



City of Revere
City Council

Date: May 20, 2024

City Council Order No. 24-137

Offered by Revere City Council

An Ordinance Further Amending Appendix, Table III of the Revised Ordinances of the City of Revere

Be it ordained by the City of Revere as follows:

Section 1. Appendix, Table III - Salaries of the Revised Ordinances of the City of Revere is hereby amended by deleting Table III in its entirety and inserting in place thereof the following new table:

Table III - Full-Time Employees Not Represented by Collective Bargaining

Sections:

- A. Scope
- B. Definitions
- C. Rates of Compensation
- D. Longevity Compensation
- E. Salary Schedule - Non-Elected Employees Not Represented by a Collective Bargaining Agreement.
- F. Salary Schedule - Mayor, City Council, and Legislative Branch Employees
- G. Salary Schedule - Boards and Commissions
- H. Increases in perpetuity

A. Scope

The provisions of this division shall cover all full-time employees of the city not represented by a collective bargaining agreement.

B. Definitions

1. "Full-time employee(s)" shall mean an employee of the City of Revere who is hired to work twenty (20) hours or more in a single workweek.
 2. "Years of service" shall mean years of service as a full-time employee of the City of Revere.
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C. Rates of compensation - Unlisted Positions

An employee whose title is not listed in Sections E through G of this division shall receive such compensation as the mayor and city council provide.

D. Longevity Compensation

1. Beginning with the first full pay period following the completion of the years of service as set out in subsection 2 of this section, each permanent, full-time employee of the City of Revere, under this division shall receive as an annual rate, in addition to the maximum salary provided for in the schedules set forth in Sections E through G, additional compensation as set out in this section.

2.

| Years of Employment Completed | Additional Compensation |
|--------------------------------------|--------------------------------|
| 9 years of continuous employment | \$1,000 |
| 10 years of continuous employment | \$1,100 |
| 11 years of continuous employment | \$1,200 |
| 12 years of continuous employment | \$1,300 |
| 13 years of continuous employment | \$1,400 |
| 14 years of continuous employment | \$1,600 |
| 15 years of continuous employment | \$1,800 |
| 16 years of continuous employment | \$2,000 |
| 17 years of continuous employment | \$2,200 |
| 18 years of continuous employment | \$2,400 |
| 19 years of continuous employment | \$2,600 |
| 20 years of continuous employment | \$2,800 |
| 21 years of continuous employment | \$3,000 |
| 22 years of continuous employment | \$3,200 |
| 23 years of continuous employment | \$3,400 |
| 24 years of continuous employment | \$3,600 |
| 25 years of continuous employment | \$3,800 |
| 26 years of continuous employment | \$4,000 |
| 27 years of continuous employment | \$4,200 |
| 28 years of continuous employment | \$4,400 |
| 29 years of continuous employment | \$4,600 |
| 30 years of continuous employment | \$4,800 |
| 31 years of continuous employment | \$5,000 |
| 32 years of continuous employment | \$5,200 |
| 33 years of continuous employment | \$5,400 |
| 34 years of continuous employment | \$5,600 |
| 35 years of continuous employment | \$5,800 |
| 36 years of continuous employment | \$6,000 |

| | |
|-----------------------------------|---------|
| 37 years of continuous employment | \$6,200 |
| 38 years of continuous employment | \$6,400 |
| 39 years of continuous employment | \$6,600 |
| 40 years of continuous employment | \$6,800 |

3. Interruption of such employment for the purpose of performing military service shall not be deemed to break the continuity of service with the departments of the city under this division; provided, that no employment, other than military service, is entered into by the employee during the period of such interruption.
4. Interruption of such employment for superannuating retirement purposes shall not be deemed to break the continuity of years of service as used herein for purpose of calculation of the years of service of subsection (D).
5. Payments for longevity shall be suspended to employees who fail to actually work during any consecutive thirty-day period, exclusive of vacation time.
6. This section (D) Longevity Compensation shall apply to each, and every employee and elected official first employed by the City of Revere on or after the effective date of this ordinance.

