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www.framinghamma.gov/CityCouncil

FRAMINGHAM CITY COUNCIL

ORDER NO. 2020-046-001
REQUEST OF THE FINANCE SUBCOMMITTEE

UPON THE REQUEST OF THE FINANCE SUBCOMMITTEE, THE CITY OF FRAMINGHAM, THROUGH THE FRAMINGHAM CITY COUNCIL, IT IS SO ORDERED:

SECTION 1:

That, after diligent review, the City Council votes to raise and appropriate, transfer from available funds, or otherwise provide a sum or sums of money for the support of the operations of the City, for a Reserve Fund, for the payment of notes and bonds of the City, if any, which mature in fiscal year 2021, for the payment of pensions and for all other necessary expenses of the City for the Fiscal Year 2021 (July 1, 2020 – June 30, 2021) which total \$284,465,315 to pay costs of the following General Fund operating budget items:

General Fund	Appropriation Amount
Mayor	\$838,453
City Council	\$244,972
City Solicitor	\$713,500
Capital Projects & Facilities Management	\$2,234,468
Planning & Community Development	\$826,210
Chief Financial Officer	\$739,048
Accounting	\$586,813
Purchasing	\$202,993
Assessing	\$625,773
Treasurer / Collector	\$594,109
Technology Services	\$2,234,487
Media Services	\$381,352
Human Resources	\$573,323
Veterans Services	\$582,691



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Police Department	\$16,274,119
Framingham Emergency Management	\$62,239
Animal Control	\$180,847
Fire Department	\$14,696,586
DPW Streetlights / Signals	\$949,950
DPW Engineering	\$928,693
DPW Administration	\$440,759
DPW Highway	\$3,713,735
Snow & Ice	\$1,654,688
DPW Fleet, Facilities & Communications	\$1,169,416
DPW Sanitation	\$4,327,222
Disability Committee	\$6,500
Traffic Commission	\$64,000
Cemeteries	\$342,157
Council on Aging	\$507,405
Parks & Recreation	\$2,635,639
Loring Arena	\$589,994
Building Inspection	\$1,142,507
Weights & Measures	\$72,042
Public Health Department	\$1,202,618
Libraries	\$2,996,233
City Clerk	\$319,613
Elections	\$209,047
Keefe Regional School	\$9,468,116
Framingham Public Schools	\$140,949,434
Property/Liability Insurance	\$2,092,455
Self-Insurance	\$40,000
Retired Police & Fire Medical	\$120,000
Worker's Compensation	\$620,000



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Unemployment Insurance	\$310,000
Sick Leave Buyback	\$40,000
Group Insurance	\$31,826,226
Stabilization Fund	\$0
Capital Stabilization Fund	\$0
Contingency Fund/Salary Reserve	\$0
Reserve Fund	\$400,000
Medicaid Part I Contract	\$95,000
Retirement	\$17,421,521
Medicare/FICA	\$2,301,305
OPEB	\$0
Principal on Long Term Debt	\$12,727,057
Bond Preparation Costs	\$115,000
Interest on Abatements	\$75,000
Tax Title	\$83,000
Cherry Sheet Charges	\$8,972,671
Overlay	\$1,800,000

To support said appropriations, transfers are authorized from the following funds:

Transfer from Free Cash	\$6,420,000
Transfer from Utility Enterprise Fund	\$0
Parking Revenues	\$30,000
Transfer from Consumer and Merchant Protection Act Funds	\$5,000
Transfer from PEG Access & Cable Related Fund	\$840,326
Transfer from Health Claims Trust Fund	\$1,082,572

The remainder to be raised from taxation.



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FURTHER ORDERED: that \$52,166,047 is appropriated to pay costs of the following Utility Enterprise Fund departments:

Water Department	\$22,896,293
Sewer Department	\$29,269,754

SECTION 2:

ORDERED: to adopt FY21 Classification Plan for Non-Union, Senior Management, and Division Head positions and associated salary schedules as attached:

YEAS: Bryant, Case, King, Leombruno, Long, Ottaviani, Steiner

NAYS: Cannon, Shepard, Stefanini, Stewart-Morales

ABSTAIN: None

ABSENT: All Members were present via teleconferencing

PASSED IN COUNCIL: JUNE 16, 2020

SECTION 3:

RESOLVED:

That the City Council request quarterly reports of all legal expenses incurred by the city and associated payments of said expenses.

