 112,501	\$ 91,000	\$ 98,150	\$ 114,630	\$ 111,891	\$ 89,744	\$ 112,711	\$ 104,443	\$ (24,443)
B	Supt. Of Hwy., Lights. Lines	\$ 69,493	\$ 81,200	\$ 106,591	\$ 94,646	\$ 63,749	\$ 82,950		\$ 111,891	\$ 100,196	\$ 76,493	\$ 89,714	\$ (20,222)
B	Supt of Water, Sewer	\$ 67,725	\$ 68,531	\$ 115,118	\$ 116,922	\$ -	\$ 71,570		\$ 106,057	\$ 100,196	\$ 76,493	\$ 92,449	\$ (24,724)
B	Director of Public Health	\$ 71,541	\$ 103,771	\$ 115,118		\$ 97,610	\$ 98,150	\$ 94,280	\$ 120,282	\$ 89,744	\$ 99,926	\$ 102,360	\$ (30,819)
B	Asst. City Solicitor	\$ 77,248		\$ 106,591		\$ 82,871			\$ 106,057	\$ 54,190	\$ 99,926	\$ 89,927	\$ (12,680)
B	Director of Economic Development	\$ 80,000	\$ 126,475	\$ 94,428	\$ 156,743	\$ 78,808		\$ 94,280	\$ 137,903	\$ 100,196	\$ 112,711	\$ 112,693	\$ (32,693)
B	Supt. of Inspectional Services	\$ 67,200	\$ 114,978	\$ 124,328	\$ 123,201	\$ 82,871		\$ 80,829	\$ 111,891	\$ 96,395	\$ 106,085	\$ 105,072	\$ (37,873)
B	Emergency Commun. Dispatch Dir.			\$ 71,838		\$ 62,095			\$ 87,540		\$ 71,676	\$ 73,287	
B	Treasurer/Tax Collector	\$ 77,444	\$ 91,370		\$ 156,743	\$ 97,610	\$ 98,150	\$ 94,280	\$ 111,891	\$ 96,395	\$ 106,085	\$ 106,565	\$ (29,122)
B	City Clerk	\$ 68,204	\$ 79,624	\$ 97,790	\$ 120,751	\$ 82,871	\$ 98,150	\$ 80,829	\$ 92,500	\$ 96,395	\$ 99,926	\$ 94,315	\$ (26,111)
C	Budget Analyst	\$ 64,211		\$ 134,274				\$ 94,280	\$ 137,903		\$ 81,632	\$ 112,022	\$ (47,811)
C	Director of COA	\$ 63,705	\$ 75,185	\$ 97,790	\$ 96,279	\$ 67,173	\$ 82,950	\$ 87,299	\$ 93,070	\$ 69,472	\$ 87,729	\$ 84,105	\$ (20,400)
C	Elections Chairman	\$ 66,000				\$ 43,505			\$ 99,585		\$ 87,729	\$ 76,940	\$ (10,940)
C	Network Manager	\$ 65,000	\$ 86,884	\$ 94,428	\$ 69,040	\$ 58,220	\$ 51,058	\$ 61,246	\$ 93,070	\$ 78,306		\$ 74,031	\$ (9,031)
C	Benefits Manager	\$ 62,000	\$ 50,228	\$ 57,027	\$ 50,137	\$ 47,886	\$ 54,984	\$ 66,755	\$ 81,291	\$ 59,053	\$ 67,160	\$ 59,391	\$ 2,609
C	Asst. Purchasing Director	\$ 54,995		\$ 74,711					\$ 68,421	\$ 53,865		\$ 71,566	\$ (16,571)
D	Fleet Manager/Mechanic	\$ 54,049	\$ 63,974	\$ 77,700					\$ 78,715			\$ 73,463	\$ (19,414)
D	Manager of Residential Assessments	\$ 58,000		\$ 89,083					\$ 93,070		\$ 93,619	\$ 91,924	\$ (33,924)
D	Grant Administrator	\$ 54,123											
D	Payroll Manager	\$ 65,000		\$ 100,093		\$ 68,721			\$ 111,891	\$ 65,363	\$ 57,741	\$ 80,762	\$ (15,762)
D	Social Worker-COA	\$ 38,815	\$ 63,665	\$ 52,803					\$ 58,808		\$ 87,729	\$ 65,751	\$ (26,936)
D	Director of Tobacco Control	\$ 48,000		\$ 48,937									
D	Senior Planner	\$ 54,000	\$ 58,300	\$ 70,724					\$ 120,282		\$ 71,676	\$ 80,246	\$ (26,246)
D	HR Coordinator/Civ. Svc. Mgr.	\$ 43,000	\$ 63,665	\$ 66,517		\$ 94,730		\$ 66,755	\$ 81,291		\$ 50,123	\$ 70,513	\$ (27,513)
D	Asst. Tax Collector	\$ 63,792	\$ 57,157	\$ 71,838	\$ 123,921	\$ 60,912	\$ 57,768		\$ 93,070	\$ 70,209	\$ 87,729	\$ 77,825	\$ (14,033)
D	Paralegal	\$ 33,023	\$ 47,384	\$ 61,589				\$ 41,015				\$ 49,996	
E	Assessor/Analyst	\$ 46,992					\$ 71,570		\$ 74,579			\$ 73,074	\$ (26,082)
E	Payroll Coordinator			\$ 61,589							\$ 57,741	\$ 59,665	
E	IT Specialist	\$ 49,143	\$ 63,974				\$ 51,058		\$ 49,218		\$ 67,160	\$ 57,853	\$ (8,709)
E	Planner	\$ 45,000		\$ 60,426							\$ 76,493	\$ 76,493	\$ (31,493)