E. Salary Schedule - Non-Elected Employees Not Represented by a Collective Bargaining Agreement.

Exempt Employees

| Position | 3% - 7/1/23 | 0.75% - 7/1/24 | 3% - 7/1/24 |
|----------------------------------|-------------|----------------|-------------|
| CHIEF OF STAFF | 130,764 | 131,745 | 135,698 |
| EXECUTIVE ASSISTANT | 77,500 | 78,081 | 80,424 |
| COMMUNICATIONS ASSOCIATE | 62,000 | 62,465 | 64,339 |
| MAYOR'S AIDE | 57,818 | 58,252 | 59,999 |
| HUMAN RESOURCES DIRECTOR | 97,850 | 98,584 | 101,541 |
| SENIOR GENERALIST | 78,775 | 79,366 | 81,747 |
| HEALTH BENEFITS ADMIN | 63,788 | 64,266 | 66,194 |
| CITY AUDITOR/BUDGET DIRECTOR | 152,887 | 154,033 | 158,654 |
| ASST BUDGET DIRECTOR | 89,167 | 89,835 | 92,530 |
| GRANT ADMIN/INTERNAL AUDITOR | 98,345 | 99,083 | 102,056 |
| COLLECTOR/TREASURER | 105,216 | 106,006 | 109,186 |
| CITY SOLICITOR | 120,736 | 121,641 | 125,290 |
| ASSISTANT SOLICITOR | 113,381 | 114,232 | 117,659 |
| ASSISTANT CLERK/PARALEGAL | 64,176 | 64,657 | 66,597 |
| POLICY WRITER AND ANALYST | 72,106 | 72,647 | 74,826 |
| CHIEF OF PLANNING AND DVLPMT | 131,045 | 132,028 | 135,989 |
| CITY ENGINEER | 125,000 | 125,938 | 129,716 |
| POLICE CHIEF | 188,436 | 189,849 | 195,545 |
| FIRE CHIEF | 151,516 | 152,652 | NA |
| SUPERINTENDENT | 138,049 | 139,084 | 143,256 |
| ASST SUPERINTENDENT DPW - GEN | 115,000 | 115,863 | 119,338 |
| ASST SUPERINTENDENT W/S | 115,000 | 115,863 | 119,338 |
| CHIEF OF HEALTH & HUMAN SERVICES | 123,600 | 124,527 | 128,263 |
| DIR OF WORKFORCE DVLPMT | 126,000 | 126,945 | 130,753 |

Exempt Employees at 16 YR STEP

| Position | 3% - 7/1/23 | 0.75% - 7/1/24 | 3% - 7/1/24 |
|----------------------------------|-------------|----------------|-------------|
| CHIEF OF STAFF | 137,303 | 138,333 | 142,483 |
| EXECUTIVE ASSISTANT | 81,375 | 81,985 | 84,445 |
| COMMUNICATIONS ASSOCIATE | 65,100 | 65,588 | 67,556 |
| MAYOR'S AIDE | 60,709 | 61,164 | 62,999 |
| HUMAN RESOURCES DIRECTOR | 102,743 | 103,514 | 106,619 |
| SENIOR GENERALIST | 82,714 | 83,334 | 85,834 |
| HEALTH BENEFITS ADMIN | 66,977 | 67,479 | 69,504 |
| CITY AUDITOR/BUDGET DIRECTOR | 160,531 | 161,735 | 166,587 |
| ASST BUDGET DIRECTOR | 93,625 | 94,327 | 97,157 |
| GRANT ADMIN/INTERNAL AUDITOR | 103,263 | 104,037 | 107,159 |
| COLLECTOR/TREASURER | 115,477 | 116,343 | 119,833 |
| CITY SOLICITOR | 132,589 | 133,583 | 137,591 |
| ASSISTANT SOLICITOR | 119,050 | 119,943 | 123,541 |
| ASSISTANT CLERK/PARALEGAL | 67,385 | 67,890 | 69,927 |
| POLICY WRITER AND ANALYST | 75,711 | 76,279 | 78,567 |
| CHIEF OF PLANNING AND DVLPMT | 137,598 | 138,630 | 142,789 |
| CITY ENGINEER | 131,250 | 132,234 | 136,201 |
| POLICE CHIEF | 197,858 | 199,342 | 205,322 |
| FIRE CHIEF | 159,092 | 160,285 | NA |
| SUPERINTENDENT | 144,951 | 146,038 | 150,419 |
| ASST SUPERINTENDENT DPW - GEN | 120,750 | 121,656 | 125,305 |
| ASST SUPERINTENDENT W/S | 120,750 | 121,656 | 125,305 |
| CHIEF OF HEALTH & HUMAN SERVICES | 129,780 | 130,753 | 134,676 |
| DIR OF WORKFORCE DVLPMT | 132,300 | 133,292 | 137,291 |

