

June 2013

Compensation Advisory Board Recommends Salary Increases

Salary increases are suggested for Mayor, City Councilors and senior leadership positions

The Boston Compensation Advisory Board (CAB) submitted its findings and [recommendations](#) for elected and senior leadership positions in a May 15th report to the Mayor and City Council. This report marks the first salary recommendations made by the Board since 2006. The CAB recommended increasing the Mayor's salary and, in keeping with past practice, recommended that the City Councilor's salary reflect one-half of the Mayor's salary.

CAB Recommended Salaries Mayor and City Councilor

	Current	CAB Recom.	Variance	%
Mayor	\$175,000	\$190,000	\$15,000	8.6%
City Councilor	\$87,500	\$95,000	\$7,500	8.6%

The recommendations for Cabinet Officers, Department Heads and other senior leadership positions involve increasing the high end of salary ranges by 10%. The Mayor has the discretion to determine the salary and frequency of increases within the salary ranges. Salary increases received by non-uniformed union employees exceeded 11% since 2006.

These are all positions whose salaries or salary ranges are set by ordinance so the CAB report is more informational and the City Council cannot take action on the recommendations until the Mayor submits to the Council his recommendations to amend the ordinance. The last time the salaries for the Mayor and City Councilors were revised was in 2006. For the most part, the last time the Mayor granted

salary increases to department heads and other senior leaders was in 2007.

As noted, the CAB last issued a salary report in 2006. By ordinance (CBC 5-5.10A), the CAB is required to issue a report in March of every even-numbered year. A December 2012 Bureau [Update](#) article had indicated that the CAB was beginning a salary review process.

Salary Survey Process

As part of the process, the City's Human Resources Department conducted a salary survey of the Mayor and City Council and senior administrative leadership positions in 15 national cities, including Boston, and seven New England cities, all with populations of more than 100,000. The accounting firm of Ernst and Young audited the survey process and issued a report.

Survey Findings

The salary survey, excluding Boston and D.C., showed that the current salaries of most Boston senior leadership positions are at or below the median of the 13 cities. This situation is due, in part, to the fact that over 75% of the positions are currently paid less than 90% of the maximum of their salary range.

CIO Position

Salary ranges in the ordinance are divided into five separate groups based on level of responsibility. The CAB recommended moving the position of Chief Information Officer (CIO) up one group level, reflecting the increased importance of technology in city operations.