

and Twenty-Two

Amending Chapter 19, Personnel

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 October 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 the Assessor	17
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 Collector	11
Assistant City Council Clerk	10
Assistant City Engineer	14
Assistant to the Chief Financial Officer	16
Assistant City Planner	12
Assistant City Solicitor	15
Assistant City Treasurer	11
Assistant Director of Cable Access	9
Assistant Director of EMS	14
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	15
Audit Supervisor	7
Branch Manager	9
Cable Access Administrator	4
Chief Financial Officer	23
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	20
Civil Engineer	11
Civilian Advocate	3
Clerk of Committees	4
Collection Supervisor	6
Commissioner of Infrastructure	21
Communications Officer	8
Community Development Project Manager	9
Community & Historic Preservation Planner	5
Community Energy Coordinator	9
Community Relations Specialist	7
Compliance Officer	6
Conservation Agent	11
Constituent Services Coordinator	6
Construction Supervisor	9
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	18
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	18
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	16
Director of Planning/City Planner	17
Director of Public Health	18
Director of Purchasing	16
Director of Resilience & Environment	16
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 & Operations Manager	12
Financial Analyst	6
First Assistant City Solicitor	17
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
Human Resources 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	15
Library Director	16
Library Specialist	7
Management Analyst	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	14
Rehab Specialist	6
Resource Coordinator	6
Sealer of Weights & Measures	7
Senior Branch Manager	13
Senior Human Resources Generalist	8
Senior Information Technology Analyst	14
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
Tourism & Marketing Manager	7
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: -

For any Unit C employee subject to this ordinance who, on the effective date of this ordinance, is currently employed by the city and who has served in the current position for less than 6 years shall be placed on the closest step within that Grade that reflects the dollar amount that is a minimum of 5% greater than the employee's current salary.

For any Unit C employee subject to this ordinance who, on the effective date of this ordinance, is currently employed by the city and who has served in the current position for 6 years or more but less than 10 years shall be placed on step 3 of the Grade that corresponds to that employee's current position or shall be placed on the closest step within that Grade that reflects the dollar amount that is a minimum of 5% greater than the employee's current salary, whichever is greater.

For any Unit C employee subject to this ordinance who, on the effective date of this ordinance, is currently employed by the city and who has served in the current position for 10 years or more but less than 14 years shall be placed on step 4 of the Grade that corresponds to that employee's current position or shall be placed on the closest step within that Grade that reflects the dollar amount that is a minimum of 5% greater than the employee's current salary, whichever is greater.

For any Unit C employee subject to this ordinance who, on the effective date of this ordinance, is currently employed by the city and who has served in the current position for 14 years or more but less than 18 years shall be placed on step 5 of the Grade that corresponds to that employee's current position or shall be placed on the closest step within the Grade that reflects the dollar amount that is a minimum of 5% greater than the employee's current salary, whichever is greater.

For any Unit C employee subject to this ordinance who, on the effective date of this ordinance, is currently employed by the city and who has served in the current position for 18 years or more but less than 22 years shall be placed on step 6 of the Grade that corresponds to that employee's current position or shall be placed on the closest step within the Grade that reflects the dollar amount that is a minimum of 5% greater than the employee's current salary, whichever is greater.

For any Unit C employee subject to this ordinance who, on the effective date of this ordinance, is currently employed by the city and who has served in the current position for 22 years or more but less than 25 years shall be placed on step 7 of the Grade that corresponds to that employee's current position or shall be placed on the closest step within the Grade that reflects the dollar amount that is a minimum of 5% greater than the employee's current salary, whichever is greater.

For any Unit C employee subject to this ordinance who, on the effective date of this ordinance, is currently employed by the city and who has served in the current position for 25 years or more shall be placed on step 8 of the Grade that corresponds to that employee's current position or shall be placed on the closest step within the Grade that reflects the dollar amount that is a minimum of 5% greater than the employee's current salary, whichever is greater. 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 October 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. Paragraph (c) of Section 19-7.1 of Chapter 19 of the Code of Ordinances is hereby amended by striking the first sentence and inserting in place thereof the following:-

The city council may approve, at the request of the mayor, that a salary step other than the minimum or a specifically defined range of salary steps along the grade for a particular position may be utilized during a specifically defined hiring period for such position, in order to negotiate the initial compensation with prospective candidates. No approval of a salary step or a defined range of salary steps however shall include a step greater than step 3 on the grade for any particular position. No authorization shall be provided for utilization of any salary different from the salaries listed on the steps upon the grade established for said position by this chapter.