YEAS: Bryant, Case, King, Leombruno, Long, Ottaviani, Steiner

NAYS: Cannon, Shepard, Stefanini, Stewart-Morales

ABSTAIN: None

ABSENT: All Members were present via teleconferencing

PASSED IN COUNCIL: JUNE 16, 2020

SECTION 4:

RESOLVED:

That, the City Council votes to prohibit the use of municipal funds to cover hotel expenses fewer than fifty (50) miles from Framingham.

YEAS: Bryant, Cannon, Case, King, Leombruno, Long, Ottaviani, Stefanini, Steiner,

NAYS: Shepard, Stewart-Morales

ABSTAIN: None

ABSENT: All Members were present via teleconferencing

PASSED IN COUNCIL: JUNE 16, 2020



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SECTION 5:

RESOLVED:

That, if Framingham municipal department heads discover that decreases in FY21 operating funds would result in the elimination or reduction of services, they should notify the Council in writing 30 days before any reduction in services is initiated.

YEAS: Bryant, Cannon, Case, King, Leombruno, Long, Ottaviani, Shepard, Stefanini, Steiner, Stewart-Morales

NAYS: None

ABSTAIN: None

ABSENT: All Members were present via teleconferencing

PASSED IN COUNCIL: JUNE 16, 2020

SECTION 6:

RESOLVED:

The City Council votes its support to keep all three municipal beaches open for the 2020 summer season at no charge to residents.

YEAS: Bryant, Cannon, Case, King, Leombruno, Long, Ottaviani, Shepard, Stefanini, Steiner, Stewart-Morales

NAYS: None

ABSTAIN: None

ABSENT: All Members were present via teleconferencing

PASSED IN COUNCIL: JUNE 16, 2020

SECTION 7:

RESOLVED:

That, provided that the Strategic Initiatives and financial Oversight Committee (SIFOC) created by Article VI of the Framingham Home Rule Charter review current compensation for all elected officials within the City of Framingham, including a survey of compensation offered by all other Massachusetts cities, and make recommendations on future compensation for all elected officials to the Mayor, the City Council, and the School Committee by December 1, 2020.

YEAS: Bryant, Cannon, Case, King, Leombruno, Long, Ottaviani, Shepard, Stefanini, Steiner, Stewart-Morales

NAYS: None

ABSTAIN: None

ABSENT: All Members were present via teleconferencing

PASSED IN COUNCIL: JUNE 16, 2020



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SECTION 8

RESOLVED:

That the City Council votes to establish a Structural Deficit Committee charged with developing proposed efficiencies and consolidations for a report to the City Council by December 1, 2020. Members of said committee shall include the Mayor or designee, Chief Financial Officer, City Council Chair, Finance Subcommittee Chair, Superintendent of Schools, Director of Finance and Administration for Framingham Public Schools, School Committee Chair, School Committee Finance Subcommittee Chair, representative from the Framingham Business Association and two Framingham residents.

YEAS: Bryant, Cannon, Case, King, Leombruno, Long, Ottaviani, Shepard, Stefanini, Steiner

NAYS: Stewart-Morales

ABSTAIN: None

ABSENT: All Members were present via teleconferencing

PASSED IN COUNCIL: JUNE 16, 2020

A True Record, Attest:

