

Town of Weymouth
Massachusetts

Robert L. Hedlund
Mayor

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MEMORANDUM

18 126

TO: TOWN COUNCIL
CC: TED LANGILL, CHIEF OF STAFF
FROM: ROBERT L. HEDLUND, MAYOR
SUBJECT: MEASURE AMENDING THE ANNUAL SALARY OF VARIOUS ELECTED AND APPOINTED OFFICIALS
DATE: NOVEMBER 8, 2018

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2018 NOV -8 9AM 10:07

Pursuant to sections 2-4(a), 3-1(c), and 4-4(a) of the Town Charter, I hereby submit the following measure to Town Council for its consideration and action:

"That the Town of Weymouth, through Town Council, hereby amend the Town of Weymouth Code of Ordinances, in the following manner:

SECTION 1. Section 2-201 of chapter 2 of the Town of Weymouth Ordinances is hereby amended by striking out the figure "\$110,000" and inserting in place thereof the following figure:— \$128,000

SECTION 2. Subsection (c) of section 2-301 of chapter 2 of the Town of Weymouth Ordinances is hereby amended by striking out the figure "\$7,500" and inserting in place thereof the following figure:— \$8,725

SECTION 3. Subsection (c) of section 2-301 of chapter 2 of the Town of Weymouth Ordinances is hereby amended by striking out the figure "\$8,500" and inserting in place thereof the following figure:— \$9,900

SECTION 4. Subsection (c) of section 2-301 of chapter 2 of the Town of Weymouth Ordinances is hereby amended by striking out the figure "\$9,500" and inserting in place thereof the following figure:— \$11,000

Referral Dte. _____ PH Dte. _____

Comm. Referral _____ TC Vote _____

Comm. Vote _____ TC Vote Dte. _____

Comm. Vote Dte. _____

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Weymouth
Town Council

SECTION 5. Subsection (4) of section 2-401 of chapter 2 of the Town of Weymouth Ordinances is hereby amended by striking out the figure “\$3,000” and inserting in place thereof the following figure:— \$3,500

SECTION 6. Subsection (4) of section 2-401 of chapter 2 of the Town of Weymouth Ordinances is hereby amended by striking out the figure “\$4,000” and inserting in place thereof the following figure:— \$4,650

SECTION 7. Subsection (d) of section 3-201 of chapter 3 of the Town of Weymouth Ordinances is hereby amended by striking out the figure “\$1,500,” the first time it appears, and inserting in place thereof the following figure:— \$1,750

SECTION 8. Subsection (d) of section 3-201 of chapter 3 of the Town of Weymouth Ordinances is hereby amended by striking out the figure “\$1,500,” the second time it appears, and inserting in place thereof the following figure:— \$1,750

SECTION 9. Subsection (d) of section 3-202 of chapter 3 of the Town of Weymouth Ordinances is hereby amended by striking out the figure “\$1,500,” the first time it appears, and inserting in place thereof the following figure:— \$1,750

SECTION 10. Subsection (d) of section 3-202 of chapter 3 of the Town of Weymouth Ordinances is hereby amended by striking out the figure “\$1,500,” the second time it appears, and inserting in place thereof the following figure:— \$1,750

SECTION 11. Subsection (c) of section 3-206 of chapter 3 of the Town of Weymouth Ordinances is hereby amended by striking out the figure “\$1,500” and inserting in place thereof the following figure:— \$1,750

SECTION 12. Subsection (c) of section 3-212 of chapter 3 of the Town of Weymouth Ordinances is hereby amended by striking out the figure “\$1,500” and inserting in place thereof the following figure:— \$1,750

SECTION 13. Subsection (c) of section 3-217 of chapter 3 of the Town of Weymouth Ordinances is hereby amended by striking out the figure “\$1,500” and inserting in place thereof the following figure:— \$1,750

SECTION 14. This measure shall take effect upon the organization of the town government following the next biennial town election, which is expected to occur on the first business day of January following the next biennial town election, or Thursday, January 2, 2020.

This measure will need legal notice and a public hearing.

Summary of Chief Executive Salary Comparisons:

When compared to 21 municipalities throughout Massachusetts (15 communities with Mayors as chief executives and 6 communities with managers/administrators), the Town of Weymouth's Chief Executive salary is substantially lower in total dollars, percent of total budget, and per capita cost on average.

