

Management Compensation Analysis

Unit C Ordinance Proposed Grades and Current Grades

| Position Title | Proposed New Grade | Current Grade |
|---|--------------------|---------------|
| Administrative Assistant | 2 | New |
| Administrative Assistant to Assessor | 17 | M-15 |
| Administrative Coordinator | 4 | M-04 |
| Administrative Manager | 8 | M-07 |
| Affordable Housing Specialist | 7 | M-07 |
| Airport Manager | 17 | M-15 |
| Art Curator | 10 | M-09 |
| Assessment Specialist | 4 | M-04 |
| Assistant Airport Manager | 13 | M-11 |
| Assistant City Assessor | 12 | M-11 |
| Assistant City Auditor | 13 | M-11 |
| Assistant City Clerk | 12 | M-12 |
| Assistant City Collector | 11 | New |
| Assistant City Council Clerk | 10 | M-10 |
| Assistant City Engineer | 14 | M-13 |
| Assistant to the Chief Financial Officer | 16 | New |
| Assistant City Planner | 12 | M-11 |
| Assistant City Solicitor | 15 | M-12 |
| Assistant City Treasurer | 11 | M-11 |
| Assistant Director of Cable Access | 9 | M-09 |
| Assistant Director of EMS | 14 | M-12 |
| Assistant Director of Human Resources | 14 | M-13 |
| Assistant Director of Information Technology | 16 | M-14 |
| Assistant Director of Inspectional Services | 13 | M-12 |
| Assistant Director of Public Health | 14 | M-13 |
| Assistant Director of Purchasing | 13 | New |
| Assistant Director of Zoological Services | 14 | M-12 |
| Assistant Procurement Officer | 9 | M-06 |
| Assistant Project Manager | 4 | M-04 |
| Assistant Superintendent of Highways/Utilities | 12 | M-12 |
| Assistant Superintendent of Wastewater | 12 | M-12 |
| Assistant Superintendent of Water/Plant Manager | 12 | M-12 |
| Associate City Solicitor | 15 | M-12 |
| Audit Supervisor | 7 | M-06 |
| Branch Manager | 9 | M-09 |
| Cable Access Administrator | 4 | M-01 |
| Chief Financial Officer | 23 | M-22 |
| Chief of Staff | 20 | M-18 |
| Chief Videographer | 7 | M-07 |
| Chief Water Treatment Operator | 10 | M-09 |
| City Arborist | 8 | M-05 |
| City Auditor | 18 | M-17 |
| City Clerk | 18 | M-17 |
| City Engineer | 17 | M-15 |
| City Project Manager | 16 | New |
| City Solicitor | 20 | M-18 |
| Civil Engineer | 11 | M-09 |
| Civilian Advocate | 3 | M-03 |
| Clerk of Committees | 4 | M-04 |
| Collection Supervisor | 6 | M-06 |
| Commissioner of Infrastructure | 21 | M-18 |
| Communications Officer | 8 | M-06 |
| Community & Historic Preservation Planner | 5 | M-05 |
| Community Development Project Manager | 9 | M-09 |
| Community Energy Coordinator | 9 | M-09 |
| Community Relations Specialist | 7 | M-06 |
| Compliance Officer | 6 | M-06 |
| Conservation Agent | 11 | M-11 |
| Constituent Services Coordinator | 6 | M-05 |
| Construction Supervisor | 9 | M-09 |

