

**CITY OF SOMERVILLE**  
**ORDINANCE NO. 2016-09**  
**In Board of Aldermen June 23, 2016**

Be it ordained by the Board of Aldermen, in session assembled, that Sections 2-322 and Sections 2-323 of Chapter 2 of the Code of Ordinances of the City of Somerville, is hereby amended as follows:

By adding in section 2-322 the following language.

“Notwithstanding the above, pursuant to the 2016 study of the municipal compensation advisory board, there is hereby established the following categories and associated salaries for certain non-union positions identified as NU1 – N14 and grade steps 1 – 16, which replaces the above categories and salary ranges for the identified positions:

Grade Step	NU1	NU2	NU3	NU4	NU5
1 Min	\$140,000.00	\$130,000.00	\$120,000.00	\$110,000.00	\$ 100,000.00
2	\$ 142,800.00	\$ 132,600.00	\$ 122,400.00	\$ 112,200.00	\$ 102,000.00
3	\$ 145,656.00	\$ 135,252.00	\$ 124,848.00	\$ 114,444.00	\$ 104,040.00
4	\$ 148,569.12	\$ 137,957.04	\$ 127,344.96	\$ 116,732.88	\$ 106,120.80
5	\$ 151,540.50	\$ 140,716.18	\$ 129,891.86	\$ 119,067.54	\$ 108,243.22
6	\$ 154,571.31	\$ 143,530.50	\$ 132,489.70	\$ 121,448.89	\$ 110,408.08
7	\$ 157,662.74	\$ 146,401.11	\$ 135,139.49	\$ 123,877.87	\$ 112,616.24
8	\$ 160,815.99	\$ 149,329.14	\$ 137,842.28	\$ 126,355.42	\$ 114,868.57
9	\$ 164,032.31	\$ 152,315.72	\$ 140,599.13	\$ 128,882.53	\$ 117,165.94
10	\$ 167,312.96	\$ 155,362.03	\$ 143,411.11	\$ 131,460.18	\$ 119,509.26
11	\$ 170,659.22	\$ 158,469.27	\$ 146,279.33	\$ 134,089.39	\$ 121,899.44
12	\$ 174,072.40	\$ 161,638.66	\$ 149,204.92	\$ 136,771.17	\$ 124,337.43
13	\$ 177,553.85	\$ 164,871.43	\$ 152,189.02	\$ 139,506.60	\$ 126,824.18
14	\$ 181,104.93	\$ 168,168.86	\$ 155,232.80	\$ 142,296.73	\$ 129,360.66
15	\$ 184,727.03	\$ 171,532.24	\$ 158,337.45	\$ 145,142.66	\$ 131,947.88
16 Max	\$ 188,421.57	\$ 174,962.88	\$ 161,504.20	\$ 148,045.52	\$ 134,586.83

Grade Step	NU6	NU7	NU8	NU9	NU10
1 Min	\$ 90,000.00	\$ 85,000.00	\$ 80,000.00	\$ 75,000.00	\$ 65,000.00
2	\$ 91,800.00	\$ 86,700.00	\$ 81,600.00	\$ 76,500.00	\$ 66,300.00
3	\$ 93,636.00	\$ 88,434.00	\$ 83,232.00	\$ 78,030.00	\$ 67,626.00
4	\$ 95,508.72	\$ 90,202.68	\$ 84,896.64	\$ 79,590.60	\$ 68,978.52
5	\$ 97,418.89	\$ 92,006.73	\$ 86,594.57	\$ 81,182.41	\$ 70,358.09
6	\$ 99,367.27	\$ 93,846.87	\$ 88,326.46	\$ 82,806.06	\$ 71,765.25
7	\$ 101,354.62	\$ 95,723.81	\$ 90,092.99	\$ 84,462.18	\$ 73,200.56
8	\$ 103,381.71	\$ 97,638.28	\$ 91,894.85	\$ 86,151.43	\$ 74,664.57
9	\$ 105,449.34	\$ 99,591.05	\$ 93,732.75	\$ 87,874.45	\$ 76,157.86
10	\$ 107,558.33	\$ 101,582.87	\$ 95,607.41	\$ 89,631.94	\$ 77,681.02
11	\$ 109,709.50	\$ 103,614.53	\$ 97,519.55	\$ 91,424.58	\$ 79,234.64
12	\$ 111,903.69	\$ 105,686.82	\$ 99,469.94	\$ 93,253.07	\$ 80,819.33
13	\$ 114,141.76	\$ 107,800.55	\$ 101,459.34	\$ 95,118.13	\$ 82,435.72
14	\$ 116,424.60	\$ 109,956.56	\$ 103,488.53	\$ 97,020.50	\$ 84,084.43
15	\$ 118,753.09	\$ 112,155.69	\$ 105,558.30	\$ 98,960.91	\$ 85,766.12
16 Max	\$ 121,128.15	\$ 114,398.81	\$ 107,669.47	\$ 100,940.13	\$ 87,481.44