Based on the comparison communities used in this analysis:

- The average chief executive's salary is \$143,777
 - For cities/mayor forms of government, this average is \$137,987
 - Manager/Administrators' average salary is \$158,252
 - The highest salary used was \$202,718 and the lowest \$105,000
- **Weymouth's Chief Executive salary is \$110,000 equal to \$33,777 or 23.5% less than the average salary**

- The Chief Executive's salary accounted for 0.09% of the total budgets on average
 - For cities/mayors this is equal to 0.07% on average
 - For managers/administrators this is equal to 0.15% on average
- **Weymouth's salary is 0.07% of the total budget, or 0.02% less than comparison communities**

- The average per capita cost for salaries is \$3.41
 - For cities/mayors this cost is, on average, \$2.45
 - For managers/administrators this is \$5.82/capita

- **On average, Weymouth's per capita cost for its Chief Executive is \$1.47 less than the comparison communities. This is 43% less than the average per capita cost.**
 - Only 4 communities had a lower per capita cost (Boston, Brockton, Malden, and Quincy). This can be attributed to the high population counts reducing per capita costs, as in the case of Boston, Brockton, and Quincy, or the uncharacteristically low salary for the chief executive, in the case of Malden.

- When adjusted for inflation, the Town of Weymouth's Chief Executive Salary of \$110,000 (the rate from 1999) is equal to \$165,948.69 in 2018 figures.

Comparison Communities	Form of Government	Population (2018)	FY19 Budget	Chief Executive Salary (FY19)	% of Total Budget	Per Capita Salary Cost	Difference per Capita (Weymouth v. Comparison Communities)
ATTLEBORO	Mayor - Council	43,593	\$132,677,344	\$115,898	0.09%	\$2.66	\$0.72
BEVERLY	Mayor - Council	39,502	\$129,856,605	\$107,500	0.08%	\$2.72	\$0.78
BOSTON	Mayor - Council	617,594	\$3,290,000,000	\$175,481	0.01%	\$0.28	-\$1.66
BRAINTREE	Mayor - Council	35,744	\$154,673,736	\$125,000	0.08%	\$3.50	\$1.56
BROCKTON	Mayor - Council	93,810	\$387,605,443	\$151,402	0.04%	\$1.61	-\$0.33
Brookline	Selectmen - Town Meeting	58,732	\$318,463,005	\$202,718	0.06%	\$3.45	\$1.51
EVERETT	Mayor - Council	41,667	\$134,482,379	\$160,000	0.12%	\$3.84	\$1.90
FRAMINGHAM	Mayor - Council	68,318	\$287,708,172	\$187,639	0.07%	\$2.75	\$0.81
Hingham	Selectmen - Town Meeting	22,157	\$108,426,619	\$155,000	0.14%	\$7.00	\$5.05
MALDEN	Mayor - Council	59,450	\$177,948,635	\$105,000	0.06%	\$1.77	-\$0.18
Marshfield	Selectmen - Town Meeting	25,132	\$95,190,856	\$140,000	0.15%	\$5.57	\$3.63
MEDFORD	Mayor - Council	56,173	\$174,517,068	\$136,453	0.08%	\$2.43	\$0.49
QUINCY	Mayor - Council	92,271	\$310,814,649	\$150,942	0.05%	\$1.64	-\$0.31
Randolph	Selectmen - Town Meeting	32,112	\$99,906,498	\$128,794	0.13%	\$4.01	\$2.07
REVERE	Mayor - Council	51,755	\$207,092,653	\$128,794	0.06%	\$2.49	\$0.55
Rockland*	Selectmen - Town Meeting	17,489	\$59,830,418	\$145,000	0.24%	\$8.29	\$6.35
SALEM	Mayor - Council	41,340	\$164,404,539	\$142,500	0.09%	\$3.45	\$1.51
Stoughton	Selectmen - Town Meeting	26,962	\$114,910,450	\$178,000	0.15%	\$6.60	\$4.66
TAUNTON	Mayor - Council	55,874	\$197,811,530	\$125,500	0.06%	\$2.25	\$0.30
WALTHAM	Mayor - Council	60,632	\$268,825,062	\$134,691	0.05%	\$2.22	\$0.28
WOBURN	Mayor - Council	39,701	\$149,209,027	\$123,000	0.08%	\$3.10	\$1.16
WEYMOUTH		56,664	\$168,648,297	0.07%	\$1.94		
Average Salary	Comparison Communities	\$143,777	Difference				
Average % of Total Budget	Weymouth	\$110,000	-\$33,777				
Average Per Capita Cost		0.09%	-0.02%				
		\$3.41	-\$1.47				
Weymouth Salary Adjusted for Inflation (1999 v 2018)		\$165,948.69					
		\$165,948.69	-\$55,948.69				
*based on FY17 budget data							

