



CITY OF NEW BEDFORD

Seventeen

In the Year Two Thousand

AN ORDINANCE

AMENDING CHAPTER 19 PERSONNEL

31- 509

Be it ordained by the City Council of the City of New Bedford as follows:—

SECTION 1. Chapter 19, Section 19-7 is hereby amended by striking the Subsection in its entirety and inserting the following in place thereof:

Sec. 19-7. – Establishment of Unit C Classification and Salary Plan; procedures for advancement

(a) There is hereby adopted a Unit C Classification and Salary Plan, effective January 1, 2017 amending all prior rates of compensation under this Salary Plan by establishing the minimum and maximum salaries to be paid to employees in positions so classified in the Unit C Classification Plan as follows:

(b) Salary Schedule:

UNIT C SCHEDULE EFFECTIVE AS OF 1/1/17; ANNUAL

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Year	1	2	3	4	5	6	8	10
M-01	\$40,050	\$41,252	\$42,489	\$43,551	\$44,640	\$45,979	\$47,956	\$50,066
M-02	\$41,652	\$42,902	\$44,189	\$45,293	\$46,426	\$47,818	\$49,875	\$52,069
M-03	\$43,318	\$44,618	\$45,956	\$47,105	\$48,283	\$49,731	\$51,870	\$54,152
M-04	\$45,051	\$46,402	\$47,794	\$48,989	\$50,214	\$51,720	\$53,944	\$56,318
M-05	\$46,853	\$48,258	\$49,706	\$50,949	\$52,223	\$53,789	\$56,102	\$58,571
M-06	\$49,195	\$50,671	\$52,191	\$53,496	\$54,834	\$56,479	\$58,907	\$61,499
M-07	\$51,655	\$53,205	\$54,801	\$56,171	\$57,575	\$59,303	\$61,853	\$64,574
M-08	\$54,238	\$55,865	\$57,541	\$58,980	\$60,454	\$62,268	\$64,945	\$67,803
M-09	\$56,950	\$58,658	\$60,418	\$61,929	\$63,477	\$65,381	\$68,193	\$71,193
M-10	\$59,797	\$61,591	\$63,439	\$65,025	\$66,651	\$68,650	\$71,602	\$74,753

M-11	\$63,385	\$65,287	\$67,245	\$68,927	\$70,650	\$72,769	\$75,898	\$79,238
M-12	\$67,188	\$69,204	\$71,280	\$73,062	\$74,889	\$77,135	\$80,452	\$83,992
M-13	\$71,220	\$73,356	\$75,557	\$77,446	\$79,382	\$81,763	\$85,279	\$89,032
M-14	\$75,493	\$77,758	\$80,090	\$82,093	\$84,145	\$86,669	\$90,396	\$94,373
M-15	\$80,022	\$82,423	\$84,896	\$87,018	\$89,194	\$91,869	\$95,820	\$100,036
M-16	\$85,624	\$88,193	\$90,838	\$93,109	\$95,437	\$98,300	\$102,527	\$107,038
M-17	\$91,618	\$94,366	\$97,197	\$99,627	\$102,118	\$105,181	\$109,704	\$114,531
M-18	\$98,031	\$100,972	\$104,001	\$106,601	\$109,266	\$112,544	\$117,383	\$122,548
M-19	\$104,893	\$108,040	\$111,281	\$114,063	\$116,915	\$120,422	\$125,600	\$131,127
M-20	\$112,236	\$115,603	\$119,071	\$122,048	\$125,099	\$128,852	\$134,392	\$140,306
M-21	\$121,214	\$124,851	\$128,596	\$131,811	\$135,107	\$139,160	\$145,144	\$151,530
M-22	\$130,912	\$134,839	\$138,884	\$142,356	\$145,915	\$150,293	\$156,755	\$163,652
MPT-4	\$22,525	\$23,201	\$23,897	\$24,495	\$25,107	\$25,860	\$26,972	\$28,159
MPT-8	\$27,119	\$27,933	\$28,771	\$29,490	\$30,227	\$31,134	\$32,473	\$33,901
MPT-12 (50%)	\$33,594	\$34,602	\$35,640	\$36,531	\$37,445	\$38,568	\$40,226	\$41,996
MPT-12 (75%)	\$50,391	\$51,903	\$53,460	\$54,797	\$56,167	\$57,851	\$60,339	\$62,994
MPT-13 (75%)	\$ 53,415	\$ 55,017	\$ 56,668	\$ 58,085	\$ 59,537	\$ 61,322	\$ 63,959	\$ 66,774
MPT- 18	\$98,031	\$100,972	\$104,001	\$106,601	\$109,266	\$112,544	\$117,383	\$122,548