6/25/2020

Date Approved

Lisa A. Ferguson

Lisa A. Ferguson, City Clerk

6/30/2020

Date Approved

Yvonne M. Spicer

Yvonne M. Spicer, Mayor

City of Framingham FY2021 Classification Plan

Framingham Non-Union Classification Plan Grade/Position	Framingham Non-Union Classification Plan Grade/Position
M1	M6
Administrative Assistant 1	Associate Planner
Clerical Assistant	Administrator
Custodian	Benefits Manager/HR
Engineering Intern	Capital Procurement Administrator
Intern	Code Enforcement Office Manager
Media Services Assistant	Conservation Administrator
Outreach Worker/COA	Financial Analyst
M2	Office Manager 3
Administrative Assistant 2	Operating Manager/Building Facilities
Assistant Animal Control Officer	Payroll Coordinator
Customer Service Representative 1	Program Coordinator - Health
Parking Enforcement Officer	Records Manager
M3	Workers Comp and Safety Coordinator
Accounts Payable Service Representative	M7
Administrative Assistant 3	Conservation Administrator
Benefits Assistant/HR	Animal Control Officer
Crime Analyst	Assistant Director of Elder Affairs
Customer Service Representative 2	Assistant Commercial Assessor
Lead Records Clerk/Police	Business Mgr 1/Asst Dir. of Admin/Operations
Payroll/Payables Specialist	Citizen Participation Officer
Production Technician	Community Development Administrator
M4	Director of Veterans Services
Accounts Payable Specialist	Licensing Coordinator
Benefits Coordinator	Maintenance/Electrician
Building Maintenance Worker	Maintenance/Plumber
Code Enforcement Official	Operations Manager
Communication and Land Stewardship Coordinator	Payroll Administrator
Community Outreach Coordinator	Project Engineer
Grant Writer	Senior Surveyor
Library Building Facilities Manager	Senior Financial Analyst
Office Coordinator/Tax Collector	M8
Office Manager 1	Assistant City Accountant
Permit Coordinator	Assistant City Clerk
Recycling Coordinator	Assistant Treasurer/Collector
Senior Custodian	Business Manager
M5	Environmental Health Manager
Activities Manager	City Council Auditor
Administrative Assistant 4	Community Health Manager
Assistant Conservation Administrator	Director of Media Services
Billing Coordinator	Division Finance Coordinator
Carpenter/Painter	Environmental Health Manager
Code Enforcement Task Coordinator	Finance Manager/Parks and Recreation
Communications/Connections Coordinator	Fire Protection Engineer
GIS Database Administrator	GIS Manager
Election Services Coordinator	Library Media Services Director
Engineering Administrator Capital Program	Procurement Administrator
Executive Assistant	Program Manager
Fiscal Supervisor/Cash Collections	Project Manager
Fiscal Supervisor	Senior Advisor for Policy
HR Generalist/Analyst	Senior Advisor for External Affairs
Fiscal Manager	Senior Project Manager/Transportation
Maintenance Supervisor	Senior Traffic & Transportation Engineer
Office Manager 2	Senior Water and Waste Water Engineer
Permitting Manager	Sustainability Coordinator
Recreation Supervisor	Webmaster/Public Information Officer
Records Access Officer	
Financial & Translations Coordinator	

**City of Framingham
FY2021 Classification Plan**

Senior Management/Division Heads Grade/Positions	Senior Management/Division Heads Grade/Positions
S1	DH1
Assistant Director of Development	Assistant Fire Chief
Assistant Director of Highway & Sanitation	Assistant/Deputy Police Chief
Assistant Director of Water and Sewer	City Clerk
Assistant Director of Public Health	Deputy Director DPW
Assistant Director of Support	Director of Capital Projects & Facilities
Assistant Director of Water and Wastewater-Engi	Director of Inspectional Services
Assistant to the Police Chief	Director of Public Health
Deputy Director	DH2
Director of Administration	Director of Planning & Community Development
Director of Capital Project Management	Director of Library
Director of Elder Services	Director of Parks and Recreation
Director of Fleet Services	Director of Technology Services
Fire Alarm Superintendent	Human Resources Director
Network Services Manager	DH3
Director of Project Development & Right of Way	CFO/Dir of Finance and Administration
Director Capital Construction Management	Chief Operating Officer
Senior Stormwater/Environmental Engineer	Director of DPW
Senior Development & Project Engineer	Fire Chief
	Police Chief
S2	
Asst. Director of Planning & Community Development	
Assistant Director of Planning and Land Use	
Deputy Director of Administration -DPW	
Deputy Director/Parks and Recreation	
City Engineer	
Director of Highway & Sanitation	
Director of Transportation Engineering	
Director of Water & Sewer	
S3	
Chief Assessor	
Assistant CFO/Chief Procurement Officer	
Deputy Director/Chief Engineer	
City Accountant	
Deputy Police Chief	
Treasurer/Collector	
Diversity & Inclusion Officer	

