



CITY OF NEW BEDFORD

JONATHAN F. MITCHELL, MAYOR

May 17, 2018

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

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

I am submitting for your consideration an ordinance that would change the pay grade for the First Assistant City Solicitor in the City Solicitor's Office from M-16 to M-17.

As many of you know, in late 2015 the City hired an outside consultant, Segal Waters, to conduct a pay study of Unit C positions. In that study, Segal Waters concluded that the First Assistant City Solicitor position should be classified at the M-17 level. However, the Unit C reclassification ordinance that was ultimately passed in 2016 classified the First Assistant City Solicitor as an M-16 position.

In December 2016, the City's labor counsel, Arthur Caron, became ill, and he ultimately passed away in January 2018. As a result of Mr. Caron's absence, the First Assistant City Solicitor, Jane Medeiros Friedman, was assigned Mr. Caron's duties. These new duties, which Attorney Friedman has been performing in addition to her already heavy workload, include serving as the City's principal labor negotiator and negotiating with the PEC on health insurance.

Given the increased duties of the First Assistant City Solicitor position, I believe that it should be reclassified at the M-17 level, as originally recommended by Segal Waters. This reclassification will help retain Attorney Friedman, who has worked in the City Solicitor's office since 1994, and assist the City in recruiting a qualified attorney to replace her, should she ever decide to leave.

Sincerely,

Jon Mitchell
Mayor



CITY OF NEW BEDFORD

In the Year Two Thousand and Eighteen

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 changing the grade of the First Assistant City Solicitor position from M-16 to M-17.