2017 Town Salaries

	Year	Job Class Description	Employee Gross
1	2017	POLICE LIEUTENANT	\$ 223,064.01
2	2017	POLICE OFFICER - P2A	\$ 206,405.94
3	2017	POLICE LIEUTENANT	\$ 206,270.67
4	2017	POLICE OFFICER - P2A	\$ 206,237.11
5	2017	POLICE LIEUTENANT	\$ 205,212.33
6	2017	POLICE LIEUTENANT	\$ 195,318.50
7	2017	POLICE OFFICER - P2A	\$ 183,971.15
8	2017	POLICE OFFICER - P2A	\$ 182,722.91
9	2017	POLICE CHIEF	\$ 182,362.18
10	2017	SUPERINTENDENT	\$ 181,877.89
11	2017	POLICE LIEUTENANT	\$ 175,575.78
12	2017	POLICE OFFICER - P2A	\$ 174,152.13
13	2017	POLICE OFFICER - P2A	\$ 168,948.19
14	2017	POLICE SERGEANT	\$ 166,178.48
15	2017	POLICE LIEUTENANT	\$ 164,638.06
16	2017	POLICE OFFICER - P2A	\$ 163,322.67
17	2017	POLICE LIEUTENANT	\$ 162,857.77
18	2017	EXECUTIVE OFFICER	\$ 161,269.79
19	2017	POLICE SERGEANT	\$ 161,132.69
20	2017	POLICE CAPTAIN	\$ 160,690.45
21	2017	POLICE SERGEANT	\$ 157,493.34
22	2017	POLICE OFFICER - P2A	\$ 156,879.69
23	2017	POLICE LIEUTENANT	\$ 153,897.08
24	2017	POLICE CAPTAIN	\$ 153,478.14
25	2017	POLICE OFFICER - P2A	\$ 152,927.47
26	2017	POLICE SERGEANT	\$ 152,555.37
27	2017	POLICE SERGEANT	\$ 151,950.13
28	2017	POLICE OFFICER - P2A	\$ 150,946.40
29	2017	POLICE SERGEANT	\$ 148,459.42
30	2017	POLICE CAPTAIN	\$ 147,917.50
31	2017	ASST SUPERINTENDENT	\$ 144,900.79
32	2017	POLICE LIEUTENANT	\$ 144,613.80
33	2017	POLICE OFFICER 1	\$ 144,506.87
34	2017	POLICE SERGEANT	\$ 143,430.00
35	2017	POLICE OFFICER 1	\$ 143,276.45
36	2017	POLICE LIEUTENANT	\$ 141,711.28
37	2017	POLICE OFFICER - P2A	\$ 141,453.56
38	2017	FIRE DEPUTY CHIEF	\$ 140,087.95
39	2017	CAPTAIN FIRE	\$ 139,284.81
40	2017	CHIEF OF FIRE	\$ 138,249.12
41	2017	POLICE OFFICER 1	\$ 138,053.67
42	2017	POLICE SERGEANT	\$ 134,458.55
43	2017	FIRE DEPUTY CHIEF	\$ 133,833.75
44	2017	FIRE DEPUTY CHIEF	\$ 133,346.17
45	2017	POLICE OFFICER - P2A	\$ 133,118.78
46	2017	POLICE OFFICER - P2A	\$ 132,717.38