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| Position Title | Proposed New Grade | Current Grade |
|--|--------------------|---------------------|
| Curator of Aquatics | 9 | M-09 |
| Curator of Education (Zoo) | 6 | M-06 |
| Deputy City Treasurer | 14 | M-13 |
| Deputy Commissioner of Public Infrastructure | 18 | M-16 |
| Deputy Director of Community Development | 13 | M-13 |
| Director of Cable Access | 12 | M-11 |
| Director of Community Development | 18 | M-16 |
| Director of Community Services | 14 | M-13 |
| Director of Council on Aging | 11 | M-11 |
| Director of Emergency Management | 16 | M-10 |
| Director of EMS | 17 | M-15 |
| Director of Facilities & Fleet Management | 18 | M-16 |
| Director of Grants & Finance | 10 | M-09 |
| Director of Human Resources | 18 | M-17 |
| Director of Information Technology | 18 | M-16 |
| Director of Inspectional Services | 16 | M-16 |
| Director of Leash Law | 10 | M-10 |
| Director of Licensing | 11 | M-10 |
| Director of Parking | 14 | M-13 |
| Director of Parks & Recreation | 16 | M-13 |
| Director of Planning/City Planner | 17 | M-15 |
| Director of Public Health | 18 | M-16 |
| Director of Purchasing | 16 | M-14 |
| Director of Resilience & Environment | 16 | M-14 |
| Director of Tourism/Marketing | 13 | M-11 |
| Director of Veterans Services | 12 | M-10 |
| Director of Zoological Services | 17 | M-16 |
| Election Commissioner | 13 | M-10 |
| Electrical Inspector | 8 | M-08 |
| EMS Training Officer | 12 | M-09 |
| Energy Manager | 12 | M-12 |
| Energy Office Manager | 7 | M-05 |
| Environmental Project Manager | 12 | M-12 |
| Executive Aide | 13 | M-13 |
| Executive Finance Operations Specialist | 13 | M-13 |
| Facilities Superintendent | 13 | M-11 |
| Finance and Operations Manager | 12 | M-11 |
| Financial Analyst | 6 | M-05 |
| First Assistant City Solicitor | 17 | M-16 |
| Garage Foreman | 11 | M-11 |
| Garage Superintendent | 13 | M-13 |
| GIS Specialist | 9 | M-09 |
| Grants Auditor | 7 | M-06 |
| Grants Compliance Coordinator | 8 | M-08 |
| Grants Manager | 8 | M-07 |
| Head of Reference | 13 | M-12 |
| Head of Special Collections | 12 | M-10 |
| Health & Safety Officer | 7 | M-06 |
| Human Resources Generalist | 6 | M-06 |
| Human Services Coordinator | 7 | M-07 |
| Industrial Pretreatment Engineer | 8 | M-08 |
| Information Technology Analyst | 10 | M-09 |
| Information Technology Engineer | 14 | New |
| Lab Director | 12 | New |
| Legal Services Coordinator | 7 | M-07 |
| Legislative Counsel | 13 15 | M- 13 15 |
| Library Director | 16 | M-15 |
| Library Specialist | 7 | M-07 |
| Management Analyst | 9 | M-09 |
| Marine Resource Officer | 8 | M-07 |

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| Position Title | Proposed New Grade | Current Grade |
|---|--------------------|---------------|
| Marketing Assistant | 4 | M-04 |
| Neighborhood Liaison | 5 | M-05 |
| Neighborhood Planner | 5 | M-05 |
| Parks & Recreation Manager | 4 | M-04 |
| Payroll Supervisor | 10 | New |
| Pre-Professional Librarian | 6 | M-06 |
| Program Director | 9 | M-09 |
| Public Access Director | 8 | M-08 |
| Public Health Program Manager | 1 | M-01 |
| Public Information Officer | 14 | M-11 |
| Rehab Specialist | 6 | M-06 |
| Resource Coordinator | 6 | M-06 |
| Sealer of Weights & Measures | 7 | M-07 |
| Senior Branch Manager | 13 | M-12 |
| Senior Grants Auditor | 11 | M-11 |
| Senior Human Resources Generalist | 8 | New |
| Senior Information Technology Analyst | 14 | M-13 |
| Staff Planner | 9 | M-05 |
| Superintendent of Facilities & Construction | 15 | M-15 |
| Superintendent of Green Space | 13 | M-10 |
| Superintendent of Highways | 15 | M-14 |
| Superintendent of Wastewater | 15 | M-14 |
| Superintendent of Water | 15 | M-14 |
| Superintendent of Water Construction | 15 | M-14 |
| Supervising Civil Engineer | 13 | M-11 |
| Supervising Public Health Nurse | 8 | M-08 |
| Tourism & Marketing Manager | 7 | M-04 |
| Treasurer/Collector | 18 | M-16 |
| Veterinarian | 13 | M-11 |
| Videographer/Tech Assist | 1 | CM-02 |
| Water Registrar | 9 | M-07 |