F	Office Manager-Arts Council								\$ 86,981				
F	Customer Service Representative	\$ 37,191							\$ 49,218		\$ 57,741	\$ 53,480	\$ (16,288)
F	Administrative Aide	\$ 47,267			\$ 49,541				\$ 57,065	\$ 58,753	\$ 62,270	\$ 56,907	\$ (9,640)
F	Admin. Asst. to ZBA	\$ 39,900								\$ 48,273	\$ 57,741	\$ 53,007	\$ (13,107)
F	Hearing Officer								\$ 47,154	\$ 58,597		\$ 52,875	
G	Neighborhood Police Svc. Rep.	\$ 32,000							\$ 52,633				
G	Records Clerk	\$ 40,000		\$ 39,546				\$ 37,334	\$ 58,808	\$ 44,395	\$ 50,123	\$ 46,041	\$ (6,041)

**SUPPLEMENTAL INFORMATION
IMPLEMENTATION DETAIL**

DEPARTMENT	TITLE	Non union date of hire	Total Years of Service	Date in New Position	Years in New Position	Grade	Hours (4)	Current Weekly Salary	Current Annualized Salary	Initial Placement Step	Initial Placement Salary**	# of Lonevity Steps	Step Placement w/Longevity	Final Step w/offset for New Position	Final Salary	Annual Increase from Final to Current Salary**	Annualized % Increase
Information Technology	Chief Information Officer	3/5/2007	5.33			A	40	\$2,115.38	\$110,000	6	\$110,250	1	7		\$113,583	\$3,583	3.3%
OSPCD	Executive Director (1)	10/17/2011	0.70			A	40	\$2,115.38	\$110,000	6	\$110,250	0	6		\$110,250	\$250	0.2%
Auditing	Finance Director / City Auditor	1/8/1980	22.21			A	40	\$1,819.23	\$94,600	1	\$95,000	3	4		\$103,876	\$9,276	9.8%
Law	City Solicitor	7/28/1999	12.93	3/22/10	2.28	A	40	\$1,809.05	\$94,071	1	\$95,000	3	4		\$103,876	\$9,805	10.4%
DPW	Commissioner of DPW	12/1/1994	17.59	1/5/04	8.49	A	40	\$1,804.82	\$93,851	1	\$95,000	3	4		\$103,876	\$10,025	10.7%
Communications	Director of Communications	12/1/2005	4.92	11/1/11	0.66	A	40	\$1,578.76	\$82,096	1	\$95,000	1	2	1	\$95,000	\$12,904	15.7%
Executive Office	Chief of Staff	1/5/2004	6.83	12/22/08	3.52	A	40	\$1,328.27	\$69,070	1	\$95,000	1	2		\$97,871	\$28,801	41.7%
Personnel	Director of Personnel	7/6/2010	1.99	2/14/11	1.38	A	40	\$1,388.00	\$72,176	1	\$95,000	0	1		\$95,000	\$22,824	31.6%
Traffic and Parking	Director of Traffic and Parking	8/4/2008	3.91	7/1/10	2.00	A	40	\$1,538.46	\$80,000	1	\$95,000	1	2	1	\$95,000	\$15,000	18.8%
Auditing	Finance Director					A	40			1	\$95,000						
Capital Projects	Director of Capital Projects (2)					A	40			1	\$95,000						
DEPARTMENT	TITLE	Non union date of hire	Total Years of Service	Date in New Position	Years in New Position	Grade	Hours (4)	Current Weekly Salary	Current Annualized Salary	Initial Placement Step	Initial Placement Salary**	# of Lonevity Steps	Step Placement w/Longevity	Final Step w/offset for New Position	Final Salary	Annual Increase from Final to Current Salary**	Annualized % Increase
Library	Director of Libraries	9/6/2011	0.82			B	40	\$1,730.77	\$90,000	5	\$90,120	0	5		\$90,120	\$120	0.1%
Assessors	Chief Assessor - Chairman of the Board	3/19/1991	21.30	8/3/09	2.91	B	40	\$1,560.22	\$81,131	2	\$82,418	3	5		\$90,120	\$8,989	11.1%
DPW	Superintendent of Building & Grounds	7/1/2004	8.00	1/4/10	2.49	B	40	\$1,336.40	\$69,493	1	\$80,000	2	3		\$84,909	\$15,416	22.2%
OSPCD	Superintendent of Inspectional Services	6/22/1998	14.03	1/4/10	2.49	B	40	\$1,292.30	\$67,200	1	\$80,000	3	4		\$87,476	\$20,276	30.2%
Law	Assistant City Solicitor	11/4/1996	15.66			B	40	\$1,485.53	\$77,248	1	\$80,000	3	4		\$87,476	\$10,228	13.2%
