



CITY OF NEW BEDFORD
JONATHAN F. MITCHELL, MAYOR

July 13, 2023

City Council President Linda Morad and
Honorable Members of the City Council
City of New Bedford
133 William Street
New Bedford, MA 02740

RE: Flexibility in Hiring For Key Positions

Dear Council President Morad and Honorable Members of the City Council:

In accordance with Section 19-7.1(c) of the New Bedford Code of Ordinances, please find enclosed a proposed Order which would provide the City flexibility when negotiating starting salaries in four key positions which have been vacant for protracted periods (and, in one instance, is anticipated to become vacant).

The City's inability to fill long-standing vacancies in these positions has resulted in a host of negative impacts on the operations of the affected departments, and the unduly restrictive hiring policy established by the Council has been a major contributing factor. If approved, the attached Order would allow the City to offer candidates salaries at any one of the first three steps on the twelve-step Unit C compensation schedule, rather than being restricted to the salary associated with the first step. This would apply to four department head/senior manager positions:

- Treasurer/Collector
- Administrative Assistant to the Assessor,
- Director of Human Resources, and
- Associate City Solicitor.

The City's past difficulties in recruiting qualified candidates for these positions, an increasingly tight labor market for municipal professionals, and feedback from the City's outside consultant tasked with recruiting prospective candidates, all argue for reasonable flexibility in determining a manager's starting salary—rather than restricting an offer to a single, non-negotiable, "take-it-or-leave-it" amount.

I encourage the Council to approve the attached order at its earliest convenience. Thank you for your consideration.

Sincerely,

Jonathan Mitchell
Mayor



CITY OF NEW BEDFORD

CITY COUNCIL

July 20, 2023

Ordered, that, in accordance with Section 19-7.1(c) of the New Bedford Code of Ordinances, the Mayor of the City of New Bedford is hereby authorized, from July 20, 2023 to January 31, 2024, to utilize a salary step other than the minimum for particular positions as follows:

Administrative Assistant to the Assessor, Grade M-18 Step 1 (Non-Resident \$99,356; Resident \$110,396) through Grade M-18 Step 3 (Non-Resident \$109,540; Resident \$171,712);

Associate City Solicitor, Grade M-15 Step 1 (Non-Resident \$81,105; Resident \$90,117) through Grade M-15 Step 3 (Non-Resident \$89,419; Resident \$99,354);

Director of Human Resources, Grade M-19 Step 1 (Non-Resident \$106,312; Resident \$118,124) through Grade M-19 Step 3 (Non-Resident \$117,209; Resident \$130,232); and

Treasurer/Collector, Grade M-19 Step 1 (Non-Resident \$106,312; Resident \$118,124) through Grade M-19 Step 3 (Non-Resident \$117,209; Resident \$130,232).