2017 Town Salaries

	Year	Job Class Description	Employee Gross
47	2017	FIRE DEPUTY CHIEF	\$ 132,137.99
48	2017	POLICE SERGEANT	\$ 131,638.52
49	2017	POLICE OFFICER - P2A	\$ 131,316.57
50	2017	POLICE OFFICER 1	\$ 129,443.76
51	2017	DIRECTOR OF PUBLIC WORKS	\$ 127,899.75
52	2017	POLICE OFFICER - P2A	\$ 127,818.86
53	2017	TOWN COUNSEL	\$ 126,385.60
54	2017	FIRE DEPUTY CHIEF	\$ 125,679.22
55	2017	POLICE OFFICER 1	\$ 124,970.94
56	2017	POLICE OFFICER - P2A	\$ 124,765.95
57	2017	POLICE OFFICER - P2A	\$ 123,561.42
58	2017	CHIEF FINANCIAL OFFICER	\$ 123,483.50
59	2017	POLICE SERGEANT	\$ 122,956.41
60	2017	ATHLETIC DIRECTOR	\$ 121,733.15
61	2017	POLICE OFFICER 1	\$ 121,184.75
62	2017	CAPTAIN FIRE	\$ 120,609.98
63	2017	POLICE OFFICER - P2A	\$ 119,081.13
64	2017	POLICE OFFICER - P2A	\$ 117,438.87
65	2017	POLICE OFFICER - P2A	\$ 117,426.32
66	2017	LIEUTENANT	\$ 116,482.02
67	2017	BLDG INS/TOWN FAC MGR	\$ 115,923.92
68	2017	LIEUTENANT	\$ 114,801.01
69	2017	LIEUTENANT	\$ 114,503.18
70	2017	ASST SUPERINTENDENT	\$ 114,016.23
71	2017	DIRECTOR PLANNING	\$ 113,828.26
72	2017	CAPTAIN FIRE	\$ 113,802.63
73	2017	POLICE OFFICER 1	\$ 113,788.49
74	2017	LIEUTENANT	\$ 113,650.78
75	2017	PRINCIPAL	\$ 113,166.16
76	2017	POLICE OFFICER 1	\$ 113,138.72
77	2017	CHIEF INFORMATION OFFICER	\$ 112,904.10
78	2017	CHIEF OF STAFF	\$ 112,529.01
79	2017	FIRE DEPUTY CHIEF	\$ 112,364.02
80	2017	POLICE OFFICER 1	\$ 112,043.23
81	2017	POLICE OFFICER - P2A	\$ 112,016.76
82	2017	POLICE OFFICER 1	\$ 111,711.94
83	2017	CAPTAIN FIRE	\$ 111,567.93
84	2017	LIEUTENANT	\$ 111,358.93
85	2017	ASST CURRICULUM DIRECTOR	\$ 111,018.32
86	2017	PRINCIPAL	\$ 110,567.50
87	2017	ASST. DIR. SPED AND CURRICULUM	\$ 110,459.39
88	2017	MAYOR OF WEYMOUTH	\$ 109,999.76
89	2017	SPED DIRECTOR	\$ 109,794.43
90	2017	POLICE OFFICER - P2A	\$ 109,089.21
91	2017	CAREER TECH DIRECTOR	\$ 108,975.27
92	2017	CAPTAIN FIRE	\$ 108,144.07

2017 Town Salaries

	Year	Job Class Description	Employee Gross
93	2017	POLICE OFFICER 1	\$ 107,705.43
94	2017	POLICE OFFICER 1	\$ 107,402.03
95	2017	PRINCIPAL	\$ 105,642.86
96	2017	POLICE OFFICER 1	\$ 105,100.68
97	2017	OUTSIDE PLACEMENT LIAISON	\$ 104,833.36
98	2017	PRINCIPAL	\$ 104,242.84
99	2017	POLICE OFFICER 1	\$ 104,069.23
100	2017	CAPTAIN FIRE	\$ 103,940.09

Annual Impact of Proposed Salary Adjustments

Position	Original Rate	New Rate	Difference	Number of Positions	Total Increase
Council	\$7,500	\$8,725	\$1,225	9	\$11,025.00
Council President	\$9,500	\$11,000	\$1,500	1	\$1,500.00
Council Budget Chair	\$8,500	\$9,900	\$1,400	1	\$1,400.00
School Committee	\$3,000	\$3,500	\$500	5	\$2,500.00
School Committee Chair	\$4,000	\$4,650	\$650	1	\$650.00
Other Boards/Committees	\$1,500	\$1,750	\$250	20	\$5,000.00
Mayor	\$110,000	\$128,000	\$18,000	1	\$18,000.00
				TOTAL	\$40,075.00

All new rates calculated using an approximate 16% incre: