



CITY OF NEW BEDFORD
JONATHAN F. MITCHELL, MAYOR

February 16, 2023

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

Re: Amendment to Unit C Schedule, Grade Adjustments

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(c) of the Code of Ordinances, by adjusting the grades assigned to certain Unit C positions.

This measure would reduce the salary grade level for twenty Unit C positions which were increased by two or more grades by the City Council beyond the grade increases which I proposed in October 2022.

The Council decisions on these positions were not supported by a labor market analysis or an assessment of their impacts on internal compensation equity—both within and among city departments. And in several instances, the resulting salary increases were excessive.

Given their excessive nature and the absence of evidence justifying the increases, I must ask the Council to reconsider these elements of the recently passed reclassification ordinance, and restore the grades to the levels originally proposed by my Administration.

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(c), is hereby amended by striking the following Job Titles and their Grades: Assistant City Clerk; Assistant City Council Clerk; Assistant Director of Cable Access; Chief Videographer; Clerk of Committees; Community & Historic Preservation Planner; Director of Cable Access; Director of Community Services; Director of Council on Aging; Director of Grants & Finance; Director of Inspectional Services; Director of Leash Law; Director of Licensing; Director of Parking; Director of Purchasing; Director of Veterans Services; Legislative Counsel; Neighborhood Planner; Supervising Public Health Nurse; and Videographer/Technical Assistant; and inserting in place thereof the following Job Titles and Grades:

Position Title	Grade
Assistant City Clerk	12
Assistant City Council Clerk	10
Assistant Director of Cable Access	9
Chief Videographer	7
Clerk of Committees	4
Community & Historic Preservation Planner	5
Director of Cable Access	12
Director of Community Services	14
Director of Council on Aging	11
Director of Grants & Finance	10
Director of Inspectional Services	16

Director of Leash Law	10
Director of Licensing	11
Director of Parking	14
Director of Purchasing	16
Director of Veterans Services	12
Legislative Counsel	13
Neighborhood Planner	5
Supervising Public Health Nurse	8
Videographer/Tech Assistant	1

so that Chapter 19, Section 19-7(c), reads as follows:

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	12
Assistant City Collector	11
Assistant City Council Clerk	10
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	9

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
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	7
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	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	8
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	14
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	18
Director of Facilities & Fleet Management	19
Director of Grants & Finance	10
Director of Human Resources	19
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	18
Director of Public Health	18
Director of Purchasing	16
Director of Resilience & Environment	16

Director of Tourism/Marketing	14
Director of Veterans Services	12
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
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	13
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	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	8
Superintendent of Facilities & Construction	15
Superintendent of Green Space	13
Tourism & Marketing Manager	8
Treasurer/Collector	19
Veterinarian	13

Videographer/Tech Assistant	1
Water Registrar	10

SECTION 2. This ordinance shall take effect in accordance with the provisions of Chapter 43 of the General Laws.