

CITY OF SOMERVILLE
ORDINANCE NO. 2018-_____
In Board of Aldermen June _____, 2018

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 the scale has been updated to add a seventeenth (17th) step at the end of the scale.

Grade Step		NU1	NU2	NU3	NU4	NU5
1	Min	\$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		\$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	Max	\$192,190.00	\$178,462.14	\$164,734.28	\$151,006.43	\$137,278.57

Grade Step		NU6	NU7	NU8	NU9	NU10
1	Min	\$ 90,000.00	\$ 85,000.00	\$ 80,000.00	\$ 75,000.00	\$65,000.00
2		\$ 91,800.00	\$ 86,700.00	\$ 81,600.00	\$ 76,500.00	\$66,300.00
3		\$ 93,636.00	\$ 88,434.00	\$ 83,232.00	\$ 78,030.00	\$67,626.00
4		\$ 95,508.72	\$ 90,202.68	\$ 84,896.64	\$ 79,590.60	\$68,978.52
5		\$ 97,418.89	\$ 92,006.73	\$ 86,594.57	\$ 81,182.41	\$70,358.09
6		\$ 99,367.27	\$ 93,846.87	\$ 88,326.46	\$ 82,806.06	\$71,765.25
7		\$101,354.62	\$ 95,723.81	\$ 90,092.99	\$ 84,462.18	\$73,200.56
8		\$103,381.71	\$ 97,638.28	\$ 91,894.85	\$ 86,151.43	\$74,664.57
9		\$105,449.34	\$ 99,591.05	\$ 93,732.75	\$ 87,874.45	\$76,157.86
10		\$107,558.33	\$101,582.87	\$ 95,607.41	\$ 89,631.94	\$77,681.02
11		\$109,709.50	\$103,614.53	\$ 97,519.55	\$ 91,424.58	\$79,234.64
12		\$111,903.69	\$105,686.82	\$ 99,469.94	\$ 93,253.07	\$80,819.33
13		\$114,141.76	\$107,800.55	\$101,459.34	\$ 95,118.13	\$82,435.72
14		\$116,424.60	\$109,956.56	\$103,488.53	\$ 97,020.50	\$84,084.43
15		\$118,753.09	\$112,155.69	\$105,558.30	\$ 98,960.91	\$85,766.12
16		\$121,128.15	\$114,398.81	\$107,669.47	\$100,940.13	\$87,481.44
17	Max	\$123,550.71	\$116,686.78	\$109,822.86	\$102,958.93	\$89,231.07

Grade Step		NU11	NU12	NU13	NU14
1	Min	\$60,000.00	\$50,000.00	\$45,000.00	\$40,000.00
2		\$61,200.00	\$51,000.00	\$45,900.00	\$40,800.00
3		\$62,424.00	\$52,020.00	\$46,818.00	\$41,616.00
4		\$63,672.48	\$53,060.40	\$47,754.36	\$42,448.32
5		\$64,945.93	\$54,121.61	\$48,709.45	\$43,297.29
6		\$66,244.85	\$55,204.04	\$49,683.64	\$44,163.23
7		\$67,569.75	\$56,308.12	\$50,677.31	\$45,046.50
8		\$68,921.14	\$57,434.28	\$51,690.86	\$45,947.43
9		\$70,299.56	\$58,582.97	\$52,724.67	\$46,866.38
10		\$71,705.55	\$59,754.63	\$53,779.17	\$47,803.70
11		\$73,139.67	\$60,949.72	\$54,854.75	\$48,759.78
12		\$74,602.46	\$62,168.72	\$55,951.84	\$49,734.97
13		\$76,094.51	\$63,412.09	\$57,070.88	\$50,729.67
14		\$77,616.40	\$64,680.33	\$58,212.30	\$51,744.27
15		\$79,168.73	\$65,973.94	\$59,376.54	\$52,779.15
16		\$80,752.10	\$67,293.42	\$60,564.08	\$53,834.73
17	Max	\$82,367.14	\$68,639.29	\$61,775.36	\$54,911.43

Section 3-323.

The Board of Aldermen 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 Board of Aldermen: \$45,000
Aldermen: \$40,000
School Committee Chair: \$17,500
School Committee: \$15,000

Non-elected City Positions

City Solicitor	NU01
Executive Director of SPCD	NU01
Finance Director/City Auditor	NU02
Chief Information Officer	NU02
Director of Personnel	NU02
Director of Communications	NU02
Director of Capital Projects	NU03
Commissioner of DPW	NU03
Chief of Staff	NU03
Director of Inspectional Services	NU03
Director of Traffic & Parking	NU03
Chief Assessor & Chairman Board of Assessors	NU04
Director of Operations DPW	NU04
Director of Engineering	NU04
Director of Intergovernmental Affairs	NU04
Director of Health & Human Services	NU04
Deputy City Solicitor	NU04
Director of Libraries	NU04
Director of SomerStat	NU04
Treasurer/Collector	NU04
Director of Water and Sewer	NU04
Deputy City Auditor/Assistant Finance Director	NU05
City Clerk	NU05
Director of Constituent Services	NU05
Superintendent of Fleet Management	NU05
Superintendent of Highways/Lights and Lines	NU05
Superintendent of B&G	NU05
Deputy Director of IT	NU05
Assistant City Solicitor	NU05

