

Compensation Advisory Board Brought Back To Life

Recent actions indicate interest in reviewing non-union salaries in 2013

The moribund Compensation Advisory Board (CAB) is being brought back to life as the Menino Administration is assessing whether salaries for department heads and other appointed officials should be adjusted in 2013 because their compensation has not kept pace with increases granted city union employees. In some cases, department heads are making less than employees they supervise. No commitments have been made as the City heads into another challenging fiscal period, but any salary adjustments for positions at this level should be based on merit using a credible performance evaluation system.

Reading the Tea Leaves

With the severe recession in 2008 and subsequent slow growth, salary increases for appointed and elected officials have not been the norm, but change could come in 2013.

- On November 9, 2012, the Mayor informed the City Clerk of his reappointment of four CAB members whose terms had been expired for 17 months and his appointment of one new member.
- On November 28, 2012, the City Council amended an ordinance to increase the salary ranges for employees of its central staff and each member's staff allocation by 10%. The Mayor's approval will be needed.
- Research is underway to review salary levels of similar departmental positions in other comparable cities.

What is the CAB?

In response to a Research Bureau *Special Report* critical of infrequent but substantial salary

increases for Boston's elected officials and department heads, the CAB was established in 1986 by [ordinance](#) to be an objective body, appointed by the Mayor, to review and recommend change in the salaries of the City's elected officials and the salary ranges for management positions set by ordinance. The CAB is required to submit a report in March of each even numbered year with its recommendations, which it has not done since 2006. The Mayor can accept, modify or not act on the recommendations. Salaries and ranges supported by the Mayor must be submitted to the City Council for approval, but the Mayor has sole discretion to determine department head salaries within the approved ranges.

Elected Officials

The salaries of the Mayor and City Councilors were last increased in 2006 by 16.7%. The typical Boston experience has shown that salaries for elected officials have remained unchanged anywhere from three to eight years. Compliance with the CAB ordinance would provide more frequent review and adjustments if warranted.

Mayor and Council Salary History

Year	Mayor Salary	% Increase	Council Salary	% Increase
2012	\$175,000	-	\$87,500	-
2006	175,000	16.70%	87,500	16.70%
2002	150,000	20.00%	75,000	20.00%
1998	125,000	13.60%	62,500	14.70%
1995	110,000	10.00%	54,500	21.10%
1987	100,000	-	45,000	-