

ORDINANCE

AN ORDINANCE TO AMEND THE CODE OF THE CITY OF GARDNER, CHAPTER 171 THEREOF, ENTITLED "PERSONNEL" TO CHANGE COMPENSATION SCHEDULE EXHIBIT E.

Be it Ordained by the City Council of the City of Gardner as follows:

Section 1. Section 171-68 of Chapter 171, Personnel, of the Code of the City of Gardner is hereby amended by deleting and repealing Compensation Schedule Exhibit E and inserting in place thereof, the following:

Exhibit E
Non-Union Employees
Effective Date: 07/01/2019

Department Heads

<u>Position</u>	<u>Grade</u>		<u>Annual</u>	<u>Weekly</u>
Building Commissioner	G-10		\$ 78,151.60	\$1,502.92
Chief of Police	G-13		\$103,219.64	\$1,984.99
City Assessor	G-9		\$ 73,137.78	\$1,406.50
City Auditor	G-10		\$ 81,275.75	
Retirement Board (ex officio)			<u>\$ 3,000.00</u>	
		Total Compensation:	\$ 84,275.75	\$1,620.69
City Clerk	G-10		\$ 79,714.63	
Clerk of the City Council		MGL c. 41, §19F	\$ 3,500.00	
Registrar of Voters		MGL c. 41, §19G	<u>\$ 550.00</u>	
		Total Compensation:	\$ 83,764.63	\$1,610.86
City Treasurer/Collector	G-10		\$ 84,118.88	
		MGL c. 32, §20(6)	<u>\$ 300.00</u>	
		Total Compensation:	\$ 84,418.88	\$1,623.44
City Engineer	G-11		\$ 85,175.44	\$1,637.99
City Solicitor	G-10		\$ 80,632.20	\$1,550.62
Council on Aging Director	G-6		\$ 57,587.68	\$1,107.46
Director of Community Development & Planning	G-10	City:	\$ 65,838.94	
		GRA:	\$ 22,250.47	
		CDBG:	<u>\$ 4,636.05</u>	
		Total Compensation:	\$ 92,725.46	\$1,783.18
Director of Local Origination & Educational Planning	G-6		\$64,468.75	\$1,239.78
Director of Public Health	G-10	Step 1	\$70,358.09	\$1,353.04
		Step 2	\$78,476.33	\$1,509.16
Fire Chief	G-12		\$94,698.74	\$1,821.13
Golf Course Driving Range/Superintendent	G-9		\$76,571.97	\$1,472.54
Human Resources Director	G-11		\$88,582.77	\$1,703.51
Information Technology Director	G-11	City	\$47,956.30	
		School	<u>\$47,956.30</u>	
		Total Compensation:	\$95,912.60	\$1,844.47
Library Director	G-9		\$75,411.22	\$1,450.22
Public Works Director	G-12		\$100,093.31	\$1,924.87
Purchasing Agent/Civil Enforcement Director	G-10	MGL c. 148A, §5	<u>\$ 2,500.00</u>	
		Total Compensation:	\$79,508.55	\$1,529.01
Veterans' Director	G-6		\$58,008.62	\$1,115.55

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Non-Union Direct and Supervisory Staff

<u>Position</u>	<u>Grade</u>		<u>Annual</u>	<u>Weekly</u>	<u>Hourly</u>
Assistant City Clerk	G-3	Step 1	\$42,765.62	\$ 822.42	\$22.23
		Step 2 (5 Yrs)	\$43,620.93	\$ 838.86	\$22.67
		Step 3 (10Yrs)	\$44,493.35	\$ 855.64	\$23.13
Assistant City Engineer	G-8		\$67,103.22	\$1,290.45	
Assistant City Solicitor	G-3		\$44,569.21	\$ 857.10	
Assistant City Treasurer/ Collector	G-5		\$53,370.84	\$1,026.36	
Assistant Director of Community Development**	G-7	City	\$ 3,342.81		
		CDBG	<u>\$63,513.30</u>		
		Total Compensation:	\$66,856.11	\$1,285.69	
Assistant Director of Public Health	G-5		\$53,370.84	\$1,026.36	
Assistant Director of Public Works	G-9		\$73,137.78	\$1,406.50	
Assistant Library Director	G-6		\$58,421.21	\$1,123.48	
Conservation/Planning Agent	G-6		\$59,012.30	\$1,134.85	
Deputy Chief of Police	G-11		\$89,434.53	\$1,719.89	
Director of Public Safety Regional Dispatch Center	G-9		\$74,284.56	\$1,428.55	
Economic Development Coordinator**	G-7		\$58,262.40	\$1,120.43	
Executive Secretary	G-4		\$47,553.41	\$ 914.49	\$24.72
GIS/Energy Analyst	G-5		\$59,160.00	\$1,137.69	
Golf Professional	G-6			\$1,281.30	
Golf Pro Manager	G-6			\$1,104.08	
Local Inspector	G-6		\$60,329.20	\$1,160.18	
Producer	G-2		\$48,386.40	\$ 930.51	
Senior Animal Control Officer	G-2		\$40,606.04	\$ 780.89	
Systems Manager	G-6		\$63,809.37	\$1,227.10	
Electrical Inspector	G-6				\$31.35
Plumbing Inspector	G-6				\$31.35
Transfer Station Supervisor	G-3				\$22.17
Executive Aide					\$27.06
			<u>Annual</u>	<u>Monthly</u>	
Civil Defense Director			\$9,171.88	\$ 764.32	
Sealer of Weights & Measures			\$9,341.37	\$ 778.45	

