

# Management Compensation Analysis

## Summary of Current Unit C Salary Table to Survey Results to Proposed Unit C Salary Table

Position Title	Current Grade	Current Unit C Table		Survey Data		Current Unit C to Survey Avg	Proposed Grade	Proposed Unit C Table		Proposed Unit C to Survey Avg
		Step 1	Step 8	Min	Max			Step 1	Step 8	
Administrative Assistant	New	New	New	\$52,174	\$63,758	New	2	\$46,907	\$63,679	-4.61%
Administrative Assistant to Assessor	M-15	\$87,492	\$109,373	\$114,474	\$130,372	-19.60%	17	\$103,174	\$140,065	-0.66%
Administrative Coordinator	M-04	\$49,256	\$61,575	\$54,343	\$64,604	-6.82%	4	\$50,733	\$68,873	0.55%
Administrative Manager	M-07	\$56,476	\$70,601	\$61,838	\$76,743	-8.30%	8	\$61,080	\$82,920	3.91%
Affordable Housing Specialist	M-07	\$56,476	\$70,601	\$60,249	\$72,164	-4.03%	7	\$58,171	\$78,971	3.57%
Airport Manager	M-15	\$87,492	\$109,373	N/A	N/A	N/A	17	\$103,174	\$140,065	N/A
Art Curator	M-09	\$62,266	\$77,838	N/A	N/A	N/A	10	\$67,340	\$91,418	N/A
Assessment Specialist	M-04	\$49,256	\$61,575	\$61,196	\$67,692	-14.01%	4	\$50,733	\$68,873	-7.20%
Assistant Airport Manager	M-11	\$69,302	\$86,634	\$72,551	\$100,417	-8.65%	13	\$80,203	\$108,880	9.32%
Assistant City Assessor	M-11	\$69,302	\$86,634	\$73,790	\$91,921	-5.90%	12	\$75,663	\$102,717	7.65%
Assistant City Auditor	M-11	\$69,302	\$86,634	\$84,223	\$107,300	-18.58%	13	\$80,203	\$108,880	-1.27%
Assistant City Clerk	M-12	\$73,459	\$91,832	\$87,563	\$99,677	-11.72%	12	\$75,663	\$102,717	-4.73%
Assistant City Collector	New	New	New	\$72,616	\$96,046	New	11	\$71,381	\$96,904	-0.22%
Assistant City Council Clerk	M-10	\$65,378	\$81,730	\$61,839	\$77,081	5.89%	10	\$67,340	\$91,418	14.28%
Assistant City Engineer	M-13	\$77,868	\$97,342	\$87,131	\$102,393	-7.55%	14	\$85,016	\$115,414	5.75%
Assistant to the Chief Financial Officer	New	New	New	\$102,205	\$127,589	New	16	\$96,425	\$130,903	-1.07%
Assistant City Planner	M-11	\$69,302	\$86,634	\$76,480	\$93,000	-7.99%	12	\$75,663	\$102,717	5.25%
Assistant City Solicitor	M-12	\$73,459	\$91,832	\$83,208	\$96,959	-8.26%	15	\$90,117	\$122,339	17.92%
Assistant City Treasurer	M-11	\$69,302	\$86,634	\$74,265	\$96,504	-8.69%	11	\$71,381	\$96,904	-1.45%
Assistant Director of Cable Access	M-09	\$62,266	\$77,838	\$74,262	\$79,868	-9.10%	9	\$64,133	\$87,064	-1.90%
Assistant Director of EMS	M-12	\$73,459	\$91,832	\$93,000	\$108,000	-17.77%	14	\$85,016	\$115,414	-0.28%
Assistant Director of Human Resources	M-13	\$77,868	\$97,342	\$88,406	\$115,066	-13.89%	14	\$85,016	\$115,414	-1.49%
Assistant Director of Information Technology	M-14	\$82,539	\$103,181	\$98,188	\$119,440	-14.66%	16	\$96,425	\$130,903	4.46%
Assistant Director of Inspectional Services	M-12	\$73,459	\$91,832	\$76,807	\$94,297	-3.40%	13	\$80,203	\$108,880	10.51%
