

Addendum No. 1 to RFP 15-42



CITY OF SOMERVILLE, MASSACHUSETTS
Department of Purchasing
JOSEPH A. CURTATONE
MAYOR

To: Prospective Bidders IFB 15-42, Long Term Disability Plan

From: Orazio DeLuca, Contract Manager

Date: November 17, 2014

Re: Questions and Answers / Bid Extension

Addendum No. 1 to RFP 15-42

The City is issuing this addendum #1 to IFB 15-42 Long Term Disability Plan, for the following questions and answers. The RFP due date will be extended to allow more time for vendors to address this addendum. The new due date will be:

All RFP's are due on:

Wednesday, November 26, 2014 @ 11:00 AM.

Please be sure to acknowledge this addenda when submitting your RFP, by signing this form and inserting it into your RFP Technical Package.

1. Will you be providing census data - to include age or D.O.B., gender, occupation, income?
A. Yes, please find attached
2. Will you entertain plan specs differing from the requested plan design?
A. Yes, we will review.
3. Are police and fire included in this population?
A. Yes, they are included
4. Are you requesting one composite rate for the Voluntary LTD plan? No age bands are allowed?
A. Yes we are requesting a composite rate and age bands are allowed.

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5. It appears there is a Voluntary short term benefit? What carrier insures this? What is the current participation level?

A. Yes, we offer a Short Term Disability benefit as noted in the RFP. Insurance Carrier is Colonial Life Insurance and currently 150 employees participate in the benefit.

6. The RFP states there are 3,200 total Retirees/Employees, with 1,800 active employees. Please confirm for the disability product we are covering active employees only.

A. The Vision RFP will be for both Retirees/Employees and the LTD RFP is for active employees only.

7. The RFP states the coverage is voluntary, please confirm if this is a new coverage or coverage is currently in place?

A. This is new coverage. We do not offer a Vision program nor a Long Term Disability program. The employee will pay 100% of the cost and it is not a mandatory benefit, it is a voluntary benefit.

8. If there is an existing ltd program, please provide a plan booklet.

A. We do not currently offer a LTD program at the City. We offer a Short Term Disability program. If there is a plan in place?

Who is the current carrier?

How long has the plan been in place?

Is 3 to 5 years of Experience available? If so, please include open and closed claims detail, with individual reserve liability.

Is actual rate and lives history available to align with the experience?

What are the current commissions?

9. Please provide a complete census for active employees in an excel format which includes Gender, DOB, Salary, Job Occupation, and Zip code.

A. Please find attached

10. Please confirm we are only being asked to quote ltd only?

A. Yes, only quoting for LTD only.

-ACKNOWLEDGMENT OF ADDENDUM 1—

Vendor name: _____

Name of person
submitting RFP: _____

Signature of person
submitting RFP: _____

Thank you-
Orazio P. DeLuca
Contract Manager
Purchasing Department
City of Somerville
617-625-6600 x 3407

<u>Gender</u>	<u>Age</u>	<u>Annual Salary</u>	<u>title</u>	<u>Zip Code</u>
F	87	\$ 19,993.05	Teachers	01908-1230
F	78	\$ 81,620.07	Teachers	01970-3898
F	77	\$ 18,713.94	Teachers	02145-3425
F	77	\$ 59,499.96	Teachers	02149-5425
M	76	\$ 19,238.94	Teachers	02155-5618
F	73	\$ 1,040.00	Teachers	02180-0865
M	72	\$ 69,097.98	Teachers	01201
M	72	\$ 14,826.00	Teachers	01243
F	72	\$ 87,021.90	Teachers	01245
F	72	\$ 76,178.97	Teachers	01460
F	71	\$ 86,022.09	Teachers	01473
M	71	\$ 49,868.07	Teachers	01520
F	71	\$ 92,290.64	Teachers	01527
F	70	\$ 88,457.04	Teachers	01568
F	70	\$ 63,459.24	Teachers	01606
M	69	\$ 85,619.56	Teachers	01701
F	69	\$ 78,579.90	Teachers	01701
F	69	\$ 75,870.90	Teachers	01702
F	69	\$ 51,250.16	Teachers	01719
F	68	\$ 87,321.99	Teachers	01720
M	68	\$ 110,451.12	Teachers	01720
M	68	\$ 88,756.92	Teachers	01720
M	68	\$ 74,729.20	Teachers	01720
F	68	\$ 48,065.01	Teachers	01720
F	68	\$ 104,949.00	Teachers	01730
M	67	\$ 81,620.07	Teachers	01730
F	67	\$ 57,080.10	Teachers	01740
F	67	\$ 48,391.72	Teachers	01742
M	67	\$ 18,587.94	Teachers	01746
F	67	\$ 66,093.09	Teachers	01748
M	67	\$ 88,756.92	Teachers	01752
F	67	\$ 19,624.92	Teachers	01760

F	67	\$	79,286.97	Teachers	01760
M	67	\$	86,022.09	Teachers	01775
F	66	\$	43,329.93	Teachers	01778
M	66	\$	15,822.87	Teachers	01801
F	66	\$	21,322.98	Teachers	01801
F	66	\$	82,620.09	Teachers	01801
F	66	\$	36,448.36	Teachers	01801
F	66	\$	88,756.92	Teachers	01801
F	66	\$	87,021.90	Teachers	01801
F	66	\$	119,361.84	Teachers	01801
F	66	\$	90,457.08	Teachers	01801
F	66	\$	18,587.94	Teachers	01801
M	66	\$	66,625.00	Teachers	01801
M	66	\$	19,164.60	Teachers	01801
M	65	\$	87,222.03	Teachers	01801
F	65	\$	90,975.04	Teachers	01801
F	65	\$	73,916.96	Teachers	01801
M	65	\$	40,519.96	Teachers	01801
M	65	\$	84,102.90	Teachers	01801
M	65	\$	63,308.07	Teachers	01801
F	65	\$	62,867.07	Teachers	01801
F	65	\$	35,000.16	Teachers	01801
F	65	\$	57,080.10	Teachers	01801
F	65	\$	54,546.03	Teachers	01801
M	65	\$	18,839.10	Teachers	01801
F	65	\$	59,816.12	Teachers	01801
F	65	\$	84,102.90	Teachers	01801
F	65	\$	50,494.08	Teachers	01803
F	64	\$	26,885.46	Teachers	01803
F	64	\$	73,730.80	Teachers	01803
M	64	\$	74,887.89	Teachers	01803
F	64	\$	82,620.09	Teachers	01803
F	64	\$	75,661.11	Teachers	01803
F	64	\$	87,457.02	Teachers	01803

M	64	\$	89,021.94	Teachers	01803
M	64	\$	101,985.00	Teachers	01810
M	64	\$	84,619.92	Teachers	01810
M	64	\$	104,103.48	Teachers	01810
M	64	\$	70,430.88	Teachers	01810
F	64	\$	88,756.92	Teachers	01810
M	64	\$	90,457.08	Teachers	01810
M	57		0	ADA Coordinator	02067
M	64	\$	108,441.32	Teachers	01821
F	64	\$	52,076.96	Teachers	01821
M	64	\$	123,773.52	Teachers	01821
M	23	\$	74,729.20	Police Officer	02155
F	64	\$	71,739.72	Teachers	01821
M	26	\$	99,155.68	Fire Captain	02155
M	64	\$	40,248.52	Teachers	01821
F	63	\$	65,761.80	Teachers	01821
F	63	\$	88,194.60	Teachers	01821
F	63	\$	59,783.36	Teachers	01821
M	55		0	Police Sargeant	02180
F	50	\$	66,965.08	Director of Human Services	02143
F	59	\$	87,333.48	Fire Lutenanet	02176
M	63	\$	65,761.80	Teachers	01821
F	47	\$	45,549.92	Office Manager	02143
M	63	\$	72,820.28	Teachers	01821
M	63	\$	59,783.36	Teachers	01821
M	24	\$	6,784,148.75	Teachers	02155
M	60	\$	316,773.60	Teachers	02176
M	24	\$	54,129.40	Housing Coordinator	02155
M	63	\$	66,392.97	Teachers	01821
M	63	\$	104,103.48	Teachers	01821
M	63	\$	120,361.28	Teachers	01824
F	63	\$	89,106.99	Teachers	01824
F	63	\$	115,010.48	Teachers	01824
F	63	\$	68,576.04	Teachers	01824

F	63	\$	51,754.92	Teachers	01824
F	63	\$	104,103.48	Teachers	01826
F	63	\$	88,756.92	Teachers	01826
F	63	\$	89,106.99	Teachers	01832
F	63	\$	86,102.94	Teachers	01834
M	26	\$	421,824.00	Teachers	02155
F	62	\$	28,098.00	Teachers	01841
M	62	\$	21,322.98	Teachers	01841
F	62	\$	69,097.98	Teachers	01843
F	62	\$	21,322.98	Teachers	01844
M	55	\$	18,452.07	Teachers	02180
M	62	\$	62,152.48	Teachers	01844
F	62	\$	60,000.20	Teachers	01844
M	62	\$	53,599.52	Teachers	01845
F	62	\$	42,033.16	Teachers	01845
F	62	\$	92,290.64	Teachers	01845
F	62	\$	84,402.99	Teachers	01845
F	62	\$	66,093.09	Teachers	01845
M	62	\$	84,478.16	Teachers	01850
F	62	\$	77,171.01	Teachers	01851
M	62	\$	82,620.09	Teachers	01851
F	62	\$	69,097.98	Teachers	01851
M	23	\$	18,452.07	Teachers	02155
M	62	\$	50,000.08	Teachers	01854
F	62	\$	86,102.94	Teachers	01862
M	62	\$	71,739.72	Teachers	01862
F	65	\$	63,459.24	Fire Alarm Operator	02170
F	62	\$	61,500.40	Teachers	01863
F	62	\$	46,816.64	Teachers	01864
F	62	\$	99,134.88	Teachers	01864
M	61	\$	108,441.32	Teachers	01864
M	61	\$	83,200.00	Teachers	01864
M	61	\$	74,982.44	Teachers	01864
M	61	\$	61,298.12	Teachers	01864

