



CITY OF NEW BEDFORD

JONATHAN F. MITCHELL, MAYOR

March 7, 2016

City Council President Linda M. Morad and
Honorable Members of the New Bedford City Council
133 William Street
New Bedford, Massachusetts 02740

Dear Council President Morad and Honorable Members of the City Council:

I am submitting for your approval, a new salary structure and re-classification for the position of City Planner. I respectfully request that the new salary be classified as M-15, with a salary range of \$82,507 to \$100,642. Attached is an ordinance amending Chapter 19, Section 19-7(c).

As you are aware, the City has been actively recruiting qualified candidates for the currently vacant position. The position of City Planner is extremely important to the proper functioning of city government. Good planning helps to create places that offer better choices about where and how people live. In addition, it helps communities like New Bedford envisage their future and find the right balance of new development, adaptive reuse, essential services, and innovative transformation.

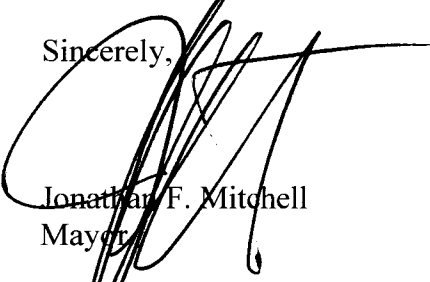
During the past six months, the position has been advertised in many state, regional, national planning organizations, and municipal associations. These outreach efforts have resulted in one strong candidate that unfortunately cannot meet the City residency requirement. The current salary starting of \$66,722 has proven to be a major impediment to attracting qualified candidates for the position. The starting salary is significantly lower than comparably sized cities in Massachusetts and lower than many neighboring towns. This new salary level is in keeping with the recommendations of the Unit C salary study recently presented to my administration and shared with many of you (salary range of \$80,022 to \$100,036).

While I would prefer to have the Council consider changes to the Unit C salary schedule as a whole, the urgency of the need to fill the Planning position requires that we enact this particular salary increase now. Any further significant delay in filling the position could jeopardize important economic development projects that rely on support from the Planning department.

I am confident that a new salary structure for the position, which is consistent with comparably sized cities, will result in attracting a highly qualified candidate for this critical City function.

Thank you for your consideration.

Sincerely,



Jonathan F. Mitchell
Mayor

JFM/erc
Enc

cc: Patrick Sullivan
Ari Sky
Sandra Vezina



CITY OF NEW BEDFORD

In the Year Two Thousand and Sixteen

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 “M-12” as the pay grade assigned to the City Planner title and inserting pay grade “M-15” in place thereof. The amended portions of the salary schedule shall read as follows:

Title	Grade
City Planner	M-15

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