F. SALARY SCHEDULE - MAYOR, CITY COUNCIL, AND LEGISLATIVE BRANCH EMPLOYEES

1. Elected

| Position | 7/1/23 | 7/1/24 |
|------------------------|---------|---------|
| MAYOR | 149,350 | 167,500 |
| CITY COUNCILLOR | 20,783 | 25,000 |
| CITY COUNCIL PRESIDENT | 23,098 | 28,000 |

2. Legislative Branch

| Position | 3% - 7/1/23 | 0.75% - 7/1/24 | 3% - 7/1/24 |
|---------------------------------|-------------|----------------|-------------|
| CITY CLERK | 100,472 | 101,225 | 104,262 |
| CITY CLERK 16 YR STEP | 105,495 | 106,287 | 109,475 |
| ASSISTANT CITY CLERK | 75,000 | 75,000 | 77,250 |
| ASSISTANT CITY CLERK 16 YR STEP | 78,750 | 78,750 | 81,113 |
| CLERK OF COUNCIL | 7,591 | 7,648 | 7,877 |
| CLERK OF COUNCIL 16 YR STEP | 7,970 | 8,030 | 8,271 |
| CLERK OF COMMITTEE | 7,591 | 7,648 | 7,877 |
| CLERK OF COMMITTEE 16 YR STEP | 7,970 | 8,030 | 8,271 |

G. SALARY SCHEDULE - BOARDS AND COMMISSIONS.

The foregoing salary schedule applies to members of the Zoning Board of Appeals, Conservation Commission, Board of Election Commissioners, Board of Health, Library Board of Trustees, License Commission, Planning Board, and Commission on Disabilities.

Boards and Commissions

| Position | 7/1/23 | 7/1/24 |
|--|--------|--------|
| Zoning Board of Appeals Clerk | 6,000 | 12,000 |
| ADA Chairman | 4,300 | 4,300 |
| Other Boards: | | |
| Board Chairman | 3,200 | 3,200 |
| Board Member | 1,600 | 1,600 |
| Conservation Commission, Board of Health, License Commission, Traffic Commission: | | |
| Clerk | 6,000 | 6,000 |

H. Increases in perpetuity.

Any and all salary percentage increases that are negotiated between the City of Revere and the Laborer’s Union (Local 22) via a collective bargaining agreement shall be applied to the exempt employees herein listed in Section F of Table III - Mayor, City Council, and Legislative Branch Employees.

- April 29, 2024 Ordered to a first reading.
- May 20, 2024 Ordered to a second reading, as amended.
- May 20, 2024 Ordered on a second reading, as amended.
- May 20, 2024 Ordered on a third and final reading, as amended.
- May 20, 2024 Ordered Engrossed and Ordained on a Roll Call.


In City Council May 20, 2024. ORDERED on a Roll Call: Councillors Argenzio, Giannino, Guarino-Sawaya, Haas, Jaramillo, Kelley, McKenna, Novoselsky, Silvestri, Zambuto, and Council President Cogliandro voting “YES”. Attest: Ashley E. Melnik, City Clerk

Approved by:



 Mayor Patrick M. Keefe, Jr.

Attest:



 Ashley E. Melnik, City Clerk

5-21-2024

 Date