Law	Special Counsel					B	40			1	\$80,000				\$80,000		
Law	Assistant City Solicitor	11/5/2001	10.66			B	40	\$1,488.00	\$77,376	1	\$80,000	2	3		\$84,909	\$7,533	9.7%
Law	Labor Counsel	12/1/2004	7.58			B	40	\$1,490.52	\$77,507	1	\$80,000	2	3		\$84,909	\$7,402	9.6%
City Clerk	City Clerk	1/2/1990	22.51	2/12/01		B	40	\$1,311.62	\$68,204	1	\$80,000	3	4		\$87,476	\$19,272	28.3%
DPW	Director of Operations DPW (3)	1/5/2004	8.49			B	40	\$1,466.87	\$76,277	3	\$82,418	2	5		\$90,120	\$13,843	18.1%
DPW	Director of Engineering	3/15/2010	2.30			B	40	\$1,538.46	\$80,000	2	\$82,418	1	3		\$84,909	\$4,909	6.1%
OSPCD	Director of Housing	6/13/2005	4.93	4/25/11	1.18	B	40	\$1,538.46	\$80,000	2	\$82,418	1	3	2	\$82,418	\$2,418	3.0%
Office of Sustainability	Director of OSE	7/8/2008	3.98			B	40	\$1,538.46	\$80,000	2	\$82,418	1	3		\$84,909	\$4,909	6.1%
Purchasing	Purchasing Director	7/22/2008	3.94	11/1/10	1.66	B	40	\$1,282.45	\$66,687	1	\$80,000	1	2	1	\$80,000	\$13,313	20.0%
DPW	Superintendent of Water and Sewer Enterprise Fund	9/19/2005	6.78	8/8/11	0.90	B	40	\$1,302.40	\$67,725	1	\$80,000	1	2	1	\$80,000	\$12,275	18.1%
Constituent Services	Director of Constituent Services	8/3/2009	2.91			B	40	\$1,389.97	\$72,278	1	\$80,000	1	2		\$82,418	\$10,140	14.0%
SomerStat	Director of SomerStat	4/26/2010	2.18	4/4/12	0.24	B	40	\$1,389.97	\$72,278	1	\$80,000	1	2	1	\$80,000	\$7,722	10.7%
DPW	Superintendent of Highways/Lights & Lines	5/29/2007	5.09			B	40	\$1,336.40	\$69,493	1	\$80,000	1	2		\$82,418	\$12,925	18.6%
OSPCD	Director Planning and Zoning	1/11/2010	2.47			B	40	\$1,403.85	\$73,000	1	\$80,000	1	2		\$82,418	\$9,418	12.9%
Health	Director of Public Health	3/16/2009	3.29			B	40	\$1,375.79	\$71,541	1	\$80,000	1	2		\$82,418	\$10,877	15.2%
OSPCD	Director of Transportation & Infrastructure	8/15/2011	0.88			B	40	\$1,538.46	\$80,000	2	\$82,418	0	2		\$82,418	\$2,418	3.0%
Executive Office	Aide to the Mayor	8/16/2010	1.87			B	40	\$1,250.00	\$65,000	1	\$80,000	0	1		\$80,000	\$15,000	23.1%
Treasury	Treasurer/Collector	2/14/2011	1.38	12/26/11	0.51	B	40	\$1,489.30	\$77,444	1	\$80,000	0	1		\$80,000	\$2,556	3.3%
Law	Assistant City Solicitor	9/20/2010	1.78			B	40	\$1,230.76	\$64,000	1	\$80,000	0	1		\$80,000	\$16,000	25.0%
OSPCD	Director of Finance and Administration	4/2/2012	0.24			B	40	\$1,346.15	\$70,000	1	\$80,000	0	1		\$80,000	\$10,000	14.3%
Auditing	City Auditor					B	40			1	\$80,000						
Auditing	Deputy City Auditor					B	40			1	\$80,000						
OSPCD	Deputy Director/Project Manager (3)					B	40			3	\$84,909						
OSPCD	Director of Economic Development					B	40			1	\$80,000						

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**SUPPLEMENTAL INFORMATION
IMPLEMENTATION DETAIL**

DEPARTMENT	TITLE	Non union date of hire	Total Years of Service	Date in New Position	Years in New Position	Grade	Hours (4)	Current Weekly Salary	Current Annualized Salary	Initial Placement Step	Initial Placement Salary**	# of Lonvevity Steps	Step Placement w/Longevity	Final Step w/offset for New Position	Final Salary	Annual Increase from Final to Current Salary**	Annualized % Increase
Treasury	Tax Title Attorney	7/23/1999	12.95			C	25	\$960.70	\$79,930	8	\$80,065	3	10		\$84,978	\$3,155	6.3%
