

CITY OF SOMERVILLE
ORDINANCE NO. 2017-_____
In Board of Aldermen June _____, 2017

Be it ordained by the Board of Aldermen, in session assembled, that the provisions of Section 2-322 and Section 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, there is hereby established the following categories and associated salaries for non-union positions identified as NU1 – N14 and grade steps 1 – 16.

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 Max	\$ 188,421.57	\$ 174,962.88	\$ 161,504.20	\$ 148,045.52	\$ 134,586.83

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 Max	\$ 121,128.15	\$ 114,398.81	\$ 107,669.47	\$ 100,940.13	\$ 87,481.44

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 Max	\$ 80,752.10	\$ 67,293.42	\$ 60,564.08	\$ 53,834.73

Section 2-323.

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:

<u>Elected City Officials</u>	<u>Salary</u>
Mayor:	\$180,000
President of the Board of Aldermen:	\$45,000
Aldermen:	\$40,000
School Committee Chair:	\$17,500
School Committee:	\$15,000

<u>Non-elected City Positions</u>	<u>Category</u>
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	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 & Sewer	NU04
Deputy City Auditor/Asst. Finance Director	NU05
City Clerk.....	NU05
Director of Constituent Services	NU05
Superintendent of Fleet Management	NU05
Superintendent of Highways/Lights & Lines	NU05
Superintendent of B&G	NU05

Deputy Director IT.....	NU05
Assistant City Solicitor	NU05
Chief Labor Counsel	NU05
Director Planning and Zoning.....	NU05
Director of Transportation & Infrastructure	NU05
Director of Housing	NU05
Director of Economic Development.....	NU05
Director of Purchasing	NU05
Director of 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
Director of Finance and Administration	NU06
Payroll Director.....	NU06
Deputy Director of Personnel	NU06
Senior IT Specialist.....	NU06
Deputy Director of Communications.....	NU06
Preventive Maintenance Manager.....	NU07
Project Manager - Utilities.....	NU07
Project Manager Capital Construction.....	NU07
Capital Projects Manager	NU07
Chairman of Elections.....	NU07
Director of Human Services.....	NU07
IT Project Manager	NU07
Network Manager	NU07
Deputy Director of Libraries.....	NU07
Senior Planner - Zoning.....	NU07
Senior Planner	NU07
Project Manager Director of Parks	NU07
Senior Planner Landscape.....	NU07
Economic Development Specialist	NU07
Senior Economic Development Planner	NU07
Senior Planner Transportation & 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 Housing.....	NU08
Benefits Manager	NU08
Senior Crime Analyst.....	NU08
Director of Parks & Recreation Operations	NU08

Community Preservation Act Manager	NU08
Principal Analyst.....	NU08
Webmaster/Web Developer	NU08
Director of Veterans' Services	NU08
Field Operations Manager.....	NU08
Manager of Residential Assessments.....	NU09
Public Information Officer.....	NU09
Executive Administrative Aide.....	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 Historic Preservation	NU09
Economic Development Assistant	NU09
Transportation Analyst.....	NU09
Planner / Urban Forestry & Landscape.....	NU09
Zoning Case Review Planner.....	NU09
Economic Development Assistant	NU09
Senior Accountant.....	NU09
Lead Program Manager.....	NU09
Manager of Employment Safety & Training	NU09
Financial Analyst	NU09
Community Outreach & 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
Administrative Aide.....	NU10
Executive Administrative Assistant.....	NU10
Procurement Analyst.....	NU10
Construction Manager Purchasing.....	NU10
Accountant	NU10
Assessor Analyst.....	NU10
Sales/Personal Prop Analyst	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
ISD Paralegal	NU11
Paralegal / Legal Assistant.....	NU11
Outreach Coordinator.....	NU11
Program Compliance Officer.....	NU11
Sustainable Neighborhoods Program Coordinator	NU11
Housing Rehab Program Manager.....	NU11
Assistant Recreation Facilities Manager.....	NU11
Facilities Manager - 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
Recruiter.....	NU11
Clinical Coordinator.....	NU11
Crime Analyst	NU11
I.T. Communications Specialist.....	NU11
Youth Arts Coordinator	NU11
Senior Program Director	NU11
Grants Analyst	NU12
Office Manager	NU12
Administrative Assistant.....	NU12
Health and Wellness Coordinator	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
Outreach Coordinator.....	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
Health Assistant	NU14
Facilities Laborer Ice Rink.....	NU14

Approved:

President
Board of Aldermen