(c) The following positions are classified by assigning each of them to a pay grade and salary step in the Unit C Classification Plan:

Job Title	Grade
Administrative Assistant to Assessors	M-15
Administrative Coordinator	M-04
Administrative Manager	M-07
Airport Manager	M-15
Art Curator	M-09
Assessment Specialist	M-04
Assistant Airport Manager	M-11
Assistant City Assessor	M-11
Assistant City Auditor	M-11
Assistant City Planner	M-11
Assistant City Solicitor	M-12
Assistant City Treasurer	M-11
Assistant Director of EMS	M-12
Assistant Director of Human Resources	M-13
Assistant Director of MIS	M-14
Assistant Director of Public Health	M-13
Assistant Director of Zoological Services	M-12
Assistant Procurement Officer and Buyer	M-06

Assistant Project Manager	M-04
Assistant Superintendent, Industrial Pretreatment Program	M-12
Assistant Water Superintendent	M-12
Associate City Solicitor	M-12
Audit Supervisor	M-06
Branch Manager	M-09
Building Official	M-12
Chief Financial Officer	M-22
Chief of Staff/Admin Assistant	M-18
Chief Videographer	M-07
City Arborist	M-05
City Auditor	M-17
City Clerk	M-17
City Engineer	M-15
City Planner	M-15
Civil Engineer	M-09
Collection Supervisor	M-05
Commissioner of Public Infrastructure	M-18
Community & Historic Preservation Planner	M-05
Community Energy Coordinator	M-09
Community Relations Specialist	M-06
Compliance Officer	M-06
Conservation Agent	M-11
Constituent Services Coordinator	M-05
Construction Superintendent	M-09
Curator of Aquatics	M-09
Curator of Education	M-06
Deputy City Treasurer	M-13
Deputy Commissioner Public Infrastructure	M-16
Director of Community Development & Planning	M-18
Director of Community Services	M-13
Director of Council on Aging	M-11
Director of Emergency Management	M-10
Director of EMS	M-15
Director of Environmental Stewardship	M-14
Director of Facilities & Fleet	M-16
Director of Grants & Finance	M-09
Director of Human Resources	M-17
Director of Inspectional Services	M-16
Director of Leash Law	M-10
Director of Licensing	M-10
Director of MIS	M-16
Director of Public Health	M-16
Director of Purchasing	M-14
Director of Recreation & Parks	M-13
Director of Tourism & Marketing	M-11

Director of Veterans Services	M-10
Director of Zoological Services	M-16
Election Commissioner	M-10
Electrical Inspector	M-08
EMS Training / Quality Assurance Officer	M-09
Energy Manager	M-12
Energy Office Manager	M-05
Engineering Supervisor	M-13
Environmental Project Manager	M-12
Executive Aide	M-13
Executive Secretary/ Parking Clerk	M-13
Facilities Superintendent	M-11
Finance & Operations Mngr.	M-11
Financial Analyst	M-05
First Assistant City Solicitor	M-16
Garage Foreman	M-11
Garage Superintendent	M-13
GIS Specialist	M-09
Grants Auditor	M-06
Grants Manager	M-07
Head of Reference	M-12
Head of Special Collections	M-10
Health & Safety Officer	M-06
Highway Superintendent	M-14
HR Generalist	M-06
Human Services Coordinator	M-07
Industrial Pretreatment Engineer	M-08
Lead Water Treatment Plant Operator	M-09
Legal Services Coordinator	M-07
Library Director	M-15
Library Specialist	M-07
Management Analyst	M-09
Marine Resource Officer	M-07
Marketing Assistant	M-04
Neighborhood Liaison	M-05
Park Maintenance/Forestry Superintendent	M-10
Pre Professional Librarian	M-06
Program Director	M-09
Public Access Director	M-08
Public Health Program Manager	M-01
Public Information Officer	M-11
Recreation & Parks Manager	M-04
Sealer of Weights & Measures	M-07
Senior Branch Manager	M-12
Senior Systems Analyst	M-13
Staff Planner	M-05
Station Manager	M-11

