



CITY OF SOMERVILLE, MASSACHUSETTS
HUMAN RESOURCES DEPARTMENT
KATJANA BALLANTYNE
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**HUMAN RESOURCES DEPARTMENT ANSWERS TO QUESTIONS FROM THE FINANCE COMMITTEE MEETING
JANUARY 30, 2025**

1. *Councilor Pineda Neufeld inquired around the timeline of boards and commissions responsibilities shifting and their stipends changing.*

The proposed updates for Boards & Commission classification and compensation would be effective July 1, 2025.

2. *Councilor Clingan & Councilor Scott asked what the lowest paid Union position is under the new contract (SMEA A, B, and D).*

SMEU A – this contract is expired and is entering negotiations.

- The current lowest grade is Grade 01, with a starting annual salary of \$65,583.04. Currently there are no SMEU positions in Grade 01.
- The lowest paid SMEU Unit A position is the Administrative Assistant (Grade 03), with a starting annual salary of \$71,086.

SMEU B – this contract is current and expires 6/30/25.

- The current lowest grade is Grade 1A, with a starting annual salary of \$54,000. Jobs in this Grade are the Watchman, Switchboard Operator, and Senior Clerk 1.

SMEU D – this contract is expired and is entering negotiations.

- The lowest paid SMEU Unit D position is the Police Detail Clerk (Grade A), with a starting annual salary of \$50,694.75.

3. *Councilor Scott asked for the Ordinance/list of classification of all non-union employees*

This has been submitted for review through Legistar.

4. *Councilor Scott asked for the comparison documents and what credentials are required for each position to change the pay track (qualify for higher pay).*

Please see attached PDF, “Proposed Characteristic Chart for Non Union Classification Plan 2025”.

5. *Councilor Burnley asked for Responses/Report from the Mayor’s Work Better Task Force via the consultant.*

Please see attached PDF, “Work Better Task Force Report 09_29_2022”.