



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, Step Increases for Hiring

Dear Council President Morad and Members of the City Council:

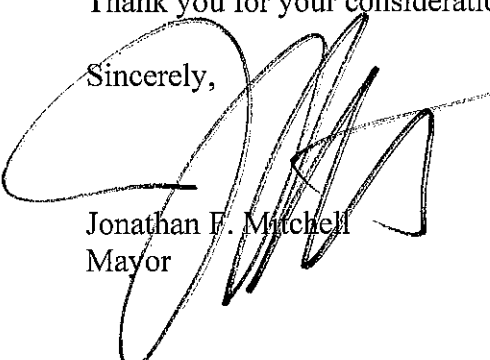
Enclosed, please find a proposed ordinance which amends the Unit C Schedule, set forth in Chapter 19, Section 19-7.1(c) of the Code of Ordinances, by changing the salary negotiation capabilities solely for prospective candidates.

This measure would provide the Administration with the flexibility needed to advertise and offer candidates for management positions starting salaries within the first three steps of the twelve steps of the Unit C compensation table—without first securing a Council vote of approval.

I greatly appreciate the Council's efforts to provide greater flexibility in hiring, as evidenced by the new provisions incorporated into the recently passed reclassification ordinance. However, after careful consideration, I have concluded that the approval requirement is impractical and will not achieve the benefit envisioned by the Council. For this reason, I am asking the Council to reconsider its position on this matter and provide departments with the authority to advertise and offer starting salaries within a reasonable initial range without having to seek explicit Council permission first.

Thank you for your consideration of this request.

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 Paragraph (c) of Section 19-7.1 of Chapter 19 of the Code of Ordinances is hereby amended by striking the language therein in its entirety and inserting in place thereof the following:

(c) Solely to negotiate the initial compensation with prospective candidates, the Mayor may utilize a salary step other than the minimum step, up to step three (3), along the grade for a particular position for hiring for such position. There shall be no utilization of any salary different from the salaries listed on the steps upon the grade established for said position by this Chapter. Nothing in this paragraph shall be construed to then allow advancement of any employee's compensation by more than one step upon completion of one (1) year of creditable service, pursuant to subsections 19-7.1(b)(i), 19-7.1(b)(ii), and 19-7.1(b)(iii), without authorization of the mayor and city council.

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