



BOSTON CITY COUNCIL

Committee on Government Operations
Ruthzee Louijeune, Chair

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REPORT OF COMMITTEE CHAIR

October 5, 2022

Dear Councilors:

Docket #0920, ordinance amending City of Boston Code, Ordinances V, Section 5-5.10 regarding Salary Categories for Certain Offices, and City of Boston Code, Ordinances, Chapter II, Section 2-8.1, Salary of City Councilors, and Section 2-7.11, Salary of the Mayor, was referred to Committee on August 10, 2022, and sponsored by Mayor Michelle Wu. The Committee held a hearing on October 3, 2022

Summary of Legislation As Filed:

This ordinance will amend current laws regarding salary for certain offices, city councilors, and the mayor. Currently, the Mayor's annual salary is two hundred seven thousand (\$207,000.00) dollars. This proposal would increase the Mayor's salary to two hundred thirty thousand dollars (\$230,000.00). See City of Boston Code Ordinances, Chapter II, Section 2-7.11. The current salary for city councilors is one hundred three thousand five hundred (\$103,500.00) dollars. This proposal would increase the salary of city councilors to one hundred fifteen thousand dollars (\$115,000.00). See City of Boston Code Ordinances, Chapter II, Section 2-8.1. Sections three through seven of the docket increase the salary ranges for various appointed positions in the following categories: Category IA, Category IB, Category II, Category III, and Category IVA. The range for Category IA is \$260,000.00-\$325,000.00. The range for Category IB is \$160,000.00-\$225,500.00. The range for Category II is \$140,000.00-\$180,000.00. The range for Category III is \$120,000.00-\$175,000.00. The range for Category IVA is \$110,000.00-\$160,000.00. The changes to the salary range for elected officials will not take effect until after the next relevant election. The changes to the salary range for the appointed positions will take effect on August 1, 2022.

Information Gathered at the October 3 Hearing

The Committee reviewed the provisions of the proposal and the current applicable laws that govern the mechanism for salary for the mayor and the City Council. The applicable laws are the City Charter and state law, chapter 39, section 6A, which provide that the mayor shall be paid an annual salary that is fixed by ordinance. See Section 13A, chapter 376 of the Acts of 1951. Section 6A of chapter 39 specifically provides in relevant part that "the mayor and the city council shall receive for their services such salary as the city council shall determine by ordinance." The following individuals represented the Administration: Chief Alex Lawrence, People Officer; Yusufi Vali, Deputy Chief of Staff, Mayor's Office; John Tobin, Chair of the Compensation Advisory Board ("CAB"); and, Joanne Wisniewski, Chief Human Resources Officer & HR Transformation Lead. The Administration reviewed a slide deck that discussed

the data and the methods used in the salary recommendations. Chair Tobin explained that the City commissioned Deloitte to study compensation for appointed positions in ordinances and other high level non-ordinance positions. Deloitte issued a report with recommendations and the CAB approved the recommendations. The report recommended salary range adjustments of 15% and 30% for selected ordinance titles. The CAB also recommended increasing the salary of the Mayor and the City Council by 11% based upon cost of living adjustment since 2018. No other factors were considered in the recommended salary for the mayor and city council. Administration officials explained the methodologies that were used in examining the salary ranges for the appointed positions. The City compared Boston's current pay ranges and actual base salaries to the FY21 and FY22 pay ranges and actual salaries of comparable positions among public sector employees. The City completed a personnel compensation study using salary survey analyses and comparable localities analyses based upon straight compensation. Ms. Wisniewski explained that the City and Deloitte collaborated to review job descriptions, confirm benchmarks, pull market data and conduct analysis. Ms. Wisniewski reviewed the comparable localities analyses process that looked at localities with similar populations to Boston. Based upon the findings, the City and Deloitte recommended salary range adjustments of 15% and 30% for selected ordinance titles.

The Committee inquired about the compensation review for the mayor and city council and the methodology and benchmarks that were used. The Committee asked if there was an analysis of city council and mayor compensation with cities comparable to Boston. Councilor Louijeune presented reports that contained data which compared nationwide councilor compensation with cost of living in comparable cities. Based upon these reports, the salary for city council in Boston should be higher than the recommendation. Former City Councilor Tito Jackson offered testimony. Former Councilor Jackson stated that salaries should be studied across the board for both bargained for positions, non-union positions, and elected officials. Former Councilor Jackson referred to the 2016 Pew Research Center Study that examined salaries of elected officials. Former Councilor Jackson referenced the City Councils in Philadelphia, Baltimore, Chicago, Washington DC. The Committee discussed salaries from other cities. Councilor Louijeune stated that Boston should be on par with other cities. Councilor Louijeune asked former Councilor Jackson for his opinion on what the Boston City Councilor salary should be. Former Councilor Jackson indicated that the salary should be between 120-130 thousand dollars.

Summary of Amendments

Docket #0920 is amended in Section 2 by striking the words "One hundred fifteen thousand (\$115,000.00) dollars," and replacing it with the words "One hundred twenty-five thousand (\$125,000.00) dollars." Docket #0920 is amended in Section 1 by striking the words "two hundred thirty thousand (\$230,000.00) dollars" and replacing it with the words "two hundred fifty thousand (\$250,000.00) dollars."

Rationale and Recommended Action:

Increasing the salary ranges for certain appointed positions will ensure that the City has competitive benefits to attract and retain the most talented and diverse employees while recognizing the cost of living in the City and what comparable positions make in the public sector. The salary ranges for the ordinance titles were based on a data driven process by the City in collaboration with Deloitte. The recommendation for the City Councilor salary as initially filed was solely based on cost of living increases from 2018. There were no comparable compensation reviews for the City Council with peer cities and salary recommendations should be data driven. Based upon reports that were presented at the hearing that analyzed nationwide councilor compensation, the salary for City Councilors should be increased to \$125,000.00 in

order to be on par with similar cities. The Mayor's salary will also be increased in order to follow practice where the Mayor's salary is double that salary of a City Councilor.

By the Chair of the Committee on Government Operations, to which the following was referred:

Docket #0920, ordinance amending City of Boston Code, Ordinances V, Section 5-5.10 regarding Salary Categories for Certain Offices, and City of Boston Code, Ordinances, Chapter II, Section 2-8.1, Salary of City Councilors, and Section 2-7.11, Salary of the Mayor,

submits a report recommending that the docket **ought to pass in a new draft**.

For the Chair:



Ruthzee Louijeune, Chair
Committee on Government Operations