



City of New Bedford
IN COMMITTEE

November 10, 2022

The Honorable City Council
133 William Street
New Bedford, MA 02740

Dear Honorable Members of the City Council:

The Committee on Ordinances at a Meeting held on Monday, October 24, 2022, considered a COMMUNICATION, Mayor Mitchell to City Council, submitting an ORDINANCE, Amending Chapter 19, Section 19-7, Establishment of Unit C Classification and Salary Plan; Procedures for Advancement. (Ref'd 09/08/2022)

On motion by Councillor Burgo and seconded by Councillor Abreu, the Committee VOTED: To recommend to the City Council to take "No Further Action" on the COMMUNICATION, Mayor Mitchell to City Council, submitting an ORDINANCE, Amending Chapter 19, Section 19-7, Establishment of Unit C Classification and Salary Plan; Procedures for Advancement. This motion passed on a voice vote.

IN COMMITTEE ON ORDINANCES

Hugh Dunn
Councillor Hugh Dunn, Chairman *d.*

HD: dmb



CITY OF NEW BEDFORD

JONATHAN F. MITCHELL, MAYOR

OFFICE OF THE CITY CLERK
NEW BEDFORD, MA
2022 SEP -1 PM 12:51
CITY CLERK

September 1, 2022

City Council President Ian Abreu and
Honorable Members of the City Council
133 William St.
New Bedford, MA 02740

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

I am submitting for your consideration an ordinance amending Section 19-7 of the Code of Ordinances: "Establishment of Unit C Classification and Salary Plan; procedures for advancement."

The enclosed memorandum from Human Resources Director Judith Keating and Chief Financial Officer Michael Gagne provides (1) background on the recruitment/retention challenges the ordinance is intended to address and, (2) a description of the process used to ensure that the Plan reflects strong internal and external equity across all positions and departments.

Thank you for your consideration of this important matter.

Sincerely,


Jon Mitchell
Mayor



CITY OF NEW BEDFORD

In the Year Two Thousand and Twenty-Two

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 of the Code of Ordinances of the City of New Bedford is hereby amended by striking the section 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 July 1, 2022, 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 Salary Schedule, Full Time Rate												
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
M-01	\$45,102	\$47,357	\$49,725	\$51,838	\$54,041	\$56,338	\$58,733	\$61,229	\$63,372	\$65,590	\$67,885	\$70,261
M-02	\$46,907	\$49,252	\$51,715	\$53,913	\$56,204	\$58,593	\$61,083	\$63,679	\$65,908	\$68,215	\$70,602	\$73,073
M-03	\$48,782	\$51,221	\$53,782	\$56,068	\$58,451	\$60,935	\$63,525	\$66,224	\$68,542	\$70,941	\$73,424	\$75,994
M-04	\$50,733	\$53,270	\$55,933	\$58,310	\$60,788	\$63,372	\$66,065	\$68,873	\$71,284	\$73,779	\$76,361	\$79,033
M-05	\$52,762	\$55,400	\$58,170	\$60,642	\$63,220	\$65,906	\$68,707	\$71,628	\$74,135	\$76,729	\$79,415	\$82,194
M-06	\$55,401	\$58,171	\$61,080	\$63,675	\$66,382	\$69,203	\$72,144	\$75,210	\$77,843	\$80,567	\$83,387	\$86,305
M-07	\$58,171	\$61,080	\$64,134	\$66,859	\$69,701	\$72,663	\$75,751	\$78,971	\$81,735	\$84,595	\$87,556	\$90,621
M-08	\$61,080	\$64,134	\$67,341	\$70,203	\$73,186	\$76,297	\$79,539	\$82,920	\$85,822	\$88,826	\$91,935	\$95,152
M-09	\$64,133	\$67,340	\$70,707	\$73,712	\$76,844	\$80,110	\$83,515	\$87,064	\$90,112	\$93,266	\$96,530	\$99,908
M-10	\$67,340	\$70,707	\$74,242	\$77,398	\$80,687	\$84,116	\$87,691	\$91,418	\$94,618	\$97,929	\$101,357	\$104,904
M-11	\$71,381	\$74,950	\$78,698	\$82,042	\$85,529	\$89,164	\$92,953	\$96,904	\$100,296	\$103,806	\$107,439	\$111,200
M-12	\$75,663	\$79,446	\$83,418	\$86,964	\$90,660	\$94,513	\$98,530	\$102,717	\$106,312	\$110,033	\$113,884	\$117,870
M-13	\$80,203	\$84,213	\$88,424	\$92,182	\$96,100	\$100,184	\$104,442	\$108,880	\$112,691	\$116,635	\$120,718	\$124,943
M-14	\$85,016	\$89,267	\$93,730	\$97,714	\$101,867	\$106,196	\$110,709	\$115,414	\$119,454	\$123,635	\$127,962	\$132,441
M-15	\$90,117	\$94,623	\$99,354	\$103,577	\$107,979	\$112,568	\$117,352	\$122,339	\$126,621	\$131,053	\$135,640	\$140,387
M-16	\$96,425	\$101,246	\$106,309	\$110,827	\$115,537	\$120,447	\$125,566	\$130,903	\$135,484	\$140,226	\$145,134	\$150,214
M-17	\$103,174	\$108,333	\$113,749	\$118,584	\$123,623	\$128,877	\$134,355	\$140,065	\$144,967	\$150,041	\$155,292	\$160,728
M-18	\$110,396	\$115,916	\$121,712	\$126,884	\$132,277	\$137,899	\$143,759	\$149,869	\$155,115	\$160,544	\$166,163	\$171,978
M-19	\$118,124	\$124,030	\$130,232	\$135,767	\$141,537	\$147,552	\$153,823	\$160,360	\$165,973	\$171,782	\$177,794	\$184,017
M-20	\$126,393	\$132,713	\$139,348	\$145,271	\$151,445	\$157,881	\$164,591	\$171,586	\$177,592	\$183,807	\$190,241	\$196,899
M-21	\$135,241	\$142,003	\$149,103	\$155,440	\$162,046	\$168,933	\$176,112	\$183,597	\$190,023	\$196,674	\$203,557	\$210,682
M-22	\$144,708	\$151,943	\$159,540	\$166,321	\$173,390	\$180,759	\$188,441	\$196,450	\$203,325	\$210,442	\$217,807	\$225,430
M-23	\$154,837	\$162,579	\$170,708	\$177,963	\$185,527	\$193,412	\$201,632	\$210,201	\$217,558	\$225,173	\$233,054	\$241,211