Assistant Director of Public Health	M-13	\$77,868	\$97,342	\$83,128	\$109,352	-8.97%	14	\$85,016	\$115,414	4.13%
Assistant Director of Purchasing	New	New	New	\$82,661	\$98,803	New	13	\$80,203	\$108,880	4.20%
Assistant Director of Zoological Services	M-12	\$73,459	\$91,832	N/A	N/A	N/A	14	\$85,016	\$115,414	N/A
Assistant Procurement Officer	M-06	\$53,787	\$67,239	\$67,617	\$79,940	-17.98%	9	\$64,133	\$87,064	2.47%
Assistant Project Manager	M-04	\$49,256	\$61,575	\$59,678	\$66,030	-11.83%	4	\$50,733	\$68,873	-4.85%
Assistant Superintendent of Highways/Utilities	M-12	\$73,459	\$91,832	\$81,469	\$95,789	-6.75%	12	\$75,663	\$102,717	0.63%
Assistant Superintendent of Wastewater	M-12	\$73,459	\$91,832	\$75,461	\$94,135	-2.54%	12	\$75,663	\$102,717	5.18%
Assistant Superintendent of Water/Plant Manager	M-12	\$73,459	\$91,832	\$72,470	\$91,132	1.03%	12	\$75,663	\$102,717	9.03%
Associate City Solicitor	M-12	\$73,459	\$91,832	\$92,170	\$113,076	-19.47%	15	\$90,117	\$122,339	3.51%
Audit Supervisor	M-06	\$53,787	\$67,239	\$68,660	\$85,585	-21.54%	7	\$58,171	\$78,971	-11.09%
Branch Manager	M-09	\$62,266	\$77,838	\$65,547	\$81,289	-4.58%	9	\$64,133	\$87,064	2.97%
Cable Access Administrator	M-01	\$43,788	\$54,739	\$45,000	\$59,513	-4.80%	4	\$50,733	\$68,873	14.44%
Chief Financial Officer	M-22	\$143,131	\$178,927	\$167,965	\$203,929	-13.40%	23	\$154,837	\$210,201	-1.84%
Chief of Staff	M-18	\$107,181	\$133,987	\$124,376	\$171,748	-18.56%	20	\$126,393	\$171,586	0.63%
Chief Videographer	M-07	\$56,476	\$70,601	N/A	N/A	N/A	7	\$58,171	\$78,971	N/A
Chief Water Treatment Operator	M-09	\$62,266	\$77,838	\$71,557	\$80,269	-7.72%	10	\$67,340	\$91,418	4.57%
City Arborist	M-05	\$51,226	\$64,038	\$72,993	\$83,452	-26.15%	8	\$61,080	\$82,920	-7.95%
City Auditor	M-17	\$100,169	\$125,221	\$120,425	\$147,613	-15.91%	18	\$110,396	\$149,869	-2.90%
City Clerk	M-17	\$100,169	\$125,221	\$112,552	\$138,593	-10.26%	18	\$110,396	\$149,869	3.63%
City Engineer	M-15	\$87,492	\$109,373	\$102,615	\$120,231	-11.66%	17	\$103,174	\$140,065	9.15%
City Project Manager	New	New	New	\$100,209	\$142,969	New	16	\$96,425	\$130,903	-6.52%

# Management Compensation Analysis

## Summary of Current Unit C Salary Table to Survey Results to Proposed Unit C Salary Table

Position Title	Current Grade	Current Unit C Table		Survey Data		Current Unit C to Survey Avg	Proposed Grade	Proposed Unit C Table		Proposed Unit C to Survey Avg
		Step 1	Step 8	Min	Max			Step 1	Step 8	
City Solicitor	M-18	\$107,181	\$133,987	\$168,271	\$171,286	-28.98%	20	\$126,393	\$171,586	-12.24%
Civil Engineer	M-09	\$62,266	\$77,838	\$75,941	\$94,683	-17.89%	11	\$71,381	\$96,904	-1.37%
Civilian Advocate	M-03	\$47,361	\$59,207	\$54,142	\$57,591	-4.62%	3	\$48,782	\$66,224	2.93%
Clerk of Committees	M-04	\$49,256	\$61,575	\$71,730	\$80,435	-27.16%	4	\$50,733	\$68,873	-21.40%