**City of Framingham
FY2021 Non-Union Salary Schedules**

FY 2021 Temporary & Seasonal Effective 07/01/2020

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
TEM1	\$ 13.10	\$ 13.43	\$ 13.76	\$ 14.11	\$ 14.46	\$ 14.82	\$ 15.19	\$ 15.57
TEM2	\$ 13.60	\$ 13.94	\$ 14.29	\$ 14.65	\$ 15.01	\$ 15.39	\$ 15.77	\$ 16.17
TEM3	\$ 15.14	\$ 15.52	\$ 15.91	\$ 16.30	\$ 16.71	\$ 17.13	\$ 17.56	\$ 18.00
TEM4	\$ 17.11	\$ 17.54	\$ 17.98	\$ 18.43	\$ 18.89	\$ 19.36	\$ 19.84	\$ 20.34
TEM5	\$ 18.22	\$ 18.68	\$ 19.14	\$ 19.62	\$ 20.11	\$ 20.61	\$ 21.13	\$ 21.66
TEM6	\$ 19.99	\$ 20.49	\$ 21.00	\$ 21.53	\$ 22.07	\$ 22.62	\$ 23.18	\$ 23.76

FY2021 Temporary & Seasonal Effective 01/01/2021

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
TEM1	\$ 13.50	\$ 13.77	\$ 14.05	\$ 14.33	\$ 14.61	\$ 14.90	\$ 15.27	\$ 15.65
TEM2	\$ 14.45	\$ 14.74	\$ 15.03	\$ 15.33	\$ 15.64	\$ 15.95	\$ 16.35	\$ 16.76
TEM3	\$ 15.46	\$ 15.77	\$ 16.08	\$ 16.40	\$ 18.04	\$ 18.40	\$ 18.77	\$ 19.15
TEM4	\$ 17.76	\$ 18.12	\$ 18.48	\$ 18.85	\$ 19.23	\$ 19.61	\$ 20.10	\$ 20.60
TEM5	\$ 18.91	\$ 19.29	\$ 19.68	\$ 20.07	\$ 20.47	\$ 20.88	\$ 21.40	\$ 21.94
TEM6	\$ 20.75	\$ 21.17	\$ 21.59	\$ 22.02	\$ 22.46	\$ 22.91	\$ 23.48	\$ 24.07

**City of Framingham
FY2021 Non-Union Salary Schedules**

FY2021 Non-Union Municipal Effective 7/1/2020

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14
M371	\$ 36,994	\$ 37,734	\$ 38,488	\$ 39,258	\$ 40,044	\$ 40,844	\$ 41,661	\$ 42,494	\$ 43,344	\$ 44,211	\$ 45,095	\$ 45,997	\$ 46,917	\$ 47,856
M372	\$ 40,693	\$ 41,508	\$ 42,337	\$ 43,184	\$ 44,048	\$ 44,929	\$ 45,828	\$ 46,743	\$ 47,679	\$ 48,632	\$ 49,605	\$ 50,598	\$ 51,608	\$ 52,641
M373	\$ 44,762	\$ 45,658	\$ 46,571	\$ 47,503	\$ 48,453	\$ 49,422	\$ 50,410	\$ 51,419	\$ 52,447	\$ 53,495	\$ 54,566	\$ 55,656	\$ 56,769	\$ 57,905
M374	\$ 49,238	\$ 50,224	\$ 51,228	\$ 52,253	\$ 53,297	\$ 54,364	\$ 55,452	\$ 56,560	\$ 57,691	\$ 58,846	\$ 60,023	\$ 61,222	\$ 62,447	\$ 63,696
M375	\$ 54,163	\$ 55,246	\$ 56,351	\$ 57,478	\$ 58,628	\$ 59,799	\$ 60,996	\$ 62,216	\$ 63,460	\$ 64,730	\$ 66,024	\$ 67,344	\$ 68,691	\$ 70,065
M376	\$ 59,579	\$ 60,770	\$ 61,986	\$ 63,226	\$ 64,490	\$ 65,781	\$ 67,096	\$ 68,438	\$ 69,806	\$ 71,203	\$ 72,627	\$ 74,079	\$ 75,561	\$ 77,072
M377	\$ 65,537	\$ 66,848	\$ 68,185	\$ 69,548	\$ 70,939	\$ 72,359	\$ 73,806	\$ 75,281	\$ 76,787	\$ 78,322	\$ 79,890	\$ 81,487	\$ 83,117	\$ 84,779
M378	\$ 72,091	\$ 73,532	\$ 75,003	\$ 76,503	\$ 78,033	\$ 79,594	\$ 81,186	\$ 82,809	\$ 84,466	\$ 86,156	\$ 87,878	\$ 89,636	\$ 91,428	\$ 93,257
M401	\$ 36,987	\$ 37,733	\$ 38,488	\$ 39,258	\$ 40,044	\$ 40,844	\$ 41,662	\$ 42,494	\$ 43,344	\$ 44,211	\$ 45,095	\$ 45,998	\$ 46,917	\$ 47,856
M402	\$ 40,693	\$ 41,507	\$ 42,337	\$ 43,184	\$ 44,048	\$ 44,929	\$ 45,828	\$ 46,743	\$ 47,679	\$ 48,632	\$ 49,605	\$ 50,598	\$ 51,609	\$ 52,641
M403	\$ 44,763	\$ 45,658	\$ 46,571	\$ 47,503	\$ 48,453	\$ 49,422	\$ 50,410	\$ 51,419	\$ 52,447	\$ 53,495	\$ 54,566	\$ 55,656	\$ 56,769	\$ 57,905
M404	\$ 49,239	\$ 50,224	\$ 51,228	\$ 52,253	\$ 53,297	\$ 54,364	\$ 55,451	\$ 56,560	\$ 57,691	\$ 58,845	\$ 60,023	\$ 61,222	\$ 62,447	\$ 63,696
M405	\$ 54,163	\$ 55,246	\$ 56,351	\$ 57,478	\$ 58,628	\$ 59,799	\$ 60,996	\$ 62,216	\$ 63,460	\$ 64,730	\$ 66,024	\$ 67,344	\$ 68,692	\$ 70,065
M406	\$ 59,579	\$ 60,770	\$ 61,986	\$ 63,226	\$ 64,490	\$ 65,781	\$ 67,096	\$ 68,438	\$ 69,806	\$ 71,203	\$ 72,627	\$ 74,079	\$ 75,561	\$ 77,072
M407	\$ 65,537	\$ 66,848	\$ 68,185	\$ 69,548	\$ 70,939	\$ 72,359	\$ 73,806	\$ 75,281	\$ 76,787	\$ 78,322	\$ 79,890	\$ 81,487	\$ 83,117	\$ 84,779
M408	\$ 72,091	\$ 73,532	\$ 75,003	\$ 76,503	\$ 78,033	\$ 79,594	\$ 81,187	\$ 82,809	\$ 84,466	\$ 86,156	\$ 87,879	\$ 89,636	\$ 91,428	\$ 93,257

FY2021 Senior Management & Division Heads Effective 7/1/2020

	Min	Mid	Max
S1	\$ 96,536	\$ 108,272	\$ 119,101
S2	\$ 99,431	\$ 111,520	\$ 122,672
S3	\$ 102,415	\$ 114,866	\$ 126,353
DH-1	\$ 105,487	\$ 123,690	\$ 143,651
DH-2	\$ 113,989	\$ 133,648	\$ 153,707
DH-3	\$ 136,787	\$ 160,920	\$ 184,448