

POSITION	7/1/86	1/1/87	7/1/87	1/1/88	7/1/88	1/1/89	7/1/89	1/1/90	7/1/90	1/1/91	7/1/91	1/1/92	7/1/92	1/1/93
Assessor	40,849*	45,600	47,500	49,500	50,955	50,955	53,702	53,702	56,337	56,337	57,444	58,550	59,672	59,672
	* Includes \$1,000 for CMA designation.													
Budget Dir.	39,849	44,000	46,500	48,500	50,985	50,985	53,789	53,789	56,479	56,479	57,608	58,737	59,883	59,883
Electrician	39,849	44,000	46,500	48,500	49,955	49,955	52,702	52,702	55,337	55,337	56,444	57,550	58,672	58,672
Purchasing	39,849	44,000	46,500	48,500	49,955	49,955	52,702	52,702	55,337	55,337	56,444	57,550	58,672	58,672
Rent Control	39,842	44,000	46,500	48,500	49,955	49,955	52,702	52,702	57,540	57,540	58,690	59,840	61,007	61,007
Veterans'	39,849	44,000	46,500	48,500	49,955	49,955	52,702	52,702	52,452	52,452	53,502	54,550	55,614	55,614
Licensing	42,050	44,000	46,500	49,500	50,985	50,985	53,789	53,789	56,478	56,478	60,000	60,000	61,170	61,170
GROUP V														
Deputy Clerk	39,907*	42,500	44,000	45,500	46,790	46,790	49,226	49,226	51,562	51,562	52,543	53,524	54,519	54,519
	* Includes \$2,500 for additional duties.													
Sealer	35,537	37,250	38,750	40,000	41,200	41,200	46,726	46,726	49,062	49,062	50,044	51,024	52,019	38,000 (acting)
Emergency Mgmt.	33,717	36,000	37,750	39,000	40,170	40,170	42,379	42,379	44,498	44,498	45,388	46,278	47,180	47,180

[illegible]

9.



CITY OF CAMBRIDGE
CAMBRIDGE, MASSACHUSETTS 02139

TEL. 349-4300
FAX. 349-4307

EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

April 26, 1993

RICHARD C. ROSSI
Deputy City Manager

To The Honorable, The City Council:

In response to Awaiting Report Item No. 36, relative to the City Council's request for additional information regarding the salary ordinance for department heads please be advised as follows:

The confusion that has arisen on this issue is unfortunately the result of using an incorrect base from which the rest of the data is compiled. This happens on several points in the analysis due to using the personnel sheets in the back-up documents to the City Budget. These personnel sheets are prepared in the winter prior to the start of the fiscal year beginning on July 1st and the personnel sheets do not necessarily reflect the salary that will be paid on July 1st. The state law enables that data base to be as of November 1 of the preceding year. We, however, attempt to provide as up-to-date information as possible.

When the City Council votes the budget, it votes the total salaries for the entire City not individual salaries. Included in the budget submission is an item called the salary adjustment account. This is done to accommodate an estimated sum to cover the costs of salary increases not yet resolved due to ongoing negotiations in the collective bargaining process. Similarly, the increases for department heads are generally not decided until after the general trend of union settlements have been reached. The budget materials submitted for FY1988 (beginning July 1, 1987) did not include increases in department head salaries. This fact causes the disparity in the calculations presented by myself as opposed to the other documents. This is the sole reason for any claimed conflict with the ordinance.

Our policy for giving a salary for new hires in ordained positions is to treat each hire as an individual negotiation within the parameters allowed by the ordinance. We assess the starting salary level based upon current market conditions, as well as the experience, salary history and salary requirements of the final applicants. When possible, we hire at the minimum level; when the incumbent left at the maximum level, we incur a savings.

Hopefully this information answers the Council's questions regarding the salary ordinance for department heads.

Very truly yours,

A handwritten signature in black ink, appearing to read "Robert W. Healy".
Robert W. Healy
City Manager

attachment

Consent Agenda # 9

S-201

Awaiting Report Item Number '36
regarding a request by the City
Council for additional information
relative to the salary ordinance
for department heads.

*for original reports requested
see 1993-City Manager Requests
65 dated 3/15/93 and
1993 Sundries # 165 dated
4/12/93*

In City Council,

April 26, 1993

Placed on file