F	61	\$	76,741.98	Teachers	01864
F	61		50151.92	Teachers	01864
M	61		21322.98	Teachers	01867
M	61		88457.04	Teachers	01867
F	61		45914.44	Teachers	01867
F	65	\$	18,532.92	Teachers	02171
F	61	\$	78,936.90	Teachers	01867
F	61	\$	90,519.52	Teachers	01867
F	61	\$	127,418.72	Teachers	01867
M	61	\$	82,919.97	Teachers	01867
F	61	\$	100,000.16	Teachers	01867
F	61	\$	65,761.80	Teachers	01867
F	61	\$	81,620.07	Teachers	01867
F	61	\$	48,849.84	Teachers	01867
F	61	\$	82,620.09	Teachers	01867
F	61	\$	76,178.97	Teachers	01867
M	61	\$	48,065.01	Teachers	01867
M	61	\$	19,363.05	Teachers	01867
M	61	\$	87,021.90	Teachers	01867
F	61	\$	92,290.64	Teachers	01867
F	61	\$	107,783.00	Teachers	01867
F	61	\$	97,647.16	Teachers	01867
M	61	\$	45,911.32	Teachers	01867
M	61	\$	50,208.08	Teachers	01876
F	61	\$	73,730.80	Teachers	01876
F	61	\$	88,598.64	Teachers	01876
F	61	\$	76,006.32	Teachers	01876
M	60	\$	75,957.44	Teachers	01876
F	60	\$	76,006.32	Teachers	01876
M	60	\$	85,053.28	Teachers	01876
M	24	\$	18,587.94	Teachers	02155
M	25	\$	49,995.92	Principal Clerk	02155
M	26	\$	53,999.92	School Nurse	02155
F	60	\$	47,987.16	Teachers	01876

M	60	\$	165,000.16	Teachers	01876
F	60	\$	26,885.46	Teachers	01876
M	60	\$	42,836.04	Teachers	01876
F	60	\$	1,040.00	Teachers	01876
F	60	\$	50,208.08	Teachers	01876
M	60	\$	43,693.00	Teachers	01876
M	60	\$	45,968.00	Teachers	01876
F	60	\$	59,783.36	Teachers	01876
F	60	\$	70,540.60	Teachers	01876
F	60	\$	83,200.00	Teachers	01876
M	60	\$	71,739.72	Teachers	01876
F	60	\$	68,231.28	Teachers	01876
F	60	\$	82,620.09	Teachers	01876
F	60	\$	67,655.91	Teachers	01876
F	60	\$	115,565.84	Teachers	01880
F	60	\$	52,027.04	Teachers	01880
M	60	\$	107,669.12	Teachers	01880
M	60	\$	76,006.32	Teachers	01880
F	60	\$	90,457.08	Teachers	01880
F	24	\$	18,587.94	Teachers	02155
M	60	\$	49,868.00	Teachers	01880
F	60	\$	73,730.80	Teachers	01880
F	60	\$	73,681.92	Teachers	01880
F	60	\$	109,503.94	Teachers	01880
F	60	\$	80,550.60	Teachers	01880
M	60	\$	78,233.48	Teachers	01880
F	60	\$	43,112.68	Teachers	01880
F	60	\$	86,022.09	Teachers	01880
F	60	\$	52,055.01	Teachers	01880
F	60	\$	60,083.94	Teachers	01880
F	60	\$	90,706.98	Teachers	01880
M	60	\$	74,213.88	Teachers	01880
M	60	\$	63,089.04	Teachers	01880
M	59	\$	87,021.90	Teachers	01886

M	59	\$	51,250.16	Teachers	01886
F	59	\$	76,170.99	Teachers	01886
M	59	\$	76,006.32	Teachers	01887
F	59	\$	106,182.96	Teachers	01887
M	59	\$	125,000.20	Teachers	01887
M	59	\$	73,730.80	Teachers	01887
F	59	\$	74,729.20	Teachers	01887
F	59	\$	51,982.84	Teachers	01887
F	59	\$	62,152.48	Teachers	01887
F	59		37941.8	Teachers	01887
M	59		83270.04	Teachers	01887
F	59	\$	98,672.60	Teachers	01887
F	59	\$	73,730.80	Teachers	01887
M	59	\$	74,729.20	Teachers	01887
M	59	\$	54,622.36	Teachers	01887
F	59	\$	45,104.28	Teachers	01887
M	59	\$	112,727.16	Teachers	01887
M	59	\$	50,749.92	Teachers	01887
F	59	\$	74,729.20	Teachers	01887
F	59	\$	127,418.72	Teachers	01887
M	59	\$	127,418.72	Teachers	01887
F	59	\$	83,270.04	Teachers	01887
F	59	\$	1,040.00	Teachers	01887
F	59	\$	71,739.72	Teachers	01887
F	59	\$	81,599.96	Teachers	01887
F	59	\$	89,609.00	Teachers	01887
F	59	\$	82,518.03	Teachers	01887
F	59	\$	54,075.00	Teachers	01887
M	59	\$	19,973.10	Teachers	01887
F	59	\$	48,585.16	Teachers	01887
F	59	\$	108,441.32	Teachers	01887
M	59	\$	103,216.36	Teachers	01887
F	59	\$	74,729.20	Teachers	01887
M	59	\$	63,359.40	Teachers	01887

M	58 \$	60,384.03	Teachers	01887
F	58 \$	66,093.09	Teachers	01887
M	58 \$	46,532.20	Teachers	01890
F	23 \$	88,243.48	Fire Lieutenant	02155
M	58 \$	68,715.99	Teachers	01890
M	58 \$	108,441.32	Teachers	01890
F	58 \$	97,426.16	Teachers	01890
M	58 \$	74,887.89	Teachers	01890
F	58 \$	36,482.88	Teachers	01902
F	58 \$	63,089.04	Teachers	01902
M	58 \$	82,820.01	Teachers	01904
F	58 \$	48,065.01	Teachers	01904
F	58 \$	74,598.16	Teachers	01905
M	58 \$	77,171.01	Teachers	01905
F	58 \$	52,283.92	Teachers	01905
F	58 \$	46,499.44	Teachers	01906
F	58 \$	73,730.80	Teachers	01906
M	58 \$	78,282.36	Teachers	01906
M	58 \$	74,050.60	Teachers	01906
F	58 \$	92,290.64	Teachers	01906
F	58 \$	71,113.64	Teachers	01906
M	58 \$	85,057.44	Teachers	01906
F	58 \$	15,700.02	Teachers	01906
F	58 \$	87,457.02	Teachers	01906
M	58 \$	70,598.01	Teachers	01906
F	58 \$	39,528.32	Teachers	01906
F	58 \$	71,739.72	Teachers	01906
M	58 \$	71,074.12	Teachers	01906
F	58 \$	87,021.90	Teachers	01907
F	58 \$	80,886.96	Teachers	01908
M	58 \$	81,215.68	Teachers	01908
F	58 \$	68,973.84	Teachers	01913
F	58 \$	65,975.00	Teachers	01915
M	58 \$	88,243.48	Teachers	01921

F	58	\$	58,215.99	Teachers	01923
M	58	\$	79,286.97	Teachers	01938
F	58	\$	89,106.99	Teachers	01945
M	58	\$	82,620.09	Teachers	01945
F	58	\$	71,007.93	Teachers	01945
M	57	\$	51,069.90	Teachers	01950
F	57	\$	87,672.06	Teachers	01950
F	57	\$	100,924.98	Teachers	01950
M	57	\$	71,074.12	Teachers	01960
F	57	\$	87,457.02	Teachers	01960
F	57	\$	81,620.07	Teachers	01960
M	57	\$	51,069.90	Teachers	01960
M	57	\$	49,868.07	Teachers	01960
M	57	\$	79,587.06	Teachers	01960
M	57	\$	46,744.88	Teachers	01969
M	57	\$	87,222.03	Teachers	01970
M	57	\$	74,729.20	Teachers	01970
M	57	\$	44,274.88	Teachers	01970
M	57	\$	1,040.00	Teachers	01970
F	57	\$	75,379.08	Teachers	01982
F	57	\$	89,106.99	Teachers	01983
F	57	\$	65,761.80	Teachers	02019
F	24	\$	41,926.04	Jr. Detail Clerk	02155
F	57	\$	73,730.80	Teachers	02021
F	57	\$	107,999.84	Teachers	02021
F	57	\$	48,065.01	Teachers	02026
F	57	\$	72,917.52	Teachers	02026
F	57	\$	44,099.90	Teachers	02026
M	57	\$	87,222.03	Teachers	02030
M	57	\$	77,371.84	Teachers	02032
M	57	\$	108,441.32	Teachers	02035
M	57	\$	89,021.94	Teachers	02038
M	57	\$	54,999.88	Teachers	02043
F	57	\$	76,870.92	Teachers	02053