Collection Supervisor	M-06	\$53,787	\$67,239	\$61,704	\$74,910	-15.43%	6	\$55,401	\$75,210	-4.39%
Commissioner of Infrastructure	M-18	\$107,181	\$133,987	\$144,175	\$175,918	-24.66%	21	\$135,241	\$183,597	-0.39%
Communications Officer	M-06	\$53,787	\$67,239	\$58,835	\$70,630	-6.52%	8	\$61,080	\$82,920	11.23%
Community & Historic Preservation Planner	M-05	\$51,226	\$64,038	\$64,833	\$80,059	-20.26%	5	\$52,762	\$71,628	-14.15%
Community Development Project Manager	M-09	\$62,266	\$77,838	\$66,985	\$77,990	-3.36%	9	\$64,133	\$87,064	4.29%
Community Energy Coordinator	M-09	\$62,266	\$77,838	\$68,729	\$84,116	-8.34%	9	\$64,133	\$87,064	-1.08%
Community Relations Specialist	M-06	\$53,787	\$67,239	\$68,450	\$79,191	-18.03%	7	\$58,171	\$78,971	-7.11%
Compliance Officer	M-06	\$53,787	\$67,239	\$71,581	\$72,387	-15.94%	6	\$55,401	\$75,210	-9.28%
Conservation Agent	M-11	\$69,302	\$86,634	\$77,336	\$77,240	0.88%	11	\$71,381	\$96,904	8.87%
Constituent Services Coordinator	M-05	\$51,226	\$64,038	\$60,386	\$69,999	-11.39%	6	\$55,401	\$75,210	0.17%
Construction Supervisor	M-09	\$62,266	\$77,838	\$77,645	\$79,205	-10.68%	9	\$64,133	\$87,064	-3.60%
Curator of Aquatics	M-09	\$62,266	\$77,838	\$68,687	\$90,839	-11.32%	9	\$64,133	\$87,064	-5.22%
Curator of Education (Zoo)	M-06	\$53,787	\$67,239	\$60,712	\$68,368	-6.24%	6	\$55,401	\$75,210	1.19%
Deputy City Treasurer	M-13	\$77,868	\$97,342	\$93,462	\$101,742	-10.24%	14	\$85,016	\$115,414	2.68%
Deputy Commissioner of Public Infrastructure	M-16	\$93,616	\$117,029	\$108,642	\$125,816	-10.16%	18	\$110,396	\$149,869	11.01%
Deputy Director of Community Development	M-13	\$77,868	\$97,342	\$89,484	\$103,879	-9.39%	13	\$80,203	\$108,880	-2.21%
Director of Cable Access	M-11	\$69,302	\$86,634	\$91,003	\$116,806	-24.96%	12	\$75,663	\$102,717	-14.16%
Director of Community Development	M-16	\$93,616	\$117,029	\$124,321	\$151,396	-23.60%	18	\$110,396	\$149,869	-5.60%
Director of Community Services	M-13	\$77,868	\$97,342	\$82,743	\$104,717	-6.53%	14	\$85,016	\$115,414	6.92%
Director of Council on Aging	M-11	\$69,302	\$86,634	\$79,370	\$96,889	-11.53%	11	\$71,381	\$96,904	-4.52%
Director of Emergency Management	M-10	\$65,378	\$81,730	\$94,862	\$101,369	-25.03%	16	\$96,425	\$130,903	15.85%
Director of EMS	M-15	\$87,492	\$109,373	\$115,243	\$134,910	-21.30%	17	\$103,174	\$140,065	-2.76%
Director of Facilities & Fleet Management	M-16	\$93,616	\$117,029	\$119,830	\$152,833	-22.75%	18	\$110,396	\$149,869	-4.55%
Director of Grants & Finance	M-09	\$62,266	\$77,838	\$67,276	\$89,217	-10.47%	10	\$67,340	\$91,418	1.45%
Director of Human Resources	M-17	\$100,169	\$125,221	\$121,010	\$162,537	-20.51%	18	\$110,396	\$149,869	-8.21%
Director of Information Technology	M-16	\$93,616	\$117,029	\$116,373	\$128,432	-13.95%	18	\$110,396	\$149,869	6.32%