Superintendent of Wastewater	M-14
Superintendent of Water	M-14
Supervising Civil Engineer	M-11
Supt. of Facilities Construction & Mngt.	M-15
Systems Analyst	M-09
Tourism & Marketing Manager	M-04
Treasurer Collector	M-16
Veterinarian	M-11
Water Construction Superintendent	M-14
Water Registrar	M-07

PART-TIME

Assistant City Solicitor	MPT-12
Associate City Solicitor	MPT-12
City Solicitor	MPT-18
Clerk of Committees	MPT-04
Legislative Counsel	MPT-13
Supervising Public Health Nurse	MPT-08

d) The annual rates of compensation established in section 19-7(a) above shall be amended by multiplying the percentage rate of increase for municipal employees represented by Local 851, American Federation of State, County, and Municipal Employees (AFSCME) made from time to time, to each grade and step of the Classification and Salary Plan effective on the date of adjustment made for municipal employees, which shall be on or after the effective date established in section 19-7(a) above.

SECTION 2. Chapter 19, Section 19-7.1(b) is hereby amended by striking the subsection in its entirety and inserting the following in place thereof:

(b) On original appointment, an employee appointed to a position in the Unit C Classification Plan shall be paid at the minimum rate (Step 1) for the pay grade to which the appointment is made. Notwithstanding the provisions of Section 19-7.1(c), advancement from the minimum to maximum rate within a pay grade shall be by step rate increase upon completion of a satisfactory evaluation of the employee's performance which shall be conducted at least annually prior to the completion of each year of creditable service; and provided further, that step advancement prior to completion of one year of creditable service shall be subject to available appropriations. Creditable service shall be based on a period of 52 weeks of actual service. No step rate increase shall be implemented if an employee eligible for such step rate increase receives an overall performance rating of "Not Met." Upon issuing a "Not Met" overall performance evaluation to a Unit C employee, the Department Head, except in the case of employees who work exclusively for the City Council, shall recommend to the Mayor in writing and with reasons therefore and with a copy to the employee, that the employee received an overall performance rating of "Not Met" and a step rate increase is not warranted or justified upon review of the employee's performance. The employee shall have 10 days from receipt of said reasons to submit supplemental information to the Mayor. Except in the case of employees who work exclusively for the City Council, the Mayor shall decide to grant or disapprove a step rate increase and said decision shall be final.

In the case of employees who work exclusively for the City Council, except for the City Clerk, Clerk of Committees and the Legislative Counsel, upon issuing a "Not Met" overall performance evaluation to a Unit C employee, the City Clerk shall make recommendation to the City Council President in writing with reasons therefore and with a copy to the employee, that received an overall performance rating of "Not Met" and a step rate increase is not warranted or justified upon review of the employee's performance. The City Council employee shall have 10 days from receipt of said reasons to submit supplemental information to the City Council President who shall then decide to grant or disapprove the step rate increase and said decision shall be final.

In the case of the City Clerk and Clerk of Committees, the performance evaluation shall be completed by the City Council President. Upon issuing a "Not Met" overall performance evaluation for the City Clerk or Clerk of Committees, the City Council President shall make recommendation to the City Council in writing with reasons therefore and with a copy to the City Clerk or Clerk of Committees who received an overall performance rating of "Not Met" and a step rate increase is not warranted or justified upon review of the employee's performance. The City Clerk or Clerk of Committees shall have 10 days from receipt of said reasons to submit supplemental information to the City Council that shall then decide to grant or disapprove the step rate increase and said decision shall be final. In the case of the Legislative Counsel, the annual re-appointment shall be sufficient approval of the next step rate increase.

SECTION 3. Upon this Ordinance taking effect, all unit C employees currently employed on the date of final passage shall be placed on the Grade that corresponds to their respective position and on the step within that Grade that reflects the dollar amount that is closest to the employee's current salary without causing a decrease in the employee's salary. Subsequent step increases shall then occur pursuant to Section 19-7.1(b).

SECTION 4. All changes in salary affected by this Ordinance shall be implemented retroactive to January 1, 2017 and retroactive payments shall be appropriately provided within 90 days after final passage of this Ordinance to each affected employee that is employed by the City on the date this Ordinance is finally passed.

SECTION 5. This Ordinance shall take effect in accordance with the provisions of Chapter 43 of the General Laws.