F	24	\$	51,511.20	IT Communications Specialist	02155
F	57		48,744.28	Teachers	02072
F	57		87,321.99	Teachers	02072
F	56	\$	85,749.93	Teachers	02072
F	56	\$	41,999.88	Teachers	02072
F	56	\$	57,080.10	Teachers	02072
F	56	\$	92,290.64	Teachers	02093
F	56	\$	54,316.08	Teachers	02108
F	56	\$	100,924.98	Teachers	02108
M	56	\$	54,075.00	Teachers	02108
M	56	\$	76,178.97	Teachers	02113
F	56	\$	48,065.01	Teachers	02113
F	24	\$	37,199.24	Junior Clerk	02155
M	56	\$	57,080.10	Teachers	02114
M	56	\$	76,500.32	Teachers	02114
M	56	\$	51,069.90	Teachers	02116
F	56	\$	57,080.10	Teachers	02116
F	56	\$	48,065.01	Teachers	02116
F	56	\$	69,097.98	Teachers	02116
M	56	\$	62,151.96	Teachers	02119
F	56	\$	66,965.08	Teachers	02119
F	56	\$	47,423.48	Teachers	02122
M	56	\$	57,200.00	Teachers	02122
M	56	\$	105,229.02	Teachers	02124
M	56	\$	46,987.72	Teachers	02124
F	56	\$	18,587.94	Teachers	02124
M	56	\$	18,587.94	Teachers	02124
F	56	\$	18,587.94	Teachers	02124
F	56	\$	72,178.05	Teachers	02125
F	56	\$	86,022.09	Teachers	02125
M	56	\$	60,083.94	Teachers	02126
F	56	\$	88,457.04	Teachers	02127
F	56	\$	74,887.89	Teachers	02127
M	56	\$	68,973.84	Teachers	02127

M	56	\$	45,754.02	Teachers	02127
F	56	\$	48,065.01	Teachers	02127
F	56	\$	1,040.00	Teachers	02127
F	56	\$	40,248.52	Teachers	02128
F	56	\$	82,620.09	Teachers	02128
F	56	\$	85,714.72	Teachers	02128
M	56	\$	76,379.10	Teachers	02128
F	56	\$	101,234.90	Teachers	02128
M	55	\$	82,500.08	Teachers	02128
M	55	\$	66,093.09	Teachers	02128
F	55	\$	29,921.01	Teachers	02128
M	55	\$	18,532.92	Teachers	02128
F	55	\$	77,637.00	Teachers	02129
M	55	\$	1,040.00	Teachers	02129
F	55	\$	67,275.00	Teachers	02129
F	55	\$	51,069.90	Teachers	02129
F	55	\$	49,868.07	Teachers	02129
F	55	\$	61,200.36	Teachers	02129
F	55	\$	44,772.26	Teachers	02130
M	55	\$	80,799.68	Teachers	02130
F	55	\$	82,620.09	Teachers	02130
F	55	\$	72,604.98	Teachers	02130
F	55	\$	21,720.09	Teachers	02130
F	55	\$	58,215.99	Teachers	02130
M	55	\$	18,587.94	Teachers	02130
F	55	\$	87,457.02	Teachers	02130
F	55	\$	1,040.00	Teachers	02130
F	55	\$	83,371.08	Teachers	02131
M	55	\$	84,102.90	Teachers	02131
M	55	\$	83,270.04	Teachers	02131
M	55	\$	81,491.97	Teachers	02131
F	53	\$	18,713.94	Teachers	02139
M	55	\$	40,413.88	Teachers	02131
F	55	\$	69,097.98	Teachers	02131

F	55 \$	18,783.03	Teachers	02131
F	55 \$	62,152.48	Teachers	02131
M	55 \$	81,599.96	Teachers	02132
M	55 \$	84,753.06	Teachers	02132
M	55 \$	58,664.97	Teachers	02134
F	55 \$	1,040.00	Teachers	02134
F	55 \$	1,040.00	Teachers	02134
M	55 \$	43,050.02	Teachers	02134
F	55 \$	50,000.08	Teachers	02134
M	54 \$	51,069.90	Teachers	02134
M	54 \$	18,201.96	Teachers	02134
M	54 \$	84,952.98	Teachers	02135
M	54 \$	82,620.09	Teachers	02135
F	54 \$	82,620.09	Teachers	02135
F	54 \$	20,359.08	Teachers	02135
F	54 \$	88,457.04	Teachers	02135
M	54 \$	46,817.16	Teachers	02135
M	54 \$	62,400.00	Teachers	02135
M	54 \$	48,932.10	Teachers	02135
M	54 \$	51,069.90	Teachers	02135
F	54 \$	48,932.10	Teachers	02135
M	54 \$	1,040.00	Teachers	02135
F	54 \$	47,088.09	Teachers	02135
M	54 \$	48,065.01	Teachers	02135
F	54 \$	51,069.90	Teachers	02135
M	54 \$	16,548.00	Teachers	02135
F	54 \$	81,620.07	Teachers	02135
F	54 \$	69,097.98	Teachers	02135
F	54 \$	125,375.12	Teachers	02136
F	54 \$	44,178.94	Teachers	02136
M	54 \$	79,999.92	Teachers	02138
F	54 \$	72,178.05	Teachers	02138
M	54 \$	87,521.91	Teachers	02138
M	54 \$	94,999.84	Teachers	02138

F	54	\$	74,887.89	Teachers	02138
M	54	\$	18,587.94	Teachers	02138
M	54	\$	86,022.09	Teachers	02138
M	54	\$	59,783.36	Teachers	02138
M	54	\$	45,949.28	Teachers	02138
M	54	\$	75,379.08	Teachers	02138
M	54	\$	71,847.93	Teachers	02138
M	54	\$	84,478.16	Teachers	02138
F	54	\$	66,093.09	Teachers	02138
M	54	\$	60,000.20	Teachers	02138
M	54	\$	57,080.10	Teachers	02138
M	54	\$	66,093.09	Teachers	02138
F	54	\$	54,075.00	Teachers	02138
F	54	\$	51,069.90	Teachers	02138
F	54	\$	51,069.90	Teachers	02138
M	54	\$	60,083.94	Teachers	02138
M	54	\$	82,620.09	Teachers	02138
F	54	\$	61,500.40	Teachers	02139
F	54	\$	87,021.90	Teachers	02139
F	53	\$	44,273.32	Teachers	02139
M	53	\$	114,184.20	School Administration	02139
F	53	\$	81,620.07	Teachers	02139
M	53	\$	49,868.00	Teachers	02139
M	53	\$	81,620.07	Teachers	02139
M	51	\$	18,783.03	Teachers	02143
M	24	\$	18,839.10	Teachers	02155
M	53	\$	61,800.44	Teachers	02139
M	53	\$	44,304.96	Teachers	02139
F	53	\$	54,075.00	Teachers	02139
M	53	\$	51,069.90	Teachers	02139
F	53	\$	37,079.90	Teachers	02139
F	53	\$	48,065.01	Teachers	02139
M	53	\$	1,040.00	Teachers	02139
M	53	\$	48,065.01	Teachers	02139

M	53	\$	54,999.88	Teachers	02140
F	53	\$	71,011.72	Teachers	02140
M	53	\$	87,021.90	Teachers	02140
F	53	\$	21,322.98	Teachers	02140
M	53	\$	46,852.52	Teachers	02140
F	53	\$	87,021.90	Teachers	02140
F	53	\$	82,518.03	Teachers	02140
M	53	\$	46,131.28	Teachers	02140
M	53	\$	81,620.07	Teachers	02140
F	53	\$	87,457.02	Teachers	02140
F	53	\$	69,097.98	Teachers	02140
F	53	\$	1,040.00	Teachers	02140
M	53	\$	72,178.05	Teachers	02140
F	53	\$	63,089.04	Teachers	02140
F	53	\$	50,500.32	Teachers	02140
F	53	\$	87,871.98	Teachers	02140
F	53		88756.92	Teachers	02140
M	53		48065.01	Teachers	02140
M	53	\$	46,817.16	Teachers	02141
F	52	\$	1,040.00	Teachers	02141
M	52	\$	21,322.98	Teachers	02141
M	52	\$	62,400.00	Teachers	02141
F	52	\$	97,870.76	Teachers	02141
M	52	\$	63,089.04	Teachers	02141
F	52	\$	58,215.99	Teachers	02141
M	52	\$	60,083.94	Teachers	02141
F	52	\$	63,089.04	Teachers	02141
F	52	\$	67,903.16	Teachers	02143
F	52	\$	90,706.98	Teachers	02143
M	52	\$	54,394.60	Teachers	02143
F	52	\$	46,744.88	Teachers	02143
F	52	\$	70,536.44	Teachers	02143
F	52	\$	21,322.98	Teachers	02143
F	52	\$	82,620.09	Teachers	02143

M	52	\$	20,761.86	Teachers	02143
M	52	\$	46,096.96	Teachers	02143
F	52	\$	92,373.32	Teachers	02143
M	52	\$	90,457.08	Teachers	02143
F	52	\$	77,296.96	Teachers	02143
F	52	\$	46,817.16	Teachers	02143
M	52	\$	46,532.20	Teachers	02143
M	52	\$	50,225.24	Teachers	02143
F	52	\$	79,602.64	Teachers	02143
M	52	\$	89,021.94	Teachers	02143
F	52	\$	42,033.16	Teachers	02143
M	52	\$	71,739.72	Teachers	02143
M	52	\$	40,248.52	Teachers	02143
F	52	\$	61,813.96	Teachers	02143
F	52	\$	43,693.52	Teachers	02143
F	52	\$	45,718.92	Teachers	02143
M	52	\$	88,457.04	Teachers	02143
F	52	\$	103,876.24	Teachers	02143
F	52	\$	24,999.96	Teachers	02143
M	52	\$	21,653.94	Teachers	02143
M	52	\$	37,212.84	Teachers	02143
M	52	\$	47,168.16	Teachers	02143
F	52	\$	20,761.86	Teachers	02143
F	60	\$	88,305.36	Chief Labor Counsel	02176
F	52	\$	69,643.60	Teachers	02143
F	52	\$	62,249.72	Teachers	02143
M	52	\$	79,286.97	Teachers	02143
F	52	\$	79,587.06	Teachers	02143
F	52	\$	88,598.64	Teachers	02143
M	52	\$	47,986.64	Teachers	02143
F	52	\$	41,860.00	Teachers	02143
M	52	\$	90,457.08	Teachers	02143
M	52	\$	42,238.98	Teachers	02143
M	52	\$	43,693.00	Teachers	02143