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Non-Union Staff Positions

			<u>Annual</u>	<u>Weekly</u>	<u>Hourly</u>
Animal Control Officer	G-1	Step 1	\$33,555.40	\$645.30	\$16.13
		Step 2 (5 Years)	\$34,226.51	\$658.20	\$16.46
		Step 3 (10 Years)	\$34,911.04	\$671.37	\$16.78

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4 (5 Yrs)</u>	<u>Step 5 (10 Yrs)</u>
Administrative Assistant	\$14.89	\$17.27	\$20.81	\$21.23	\$21.65
Administrative Coordinator	\$14.12	\$16.63	\$19.14	\$19.52	\$19.90
Administrative Clerk	\$13.67	\$15.89	\$18.11	\$18.47	\$18.83

	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>1/1/2020</u>
				<u>(5 Yrs)</u>	<u>(10 Yrs)</u>	<u>Step 1</u>
Animal Shelter Attendant	\$12.50					\$13.00
Budget/Project Manager**	\$ 1.09					
City	\$.65					
GRA	\$22.85					
CDBG						
Total Compensation:	\$24.89					
Building Maintenance Craftsman	\$18.09	\$20.41	\$22.74			
Building Maintenance Man	\$16.54	\$18.79	\$21.03			
Council on Aging Coordinator	\$13.00					
Financial Administrator	\$15.08	\$17.98	\$21.21			
Financial Clerk	\$13.85	\$16.29	\$19.01			

Golf Course Positions

Golf Pro Shop Supervisor	\$14.08	\$14.62	\$15.16		
Grounds Maintenance Man GC-8	\$16.56	\$18.22	\$20.16		
Motor Equipment Repairman GC-8	\$16.56	\$18.22	\$20.16		
Working Foreman – Grounds Maintenance Man GC-9	\$20.35				
Working Foreman – Motor Equipment Repairman GC-9	\$20.35				

Library Department Positions

Staff Librarian	\$21.85				
Senior Library Technician	\$19.91				
Library Technician	\$18.78				
Library Clerical Staff	\$13.14	\$13.40			
Head Lifeguard	\$15.30	\$16.73			
Parking Meter Clerk	\$16.65				
Production Assistant	\$14.77				
Transfer Station Monitor	\$12.50				\$13.00

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Non-Union Staff: Temporary, Seasonal, and Intermittent Positions

Position	Grade	7/01/2019			1/01/2020		
		Step 1	Step 2	Step 3	Step 1	Step 2	Step 3
Alternate Animal Control Officer	N/A	\$12.50			\$13.00		
Certified Pool Operator	S-4	\$22.11					
Golf Course Laborer/ Pro Shop Assistant	GC-4	\$12.50			\$13.00		
Golf Course Groundsman	GC-5	\$14.51					
Golf Course Ranger	GC-6	\$12.50			\$13.00		
Lifeguard	S-6	\$12.50			\$13.00		
Temporary Seasonal Technical	T-6	\$14.36					
Election Clerk	N/A	\$13.00			\$13.75		
Election Inspector	N/A	\$12.00			\$12.75		
Election Warden	N/A	\$14.00			\$14.75		
Special Detail Police Officer	N/A	\$49.00					
Temporary Seasonal Laborer Recreational Playground Supervisor	T-4	\$12.50	\$13.77	\$15.30	\$13.00	\$13.77	\$15.30
Recreational Support Staff	T-5	\$15.30	\$16.73				
	N/A	\$12.50			\$13.00		

**Compensation increase contingent upon positive evaluation of oversight commission, Board or individual (Mayor or City Council) with the approval of the Mayor.

%Community Development & Planning Administrative Coordinator wages paid for by City, CDBG and GRA in the following approximate percentages: City – 84.5%, GRA – 10.5%, CDBG- 5%.

No. 1623

ORDINANCE

In City Council

May 6, 2019

Ordered Printed

June 17, 2019

Deant Agnew Clerk

Ordinance Passed

July 1, 2019

10 years, 1 absent.

Deant Agnew Clerk

Presented to Mayor for Approval

July 2, 2019

Approved July 8, 2019

 Mayor

First Printing

June 21, 2019

Final Printing

July 12, 2019