Director of Inspectional Services	M-16	\$93,616	\$117,029	\$97,184	\$112,294	0.56%	16	\$96,425	\$130,903	8.52%
Director of Leash Law	M-10	\$65,378	\$81,730	\$66,229	\$79,017	1.28%	10	\$67,340	\$91,418	9.30%
Director of Licensing	M-10	\$65,378	\$81,730	\$79,531	\$77,398	-6.26%	11	\$71,381	\$96,904	7.24%
Director of Parking	M-13	\$77,868	\$97,342	\$94,059	\$116,831	-16.92%	14	\$85,016	\$115,414	-4.96%
Director of Parks & Recreation	M-13	\$77,868	\$97,342	\$106,124	\$138,742	-28.45%	16	\$96,425	\$130,903	-7.16%
Director of Planning/City Planner	M-15	\$87,492	\$109,373	\$97,194	\$124,639	-11.26%	17	\$103,174	\$140,065	9.65%
Director of Public Health	M-16	\$93,616	\$117,029	\$116,559	\$143,222	-18.91%	18	\$110,396	\$149,869	0.19%
Director of Purchasing	M-14	\$82,539	\$103,181	\$93,446	\$120,321	-13.12%	16	\$96,425	\$130,903	6.34%
Director of Resilience & Environment	M-14	\$82,539	\$103,181	\$92,234	\$121,980	-12.45%	16	\$96,425	\$130,903	6.12%
Director of Tourism/Marketing	M-11	\$69,302	\$86,634	\$85,817	\$110,886	-20.73%	13	\$80,203	\$108,880	-3.87%
Director of Veterans Services	M-10	\$65,378	\$81,730	\$75,107	\$93,523	-12.76%	12	\$75,663	\$102,717	5.78%
Director of Zoological Services	M-16	\$93,616	\$117,029	\$109,095	\$117,046	-6.85%	17	\$103,174	\$140,065	7.56%
Election Commissioner	M-10	\$65,378	\$81,730	\$75,798	\$101,568	-17.06%	13	\$80,203	\$108,880	6.61%
Electrical Inspector	M-08	\$59,300	\$74,131	\$68,458	\$80,593	-10.48%	8	\$61,080	\$82,920	-3.39%
EMS Training Officer	M-09	\$62,266	\$77,838	\$81,247	\$96,434	-21.15%	12	\$75,663	\$102,717	0.39%

**Management Compensation Analysis**  
Summary of Current Unit C Salary Table to Survey Results to Proposed Unit C Salary Table

Position Title	Current Grade	Current Unit C Table		Survey Data		Current Unit C to Survey Avg	Proposed Grade	Proposed Unit C Table		Proposed Unit C to Survey Avg
		Step 1	Step 8	Min	Max			Step 1	Step 8	
Energy Manager	M-12	\$73,459	\$91,832	\$86,560	\$109,236	-15.58%	12	\$75,663	\$102,717	-8.89%
Energy Office Manager	M-05	\$51,226	\$64,038	\$64,106	\$77,688	-18.52%	7	\$58,171	\$78,971	-3.28%
Environmental Project Manager	M-12	\$73,459	\$91,832	\$72,803	\$91,201	0.78%	12	\$75,663	\$102,717	8.77%
Executive Aide	M-13	\$77,868	\$97,342	\$80,151	\$95,368	-0.18%	13	\$80,203	\$108,880	7.73%
Executive Finance Operations Specialist	M-13	\$77,868	\$97,342	\$78,769	\$94,550	1.09%	13	\$80,203	\$108,880	9.10%
Facilities Superintendent	M-11	\$69,302	\$86,634	\$83,264	\$103,625	-16.56%	13	\$80,203	\$108,880	1.17%
Finance and Operations Manager	M-11	\$69,302	\$86,634	\$85,115	\$103,513	-17.33%	12	\$75,663	\$102,717	-5.43%
Financial Analyst	M-05	\$51,226	\$64,038	\$62,964	\$78,221	-18.17%	6	\$55,401	\$75,210	-7.49%
First Assistant City Solicitor	M-16	\$93,616	\$117,029	\$117,885	\$128,350	-14.45%	17	\$103,174	\$140,065	-1.22%