M	51	\$	40,248.52	Teachers	02143
F	51	\$	26,885.46	Teachers	02143
F	51	\$	76,139.96	Teachers	02143
F	51		28098	Teachers	02143
M	58	\$	18,839.10	Teachers	02176
F	51	\$	48,875.32	Teachers	02143
F	51	\$	20,740.02	Teachers	02143
F	51	\$	71,937.84	Teachers	02143
F	51	\$	49,305.36	Teachers	02143
M	51	\$	71,521.84	Teachers	02143
F	51	\$	48,882.08	Teachers	02143
M	51	\$	-	Teachers	02143
F	51	\$	41,860.00	Teachers	02143
F	51	\$	64,740.00	Teachers	02143
M	51	\$	41,860.00	Teachers	02143
M	51	\$	73,723.00	Teachers	02143
F	51	\$	1,040.00	Teachers	02143
F	51	\$	124,760.48	Teachers	02143
F	51	\$	71,074.12	Teachers	02143
F	51	\$	84,402.99	Teachers	02143
M	51	\$	74,729.20	Teachers	02143
M	51	\$	21,322.98	Teachers	02143
M	51	\$	-	Teachers	02143
M	51	\$	21,653.94	Teachers	02143
M	51	\$	28,098.00	Teachers	02143
F	51	\$	71,748.56	Teachers	02143
M	51	\$	50,000.08	Teachers	02143
F	51	\$	21,322.98	Teachers	02143
M	51	\$	16,390.50	Teachers	02143
M	51	\$	59,783.36	Teachers	02143
F	51	\$	-	Teachers	02143
F	51	\$	89,609.00	Teachers	02143
F	51	\$	54,834.00	Teachers	02143
F	51	\$	43,693.52	Teachers	02143

M	51	\$	65,592.28	Teachers	02143
F	51	\$	57,680.48	Teachers	02143
F	51	\$	48,391.72	Teachers	02143
M	50	\$	1,040.00	Teachers	02143
M	50	\$	79,999.92	Teachers	02143
F	50	\$	43,127.76	Teachers	02143
M	50	\$	100,607.00	Teachers	02143
F	50	\$	23,955.96	Teachers	02143
F	50	\$	21,322.98	Teachers	02143
F	59	\$	67,600.00	ISD Operations Manager	02176
F	50	\$	19,308.03	Teachers	02143
F	50	\$	19,973.10	Teachers	02143
M	50	\$	43,922.32	Teachers	02143
M	50	\$	50,869.00	Teachers	02143
M	50	\$	48,882.08	Teachers	02143
M	50	\$	69,097.98	Teachers	02143
M	50	\$	44,823.48	Teachers	02143
F	50	\$	49,305.88	Teachers	02143
M	50	\$	51,982.84	Teachers	02143
M	50	\$	41,860.00	Teachers	02143
F	50	\$	40,248.52	Teachers	02143
M	50	\$	44,273.32	Teachers	02143
M	50	\$	59,783.36	Teachers	02143
M	50	\$	45,948.24	Teachers	02143
M	50	\$	53,571.44	Teachers	02143
F	50	\$	105,522.04	Teachers	02143
F	50	\$	41,860.00	Teachers	02143
M	49	\$	71,739.72	Teachers	02143
F	49	\$	36,448.88	Teachers	02143
F	49	\$	48,065.01	Teachers	02143
M	49	\$	70,089.24	Teachers	02143
M	49	\$	18,201.96	Teachers	02143
M	49	\$	92,290.64	Teachers	02143
M	49	\$	59,783.36	Teachers	02143

F	49	\$	36,000.12	Teachers	02143
F	49	\$	18,299.61	Teachers	02143
M	49	\$	18,587.94	Teachers	02143
F	49	\$	72,706.40	Teachers	02143
M	49	\$	84,942.52	Teachers	02143
M	49	\$	59,783.36	Teachers	02143
M	49	\$	86,022.09	Teachers	02143
M	49	\$	82,620.09	Teachers	02143
F	49	\$	54,075.00	Teachers	02143
M	49	\$	74,030.46	Teachers	02143
F	49	\$	82,620.09	Teachers	02143
F	49	\$	72,414.09	Teachers	02143
F	49	\$	52,000.00	Teachers	02143
M	49	\$	44,823.48	Teachers	02143
F	49	\$	71,739.72	Teachers	02143
F	49	\$	71,739.72	Teachers	02143
M	49	\$	38,988.56	Teachers	02143
F	49	\$	70,426.72	Teachers	02143
F	49	\$	67,197.90	Teachers	02143
F	49	\$	76,818.04	Teachers	02143
F	49	\$	76,916.84	Teachers	02143
M	49	\$	42,445.00	Teachers	02143
F	49	\$	19,624.92	Teachers	02143
F	49	\$	63,089.04	Teachers	02143
M	49	\$	35,782.76	Teachers	02143
M	49	\$	74,871.68	Teachers	02143
F	49	\$	54,075.00	Teachers	02143
F	49	\$	40,305.72	Teachers	02143
F	48	\$	71,739.72	Teachers	02143
M	48	\$	60,083.94	Teachers	02143
F	48	\$	57,168.80	Teachers	02143
M	48	\$	40,248.52	Teachers	02143
F	48	\$	51,069.90	Teachers	02143
F	48	\$	60,600.28	Teachers	02143

F	48	\$	74,649.64	Teachers	02143
F	48	\$	65,000.00	Teachers	02143
F	48	\$	74,729.20	Teachers	02143
M	48	\$	64,686.09	Teachers	02143
M	48	\$	-	Teachers	02143
F	48	\$	62,867.07	Teachers	02143
F	48	\$	58,076.72	Teachers	02143
F	48	\$	54,075.00	Teachers	02143
M	48	\$	72,528.56	Teachers	02143
F	48	\$	47,330.40	Teachers	02143
M	48	\$	50,000.08	Teachers	02143
M	48	\$	31,718.82	Teachers	02143
M	48	\$	1,040.00	Teachers	02143
F	48	\$	60,955.44	Teachers	02143
M	48	\$	18,587.94	Teachers	02143
F	25	\$	18,976.02	Teachers	02155
M	48	\$	47,088.09	Teachers	02143
F	48	\$	50,499.80	Teachers	02143
M	48	\$	47,424.00	Teachers	02143
M	48	\$	18,587.94	Teachers	02143
M	48	\$	44,304.96	Teachers	02143
M	48		21322.98	Teachers	02143
F	48		24999.96	Teachers	02143
M	48	\$	50,188.84	Teachers	02143
F	47	\$	36,398.46	Food Services	02143
F	47	\$	51,982.84	Teachers	02143
M	47	\$	21,322.98	Teachers	02143
M	47	\$	72,962.24	Teachers	02143
M	47	\$	21,322.98	Teachers	02143
F	47	\$	48,391.72	Teachers	02143
M	47	\$	46,817.16	Teachers	02143
M	47	\$	37,941.80	Teachers	02143
M	47	\$	10,506.96	Teachers	02143
M	47	\$	56,696.12	Teachers	02143

M	47	\$	81,620.07	Teachers	02143
M	47	\$	41,860.00	Teachers	02143
F	47	\$	71,739.72	Teachers	02143
F	47		84102.9	Teachers	02143
M	25	\$	41,860.00	E911 Operator	02155
F	47	\$	70,898.10	Teachers	02143
M	47	\$	23,955.96	Food Services	02143
F	47	\$	72,702.24	Teachers	02143
M	47	\$	76,916.84	Teachers	02143
F	47	\$	1,040.00	Teachers	02143
M	47	\$	50,151.92	Teachers	02143
M	47	\$	51,526.02	Teachers	02143
F	47	\$	48,932.10	Teachers	02143
F	47	\$	44,100.16	Teachers	02143
M	47	\$	45,608.16	Teachers	02144
M	47	\$	20,961.99	Teachers	02144
M	47	\$	46,498.92	Teachers	02144
M	47	\$	21,322.98	Teachers	02144
F	47	\$	25,250.68	Teachers	02144
M	47	\$	12,776.40	Teachers	02144
F	47	\$	36,398.46	Teachers	02144
F	47	\$	37,584.96	Teachers	02144
F	47	\$	62,152.48	Teachers	02144
F	47	\$	26,885.46	Teachers	02144
F	47	\$	79,286.97	Teachers	02144
F	47	\$	51,982.84	Teachers	02144
M	25	\$	70,816.72	Fire Fighter	02155
M	47	\$	68,942.12	ALDERMAN WARD 6	02144
M	47	\$	89,106.99	Alderman at Large	02144
M	47	\$	19,099.92	Alderman	02144
F	25	\$	71,739.72	Police Officer	02155
M	47	\$	73,730.80	Alderman	02144
F	47	\$	88,243.48	ALDERMAN	02144
F	47	\$	24,999.96	Alderman	02144

