

AS AMENDED

In City Council Dated September 28, 2021

ORDINANCE

**An Ordinance Amending Article III, Division 2, Section 2-127 – Pay Plan**

Be it ordained by the City Council of the City of Brockton, Article III, Section 2-127 is hereby amended as follows:

*Effective date of this Ordinance Amendment shall be July 1, 2021. Enforcement of this Ordinance shall be subject to a supplemental appropriation by the Mayor.*

The chart in Sec. 2-127 – Pay Plan establishing categories shall be amended to include the following categories:

<i>Financial Officer, Auditor, Treasurer-Collector, Assistant Auditor, Assistant Treasurer-Collector, Budget Director, Assessors-Chair, Assessor – Member – Full Time</i>	<i>F</i>
<i>Human Resources Director, Assistant Human Resources Director, Diversity and Inclusion Manager</i>	<i>HR</i>
<i>Director of Planning and Economic Development</i>	<i>PL</i>
<i>DPW Commissioner</i>	<i>PW</i>
<i>Director – Parking Authority</i>	<i>PK</i>
<i>Superintendent of Buildings</i>	<i>PR</i>
<i>Elections – Warden, Poll Workers</i>	<i>EL</i>
<i>City Clerk, Assistant City Clerk, Legislative Counsel</i>	<i>CC</i>
<i>Zoning Board Chair, Zoning Board Member</i>	<i>ZB</i>
<i>Planning Board Chair, Planning Board Member</i>	<i>PB</i>
<i>Chief Health Officer</i>	<i>BH</i>
<i>License Commission Chair, License Commission Member</i>	<i>LC</i>
<i>Traffic Commission Member</i>	<i>TC</i>
<i>B.E.M.A. Director, Deputy Director, B.E.M.A., Communications Director B.E.M.A.</i>	<i>EM</i>
<i>Library Director</i>	<i>LB</i>

The minimum step rate and maximum salaries or wages to be paid to employees in the following positions shall be amended in the pay plan chart in Section 2-127 by striking these positions from the existing pay plan chart and establishing a new pay plan chart for these positions as follows:

<i>Category</i>	<i>Position</i>	<i>Min.</i>	<i>2</i>	<i>3</i>	<i>4</i>
<i>F-1</i>	<i>Financial Officer</i>	<i>\$176,468</i>	<i>\$181,762</i>	<i>\$187,215</i>	<i>\$192,831</i>
<i>F-2</i>	<i>Auditor</i>	<i>\$127,680</i>	<i>\$131,510</i>	<i>\$135,456</i>	<i>\$139,519</i>
<i>F-3</i>	<i>Treasurer-Collector</i>	<i>\$127,680</i>	<i>\$131,510</i>	<i>\$135,456</i>	<i>\$139,519</i>
<i>F-4</i>	<i>Assistant Auditor</i>	<i>\$106,917</i>	<i>\$110,125</i>	<i>\$113,428</i>	<i>\$116,831</i>

