



# City of Cambridge

47.

IN CITY COUNCIL

March 15, 1993

## COUNCILLOR MYERS

WHEREAS: Ordinance 1059 relates to the rate of increase for administrative salaries in the city; and

WHEREAS: As the attached memorandum indicates, there is some concern with the rates of increase as they relate to the City's Ordinance; and

WHEREAS: There is some need either to update the existing ordinance or adopt a new ordinance with a newer salary structure; now therefore be it

ORDERED: That the City Manager be and hereby is requested to prepare a report for the City Council outlining the rates of the City Salary Structure as they have related to the City Ordinance on this matter and to discuss how these salaries either have met or have not met the City's Ordinance on this matter; and be it further

ORDERED: That this report be requested to be presented to the City Council within the next two weeks.

In City Council March 15, 1993.  
Adopted by the affirmative vote of nine members.  
Attest:- D. Margaret Drury, City Clerk.

A true copy;

ATTEST:- *D. Margaret Drury*

D. Margaret Drury  
City Clerk

Non-  
consent-

47.

Whereas Ordinance 1059 relates to the rate of increase for administrative salaries in the City,

Whereas as the attached memorandum indicates there is some concern with the rates of increase as they relate to the City's Ordinance,

Whereas there is some need either to update the existing ordinance or adopt a new ordinance with a newer salary ~~formation~~, *structure*

Therefore be it resolved that the City Manager be and is hereby requested to prepare a report for the City Council outlining the rates of the City Salary Structure as they have related to the City Ordinance on this matter; and to discuss how these salaries either have met or have not met the city's Ordinance on this matter;

Be it further resolved that this report be requested to be presented to the City Council within the next two weeks;

## Background on City Salary Ordinance

On June 18, 1987, an ordinance was introduced to the City Council which established categories of salary levels for administrative staff in the City. In part, the ordinance read "holders of the following offices shall receive such annual salary as shall be fixed by the City Manager within the limits set out below for the category in which said office is placed." The ordinance lists six categories, each including job titles and the corresponding salary guidelines. The ordinance 1059, was passed unanimously by the City Council on August 3, 1987.

In that since the time of the salary ordinance, there have been major increases in the administrative salaries, it is worthwhile to check how administrative salaries have met or not met with the guidelines as established by Ordinance 1059 over the past five and a half years. Salaries of administrative personnel have been a topic of discussion and newspaper stories in the City, off and on for several years. It would be worthwhile to review the salary structure: 1) to see how City salaries comply with an already existing ordinance 2) to consider whether an alternative approach might be implemented to handle administrative salaries.

With the Ordinance being passed in August of 1987, the Ordinance would either have taken effect retroactively in FY' 88 or pro-actively in FY' 89. For the sake of discussion, let's assume that the ordinance took effect for FY'89<sup>9</sup>. That would mean that effective FY' 89 administrative salaries should fall within the category ranges as set forth by the Ordinance. An additional provision of the Ordinance reads that salaries should not exceed the maximum of category., however if a position reaches the maximum for its category and no amendment to the ordinance has been adopted, then that position shall receive an increase on the following July 1 that is equivalent of the Consumer Price Index for the preceding year." This reading of the Ordinance seems to suggest that an individual salary must reach the ceiling of a particular category before an increase at the rate of the Consumer Price Index is granted for the following year.

A look at actual salaries of some selected positions within the categories shows in some cases increases which either are ambiguous with respect to the Ordinance or in fact have gone up at rates faster than the Ordinance permits.

	Actual Salary Increases				
	FY 88	FY 89	FY 90	FY 91	FY 92
Category I	\$62,860	\$81,250	\$85,090	\$95,000	\$99,000
Category II	\$52,029	\$66,600	\$68,980	\$75,000	\$79,000
Category III	\$43,025	\$52,100	\$56,585	\$61,000	\$64,000

	Maximum Projected Salaries with Cost of Living Increase factored In				
	FY 88	FY 89	FY 90	FY 91	FY 92
Category I	\$62,860	\$80,000	\$84,560	\$89,464	\$93,400
Category II	\$ ---	\$66,600	\$68,980	\$70,000	\$73,080
Category III	\$43,025	\$52,100	\$54,000	\$57,132	\$59,646

Category I range- \$70,000-\$80,000  
 Category II range- \$60,000-\$70,000  
 Category III range- \$52,000-\$62,000

**Greater Boston Consumer Price Index Percentage Increase**

1988 6.1 %  
 1989 5.7 %  
 1990 5.8%  
 1991 5.8%  
 1992 4.4%

**Conclusion:** Several Salaries in individual categories are ambiguous with respect to Ordinance 1059 and others appear to conflict with the outlines of the Ordinance. Several salaries had to take significant steps to reach the salary ranges, and in at least one case the salary went past the salary range in the first year of the Ordinance.



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City Council **MAR. 15 1993**  
 Adopted by the affirmative vote  
 of 9 members

*M. Margaret Drury*  
 City Council

NON-CONSENT ORDER #47

CM 65

Councillor Myers re: Ordinance 1059  
increase for administrative salaries  
in the city.

In City Council,

March 15, 1993

Order Adopted