F	24	\$	19,363.05	Teachers	02155
F	60	\$	20,740.02	Teachers	02176
F	46	\$	55,457.48	Alderman	02144
F	46	\$	46,498.92	Alderman	02144
F	63	\$	42,563.04	Water Meter Reader	02176
F	46	\$	21,322.98	Administrative Aide	02144
F	46	\$	48,875.32	Executive Administrative Aide	02144
F	46	\$	20,359.08	Administrative Assistant	02144
F	46	\$	78,637.02	Chief of Staff	02144
F	46	\$	82,620.09	Mayor	02144
F	46	\$	88,457.04	Social Worker	02144
F	46	\$	10,506.96	Administrative Assistant	02144
F	46	\$	21,322.98	Health and Wellness Coordinator	02144
F	46	\$	21,322.98	Geriatric Social Worker	02144
M	46	\$	82,620.09	Director of Council on Aging	02144
M	46		0	Outreach Worker	02144
F	46		0	Clerk's Assistant	02144
M	46	\$	82,396.08	Animal Control Officer	02144
F	46	\$	21,322.98	Animal Control Officer	02144
F	46	\$	26,885.46	Junior Analyst	02144
F	46	\$	54,622.36	Senior Analyst	02144
F	46	\$	88,243.48	Budget Manager	02144
F	46	\$	15,822.87	Senior Analyst	02144
F	46	\$	50,297.00	Community Preservation Act Manager	02144
F	45	\$	9,921.96	Director	02144
M	45	\$	90,975.04	Project Assistant II	02144
F	45	\$	165,000.16	Capital Project Manager	02144
F	45	\$	34,057.80	Capital Projects Manager	02144
F	45	\$	46,532.20	Director	02144
F	45	\$	1,040.00	Office Manager	02144
F	45	\$	48,874.80	Program Manager	02144
M	45	\$	76,006.32	Director of Arts Council	02144
F	45	\$	59,705.36	Director of Community Relations	02144
M	45	\$	55,086.72	Customer Service Representative	02144

F	45	\$	78,637.02	Customer Service Representative	02144
M	45	\$	24,999.96	Customer Service Rep 311	02144
M	45	\$	37,941.80	Customer Service Representative	02144
M	45	\$	52,000.00	Customer Service Representative	02144
M	45	\$	39,196.08	Telephone Operator	02144
M	45	\$	20,740.02	Customer Service Representative	02144
M	45	\$	56,858.88	Customer Service Representative	02144
M	45	\$	92,688.44	Telephone Operator	02144
M	45	\$	90,457.08	Manager of Telephone Operators	02144
M	45	\$	76,006.32	Senior Customer Service Rep	02144
M	44	\$	21,322.98	Director of Constituent Svc	02144
M	44	\$	121,498.00	Environmental Coordinator	02144
F	44	\$	42,857.36	Director of OSE	02144
F	44	\$	35,248.92	Teachers	02144
M	44	\$	73,730.80	Teachers	02144
F	58	\$	72,820.28	Fire Fighter	02176
M	59	\$	65,274.04	Director of City Cable Operations	02176
F	44	\$	37,584.96	Grant Coordinator	02144
M	44		0	Grant Writer	02144
M	44	\$	-	Principal Clerk	02144
F	44	\$	89,106.99	Community Engagement Specialist-Haitian Creole	02144
M	44	\$	123,773.52	Community Engagement Specialist Portuguese	02144
M	44	\$	88,194.60	Community Engagement Specialist Spanish	02144
M	44	\$	24,999.96	Community Engagement Specialist	02144
M	44	\$	21,322.98	New Media/ResiStat Coordinator	02144
F	44	\$	14,751.66	E911 Call Taker/Dispatcher	02144
M	44	\$	73,249.80	E911 Operator	02144
F	44	\$	20,354.04	E911 Operator	02144
F	44	\$	53,571.44	E911 Operator	02144
F	44	\$	50,494.08	E911 Operator	02144
F	44	\$	71,748.56	E911 Operator	02144
F	44	\$	21,322.98	E911 Operator	02144
M	44	\$	45,712.68	E911 Operator	02144
M	44	\$	41,860.00	E911 Operator	02144

F	44	\$	63,459.24	E911 Operator	02144
M	44	\$	10,506.96	E911 Operator	02144
F	44	\$	98,800.00	E911 Operator	02144
F	44	\$	18,587.94	E911 Operator	02144
M	44	\$	90,000.04	E911 Operator	02144
M	44	\$	88,756.92	Benefits Specialist	02144
F	44	\$	48,391.72	Payroll Coordinator	02144
F	44	\$	88,598.64	HR Generalist	02144
F	43	\$	72,820.28	HR Coordinator/Civil Service Manager	02144
M	43	\$	44,431.92	Payroll Coordinator	02144
M	43	\$	21,653.94	Administrative Assistant	02144
F	43	\$	108,441.32	Benefits Coordinator	02144
F	43	\$	71,739.72	Manager of Employment Safety & Training	02144
M	43	\$	35,783.28	Benefits Manager	02144
F	43	\$	78,579.90	Payroll Manager	02144
F	43	\$	10,506.96	Deputy Director of Personnel	02144
M	43	\$	50,297.00	Director	02144
F	43	\$	104,919.10	Principal Clerk	02144
M	43	\$	70,426.72	Administrative Assistant	02144
F	43	\$	99,460.92	Procurement Analyst	02144
M	43	\$	81,620.07	Construction Manager Purchasing	02144
F	43	\$	70,816.72	Assistant Director of Purchasing	02144
M	43	\$	50,000.08	Acting Purchasing Director	02144
F	43	\$	82,478.24	Senior Clerk	02144
F	43	\$	81,620.07	Principal Clerk	02144
F	43	\$	73,092.24	Principal Clerk	02144
F	43	\$	100,829.04	Administrative Assistant	02144
F	43	\$	88,457.04	Accounting Analyst	02144
F	43	\$	55,433.07	Grant Accountant	02144
F	43	\$	49,557.90	Systems Accountant	02144
M	43	\$	51,749.88	Accounts Payable Supervisor	02144
M	43	\$	24,999.96	DEPUTY CITY AUDITOR	02144
M	43	\$	52,862.16	Director of Finance Auditor	02144
F	43	\$	48,585.16	Director	02144

M	43	\$	60,614.32	IT Specialist - Public Safety	02144
F	43	\$	60,008.00	IT Specialist	02144
M	43	\$	48,932.10	IT Project Manager	02144
M	43	\$	69,097.98	Network Manager	02144
F	43	\$	37,941.80	IT AdminProg/Tech	02144
F	43	\$	21,322.98	IT Computer Tech/Sys Admin	02144
F	43	\$	86,022.09	IT Supervisor/Computer Info Syste	02144
M	43	\$	50,151.92	Director	02144
F	43	\$	62,400.00	Senior Clerk	02144
M	42	\$	59,783.36	Principal Clerk	02144
F	42	\$	70,426.72	Principal Clerk	02144
M	42	\$	69,097.98	Head Clerk	02144
F	42	\$	72,265.96	Tax Title Attorney	02144
F	42	\$	66,093.09	Assistant Tax Collector	02144
F	42	\$	51,069.90	Accountant	02144
M	42	\$	50,749.92	Administrative Assistant	02144
M	42	\$	101,234.90	Treasurer/Collector	02144
M	42	\$	18,839.10	Junior Clerk	02144
M	42	\$	72,528.56	Principal Clerk	02144
F	42	\$	64,286.56	Assessor Analyst	02144
F	42	\$	40,621.36	Administrative Assistant	02144
M	42	\$	60,083.94	Sales / Personal Property Analyst	02144
F	42	\$	57,080.10	Manager of Residential Assessments	02144
M	42	\$	59,376.03	Director of Commercial Assessments	02144
F	42	\$	48,065.01	Chief Assessor & Chairman Board of Assessors	02144
M	42	\$	59,783.36	Principal Clerk PCII	02144
M	42	\$	51,725.94	Principal Clerk II	02144
F	42	\$	59,783.36	Head Clerk	02144
F	42	\$	59,783.36	Administrative Assistant (Licensing)	02144
M	42	\$	49,868.07	Archivist	02144
F	41	\$	50,749.92	Administrative Assistand (Vital Records)	02144
M	41	\$	48,585.16	City Clerk	02144
M	41		0	Administrative Assistant	02144
F	41	\$	18,976.02	Legal Secretary part time	02144

M	41	\$	40,305.72	Legal Assistant	02144
M	41	\$	51,069.90	Special Counsel	02144
F	41	\$	51,069.90	Assistant City Solicitor	02144
F	41	\$	52,650.99	Assistant Solicitor	02144
F	41	\$	48,585.16	Chief Labor Counsel	02144
M	41	\$	18,587.94	Assistant City Solicitor	02144
M	41	\$	43,376.06	City Solicitor	02144
F	41		1040	Teachers	02144
M	41	\$	18,201.96	Economic Dev Special Advisory to the Mayor	02144
M	41	\$	18,587.94	Public Service Monitor	02144
M	41	\$	18,839.10	Junior Clerk	02144
M	41	\$	1,040.00	JUNIOR CLERK	02144
F	41	\$	18,587.94	Code Enforcement Inspector	02144
F	41	\$	41,691.00	Administrative Assistant ZBA	02144
M	41	\$	51,982.84	Inspectional Coord II	02144
F	41	\$	28,098.00	Code Enforcement Inspector	02144
F	41	\$	46,532.20	Executive Administrative Assistant	02144
F	40	\$	108,182.88	Plumbing & Gas Fitting Inspector	02144
M	40	\$	21,322.98	Wire Inspector ISD	02144
F	40	\$	19,993.05	Planner-Economic Development	02144
M	40	\$	62,152.48	Program Coordinator - Housing	02144
F	40	\$	88,305.36	Program Compliance Officer	02144
F	40	\$	85,967.96	Planner	02144
M	40	\$	80,637.06	Planner - Green Infrastructure	02144
M	40	\$	41,727.92	Housing Program Specialist	02144
F	40	\$	92,290.64	Senior Planner	02144
F	40	\$	74,729.20	Housing Rehab Program Manager	02144
M	40	\$	92,290.64	Planner - Planning & Historic Preserv	02144
M	40	\$	66,093.09	Planner	02144
F	40	\$	77,155.00	Housing Coordinator	02144
M	40	\$	72,604.98	Historic Preserv. Asst.	02144
F	40	\$	47,959.08	Administrative Assistant	02144
M	40	\$	70,544.24	Admin Assistant Unit D	02144
M	40	\$	69,097.98	Program Specialist	02144