Assessors	Director of Commercial Assessments	08/26/96	15.85	7/1/10	2.00	C	40	\$1,307.69	\$68,000	3	\$68,989	3	6	5	\$73,222	\$5,222	7.7%
DPW	Project Manager	5/3/2004	8.16			C	40	\$1,326.12	\$68,958	3	\$68,989	2	5		\$73,222	\$4,264	6.2%
Health	School Nurse Leader	10/13/2008	3.72			C	40	\$1,250.00	\$65,000	2	\$66,965	1	3		\$68,989	\$3,989	6.1%
OSPCD	Director of Historic Preservation	10/21/1984	27.71			C	30	\$938.82	\$65,092	2	\$66,965	3	5		\$72,140	\$5,286	10.8%
Office of Sustainability	Environmental Coordinator	11/1/1999	12.67			C	40	\$1,197.41	\$62,265	1	\$65,000	3	4		\$71,074	\$8,809	14.1%
Council on Aging	Director of Council on Aging	11/1/1993	18.67			C	40	\$1,225.10	\$63,705	1	\$65,000	3	4		\$71,074	\$7,369	11.6%
Elections	Chairman of Elections	4/7/2003	9.24			C	40	\$1,269.23	\$66,000	2	\$66,965	2	4		\$71,074	\$5,074	7.7%
OSPCD	Director of Parks and Open Spaces	9/9/2003	8.81			C	40	\$1,180.55	\$61,389	1	\$65,000	2	3		\$68,989	\$7,600	12.4%
Arts Council	Director of Arts Council	4/23/2001	11.19			C	40	\$1,061.69	\$55,208	1	\$65,000	2	3		\$68,989	\$13,781	25.0%
Purchasing	Assistant Purchasing Director	8/2/2004	7.92			C	40	\$1,057.59	\$54,995	1	\$65,000	2	3		\$68,989	\$13,994	25.4%
Information Technology	Network Manager	5/12/2008	4.14			C	40	\$1,250.00	\$65,000	2	\$66,965	1	3		\$68,989	\$3,989	6.1%
Assessors	Manager of Residential Assessments	5/1/2006	6.17			C	40	\$1,115.38	\$58,000	1	\$65,000	1	2		\$66,965	\$8,965	15.5%
OSPCD	ISD Operations Manager	5/15/2007	5.13	3/1/11	1.33	C	40	\$1,230.77	\$64,000	1	\$65,000	1	2	1	\$65,000	\$1,000	1.6%
Personnel	Benefits Manager	6/30/2010	2.00			C	40	\$1,192.31	\$62,000	1	\$65,000	1	2		\$66,965	\$4,965	8.0%
Personnel	Assistant Director of Personnel (3)	4/15/2008	4.21	4/26/11	1.18	C	40	\$1,153.85	\$60,000	3	\$65,000	1	4	3	\$68,989	\$8,989	15.0%
Health	Director of Shape Up Somerville	5/18/2009	3.12			C	40	\$1,057.69	\$55,000	1	\$65,000	1	2		\$66,965	\$11,965	21.8%
OSPCD/Law	Director of Special Projects / Housing Counsel	2/5/2007	5.40	7/1/10	2.00	C	40	\$1,196.00	\$62,192	1	\$65,000	1	2	1	\$65,000	\$2,808	4.5%
OSPCD	Lead Program Manager (Housing)	11/10/2008	3.64	9/14/09	2.79	C	40	\$961.54	\$50,000	1	\$65,000	1	2		\$66,965	\$16,965	33.9%
Recreation	Recreation Facilities Manager	9/4/2007	4.82	5/21/12	0.11	C	40	\$1,153.85	\$60,000	1	\$65,000	1	2	1	\$65,000	\$5,000	8.3%
Information Technology	IT Project Manager	12/17/2007	4.54			C	40	\$1,153.85	\$60,000	1	\$65,000	1	2		\$66,965	\$6,965	11.6%
Somerstat	Budget Analyst	1/11/2010	2.47			C	40	\$1,234.83	\$64,211	1	\$65,000	1	2		\$66,965	\$2,754	4.3%
Traffic and Parking	Parking Clerk/Director of Operations	10/4/2010	1.74			C	40	\$1,017.31	\$52,900	1	\$65,000	0	1		\$65,000	\$12,100	22.9%
Veterans Services	Director of Veterans Services	4/2/2012	0.24			C	40	\$1,238.42	\$64,398	1	\$65,000	0	1		\$65,000	\$602	0.9%
Auditing	Auditing Accountant					C	40			1	\$65,000						
Capital Projects	Capital Projects Manager (2)					C	40			1	\$65,000						
DPW	Director of Finance & Administration					C	40			1	\$65,000						
DPW	Field Operations Manager Water Dept					C	40			1	\$65,000						
DPW	Asst. Director of Engineering					C	40			1	\$65,000						
