



**CITY OF NEW BEDFORD**  
JONATHAN F. MITCHELL, MAYOR

February 16, 2023

City Council President Linda Morad  
Honorable Members of the City Council  
City of New Bedford  
133 William Street  
New Bedford, MA 02740

Re: Amendment to Unit C Schedule, Step Placement

Dear Council President Morad and Members of the City Council:

Enclosed, please find a proposed ordinance which amends the Unit C Schedule, set forth in Chapter 19, Section 19-7 of the Code of Ordinances, by changing the step placement requirements.

This measure would repeal the so-called "Carney Amendment" to the reclassification ordinance recently passed by the City Council. After careful consideration, I believe the new longevity benefits established by the Council are excessive and unnecessary given the longevity benefits which were already in place for Unit C employees prior to the Council's passage of the recent ordinance.

Sincerely,

  
Jonathan F. Mitchell  
Mayor



# CITY OF NEW BEDFORD

In the Year Two Thousand and Twenty-Three

## 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 is hereby amended by striking the following language contained therein:

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 off 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).

*When assigning a step to any current Unit C employee subject to this Ordinance based on the number of years serving in the current position as above indicated, if it is determined that being placed on the assigned step would result in an increase of more than 25% of the employee's current salary then the employee shall be placed on the highest step in said grade whereby in the increase in salary does not exceed 25% for that particular employee. In no case however shall an employee be paid less than the salary amount for step I in the grade assigned to said position regardless of whether the step I salary amount exceeds 25% of the employee's current salary.*

and inserting in place thereof the following language:

Effective October 1, 2022, all employees appointed to a position in the Unit C Classification and Salary Plan who were current employees on October 1, 2022 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 2.** This ordinance shall take effect in accordance with the provisions of Chapter 43 of the General Laws.