F	40	\$	63,089.04	Director of Historic Preservation	02144
M	40	\$	67,575.04	Senior Code Enforcement Inspector	02144
M	40	\$	72,702.24	Urban Revitalization Specialist	02144
F	39	\$	18,587.94	Senior Code Enforcement Inspector	02144
M	39	\$	57,080.10	Building Inspector	02144
M	39	\$	54,660.06	Lead Program Coordinator	02144
M	39	\$	49,868.07	Building Inspector	02144
F	39	\$	1,040.00	Building Inspector	02144
M	39	\$	76,916.84	Building Inspector	02144
F	39	\$	51,069.90	Building Inspector	02144
M	39	\$	42,281.72	Chief Plumbing & Gas Inspector	02145
M	39	\$	21,322.98	Senior Code Inspector	02145
F	39	\$	210,668.12	Building Inspector	02145
F	39	\$	44,273.32	Chief Wire & Electrical Inspector	02145
M	39	\$	48,882.08	Planner - Zoning	02145
F	39	\$	1,040.00	Senior Planner - Station Area Planner	02145
M	39	\$	52,252.20	Senior Planner Landscape	02145
M	39	\$	40,519.96	Chief Code Enforcement Inspector	02145
F	39	\$	1,040.00	Economic Development Specialist	02145
F	39	\$	19,614.40	Senior Accountant	02145
F	39	\$	87,456.72	ISD Operations Manager	02145
M	39	\$	45,719.44	Director of Special Projects	02145
F	38	\$	43,693.00	Housing Grants Manager	02145
M	38	\$	14,373.66	Housing Rehab Program Manager	02145
F	38	\$	50,000.08	Lead Program Manager	02145
M	38	\$	128,325.60	Project Manager Director of Parks	02145
M	38	\$	44,431.92	Acting Director of Finance and Administration	02145
M	38	\$	17,058.30	Director of Economic Development	02145
F	38	\$	49,995.92	Superintendent of ISD	02145
F	38	\$	26,023.92	Senior Building Inspector	02145
F	38	\$	54,660.32	Director of Transportation & Infrastructure	02145
F	38	\$	65,592.28	Director Planning and Zoning	02145
M	38	\$	20,354.04	Executive Director	02145
M	38	\$	117,071.24	Senior Clerk	02145

F	38	\$	44,818.80	Deputy Election Commissioner	02145
M	38	\$	70,544.24	Assistant Election Commissioner	02145
M	38	\$	46,856.68	Commissioner of Elections	02145
M	38	\$	51,982.84	Senior Clerk	02145
F	38	\$	45,968.00	Administrative Assistant	02145
M	38	\$	49,258.56	Fire Fighter	02145
F	38	\$	19,044.90	Fire Fighter	02145
F	38	\$	26,885.46	Fire Fighter	02145
M	38	\$	62,152.48	Fire Analyst	02145
F	38	\$	108,031.04	Fire Fighter	02145
M	38	\$	41,691.00	Fire Fighter	02145
F	38	\$	69,223.44	Fire Fighter	02145
F	38	\$	50,225.24	Fire Fighter	02145
F	37	\$	20,761.86	Fire Fighter	02145
M	37	\$	21,322.98	Fire Fighter	02145
F	37	\$	20,761.86	Fire Fighter	02145
F	37	\$	17,058.30	Fire Fighter	02145
F	37	\$	54,200.12	Fire Fighter	02145
M	37	\$	106,473.12	Fire Fighter	02145
M	37	\$	70,713.76	Fire Fighter	02145
F	37	\$	44,541.12	Fire Fighter	02145
M	37	\$	90,975.04	Fire Fighter	02145
M	37	\$	24,999.96	Fire Fighter	02145
M	37	\$	87,321.99	Fire Fighter	02145
F	37	\$	21,322.98	Fire Fighter	02145
M	37	\$	37,584.96	Fire Fighter	02145
M	37	\$	21,322.98	Fire Fighter	02145
F	37	\$	1,040.00	Fire Fighter	02145
F	37	\$	44,273.32	Fire Fighter	02145
M	37	\$	54,622.36	Fire Fighter	02145
F	37	\$	72,850.96	Fire Fighter	02145
F	37	\$	45,719.96	Fire Fighter	02145
M	37	\$	48,000.16	Fire Fighter	02145
M	37	\$	62,152.48	Fire Fighter	02145

F	37	\$	87,321.99	Fire Fighter	02145
F	37	\$	24,999.96	Fire Fighter	02145
F	37	\$	50,494.08	Fire Fighter	02145
F	37	\$	74,523.28	Fire Fighter	02145
M	37	\$	78,936.90	Fire Fighter	02145
F	37	\$	61,200.36	Fire Fighter	02145
F	37	\$	50,297.00	Fire Fighter	02145
F	37	\$	21,653.94	Fire Fighter	02145
M	37	\$	51,482.08	Fire Fighter	02145
F	37	\$	46,498.92	Fire Fighter	02145
F	37	\$	19,308.03	Fire Fighter	02145
M	37	\$	42,445.00	Fire Fighter	02145
M	37	\$	41,243.80	Fire Fighter	02145
M	36	\$	75,999.04	Fire Fighter	02145
M	36	\$	51,265.24	Fire Fighter	02145
F	36	\$	44,273.32	Fire Fighter	02145
F	36	\$	17,567.76	Fire Fighter	02145
F	36	\$	21,322.98	Fire Fighter	02145
M	36	\$	48,002.76	Fire Fighter	02145
F	36	\$	84,402.99	Fire Fighter	02145
F	36	\$	44,431.92	Fire Fighter	02145
F	36	\$	45,146.92	Fire Fighter	02145
M	36	\$	51,756.12	Fire Fighter	02145
M	36	\$	40,934.04	Fire Fighter	02145
F	36	\$	86,034.52	Fire Fighter	02145
M	36	\$	43,641.00	Fire Fighter	02145
M	36	\$	81,749.98	Fire Fighter	02145
M	36	\$	-	Fire Fighter	02145
F	36	\$	90,169.04	Fire Fighter	02145
F	36	\$	66,387.36	Fire Fighter	02145
M	36	\$	97,374.68	Fire Fighter	02145
M	36	\$	49,995.92	Fire Fighter	02145
M	36	\$	60,968.96	Fire Fighter	02145
F	36	\$	1,040.00	Fire Fighter	02145

M	36	\$	81,620.07	Fire Fighter	02145
F	36	\$	74,868.56	Fire Fighter	02145
F	36	\$	40,640.60	Fire Fighter	02145
F	36	\$	84,890.52	Fire Fighter	02145
M	36	\$	83,270.04	Fire Fighter	02145
M	36	\$	74,729.20	Fire Fighter	02145
F	36	\$	51,250.16	Fire Fighter	02145
M	35	\$	41,727.92	Fire Fighter	02145
M	35	\$	52,596.96	Fire Fighter	02145
F	35	\$	10,506.96	Apparatus Superintendent	02145
F	35	\$	19,624.92	Fire Fighter	02145
F	35	\$	58,502.08	Fire Fighter	02145
M	35	\$	101,015.20	Fire Fighter	02145
F	35	\$	55,086.72	Fire Fighter	02145
F	35	\$	145,000.44	Fire Fighter	02145
F	35	\$	54,622.36	Fire Fighter	02145
M	35	\$	23,955.96	Fire Fighter	02145
F	35	\$	14,761.53	Fire Fighter	02145
M	35	\$	70,213.52	Fire Fighter	02145
F	35	\$	53,618.76	Fire Fighter	02145
F	35	\$	24,999.96	Fire Fighter	02145
F	35	\$	82,620.09	Fire Fighter	02145
M	35	\$	86,022.09	Fire Fighter	02145
M	35	\$	49,272.60	Fire Fighter	02145
F	35	\$	48,875.32	Fire Fighter	02145
F	35	\$	79,498.64	Fire Fighter	02145
M	35	\$	47,088.09	Fire Fighter	02145
M	35	\$	85,619.56	Fire Fighter	02145
F	35	\$	92,290.64	Fire Fighter	02145
F	35	\$	64,063.02	Fire Fighter	02145
M	35	\$	60,968.96	Fire Fighter	02145
M	35	\$	51,983.10	Fire Fighter	02145
F	35	\$	71,739.72	Fire Fighter	02145
M	35	\$	40,309.88	Fire Lieutenant	02145

F	35	\$	37,941.80	LIEUTENANT	02145
F	35	\$	44,431.92	Lieutenant	02145
M	35	\$	40,621.36	Lieutenant	02145
F	35	\$	18,839.10	Lieutenant	02145
F	35	\$	20,761.86	Fire Lieutenant	02145
F	35	\$	18,713.94	Lieutenant	02145
F	35	\$	41,221.44	Fire Lieutenant	02145
M	34	\$	41,860.00	Fire Lieutenant	02145
F	34	\$	36,050.04	Fire Lieutenant	02145
F	34	\$	40,305.72	Fire Lieutenant	02145
F	34	\$	74,729.20	Fire Lieutenant	02145
F	34	\$	84,102.90	Lieutenant	02145
M	34	\$	43,515.16	Lieutenant	02145
F	34	\$	20,740.02	Lieutenant	02145
M	34	\$	62,676.64	Lieutenant	02145
M	34	\$	18,839.10	Lieutenant	02145
M	34	\$	10,506.96	Lieutenant - 1st Year	02145
F	34	\$	76,867.44	Fire Lieutenant	02145
F	34	\$	71,739.72	Fire Lieutenant	02145
M	34	\$	53,618.24	Fire Lieutenant	02145
F	34	\$	54,075.00	Fire Lieutenant	02145
F	34	\$	16,561.20	Fire Lieutenant	02145
F	34	\$	45,359.08	Fire Lieutenant	02145
M	34	\$	59,783.36	Lieutenant-1	02145
M	34	\$	59,783.36	Fire Lieutenant	02145
F	34	\$	59,783.36	Fire Lieutenant	02145
M	34	\$	59,783.36	Fire Lieutenant	02145
M	34	\$	48,264.93	Lieutenant	02145
M	34	\$	41,620.80	Fire Lieutenant	02145
M	34	\$	48,874.80	Fire Lieutenant	02145
M	34	\$	60,900.32	CAPTAIN	02145
F	33	\$	70,430.88	CAPTAIN	02145
F	33	\$	72,702.24	Captain	02145
F	33	\$	60,614.32	Fire Captain	02145