Unit C Salary Schedule, Non-Residents Full Time Rate (10% reduction)												
Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
M-01	\$40,592	\$42,621	\$44,752	\$46,654	\$48,637	\$50,704	\$52,859	\$55,106	\$57,034	\$59,031	\$61,097	\$63,235
M-02	\$42,216	\$44,327	\$46,543	\$48,522	\$50,584	\$52,734	\$54,975	\$57,311	\$59,317	\$61,393	\$63,542	\$65,766
M-03	\$43,904	\$46,099	\$48,404	\$50,461	\$52,606	\$54,841	\$57,172	\$59,602	\$61,688	\$63,847	\$66,082	\$68,395
M-04	\$45,660	\$47,943	\$50,340	\$52,479	\$54,710	\$57,035	\$59,459	\$61,986	\$64,155	\$66,401	\$68,725	\$71,130
M-05	\$47,486	\$49,860	\$52,353	\$54,578	\$56,898	\$59,316	\$61,837	\$64,465	\$66,721	\$69,056	\$71,473	\$73,975
M-06	\$49,861	\$52,354	\$54,972	\$57,308	\$59,744	\$62,283	\$64,930	\$67,689	\$70,058	\$72,510	\$75,048	\$77,675
M-07	\$52,354	\$54,972	\$57,720	\$60,173	\$62,731	\$65,397	\$68,176	\$71,074	\$73,561	\$76,136	\$78,801	\$81,559
M-08	\$54,972	\$57,721	\$60,607	\$63,182	\$65,868	\$68,667	\$71,585	\$74,628	\$77,240	\$79,943	\$82,741	\$85,637
M-09	\$57,720	\$60,606	\$63,636	\$66,340	\$69,160	\$72,099	\$75,163	\$78,358	\$81,100	\$83,939	\$86,877	\$89,918
M-10	\$60,606	\$63,636	\$66,818	\$69,658	\$72,618	\$75,705	\$78,922	\$82,276	\$85,156	\$88,136	\$91,221	\$94,414
M-11	\$64,243	\$67,455	\$70,828	\$73,838	\$76,976	\$80,248	\$83,658	\$87,214	\$90,266	\$93,425	\$96,695	\$100,080
M-12	\$68,097	\$71,502	\$75,077	\$78,267	\$81,594	\$85,061	\$88,677	\$92,445	\$95,681	\$99,030	\$102,496	\$106,083
M-13	\$72,183	\$75,792	\$79,581	\$82,964	\$86,490	\$90,165	\$93,997	\$97,992	\$101,422	\$104,972	\$108,646	\$112,448
M-14	\$76,514	\$80,340	\$84,357	\$87,942	\$91,680	\$95,576	\$99,638	\$103,873	\$107,508	\$111,271	\$115,166	\$119,196
M-15	\$81,105	\$85,161	\$89,419	\$93,219	\$97,181	\$101,311	\$105,617	\$110,105	\$113,959	\$117,948	\$122,076	\$126,348
M-16	\$86,783	\$91,122	\$95,678	\$99,744	\$103,983	\$108,402	\$113,010	\$117,812	\$121,936	\$126,204	\$130,621	\$135,192
M-17	\$92,857	\$97,499	\$102,374	\$106,725	\$111,261	\$115,990	\$120,919	\$126,058	\$130,470	\$135,037	\$139,763	\$144,655
M-18	\$99,356	\$104,324	\$109,540	\$114,196	\$119,049	\$124,109	\$129,383	\$134,882	\$139,603	\$144,489	\$149,546	\$154,780
M-19	\$106,312	\$111,627	\$117,209	\$122,190	\$127,383	\$132,797	\$138,441	\$144,324	\$149,376	\$154,604	\$160,015	\$165,615
M-20	\$113,754	\$119,441	\$125,413	\$130,744	\$136,300	\$142,093	\$148,132	\$154,427	\$159,832	\$165,427	\$171,216	\$177,209
M-21	\$121,716	\$127,802	\$134,192	\$139,896	\$145,841	\$152,039	\$158,501	\$165,237	\$171,021	\$177,006	\$183,202	\$189,614
M-22	\$130,237	\$136,749	\$143,586	\$149,689	\$156,051	\$162,683	\$169,597	\$176,805	\$182,993	\$189,398	\$196,026	\$202,887
M-23	\$139,354	\$146,321	\$153,637	\$160,167	\$166,974	\$174,071	\$181,469	\$189,181	\$195,802	\$202,655	\$209,748	\$217,089

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

Position Title	Grade
Administrative Assistant	2
Administrative Assistant to Assessor	16
Administrative Coordinator	4
Administrative Manager	8
Affordable Housing Specialist	7
Airport Manager	17
Art Curator	10
Assessment Specialist	4
Assistant Airport Manager	13
Assistant City Assessor	12
Assistant City Auditor	13
Assistant City Clerk	12
Assistant City Council Clerk	10
Assistant City Engineer	14
Assistant to the Chief Financial Officer	16
Assistant City Planner	12
Assistant City Solicitor	13
Assistant City Treasurer	11
Assistant Collector	11
Assistant Director of Cable Access	9
Assistant Director of EMS	13
Assistant Director of Human Resources	14
Assistant Director of Information Technology	16
Assistant Director of Inspectional Services	13
Assistant Director of Public Health	14
Assistant Director of Purchasing	13
Assistant Director of Zoological Services	14
Assistant Procurement Officer	9
Assistant Project Manager	4

