

# Bureau Update



## City Council Approves Salary Increases

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*Mayor should set department head salaries based on performance.*

On May 3<sup>rd</sup>, the City Council adopted the recommendations of the Compensation Advisory Board (CAB) to increase each Councilor's salary to \$87,500, a raise of \$12,500 or 16.7%. The Council also approved CAB's recommendations to increase the Mayor's salary to \$175,000, a raise of \$25,000 or 16.7%. Equally important, the Council set new salary ranges for the various categories of department heads based on their level of responsibility. The last time salaries and ranges were increased was four years ago.

CAB was established by ordinance in 1986 for the purpose of reviewing and providing independent judgment on the issue of salaries for Boston's elected officials and department heads. The Board consists of five members, appointed by the mayor, two of whom are required to have experience in the field of personnel management. CAB is required to

report salary recommendations to the Mayor and City Council by filing a report with the City Clerk by the first Wednesday in March of every even numbered year.

With the salary ranges now in place, it is up to the Mayor to determine the individual salaries of the City's department heads. The Mayor has the sole discretion to set the salary for each department head within the appropriate ranges and to adjust them accordingly as he sees fit. As the Research Bureau has recommended on several occasions, the Mayor should utilize performance-based measures in determining individual salaries. How the Mayor establishes salaries is an important factor in retaining and attracting experienced managers for Boston, especially in light of the City's current department head vacancies.