M	33	\$	97,253.00	Fire Captain	02145
M	33	\$	57,332.94	Captain	02145
F	33	\$	67,600.00	Captain	02145
M	33	\$	59,783.36	Captain	02145
M	33	\$	40,903.20	Fire Captain	02145
M	33	\$	59,783.36	Fire Captain	02145
F	33	\$	77,597.10	Captain	02145
M	33	\$	72,365.28	District Chief	02145
F	33	\$	72,702.24	District Chief	02145
M	33	\$	54,075.00	District Fire Chief	02145
M	33	\$	70,252.52	DISTRICT CHIEF	02145
F	33	\$	82,417.92	Deputy Chief	02145
M	33	\$	44,065.84	Deputy Fire Chief	02145
F	33	\$	74,542.00	Deputy Chief	02145
F	33	\$	44,273.32	Fire Deputy Chief	02145
M	33	\$	72,702.24	Deputy Fire Chief	02145
F	33	\$	71,739.72	Deputy Chief	02145
M	33	\$	47,423.48	Fire Deputy Chief	02145
M	33	\$	87,219.60	Fire Chief	02145
F	33	\$	35,782.76	Fire Alarm Operator	02145
F	33	\$	59,783.36	Fire Alarm Operator	02145
F	33	\$	87,218.56	Fire Alarm Operator	02145
M	33	\$	72,309.64	Fire Alarm Operator	02145
M	33	\$	24,999.96	Senior Fire Alarm Op	02145
F	33	\$	44,223.40	Senior Fire Alarm Operator	02145
M	33	\$	66,300.00	Fire Alarm Operator	02145
M	33	\$	49,019.36	Senior Fire Alarm Operator	02145
F	33	\$	20,354.04	Chief Fire Alarm Operator	02145
M	33	\$	59,783.36	Records Clerk - Part Time	02145
M	33	\$	72,706.40	Records Clerk	02145
F	33	\$	74,978.28	Junior Clerk	02145
F	33	\$	51,250.16	Neighborhood Customer Service Rep	02145
F	33	\$	58,076.72	Neighborhood Police Service Representative	02145
F	33	\$	58,076.72	Victim Advocate	02145

M	33	\$	40,305.72	Jr. Detail Clerk	02145
F	33	\$	47,354.32	Head Clerk	02145
M	33	\$	44,431.92	Police Officer	02145
F	33	\$	71,739.72	Police Officer	02145
F	33	\$	50,151.92	Police Officer	02145
F	33	\$	50,954.02	Police Officer	02145
F	33	\$	66,093.09	Crime Analyst	02145
F	33	\$	50,167.95	Police Officer	02145
F	33	\$	82,417.92	Police Officer	02145
F	33	\$	58,076.72	Police Officer	02145
M	32	\$	76,882.00	Police Officer	02145
F	32	\$	67,856.04	Police Officer	02145
F	32	\$	49,453.56	Police Officer	02145
M	32	\$	69,097.98	Police Officer	02145
F	32	\$	59,783.36	Police Officer	02145
F	32	\$	50,151.92	Police Officer	02145
M	32	\$	72,694.96	Motor Equipment Repairman	02145
F	32	\$	77,080.12	IT Communications Specialist	02145
F	32	\$	51,270.03	Police Officer	02145
M	32	\$	55,686.80	Police Officer	02145
M	32	\$	71,739.72	Police Officer	02145
F	32	\$	72,528.56	Police Officer	02145
F	32	\$	41,727.92	Police Officer	02145
M	32	\$	59,783.36	Police Officer	02145
M	32	\$	72,365.28	Police Officer	02145
F	32	\$	1,040.00	Police Officer	02145
F	32	\$	64,687.48	Police Officer	02145
M	32	\$	70,089.24	Police Officer	02145
F	32	\$	54,075.00	Police Officer	02145
F	32	\$	40,248.52	Police Officer	02145
M	32	\$	63,089.04	Police Officer	02145
M	32	\$	56,627.48	Police Officer	02145
F	32	\$	48,065.01	Police Officer	02145
M	32	\$	50,151.92	Police Officer	02145

F	32	\$	18,839.10	Police Officer	02145
M	31	\$	52,799.24	Police Officer	02145
F	31	\$	72,528.56	Police Officer	02145
F	31	\$	48,065.01	Police Officer	02145
M	31	\$	37,762.92	Police Officer	02145
F	31	\$	41,999.88	Police Officer	02145
F	31	\$	40,309.88	Police Officer	02145
M	31	\$	54,075.00	Police Officer	02145
F	31	\$	50,151.92	Police Officer	02145
F	31	\$	19,099.92	Police Officer	02145
F	31	\$	50,151.92	Police Officer	02145
F	31	\$	18,587.94	Police Officer	02145
M	31	\$	18,839.10	Police Officer	02145
M	31	\$	36,448.36	Police Officer	02145
M	31	\$	41,939.04	Police Officer	02145
F	31	\$	18,452.07	Police Officer	02145
F	31	\$	72,850.96	Financial Analyst	02145
F	31	\$	49,995.92	Senior Police Detail Administrator	02145
F	31	\$	21,322.98	Police Officer	02145
F	31	\$	44,273.32	Police Officer +10%	02145
M	31	\$	46,817.16	Police Officer+10%	02145
M	31	\$	71,739.72	Police Officer	02145
F	31	\$	73,730.80	Police Officer +10%	02145
F	31	\$	50,869.00	Police Officer +10%	02145
F	31	\$	26,264.91	Police Officer+10%	02145
M	31	\$	42,284.32	Police Officer	02145
F	31	\$	88,755.68	Police Officer + 10%	02145
F	31	\$	28,098.00	Police Officer	02145
F	31	\$	66,265.16	Senior Crime Analyst	02145
F	31	\$	59,783.36	Mechanic Fleet Manager	02145
F	31	\$	39,528.32	Police Officer	02145
F	31	\$	88,457.04	Police Officer	02145
M	31	\$	40,248.52	Police Officer +20%	02145
M	31	\$	48,875.32	Police Officer +20%	02145

M	31	\$	44,431.92	Police Officer +10%	02145
M	31	\$	18,839.10	Police Officer	02145
M	30	\$	94,830.06	Police Officer	02145
F	30	\$	72,528.56	Police Officer+20%	02145
F	30	\$	50,151.92	Police Officer+20%	02145
F	30	\$	44,273.32	Police Officer	02145
M	30	\$	35,783.28	Police Officer +20%	02145
F	30	\$	18,587.94	Police Officer+20%	02145
F	30	\$	14,826.42	Police Officer	02145
M	30	\$	42,284.32	Police Officer +20%	02145
F	30	\$	76,916.84	Police Officer	02145
M	30	\$	83,200.00	Police Officer+20%	02145
F	30	\$	71,739.72	Police Officer	02145
F	30	\$	72,365.28	Police Officer	02145
F	30	\$	54,075.00	Police Officer	02145
F	30	\$	71,739.72	Police Officer+20%	02145
F	30	\$	65,761.80	Police Officer	02145
M	30	\$	72,309.64	Police Officer	02145
F	30	\$	51,511.20	Police Officer	02145
F	30	\$	-	Police Officer	02145
M	30	\$	90,706.98	Police Officer	02148
M	30	\$	65,761.80	Police Sergeant	02148
F	30	\$	51,982.84	Police Officer +25%	02148
F	30	\$	19,606.02	Police Officer+25%	02148
M	30	\$	83,270.04	Police Officer	02148
F	30	\$	77,171.01	Police Officer +25%	02148
M	30	\$	46,532.20	Police Officer	02148
F	30	\$	42,238.98	Police Officer	02148
F	30	\$	47,064.68	Police Officer +25%	02148
M	30	\$	21,322.98	Police Officer	02148
M	30	\$	46,532.20	Police Officer+25%	02148
M	30	\$	73,092.24	Police Officer	02148
M	30	\$	88,457.04	Police Officer	02148
F	30	\$	65,975.00	Police Officer+25%	02148

M	30	\$	48,000.16	Police Officer +25%	02148
M	30	\$	96,415.02	SGT. +10%	02148
F	30	\$	46,638.28	Police Sergeant +20%	02148
M	30	\$	53,571.44	Sergeant	02148
F	30	\$	88,457.04	Police Sergeant + 20%	02148
M	30	\$	81,620.07	SERGEANT	02148
M	30	\$	82,417.92	Police Sergeant + 25%	02148
F	30	\$	82,500.08	Sergeant	02148
F	30	\$	18,976.02	Police Sergeant + 25%	02148
M	30	\$	55,181.88	Sergeant	02148
M	29	\$	63,089.04	Police Sergeant + 25%	02148
F	29	\$	54,075.00	SERGEANT	02148
F	29	\$	57,080.10	SERGEANT	02148
M	29	\$	1,040.00	Police Sergeant +25%	02148
F	29	\$	54,622.36	Police Sergeant + 25%	02148
F	29	\$	88,457.04	Sargeant + 25%	02148
F	29	\$	46,544.68	Interim Lieutenant + 20%	02148
F	29	\$	48,000.16	Interim Lieutenant + 20%	02148
M	29	\$	51,000.04	LIEUTENANT	02148
F	29	\$	81,620.07	LIEUTENANT	02148
F	29	\$	76,178.97	Acting Lieutenant + 25%	02148
F	29	\$	44,229.12	Police Lieutenant + 25%	02148
M	29	\$	39,528.32	Police Lieutenant + 25%	02148
M	29	\$	51,069.90	Police Lieutenant + 25%	02148
F	29	\$	57,080.10	Lieutenant + 25%	02148
F	29	\$	21,322.98	Police Lieutenant + 25%	02149
F	29	\$	88,756.92	Police Lieutenant +25%	02149
M	29	\$	76,178.97	Captain + 25%	02149
M	29	\$	41,221.44	Captain + 25%	02149
F	29	\$	44,772.26	Captain	02149
F	29	\$	48,263.80	Police Captain+25%	02149
M	29	\$	68,733.08	Deputy Chief	02149
F	29	\$	20,354.04	Deputy Chief	02149
F	29	\$	54,622.88	Police Chief	02149

