



City of Somerville  
Katjana Ballantyne  
Mayor

**To:** Members of the Somerville City Council  
**From:** Michael Mastrobuoni, Budget Director  
**Re:** Appropriation for FY25 Non-Union Classification & Compensation Changes  
**Date:** 3/11/25

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Dear Members of the Somerville City Council,

I am writing to provide additional context on the attached appropriation order. This appropriation is proposed to fund the following changes:

1. Transition from the current compensation structure to the proposed structure for current employees. Employees move to the next-highest step within their new classification, as presented by Human Resources Director Anne Gill.
2. Funding to adjust currently vacant positions within each department to the new scheme. This will enable Human Resources to post vacancies at the new rate.
3. Funding for longevity steps for current staff to avoid pay compression. Consistent with the recent SMEU transition, +2 steps for employees over 3 years of service and +4 steps for employees over 8 years of service.

These funds total \$922,609.