DEPARTMENT	TITLE	Non union date of hire	Total Years of Service	Date in New Position	Years in New Position	Grade	Hours (4)	Current Weekly Salary	Current Annualized Salary	Initial Placement Step	Initial Placement Salary**	# of Lonvevity Steps	Step Placement w/Longevity	Final Step w/offset for New Position	Final Salary	Annual Increase from Final to Current Salary**	Annualized % Increase
SomerPromise	Mayor's Policy Advisor for Children, Youth, and Education	9/7/2004	7.32			D	20	\$695.03	\$72,283	8	\$73,905	2	10		\$78,440	\$3,078	8.5%
Communications	Director of Community Outreach	1/6/2004	8.49			D	40	\$1,250.00	\$70,000	7	\$71,737	2	9		\$76,139	\$6,139	8.8%
Communications	Youth Arts Coordinator	9/8/2008	3.81			D	40	\$1,250.00	\$65,000	4	\$65,607	1	5		\$67,590	\$2,590	4.0%
Communications	Deputy Director of Communications	09/05/06	5.82	9/14/09	2.79	D	40	\$961.54	\$50,000	1	\$60,000	1	2		\$61,814	\$11,814	23.6%
Auditing	Payroll Manager	11/28/2005	6.59			D	40	\$1,250.00	\$65,000	4	\$65,607	1	5		\$67,590	\$2,590	4.0%
Auditing	Grant Administrator	9/7/1999	12.82			D	40	\$1,040.82	\$54,123	1	\$60,000	3	4		\$65,607	\$11,484	21.2%
SomerStat	Senior Analyst	9/20/2010	1.78	9/6/11	0.82	D	40	\$1,250.00	\$65,000	4	\$65,607	0	4		\$65,607	\$607	0.9%
Police	Fleet Manager	1/28/1985	27.44			D	40	\$1,039.41	\$54,049	1	\$60,000	3	4		\$65,607	\$11,558	21.4%
OSPCD	Housing Grants Manager	8/5/1987	24.92			D	40	\$1,057.69	\$55,000	1	\$60,000	3	4		\$65,607	\$10,607	19.3%
Law	Paralegal / Legal Assistant	7/1/1986	26.02			D	25	\$635.05	\$52,836	1	\$60,000	3	4		\$65,607	\$7,982	24.2%
Treasury	Assistant Tax Collector	4/2/2012	0.24			D	40	\$1,226.77	\$63,792	4	\$65,607	0	4		\$65,607	\$1,815	2.8%
DPW	Water/Sewer Systems Analyst	1/2/2001	11.50			D	40	\$1,051.73	\$54,690	1	\$60,000	2	3		\$63,682	\$8,992	16.4%
Health	HR Commission & Women Commission	9/13/2004	7.80	7/7/08	3.98	D	40	\$1,057.69	\$55,000	1	\$60,000	2	3		\$63,682	\$8,682	15.8%

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**SUPPLEMENTAL INFORMATION
IMPLEMENTATION DETAIL**

DEPARTMENT	TITLE	Non union date of hire	Total Years of Service	Date in New Position	Years in New Position	Grade	Hours (4)	Current Weekly Salary	Current Annualized Salary	Initial Placement Step	Initial Placement Salary**	# of Lonevity Steps	Step Placement w/Longevity	Final Step w/offset for New Position	Final Salary	Annual Increase from Final to Current Salary**	Annualized % Increase
Communications	Cable Manager	10/4/2004	7.74			D	40	\$1,057.69	\$55,000	1	\$60,000	2	3		\$63,682	\$8,682	15.8%
Personnel	Manager of Employment Safety & Training	11/22/2004	7.61			D	40	\$1,009.93	\$52,516	1	\$60,000	2	3		\$63,682	\$11,166	21.3%
OSPCD	Senior Accountant	04/04/05	7.24	8/10/09	2.89	D	40	\$1,104.81	\$57,450	1	\$60,000	2	3		\$63,682	\$6,232	10.8%
OSPCD	Rehab Program Manager (Housing)	12/7/2004	7.57			D	40	\$961.54	\$50,000	1	\$60,000	2	3		\$63,682	\$13,682	27.4%
OSPCD	Senior Planner (Econ. Development)	1/7/2008	4.48			D	40	\$1,038.46	\$54,000	1	\$60,000	1	2		\$61,814	\$7,814	14.5%
Recreation	Youth & Volunteer Services Coordinator	3/26/2007	5.27	4/18/11	1.20	D	40	\$961.00	\$49,972	1	\$60,000	1	2	1	\$60,000	\$10,028	20.1%
Purchasing	Manager of Construction Procurement	9/22/2008	3.77			D	40	\$1,019.23	\$53,000	1	\$60,000	1	2		\$61,814	\$8,814	16.6%
SomerPromise	SomerPromise Director	2/21/2012	0.36			D	27	\$799.28	\$61,574	2	\$61,814	0	2		\$61,814	\$162	0.4%