Garage Foreman	M-11	\$69,302	\$86,634	\$79,191	\$77,683	-0.60%	11	\$71,381	\$96,904	7.27%
Garage Superintendent	M-13	\$77,868	\$97,342	\$77,814	\$104,057	-3.66%	13	\$80,203	\$108,880	3.97%
GIS Specialist	M-09	\$62,266	\$77,838	\$67,444	\$82,333	-6.46%	9	\$64,133	\$87,064	0.95%
Grants Auditor	M-06	\$53,787	\$67,239	\$60,955	\$69,628	-7.32%	7	\$58,171	\$78,971	5.02%
Grants Compliance Coordinator	M-08	\$59,300	\$74,131	\$73,264	\$83,232	-14.74%	8	\$61,080	\$82,920	-7.98%
Grants Manager	M-07	\$56,476	\$70,601	\$69,743	\$85,114	-17.94%	8	\$61,080	\$82,920	-7.01%
Head of Reference	M-12	\$73,459	\$91,832	\$71,135	\$106,578	-6.99%	13	\$80,203	\$108,880	6.40%
Head of Special Collections	M-10	\$65,378	\$81,730	\$89,477	\$128,002	-32.36%	12	\$75,663	\$102,717	-17.98%
Health & Safety Officer	M-06	\$53,787	\$67,239	\$64,513	\$84,089	-18.56%	7	\$58,171	\$78,971	-7.71%
Human Resources Generalist	M-06	\$53,787	\$67,239	\$59,670	\$73,691	-9.25%	6	\$55,401	\$75,210	-2.06%
Human Services Coordinator	M-07	\$56,476	\$70,601	\$62,969	\$75,029	-7.91%	7	\$58,171	\$78,971	-0.62%
Industrial Pretreatment Engineer	M-08	\$59,300	\$74,131	\$63,749	\$82,750	-8.92%	8	\$61,080	\$82,920	-1.71%
Information Technology Analyst	M-09	\$62,266	\$77,838	\$69,563	\$84,057	-8.80%	10	\$67,340	\$91,418	3.35%
Information Technology Engineer	New	New	New	\$84,200	\$105,069	New	14	\$85,016	\$115,414	5.90%
Lab Director	New	New	New	\$85,690	\$94,044	New	12	\$75,663	\$102,717	-0.75%
Legal Services Coordinator	M-07	\$56,476	\$70,601	\$59,854	\$71,187	-3.02%	7	\$58,171	\$78,971	4.66%
Legislative Counsel	M-13	\$77,868	\$97,342	\$79,172	\$91,651	2.57%	13	\$80,203	\$108,880	10.69%
Library Director	M-15	\$87,492	\$109,373	\$106,076	\$119,136	-12.59%	16	\$96,425	\$130,903	0.94%
Library Specialist	M-07	\$56,476	\$70,601	\$60,056	\$78,506	-8.29%	7	\$58,171	\$78,971	-1.02%
Management Analyst	M-09	\$62,266	\$77,838	\$68,248	\$78,222	-4.35%	9	\$64,133	\$87,064	3.23%
Marine Resource Officer	M-07	\$56,476	\$70,601	\$79,011	\$109,358	-31.65%	8	\$61,080	\$82,920	-23.55%
Marketing Assistant	M-04	\$49,256	\$61,575	N/A	N/A	N/A	4	\$50,733	\$68,873	N/A
Neighborhood Liaison	M-05	\$51,226	\$64,038	\$59,917	\$72,348	-12.65%	5	\$52,762	\$71,628	-5.95%
Neighborhood Planner	M-05	\$51,226	\$64,038	\$64,603	\$92,628	-26.69%	5	\$52,762	\$71,628	-20.89%
Parks & Recreation Manager	M-04	\$49,256	\$61,575	\$66,249	\$79,897	-24.16%	4	\$50,733	\$68,873	-18.16%
Payroll Supervisor	New	New	New	\$70,907	\$82,239	New	10	\$67,340	\$91,418	3.67%
Pre-Professional Librarian	M-06	\$53,787	\$67,239	\$48,209	\$69,267	3.02%	6	\$55,401	\$75,210	11.18%
Program Director	M-09	\$62,266	\$77,838	\$71,468	\$86,192	-11.14%	9	\$64,133	\$87,064	-4.10%
Public Access Director	M-08	\$59,300	\$74,131	\$63,626	\$87,559	-11.74%	8	\$61,080	\$82,920	-4.75%