Assistant Superintendent of Highways/Utilities	12
Assistant Superintendent of Wastewater	12
Assistant Superintendent of Water/Plant Manager	12
Associate City Solicitor	13
Audit Supervisor	7
Branch Manager	9
Cable Access Administrator	4
CD Project Manager	9
Chief Financial Officer	23
Chief of Operations	20
Chief of Staff	20
Chief Videographer	7
Chief Water Treatment Operator	10
City Arborist	8
City Auditor	18
City Clerk	18
City Engineer	17
City Project Manager	16
City Solicitor	19
Civil Engineer	11
Civilian Advocate	3
Clerk of Committees	4
Collection Supervisor	5
Commissioner of Infrastructure	21
Communications Officer	8
Community & Historic Preservation Planner	5
Community Energy Coordinator	9
Community Relations Specialist	7
Compliance Officer	6
Conservation Agent	11
Constituent Services Coordinator	6
Curator of Aquatics	9

Curator of Education (Zoo)	6
Deputy City Treasurer	14
Deputy Commissioner of Public Infrastructure	18
Deputy Director of Community Development	13
Director of Cable Access	12
Director of Community Development	17
Director of Community Services	14
Director of Council on Aging	11
Director of Emergency Management	16
Director of EMS	17
Director of Facilities & Fleet Management	17
Director of Grants & Finance	10
Director of Human Resources	18
Director of Information Technology	18
Director of Inspectional Services	16
Director of Leash Law	10
Director of Licensing	11
Director of Parking	14
Director of Parks & Recreation	15
Director of Planning/City Planner	17
Director of Public Health	18
Director of Purchasing	16
Director of Resilience & Environment	16
Director of Special Events	11
Director of Tourism/Marketing	13
Director of Veterans Services	12
Director of Zoological Services	17
Election Commissioner	13
Electrical Inspector	8
EMS Training Officer	12
Energy Manager	12
Energy Office Manager	7

Environmental Project Manager	12
Executive Aide	13
Executive Finance Operations Specialist	13
Facilities Superintendent	13
Finance and Operations Manager	11
Financial Analyst	6
First Assistant City Solicitor	16
Garage Foreman	11
Garage Superintendent	13
GIS Specialist	9
Grants Auditor	7
Grants Compliance Coordinator	8
Grants Manager	8
Head of Reference	13
Head of Special Collections	12
Health & Safety Officer	7
HR Generalist	6
Human Services Coordinator	7
Industrial Pretreatment Engineer	8
Information Technology Analyst	10
Information Technology Engineer	14
Lab Director	12
Legal Services Coordinator	7
Legislative Counsel	13
Library Director	16
Library Specialist	7
Management Analyst	9
Management Analyst Tax Title	9
Marine Resource Officer	8
Marketing Assistant	4
Neighborhood Liaison	5
Neighborhood Planner	5
Parks & Recreation Manager	4

Payroll Supervisor	10
Pre-Professional Librarian	6
Program Director	9
Public Access Director	8
Public Health Program Manager	1
Public Information Officer	11
Rehab Specialist	6
Resource Coordinator	6
Sealer of Weights & Measures	7
Senior Branch Manager	13
Senior HR Generalist	8
Senior Information Technology Analyst	14
Senior Systems Analyst	13
Senior Grants Auditor	11
Staff Planner	9
Superintendent of Highways	15
Superintendent of Wastewater	15
Superintendent of Water	15
Superintendent of Water Construction	15
Supervising Civil Engineer	13
Supervising Public Health Nurse	8
Superintendent of Facilities & Construction	15
Superintendent of Green Space	13
Systems Analyst	10
Tourism & Marketing Manager	6
Treasurer/Collector	18
Veterinarian	13
Videographer/Tech Assistant	1
Water Registrar	9

(d) The annual rates of compensation established herein, 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. 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 closest step within that Grade that reflects the dollar amount that is a minimum of five percent (5%) greater than the employee's current salary. Subsequent step increases shall then occur pursuant to Section 19-7.1(b).

SECTION 3. All changes in salary affected by this Ordinance shall be implemented retroactive to July 1, 2022 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 4. This ordinance shall take effect in accordance with the provisions of Chapter 43 of the General Laws.