OSPCD	Senior Planner (Econ. Development)	1/2/2008	4.50			D	40	\$1,038.46	\$54,000	1	\$60,000	1	2		\$61,814	\$7,814	14.5%
Health	Director of Prevention Services	3/24/2008	4.27	7/1/11	1.00	D	40	\$1,057.69	\$55,000	1	\$60,000	1	2	1	\$60,000	\$5,000	9.1%
OSPCD	Senior Planner (Planning)	10/15/2007	4.71	10/11/10	1.72	D	40	\$1,038.46	\$54,000	1	\$60,000	1	2	1	\$60,000	\$6,000	11.1%
Assessors	Sales / Personal Property Analyst	6/29/2008	4.01	7/1/10	2.00	D	40	\$1,033.21	\$53,727	1	\$60,000	1	2	1	\$60,000	\$6,273	11.7%
Police	Financial Analyst	5/29/2012	0.09			D	40	\$1,177.21	\$61,215	2	\$61,814	0	2		\$61,814	\$599	1.0%
Council on Aging	COA Social Worker	7/3/2006	6.00			D	40	\$746.44	\$38,815	1	\$60,000	1	2		\$61,814	\$22,999	59.3%
OSPCD	Senior Planner - Station Area Planner	11/01/07	4.67	5/23/11	1.11	D	40	\$1,038.46	\$54,000	1	\$60,000	1	2	1	\$60,000	\$6,000	11.1%
OSPCD	Senior Planner - Zoning	2/13/2012	0.38			D	40	\$1,038.46	\$54,000	1	\$60,000	0	1		\$60,000	\$6,000	11.1%
Traffic and Parking	Accountant / Business Analyst	6/13/2011	1.05			D	40	\$1,053.64	\$54,789	1	\$60,000	0	1		\$60,000	\$5,211	9.5%
OSPCD	Senior Planner Landscape	5/23/2011	1.11			D	40	\$1,042.44	\$54,207	1	\$60,000	0	1		\$60,000	\$5,793	10.7%
OSPCD	Senior Planner Transportation	7/26/2011	0.93			D	40	\$1,038.46	\$54,000	1	\$60,000	0	1		\$60,000	\$6,000	11.1%
SomerStat	Senior Analyst	11/1/2011	0.66	4/23/12	0.19	D	40	\$1,057.69	\$55,000	1	\$60,000	0	1		\$60,000	\$5,000	9.1%
SomerStat	New Media/ResiStat Coordinator	3/30/2011	1.25			D	40	\$865.38	\$45,000	1	\$60,000	0	1		\$60,000	\$15,000	33.3%
Council on Aging	COA Social Worker	8/29/2011	0.84			D	40	\$746.44	\$38,815	1	\$60,000	0	1		\$60,000	\$21,185	54.6%
Executive Office	ADA Coordinator (subject to approval)					D	40			1	\$60,000						
OSPCD	Economic Development Specialist (2)					D	40			1	\$60,000						
OSPCD	Lead Program Coordinator					D	40			1	\$60,000						
OSPCD	Senior Accountant					D	40			1	\$60,000						
Personnel	Benefits Specialist					D	30			1	\$60,000						
Police	Senior Crime Analyst (2)					D	40			1	\$60,000						
Purchasing	Procurement Analyst					D	40			1	\$60,000						
SomerStat	Financial Analyst					D	40			1	\$60,000						
DEPARTMENT	TITLE	Non union date of hire	Total Years of Service	Date in New Position	Years in New Position	Grade	Hours (4)	Current Weekly Salary	Current Annualized Salary	Initial Placement Step	Initial Placement Salary**	# of Lonevity Steps	Step Placement w/Longevity	Final Step w/offset for New Position	Final Salary	Annual Increase from Final to Current Salary**	Annualized % Increase
Health	Grants Analyst	5/17/1994	18.13			E	32	\$943.20	\$61,308	8	\$61,587	3	10		\$65,367	\$3,247	6.6%
Treasury	Treasury Accountant	1/30/2012	0.42			E	40	\$1,177.89	\$61,250	8	\$61,587	0	8		\$61,587	\$337	0.5%
Communications	Senior Program Director	1/2/1982	30.51			E	40	\$1,007.69	\$52,400	3	\$53,068	3	6		\$58,027	\$5,627	10.7%
Recreation	Recreation Facilities Assistant Manager	6/26/2006	6.02	10/29/10	1.67	E	40	\$1,057.69	\$55,000	5	\$56,324	1	6	5	\$56,324	\$1,324	2.4%
Health	Director of Tobacco Control	8/28/2006	5.84	10/12/09	2.72	E	40	\$923.07	\$48,000	1	\$50,000	1	2		\$51,511	\$3,511	7.3%