Chief Labor Counsel	NU05
Director of Planning and Zoning	NU05
Director of Transportation & Infrastructure	NU05
Director of Housing	NU05
Director of Economic Development	NU05
Director of the Office of Housing Stability	NU05
Director of Purchasing	NU05
Director of Parks and Recreation	NU05
Director of OSE	NU05
Director of Arts Council	NU06
Director of Finance and Administration	NU06
Assistant Director of Engineering	NU06
School Nurse Leader	NU06
Payroll Director	NU06
Deputy Director of Personnel	NU06
Senior IT Specialist	NU06
Deputy Director of Communications	NU06
Preventive Maintenance Manager	NU07
Project Manager	NU07
Chairman of Elections	NU07
Director of Human Services	NU07
Network Manager	NU07
Deputy Director of Libraries	NU07
Senior Planner of Zoning	NU07
Senior Planner	NU07
Senior Planner of Landscape	NU07
Economic Development Specialist	NU07
Senior Economic Development Planner	NU07
Senior Planner of Transportation and Infrastructure	NU07
Urban Revitalization Specialist	NU07
Budget Manager	NU07
Commercial Assessor	NU08
Director of Council on Aging	NU08
GIS Coordinator	NU08
Grants Development Manager	NU08
Deputy Director of ISD	NU08
Deputy Director of the Office of Housing Stability	NU08
Assistant Director of Housing/Housing Counsel	NU08
Benefits Manager	NU08
Senior Crime Analyst	NU08
Director of Parks and Recreation Operations	NU08
Construction Project Manager	NU08
Community Preservation Act Manager	NU08
Principal Analyst	NU08
Multimedia Designer and Web Developer	NU08
Director of Veterans' Services	NU08

Field Operations Manager	NU08
Manager of Residential Assessments	NU09
Public Information Officer	NU09
Lead Executive Administrative Assistant	NU09
Legislative Liaison	NU09
Director of Prevention Services	NU09
Manager of Diversity Equity & Inclusion	NU09
Clinical Youth Specialist	NU09
Director of Shape-Up Somerville	NU09
Zoning Review Planner	NU09
Housing Grants Manager	NU09
Planner of Historic Preservation	NU09
Economic Development Assistant	NU09
Transportation Analyst	NU09
Planner / Urban Forestry and Landscape	NU09
GLX Project Liaison	NU09
Streetscape and Public Space Planner	NU09
Zoning Case Review Planner	NU09
Economic Development Assistant	NU09
Senior Accountant	NU09
Lead Program Manager	NU09
Manager of Employment Safety and Training	NU09
Financial Analyst	NU09
Community Outreach and Harm Reduction Director	NU09
Assistant Director of Purchasing	NU09
SomerStat Analyst	NU09
Sustainability Coordinator	NU09
Environmental Coordinator	NU09
Accountant/Business Analyst	NU09
Parking Clerk/Director of Operations	NU09
Director of City Cable Operations	NU09
Assistant Tax Collector	NU09
Tax Title Attorney	NU09
Water Engineer	NU09
Cultural Director	NU10
Internal Auditor	NU10
Call Center Manager	NU10
Construction Public Information Officer	NU10
Executive Administrative Assistant	NU10
Procurement Analyst	NU10
Construction Procurement Manager	NU10
Accountant	NU10
Assessor Analyst	NU10
Sales/Personal Prop Analyst	NU10
Construction Liaison and Compliance Manager	NU10
IT Specialist/Public Safety	NU10

Benefits Specialist	NU10
Programmer	NU10
Accounting Analyst	NU11
Community Engagement Specialist-Haitian Creole	NU11
Community Engagement Specialist Portuguese	NU11
Community Engagement Specialist Spanish	NU11
Community Engagement Specialist	NU11
Geriatric Social Worker	NU11
Social Worker	NU11
Data Analyst	NU11
Grant Writer	NU11
Director of Tobacco Control	NU11
Director of SomerPromise	NU11
Community Services Manager	NU11
Social Worker/Family Services	NU11
Out of School Time Coordinator	NU11
ISD Paralegal	NU11
Paralegal / Legal Assistant	NU11
Program Compliance Officer	NU11
Sustainable Neighborhoods Program Coordinator	NU11
Housing Rehab Program Manager	NU11
Housing Counselor and Case Manager	NU11
Assistant Recreation Facilities Manager	NU11
Facilities Manager of Ice Rink	NU11
Water Systems Analyst	NU11
Special Events Manager	NU11
Project Assistant	NU11
Archivist	NU11
Program Director	NU11
Legal Administrative Assistant	NU11
Housing Programs Coordinator	NU11
Inclusionary Housing Specialist	NU11
Housing Rehab Program Manager	NU11
Lead Program Coordinator	NU11
HR Generalist	NU11
Payroll Coordinator	NU11
Talent Acquisition Manager	NU11
Clinical Coordinator	NU11
Crime Analyst	NU11
IT Communications Specialist	NU11
Youth Arts Coordinator	NU11
Senior Program Director	NU11
Grants Analyst	NU12
Arts Coordinator and Office Manager	NU12
Administrative Assistant	NU12
Health and Wellness Coordinator	NU12

Housing Intake Specialist	NU12
Program Coordinator	NU12
Outreach Coordinator	NU12
Shape-Up-Somerville Coordinator	NU12
Coordinator - SomerPromise	NU12
Administrative Assistant ZBA	NU12
Program Specialist	NU12
Director of Historic Preservation	NU12
Victim Witness Advocate	NU12
Program Coordinator	NU12
Customer Service Representative	NU13
Center Director	NU13
Program Analyst	NU13
Records Clerk	NU13
Hearing Officer	NU13
Tax Title Administrative Assistant	NU13
Kitchen Manager	NU13
Health Assistant	NU14
Facilities Laborer Ice Rink	NU14

Approved:

President
Board of Aldermen