Grade Step	NU11	NU12	NU13	NU14
1 Min	\$ 60,000.00	\$ 50,000.00	\$ 45,000.00	\$ 40,000.00
2	\$ 61,200.00	\$ 51,000.00	\$ 45,900.00	\$ 40,800.00
3	\$ 62,424.00	\$ 52,020.00	\$ 46,818.00	\$ 41,616.00
4	\$ 63,672.48	\$ 53,060.40	\$ 47,754.36	\$ 42,448.32
5	\$ 64,945.93	\$ 54,121.61	\$ 48,709.45	\$ 43,297.29
6	\$ 66,244.85	\$ 55,204.04	\$ 49,683.64	\$ 44,163.23
7	\$ 67,569.75	\$ 56,308.12	\$ 50,677.31	\$ 45,046.50
8	\$ 68,921.14	\$ 57,434.28	\$ 51,690.86	\$ 45,947.43
9	\$ 70,299.56	\$ 58,582.97	\$ 52,724.67	\$ 46,866.38
10	\$ 71,705.55	\$ 59,754.63	\$ 53,779.17	\$ 47,803.70
11	\$ 73,139.67	\$ 60,949.72	\$ 54,854.75	\$ 48,759.78
12	\$ 74,602.46	\$ 62,168.72	\$ 55,951.84	\$ 49,734.97
13	\$ 76,094.51	\$ 63,412.09	\$ 57,070.88	\$ 50,729.67
14	\$ 77,616.40	\$ 64,680.33	\$ 58,212.30	\$ 51,744.27
15	\$ 79,168.73	\$ 65,973.94	\$ 59,376.54	\$ 52,779.15
16 Max	\$ 80,752.10	\$ 67,293.42	\$ 60,564.08	\$ 53,834.73

By deleting any salaries identified in Section 3-323 for the positions identified below and replacing them as follows:

Mayor: \$180,000

President of the Board of Aldermen: \$45,000

Aldermen: \$40,000

Grade NU1

OSPCD Executive Director

Grade NU2

Finance Director / City Auditor

Grade NU3

Capital Projects Director

Chief of Staff

Grade NU4

Engineering Director

Health and Human Services Director

Intergovernmental Affairs Director

SomerStat Director

Grade NU5

Recreation Director

Water & Sewer Superintendent

Director of Housing

Director Planning and Zoning

Economic Development Director

Director of Transportation & Infrastructure

Grade NU6

Arts Council Director

Communication Deputy Director

DPW Director of Finance & Administration

Engineering Assistant Director

Grade NU7

Project Manager Director of Parks

Economic Development Specialist

Senior Economic Development Planner

Senior Planner

Senior Planner – Station Area

Senior Planner – Transportation & Infrastructure

Senior Planner – Zoning

Senior Planner – Landscape

Urban Revitalization Specialist

Grade NU8

Grants Development Manager

Assistant Director of Housing

ISD Operations Manager

Web Master / Web Developer

Grade NU9

Executive Staff Executive Secretary  
Housing Grants Manager  
Economic Development Assistant  
Economic Development Planner  
Planner  
Planner – Green Infrastructure  
Planner – Planning & Historic Preservation  
Planner – Historic Preservation  
Transportation Analyst  
Zoning Review Planner

Grade NU10

Arts Council Program Manager (aka Cultural Director)  
Call Center Manager  
Executive Staff Administrative Aide  
OSPCD Executive Assistant

Grade NU11

Arts Council Special Events Manager  
Jail Diversion / Clinical Coordinator  
SomerPromise Director

Grade NU12

Arts Council Office Manager

Grade NU13

Grade NU14

By amending section 2-323 by striking the word “following” before “salary range”.

Approved:

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President  
Board of Aldermen