Arts Council	Program Manager	7/30/2001	10.93			E	40	\$820.77	\$42,680	1	\$50,000	2	3		\$53,068	\$10,388	24.3%
Police	Crime Analyst	5/3/2004	8.16			E	40	\$673.08	\$35,000	1	\$50,000	2	3		\$53,068	\$18,068	51.6%
OSPCD	Housing Coordinator	11/22/2004	7.61			E	40	\$740.17	\$38,489	1	\$50,000	2	3		\$53,068	\$14,579	37.9%
OSPCD	Planner Historic Preservation	1/5/2001	11.49			E	40	\$731.33	\$38,029	1	\$50,000	2	3		\$53,068	\$15,039	39.5%
Constituent Services	Manager of Telephone Operators	2/26/2001	11.35	7/1/06	6.00	E	40	\$932.01	\$48,465	1	\$50,000	2	3		\$53,068	\$4,603	9.5%
Health	SCAP Program Director	1/10/2005	7.47	1/1/12	0.50	E	40	\$884.62	\$46,000	1	\$50,000	2	3	2	\$51,511	\$5,511	12.0%
OSPCD	Program Specialist	1/10/2005	7.47			E	40	\$788.46	\$41,000	1	\$50,000	2	3		\$53,068	\$12,068	29.4%
Personnel	HR Coordinator/Civil Service Manager	7/6/2005	6.99	5/21/11	1.11	E	40	\$826.93	\$43,000	1	\$50,000	1	2	1	\$50,000	\$7,000	16.3%

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**SUPPLEMENTAL INFORMATION
IMPLEMENTATION DETAIL**

DEPARTMENT	TITLE	Non union date of hire	Total Years of Service	Date in New Position	Years in New Position	Grade	Hours (4)	Current Weekly Salary	Current Annualized Salary	Initial Placement Step	Initial Placement Salary**	# of Lonvevity Steps	Step Placement w/Longevity	Final Step w/offset for New Position	Final Salary	Annual Increase from Final to Current Salary**	Annualized % Increase
Communications	Producer	10/17/2005	6.71			E	40	\$742.19	\$38,594	1	\$50,000	1	2		\$51,511	\$12,917	33.5%
OSPCD	Planner (Econ. Development)	1/2/2008	4.50			E	40	\$884.62	\$46,000	1	\$50,000	1	2		\$51,511	\$5,511	12.0%
OSPCD	Housing Program Specialist	8/22/2011	0.86			E	40	\$888.02	\$46,177	1	\$50,000	0			\$50,000	\$3,823	8.3%
Communications	Systems Coordinator	10/31/05	6.67			E	40	\$865.39	\$45,000	1	\$50,000	1	2		\$51,511	\$6,511	14.5%
OSPCD	Program Coordinator	6/15/2009	3.04			E	40	\$769.23	\$40,000	1	\$50,000	1	2		\$51,511	\$11,511	28.8%
Information Technology	IT Specialist - Public Safety	10/22/07	4.69	7/1/08	4.00	E	40	\$945.06	\$49,143	1	\$50,000	1	2		\$51,511	\$2,368	4.8%
Constituent Services	Call Center Supervisor	10/31/2005	6.67			E	40	\$955.15	\$49,668	1	\$50,000	1	2		\$51,511	\$1,843	3.7%
Assessors	Assessor Analyst	2/8/2010	2.39			E	40	\$903.69	\$46,992	1	\$50,000	0	1		\$50,000	\$3,008	6.4%
OSPCD	Planner (Planning)	11/15/2010	1.62			E	40	\$865.38	\$45,000	1	\$50,000	0	1		\$50,000	\$5,000	11.1%
SomerStat	Junior Analyst	5/7/2012	0.15			E	40	\$865.38	\$45,000	1	\$50,000	0	1		\$50,000	\$5,000	11.1%
OSPCD	Planner - Green Infrastructure	9/7/2010	1.81			E	40	\$871.06	\$45,295	1	\$50,000	0	1		\$50,000	\$4,705	10.4%
Health	Shape Up Somerville Coordinator	11/3/2011	0.66			E	40	\$769.23	\$40,000	1	\$50,000	0	1		\$50,000	\$10,000	25.0%
Council on Aging	Project Manager	9/6/2011	0.82			E	30	\$460.80	\$31,949	1	\$50,000	0	1		\$50,000	\$13,538	56.5%
City Clerk	Archivist	10/30/2008	3.67	7/13/12		E	40	\$865.38	\$45,000	1	\$50,000	1	2	1	\$50,000	\$5,000	11.1%
OSPCD	Planner - Planning & Historic Preservation					E	40			1	\$50,000						
OSPCD	Planner (Econ. Development)					E	40			1	\$50,000						
OSPCD	Program Analyst/Compliance Officer					E	40			1	\$50,000						
Recreation	Outreach Coordinator					E	40			1	\$50,000						
