



**CITY OF BOSTON
COMPENSATION ADVISORY BOARD
One City Hall Square, Boston Massachusetts 02201
John Tobin, Chair**

August 8, 2022

Dear Mayor Wu and Members of the Boston City Council:

I am writing to report the findings of the Compensation Advisory Board's review of the salaries of elected officials, department heads and senior leadership positions at the City of Boston.

The Compensation Advisory Board is required to issue recommendations on a bi-annual basis during even numbered years as outlined in the Boston Code of Ordinances (Chapter 5.10A). Due to the ongoing COVID-19 pandemic, in addition to the multiple changes in mayoral leadership, prior to this past month the board had not met since 2018.

In March of 2022, in the absence of a currently appointed board, the City retained Deloitte Consulting to review job descriptions and salary ranges for senior level management positions in the City of Boston.

Deloitte, in collaboration with the City of Boston, conducted an assessment of compensation for 25 positions covered by Boston's Code of Ordinances (Chapter 5.10A). The study also reviewed the salaries of some key non-ordinance positions. Deloitte 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 employers. To obtain the highest standard of statistical reliability, Deloitte completed the Personnel Compensation Study using two separate analyses: a Salary Survey Analysis and a Comparable Localities Analysis.

Benchmark Cities

Deloitte Consulting identified 17 peer localities to serve as benchmark cities for the Comparable Localities Analysis. Criteria used to select the nationwide market peers included resident population while the Massachusetts comparators were chosen to reflect the competitive market for talent.

Analysis

Deloitte found that on average, the benchmarked positions were compensated 9 percent above the market 25th percentile, 7 percent below the market median, and 22 percent below the market 75th percentile, when comparing compensation to the published salary surveys' data.

According to the base salary for similar positions from the 17 peer localities across the United States against which we compared Boston's positions' pay, on average, the City of Boston's senior leadership positions were compensated 6 percent below the market 25th and 17 percent below the market median.

Based on the study findings, Deloitte and the City recommended salary range adjustments of 15% and 30% for selected Ordinance titles.

Recommendations

The Compensation Advisory board formally met on July 29th, 2022 and reviewed the findings from the study. As a result, the Compensation Advisory Board recommends the following changes to the salary ordinance:

Category	Current Ranges	Recommended Ranges
Category 1A <ul style="list-style-type: none"> ● Police Commissioner ● Fire Commissioner 	\$200,000 - \$250,000	\$260,000- \$325,000
Category 1B <ul style="list-style-type: none"> ● Collector- Treasurer/Chief Financial Officer ● Corporation Counsel ● Chief Information Officer 	\$115,500 - \$214,500	\$160,000- \$225,500
Category II <ul style="list-style-type: none"> ● Commissioner – Assessing ● Commissioner – Transportation ● City Auditor ● Commissioner – Property Management ● Commissioner – Inspectional Services ● Commissioner – Public Works ● Commissioner – Parks & Recreation 	\$110,000 - \$160,000	\$140,000- \$180,000

Category III <ul style="list-style-type: none"> ● Supervisor of Budgets ● Supervisor of Personnel ● Supervisor of Labor Relations ● Purchasing Agent ● City Clerk 	\$95,000 - \$150,000	\$120,000- \$175,000
Category IV <ul style="list-style-type: none"> ● Commissioner – Elections ● Commissioner – Elderly Affairs ● Commissioner – Veteran Services ● Chairman – Licensing Board 	\$85,000 - \$120,000	\$110,000- \$160,000

In addition to these changes, the Compensation Advisory Board also recommends increasing the Mayor's Salary and the City Councilors' salaries by 11% based on the change in cost of living since the last time these positions were benchmarked in 2018.

Category	Current Ordinance	Proposed Salaries
Mayor and Council	Mayor: \$207,000 Council: \$103,500	Mayor: \$230,000 Council: \$115,000

Sincerely,



John Tobin
Chair, Compensation Advisory Board



Alex Lawrence
Chief People Officer, City of Boston