



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

April 19, 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: Salary and Step for Employment Negotiation with Candidate for Associate City Solicitor Position

Dear Council President Morad and Honorable Members:

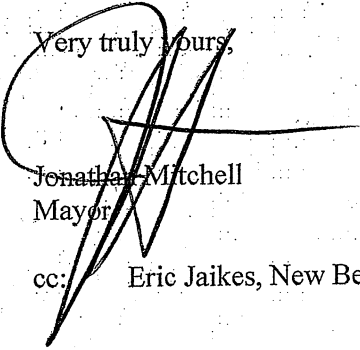
Enclosed is a letter from the City Solicitor, Eric Jaikes, with his request to me that I seek City Council authorization to negotiate an employment offer between April 27 and June 30, 2023 for the position of Associate City Solicitor at Grade M-15, Step 1, 2 or 3.

Based upon the current candidate's twenty-plus years of municipal legal experience, I am asking for your consideration to approve a salary for the position of Associate City Solicitor at Grade M-15, Step 1, 2 or 3 upon initial hire. Enclosed is a proposed Order to that effect, in accordance with Section 19-7.1(c) of the New Bedford Code of Ordinances as amended this January.

City Solicitor Jaikes will be available at the City Council meeting to answer any questions you may have.

I support Solicitor Jaikes's request and appreciate your consideration in this matter.

Very truly yours,

  
Jonathan Mitchell  
Mayor

cc: Eric Jaikes, New Bedford City Solicitor

2023 APR 20 PM 2:52  
CITY CLERK



*City of New Bedford*  
**OFFICE OF THE CITY SOLICITOR**

**ERIC JAIKES**  
*City Solicitor*

**ELIZABETH MCNAMARA**  
*First Assistant City Solicitor*

**KREG R. ESPINOLA**  
**OWEN MURPHY**  
*Assistant City Solicitors*

**NICHOLAS DEMARCO**  
**JOHN E. FLOR**  
**DAVID HOUGHTON**  
*Associate City Solicitors*

April 19, 2023

Mayor Jonathan F. Mitchell  
City of New Bedford  
133 William Street  
New Bedford, MA 02740

Dear Mayor Mitchell

As you know, the Solicitor's Office has had vacancies in its two Associate City Solicitor positions for over a year and the Department's full-time personnel have operated in that time at half capacity. First Assistant City Solicitor Liz McNamara and I interviewed seven qualified candidates to fill the vacancies. Recently, I have been able to offer a qualified candidate for one of the two vacant positions employment at M-15, Step 1 which salary the candidate has agreed to accept.

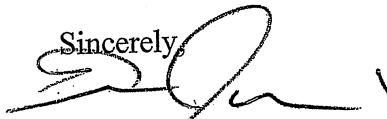
I also have an extremely experienced and well qualified candidate for the second vacant Associate City Solicitor position. In order to induce that candidate to accept the position I would ask that you request that the City Council, pursuant to the Code of Ordinances Section 19-7.1(c), authorize the negotiation of the salary for that position at M-15 and a Step of 1, 2, or 3 upon initial hire up to and including June 30, 2023.

In addition to many years in civil practice, this second candidate has served as the City Solicitor for a Massachusetts city for fifteen years (after several as a Land Use Planner and Attorney there), and more recently has also served as Town Counsel for a Massachusetts town for four years. The candidate has provided wide-ranging legal analysis in these municipal legal offices, advising on litigation, contracts, procurement, tax takings, ordinances, zoning and real estate, and more. This attorney's expertise will serve as a force multiplier in the New Bedford City Solicitor's Office, and the attorney's broad range of municipal legal experience will allow the candidate to excellently advise the City as a whole.

Because of these decades of municipal legal experience, I am requesting that this candidate be initially placed at Grade M-15, Step 1, 2 or 3. Of the available steps, the Step 3 salary would most accurately value the attorney's experience and expertise for the City.

Thank you very much for your consideration, and please let me know if you have any questions or need additional information.

Sincerely,

A handwritten signature in black ink, appearing to read 'Eric Jaikes', with a long horizontal stroke extending to the right.

Eric Jaikes  
City Solicitor