



**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, Unit C Three Year Review

Dear Council President Morad and Members of the City Council:

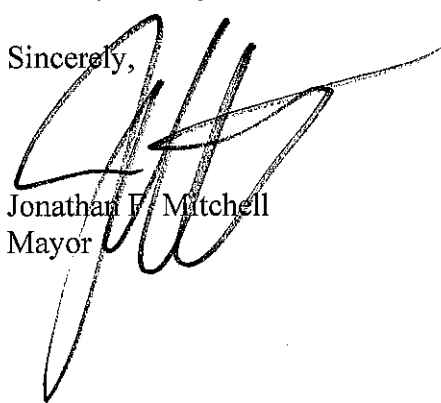
Enclosed, please find a proposed ordinance which amends the Unit C Schedule, set forth in Chapter 19, Section 19-7 of the Code of Ordinances, by adding a salary review every three years.

This measure would establish a regular cycle for reclassification exercises for management positions. This is considered a best practice by human resource professionals and is consistent with the approach taken by other municipalities, including for example, the City of Boston.

Given the rapid changes in labor markets and the continuing competition among municipalities to hire and retain workers, the City will be well served by institutionalizing the process for evaluating the competitiveness of manager salaries.

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

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Amending Chapter 19, Personnel

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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 inserting the following new subsection (d):

Commencing on October 1, 2025, and every three years thereafter, the compensation of all employees of the City of New Bedford who are appointed to a position in the Unit C Classification and Salary Plan, and whose salary and compensation is subject to approval of the Mayor and City Council, shall be reviewed to determine the adequacy and competitiveness thereof, taking into account the salary and compensation of other municipal, government, and private sector employee compensation and salaries in similarly situated communities. Said review shall be presented by the Mayor to the City Council for its review and consideration when setting the salaries and compensation of said employees of the City of New Bedford.

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