F-5	Assistant Treasurer- Collector	\$106,917	\$110,125	\$113,428	\$116,831
F-6	Budget Director	\$106,917	\$110,125	\$113,428	\$116,831
F-7	Assessors-Chair	\$127,680	\$131,510	\$135,456	\$139,519
F-8	Assessors- Member – Full Time	\$106,917	\$110,125	\$113,428	\$116,831
F-9	Financial Analyst	\$79,172	\$81,547	\$83,994	\$86,513
HR-1	Human Resource Director	\$127,680	\$131,510	\$135,456	\$139,519
HR-2	Assistant Human Resource Director	\$106,917	\$110,125	\$113,428	\$116,831
HR-3	Diversity and Inclusion Manager	\$98,331	\$101,281	\$104,319	\$107,449
PL-1	Director of Planning and Economic Development	\$127,680	\$131,510	\$135,456	\$139,519
L-1	Solicitor/Chief Legal Officer	\$156,751	\$161,454	\$166,297	\$171,286
L-2	Senior Assistant Solicitor	\$137,465	\$141,558	\$145,805	\$150,179
L-3	Solicitor – Part Time	\$79,172	\$83,130	\$87,287	\$91,651
L-4	Assistant Solicitor – Full Time	\$106,917	\$110,125	\$113,428	\$116,831
LB-1	Library Director	\$106,917	\$110,125	\$113,428	\$116,831
PW-1	DPW Commissioner	\$150,486	\$155,001	\$159,651	\$164,440
PK-1	Director – Parking Authority	\$106,917	\$110,125	\$113,428	\$116,831
PR-1	Superintendent of Buildings	\$134,696	\$138,737	\$142,899	\$147,186
CC-1	City Clerk	\$125,080	\$128,832	\$132,697	\$136,678
CC-2	Assistant City Clerk	\$106,917	\$110,125	\$113,428	\$116,831
CC-3	Legislative Counsel	\$79,172	\$83,131	\$87,287	\$91,651
BH-1	Chief Health Officer	\$143,692	\$148,003	\$152,443	\$157,016
EM-1	B.E.M.A. Director	\$35,568	\$36,635	\$37,734	\$38,866
EM-2	Deputy Director, B.E.M.A.	\$26,676	\$27,476	\$28,301	\$29,150
EM-3	Communications Director, B.E.M.A.	\$26,676	\$27,476	\$28,301	\$29,150

The flat rate salaries to be paid to employees in the following positions shall be amended in the pay plan chart in Section 2-127 by striking these positions from the existing pay plan chart and establishing a new pay plan chart for these positions as follows:

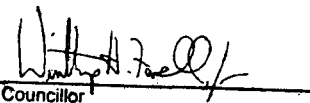
<i>Category</i>	<i>Position</i>	<i>Flat Rate</i>	<i>Misc.</i>
<i>EL-W</i>	<i>Elections - Wardens</i>	<i>\$35 per hour</i>	<i>Partial hours payable in quarter hour increments.</i>
<i>EL-2</i>	<i>Poll Workers</i>	<i>\$28 per hour</i>	<i>Partial hours payable in quarter hour increments.</i>
<i>ZB-1</i>	<i>Zoning Board Chair</i>	<i>\$300 per meeting</i>	
<i>ZB-2</i>	<i>Zoning Board Member</i>	<i>\$200 per meeting</i>	<i>If an alternate sits at a meeting, they shall be compensated as a regular member at the flat rate for ZB-2.</i>
<i>PB-1</i>	<i>Planning Board Chair</i>	<i>\$300 per meeting</i>	
<i>PB-2</i>	<i>Planning Board Member</i>	<i>\$200 per meeting</i>	<i>If an alternate sits at a meeting, they shall be compensated as a regular member at the flat rate for PB-2.</i>
<i>LC-1</i>	<i>License Commission Chair</i>	<i>\$300 per meeting</i>	
<i>LC-2</i>	<i>License Commission Member</i>	<i>\$200 per meeting</i>	<i>If an alternate sits at a meeting, they shall be compensated as a regular member at the flat rate for LC-2.</i>
<i>TC-1</i>	<i>Traffic Commission Member- Appointed by Mayor</i>	<i>\$200 per official posted meeting</i>	

Be it further ordained by the City Council of the City of Brockton, Article III, Section 2-127 is hereby amended by inserting the following subsection:

*Section 2-127A*

*(1): On the effective date of this ordinance, the incumbent occupying an F, HR, PL, L 1-3, PW, PK, PR, CC, LB, TC, EM or BH position shall be placed at a step resulting in an increase in salary of at least two thousand dollars (\$2,000). Thereafter, annually, on the anniversary date of the employee's original appointment to his or her position, he or she shall advance one salary step.*

*(2): After completion of one (1) year of service at the highest salary step for an F, HR, PL, L 1-3, PW, PK, PR, CC, LB, TC, EM or BH position, the employee shall receive an increase up to five percent (5%) of the annual salary at the discretion of the mayor, and without further approval of the City Council. Provided, however, that annually the mayor shall complete a written performance review of each full-time employee using criteria determined appropriate. The performance review shall be made a part of the personnel file for each employee. The Mayor may hire above the base pay step.*

  
Councillor

Winthrop Farwell, Councilor-at-Large