Public Health Program Manager	M-01	\$43,788	\$54,739	\$60,867	\$79,157	-29.64%	1	\$45,102	\$61,229	-24.06%
Public Information Officer	M-11	\$69,302	\$86,634	\$98,877	\$118,984	-28.42%	14	\$85,016	\$115,414	-8.00%
Rehab Specialist	M-06	\$53,787	\$67,239	\$58,543	\$70,615	-6.30%	6	\$55,401	\$75,210	1.12%
Resource Coordinator	M-06	\$53,787	\$67,239	\$65,645	\$78,403	-15.98%	6	\$55,401	\$75,210	-9.33%
Sealer of Weights & Measures	M-07	\$56,476	\$70,601	\$73,535	\$82,287	-18.45%	7	\$58,171	\$78,971	-11.99%
Senior Branch Manager	M-12	\$73,459	\$91,832	\$78,623	\$99,330	-7.12%	13	\$80,203	\$108,880	6.25%
Senior Grants Auditor	M-11	\$69,302	\$86,634	\$75,326	\$106,786	-14.37%	11	\$71,381	\$96,904	-7.59%



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## Summary of Current Unit C Salary Table to Survey Results to Proposed Unit C Salary Table

Position Title	Current Grade	Current Unit C Table		Survey Data		Current Unit C to Survey Avg	Proposed Grade	Proposed Unit C Table		Proposed Unit C to Survey Avg
		Step 1	Step 8	Min	Max			Step 1	Step 8	
Senior Human Resources Generalist	New	New	New	\$72,295	\$86,130	New	8	\$61,080	\$82,920	-9.11%
Senior Information Technology Analyst	M-13	\$77,868	\$97,342	\$85,040	\$105,909	-8.24%	14	\$85,016	\$115,414	4.96%
Staff Planner	M-05	\$51,226	\$64,038	\$68,113	\$81,465	-22.76%	9	\$64,133	\$87,064	1.08%
Superintendent of Facilities & Construction	M-15	\$87,492	\$109,373	\$97,477	\$116,167	-7.85%	15	\$90,117	\$122,339	-0.56%
Superintendent of Green Space	M-10	\$65,378	\$81,730	\$78,606	\$99,543	-17.42%	13	\$80,203	\$108,880	6.14%
Superintendent of Highways	M-14	\$82,539	\$103,181	\$98,626	\$115,323	-13.19%	15	\$90,117	\$122,339	-0.70%
Superintendent of Wastewater	M-14	\$82,539	\$103,181	\$92,929	\$112,797	-9.72%	15	\$90,117	\$122,339	3.27%
Superintendent of Water	M-14	\$82,539	\$103,181	\$105,026	\$120,204	-17.54%	15	\$90,117	\$122,339	-5.67%
Superintendent of Water Construction	M-14	\$82,539	\$103,181	\$88,819	\$104,959	-4.16%	15	\$90,117	\$122,339	9.64%
Supervising Civil Engineer	M-11	\$69,302	\$86,634	\$95,208	\$108,613	-23.49%	13	\$80,203	\$108,880	-7.23%
Supervising Public Health Nurse	M-08	\$59,300	\$74,131	\$64,957	\$87,003	-12.19%	8	\$61,080	\$82,920	-5.24%
Tourism & Marketing Manager	M-04	\$49,256	\$61,575	\$75,250	\$83,485	-30.18%	7	\$58,171	\$78,971	-13.60%
Treasurer/Collector	M-16	\$93,616	\$117,029	\$122,939	\$145,037	-21.39%	18	\$110,396	\$149,869	-2.88%
Veterinarian	M-11	\$69,302	\$86,634	\$79,485	\$109,103	-17.31%	13	\$80,203	\$108,880	0.26%
Videographer/Tech Assist	CM-02	\$46,867	\$53,616	\$44,713	\$64,041	-7.61%	1	\$45,102	\$61,229	-2.23%
Water Registrar	M-07	\$56,476	\$70,601	\$58,324	\$71,770	-2.32%	9	\$64,133	\$87,064	16.22%
<b>Overall Average</b>						<b>-12.68%</b>				<b>-0.20%</b>