



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 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 | 18 |
| Administrative Coordinator | 5 |
| Administrative Manager | 9 |
| Affordable Housing Specialist | 7 |
| Airport Manager | 18 |
| Art Curator | 11 |
| Assessment Specialist | 4 |
| Assistant Airport Manager | 14 |
| Assistant City Assessor | 13 |
| Assistant City Auditor | 14 |
| Assistant City Clerk | 14 |
| Assistant City Collector | 11 |
| Assistant City Council Clerk | 12 |
| Assistant City Engineer | 14 |
| Assistant to the Chief Financial Officer | 16 |
| Assistant City Planner | 13 |
| Assistant City Solicitor | 15 |
| Assistant City Treasurer | 11 |
| Assistant Director of Cable Access | 12 |
| Assistant Director of EMS | 14 |
| Assistant Director of Human Resources | 14 |
| Assistant Director of Information Technology | 16 |
| Assistant Director of Inspectional Services | 14 |
| Assistant Director of Public Health | 14 |
| Assistant Director of Purchasing | 14 |
| Assistant Director of Zoological Services | 14 |
| Assistant Procurement Officer | 9 |
| Assistant Project Manager | 4 |

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| Assistant Superintendent of Highways/Utilities | 12 |
| Assistant Superintendent of Wastewater | 12 |
| Assistant Superintendent of Water/Plant Manager | 12 |
| Associate City Solicitor | 15 |
| Audit Supervisor | 8 |
| Branch Manager | 9 |
| Cable Access Administrator | 5 |
| Chief Financial Officer | 23 |
| Chief of Staff | 20 |
| Chief Videographer | 9 |
| Chief Water Treatment Operator | 10 |
| City Arborist | 8 |
| City Auditor | 19 |
| City Clerk | 19 |
| City Engineer | 18 |
| City Project Manager | 16 |
| City Solicitor | 20 |
| Civil Engineer | 11 |
| Civilian Advocate | 3 |
| Clerk of Committees | 7 |
| Collection Supervisor | 6 |
| Commissioner of Infrastructure | 21 |
| Communications Officer | 8 |
| Community Development Project Manager | 9 |
| Community & Historic Preservation Planner | 7 |
| Community Energy Coordinator | 9 |
| Community Relations Specialist | 8 |
| Compliance Officer | 6 |
| Conservation Agent | 11 |
| Constituent Services Coordinator | 6 |
| Construction Supervisor | 9 |
| Curator of Aquatics | 9 |

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| Curator of Education (Zoo) | 6 |
| Deputy City Treasurer | 14 |
| Deputy Commissioner of Public Infrastructure | 18 |
| Deputy Director of Community Development | 14 |
| Director of Cable Access | 14 |
| Director of Community Development | 18 |
| Director of Community Services | 18 |
| Director of Council on Aging | 16 |
| Director of Emergency Management | 16 |
| Director of EMS | 18 |
| Director of Facilities & Fleet Management | 19 |
| Director of Grants & Finance | 12 |
| Director of Human Resources | 19 |
| Director of Information Technology | 18 |
| Director of Inspectional Services | 18 |
| Director of Leash Law | 16 |
| Director of Licensing | 16 |
| Director of Parking | 16 |
| Director of Parks & Recreation | 16 |
| Director of Planning/City Planner | 18 |
| Director of Public Health | 18 |
| Director of Purchasing | 18 |
| Director of Resilience & Environment | 16 |
| Director of Tourism/Marketing | 14 |
| Director of Veterans Services | 16 |
| Director of Zoological Services | 18 |
| Election Commissioner | 14 |
| Electrical Inspector | 8 |
| EMS Training Officer | 13 |
| Energy Manager | 12 |
| Energy Office Manager | 7 |
| Environmental Project Manager | 12 |

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| 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 |
| Special Collections Librarian | 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 | 16 |
| Library Director | 16 |
| Library Specialist | 7 |
| Management Analyst | 9 |
| Marine Resource Officer | 8 |
| Marketing Assistant | 4 |
| Neighborhood Liaison | 5 |
| Neighborhood Planner | 7 |
| Parks & Recreation Manager | 4 |
| Payroll Supervisor | 10 |
| Pre-Professional Librarian | 6 |

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| Program Director | 9 |
| Public Access Director | 8 |
| Public Health Program Manager | 1 |
| Public Information Officer | 15 |
| Rehab Specialist | 6 |
| Resource Coordinator | 6 |
| Sealer of Weights & Measures | 7 |
| Senior Branch Manager | 13 |
| Senior Human Resources Generalist | 9 |
| 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 | 10 |
| Superintendent of Facilities & Construction | 15 |
| Superintendent of Green Space | 13 |
| Tourism & Marketing Manager | 8 |
| Treasurer/Collector | 19 |
| Veterinarian | 13 |
| Videographer/Tech Assistant | 4 |
| Water Registrar | 10 |

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.