SomerStat	Community Engagement Specialist					E	40			1	\$50,000						
Fire	Fire Analyst (2)					E	40			1	\$50,000						
Auditing	Payroll Coordinator					E	40			1	\$50,000						

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Executive Office	Administrative Aide	3/19/1990	22.30			F	40	\$908.98	\$47,267	7	\$47,824	3	10		\$52,292	\$5,025	10.6%
Capital Projects	Capital Project Exec Assistant	3/1/2004	8.34	1/10/11	1.47	F	40	\$957.55	\$49,808	9	\$50,758	2	11	10	\$52,292	\$2,484	5.0%
Auditing	Payroll Administrative Assistant	11/30/2009	2.58			F	40	\$923.08	\$48,000	8	\$49,269	1	9		\$50,758	\$2,758	5.7%
Executive Office	Administrative Aide	5/7/2008	4.15	5/21/12	0.11	F	40	\$903.85	\$47,000	7	\$47,824	1	8	7	\$47,824	\$824	1.8%
Traffic and Parking	Hearing Officer	8/22/2006	5.86			F	20	\$452.18	\$47,027	7	\$47,824	1	8		\$49,269	\$1,121	4.8%
Treasury	Administrative Assistant	1/4/2009	3.49			F	25	\$550.00	\$45,760	6	\$46,421	1	7		\$47,824	\$1,290	4.5%
OSPCD	Administrative Assistant to Director	1/12/2004	8.47			F	40	\$865.38	\$45,000	5	\$45,059	2	7		\$47,824	\$2,824	6.3%
OSPCD	Program Analyst	4/29/1978	34.19			F	30	\$550.12	\$38,142	1	\$40,000	3	4		\$43,737	\$4,197	14.7%
OSPCD	Administrative Assistant ZBA	10/3/2002	9.75	1/29/07	5.42	F	40	\$767.31	\$39,900	1	\$40,000	2	3		\$42,454	\$2,554	6.4%
Constituent Services	Customer Service Representative	2/26/2007	5.35	8/4/08	3.91	F	40	\$715.22	\$37,191	1	\$40,000	1	2		\$41,209	\$4,018	10.8%
Arts Council	Office Manager	8/3/2009	2.91			F	20	\$340.00	\$35,360	1	\$40,000	1	2		\$41,209	\$2,925	16.5%
Constituent Services	Customer Service Representative	3/6/2006	6.32			F	40	\$715.22	\$37,191	1	\$40,000	1	2		\$41,209	\$4,018	10.8%
Constituent Services	Customer Service Representative	5/21/2007	5.12			F	40	\$715.22	\$37,191	1	\$40,000	1	2		\$41,209	\$4,018	10.8%
Constituent Services	Customer Service Representative	10/2/2006	5.75			F	40	\$729.91	\$37,955	1	\$40,000	1	2		\$41,209	\$3,254	8.6%
Council on Aging	Administrative Assistant	8/15/2005	6.88			F	40	\$630.42	\$32,782	1	\$40,000	1	2		\$41,209	\$8,427	25.7%
Constituent Services	Customer Service Representative	11/21/2005	6.61			F	40	\$729.92	\$37,956	1	\$40,000	1	2		\$41,209	\$3,253	8.6%
Constituent Services	Customer Service Representative	12/9/2009	2.56			F	40	\$715.22	\$37,191	1	\$40,000	1	2		\$41,209	\$4,018	10.8%
Traffic and Parking	Hearing Officer	12/9/2008	3.56			F	25	\$430.20	\$35,793	1	\$40,000	1	2		\$41,209	\$3,385	15.1%
Constituent Services	Customer Service Representative	5/14/2007	5.13			F	40	\$715.22	\$37,191	1	\$40,000	1	2		\$41,209	\$4,018	10.8%
Constituent Services	Customer Service Representative	10/10/2011	0.72	5/12/11	1.14	F	40	\$715.22	\$37,191	1	\$40,000	0	1		\$40,000	\$2,809	7.6%

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Police	Records Clerk - Transcriber	2/9/2009	3.39			G	40	\$769.23	\$40,000	6	\$40,619	1	7		\$41,846	\$1,846	4.6%
Police	Neighborhood Police Service Representative	9/14/2009	2.79			G	40	\$615.38	\$32,000	1	\$35,000	1	2		\$36,058	\$4,058	12.7%
Police	Neighborhood Police Service Representative	7/5/2011	0.99			G	40	\$615.38	\$32,000	1	\$35,000	0	1		\$35,000	\$3,000	9.4%
Police	Records Clerk - Transcriber					G	40			1	\$35,000						

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