M	29	0 Senior Project Manager		02149
M	29	21,322.98 Hearing Officer part time		02149
F	28	51,000.04 Hearing Officer Part Time		02149
M	28	79,999.92 Junior Clerk		02149
F	28	76,741.98 Junior Clerk		02149
F	28	53,566.24 Junior Clerk		02149
F	28	71,739.72 Junior Clerk		02149
M	28	75,043.08 Junior Clerk		02149
M	28	15,026.34 Junior Clerk		02149
F	28	39,999.96 PCO T-S 8AM-4PM		02149
M	28	19,099.92 PCO T-S 8AM - 4PM		02149
M	28	54,075.00 Parking Control Officer Tue-Sat 8am - 4pm		02149
M	28	47,064.68 Parking Control Officer		02149
M	28	103,461.02 Parking Control Officer Tue-Sat 8am-4pm		02149
F	28	65,761.80 Parking Control Officer		02149
M	28	71,739.72 Parking Control Officer		02149
F	28	18,783.03 Parking Control Officer		02150
F	28	53,566.24 Parking Control Officer		02150
M	28	21,322.98 Parking Control Officer		02150
M	28	75,379.08 Parking Control Officer		02150
F	28	76,956.10 Parking Control Officer		02150
M	28	41,111.72 PCO T-S 12AM-8AM		02150
F	28	18,477.90 PCO T-S 4PM-12AM		02150
M	28	65,504.92 PCO T-S 4PM-MID		02150
F	28	51,069.90 Parking Control Officer		02150
F	28	33,325.76 Parking Control Officer		02150
F	28	76,716.64 Parking Control Officer Tue - Sat 12m-8am		02151
F	28	41,785.90 Parking Control Officer		02151
F	28	86,022.09 Parking Control Officer		02151
F	28	82,620.09 Parking Control Officer		02151
M	28	72,604.98 Parking Control Officer		02151
F	28	63,359.40 Parking Control Officer		02151
F	28	47,424.00 Principal Clerk		02151
F	28	58,814.91 Principal Clerk		02151

M	28	\$	78,579.90	Parking Meter Repairman Tue - Sat	02151
M	28	\$	18,587.94	Sign Repairman	02151
M	28	\$	21,708.96	Sign Repairman	02151
M	28	\$	18,839.10	Parking Meter Repairman	02151
M	27	\$	50,500.32	Parking Control Officer Supervisor	02151
F	27	\$	18,587.94	Head Clerk	02151
M	27	\$	37,197.68	Head Clerk	02151
F	27	\$	87,021.90	Parking Control Officer Supervisor	02151
F	27	\$	65,975.00	Administrative Assistant	02152
M	27	\$	46,499.44	Accountant/Business Analyst	02152
F	27	\$	51,069.90	Parking Clerk/Director of Operations	02152
M	27	\$	85,967.96	Senior Traffic Engineer	02152
F	27	\$	77,820.96	Director	02152
M	27	\$	89,272.05	Sealer	02155
M	27	\$	1,040.00	School Nurse	02155
M	27	\$	50,688.04	School Nurse	02155
F	27	\$	15,822.87	School Nurse	02155
F	27	\$	51,983.10	School Nurse	02155
M	27	\$	59,654.92	School Nurse	02155
M	27	\$	22,358.70	School Nurse	02155
F	27	\$	85,967.96	Director of Tobacco Control	02155
M	27	\$	59,783.36	School Nurse	02155
M	27	\$	41,860.00	Shape-Up-Somerville Coordinator	02155
F	27	\$	54,970.24	School Nurse	02155
F	27	\$	89,021.94	School Nurse	02155
M	27	\$	84,102.90	Program Director	02155
M	27	\$	45,719.96	School Nurse	02155
F	27	\$	1,040.00	School Nurse	02155
F	27	\$	50,297.00	School Nurse	02155
M	27	\$	67,600.00	School Nurse	02155
F	27	\$	53,618.76	School Nurse Practioner	02155
F	27	\$	72,080.32	Public Health Preparedness Nurse	02155
M	27	\$	90,457.08	ADA Coordinator	02155
F	26	\$	48,874.80	Director of Prevention Services	02155

F	26	\$	88,457.04	Commissions Director	02155
F	26	\$	90,457.08	Director / Shape-Up Somerville	02155
M	26	\$	88,457.04	Director of Human Services	02155
M	26	\$	66,387.36	School Nurse Leader	02155
F	26	\$	73,730.80	Administrative Assistant	02155
M	26	\$	73,092.24	Public Health Nurse Manager	02155
F	26	\$	79,286.97	Clinical Youth Specialist/Interim Director	02155
F	26	\$	90,519.52	Director of Health	02155
F	26	\$	83,270.04	Principal Clerk	02155
M	26	\$	65,274.04	Director of Veterans' Services	02155
F	46	\$	69,617.60	Youth Arts Coordinator	02144
F	24	\$	61,200.36	New Media/ResiStat Coordinator	02155
M	57		0	Electrical Foreman	02180
M	46	\$	21,322.98	Teachers	02144
M	56	\$	21,322.98	Teachers	02180
F	64	\$	98,672.60	Fire Captain	01821
M	25	\$	127,418.72	Police Captain+25%	02155
F	23	\$	73,092.24	Fire Fighter	02155
M	26	\$	184,999.88	Police Chief	02155
F	57	\$	21,322.98	Teachers	02176
F	26	\$	51,000.04	Community Engagement Specialist	02155
M	63	\$	21,708.96	Teachers	02174
M	54		0	Fire Fighter	02180
F	62	\$	38,688.00	Teachers	02176
M	23	\$	80,588.56	Fire Lieutenant	02155
F	25	\$	39,655.77	Teachers	02155
F	26	\$	43,922.32	Teachers	02155
F	60	\$	50,389.56	Working Foreman Carpenter PWL	01876
F	26	\$	59,783.36	Police Officer	02155
F	63	\$	92,290.64	Police Sergeant	01821
M	57		0	Building Custodians School	02180
F	64	\$	126,049.56	Deputy Chief	01810
F	26	\$	45,150.04	Teachers	02155
F	22	\$	47,088.09	Teachers	02155

F	63	\$	47,959.08	SHMEO Curbsetter PWL	02176
F	44	\$	40,309.88	PCO T-S 4PM-MID	02144
F	23	\$	48,065.01	Teachers	02155
F	55		0	Building Custodians School	02180
F	23		45477.12	Administrative Assistant	02155
F	24	\$	48,065.01	Teachers	02155
F	26	\$	46,817.16	Library Tech 3	02155
F	24	\$	79,693.64	Acting Director of Finance and Administration	02155
M	60	\$	65,650.00	GIS Coordinator	02176
F	55		0	Police Officer	02180
M	26	\$	54,622.36	Administrative Assistant	02155
F	48	\$	48,065.01	Teachers	02143
F	24	\$	48,065.01	Teachers	02155
F	26	\$	87,714.12	Lieutenant - 1st Year	02155
M	25	\$	85,057.44	Lieutenant	02155
M	74	\$	51,069.90	Teachers	02169
F	71	\$	52,650.99	Teachers	02169
F	57		0	Fire Chief	02180
F	56	\$	60,000.20	Senior Analyst	02113
M	61	\$	78,282.36	Fire Fighter	02176
F	58	\$	54,075.00	Teachers	02176
F	22	\$	54,075.00	Teachers	02155
F	57	\$	92,823.64	Chief Assessor & Chairman Board of Assessors	02021
F	63	\$	54,375.09	Teachers	01835
F	24	\$	57,080.10	Teachers	02155
F	24	\$	57,080.10	Teachers	02155
F	24	\$	57,080.10	Teachers	02155
M	58	\$	58,784.04	Teachers	02176
F	22	\$	58,785.09	Teachers	02155
M	63	\$	63,126.96	Accountant	02176
M	65	\$	60,083.94	Teachers	02171
F	24	\$	60,083.94	Teachers	02155
F	24	\$	29,108.10	SC - Ward 4	02155
F	24	\$	66,093.09	School Committee Ward 1	02155

F	24	\$	54,546.03	School Committee	02155
F	24	\$	60,083.94	Teachers	02155
F	24	\$	62,867.07	Teachers	02155
F	24	\$	60,000.20	Urban Revitalization Specialist	02155
M	65	\$	63,089.04	Teachers	02170
M	47	\$	90,519.52	Fire Lieutenant	02144
F	55	\$	63,089.04	Teachers	02131
F	24	\$	63,262.92	Teachers	02155
F	65	\$	67,197.90	Teachers	02171
F	25	\$	67,197.90	Teachers	02155
F	44	\$	37,197.68	Junior Clerk	02144
M	24	\$	67,655.91	Teachers	02155
F	58	\$	51,480.52	Senior Planner	02176
F	24	\$	48,875.32	Building Custodians School	02155
F	23	\$	45,719.44	School Committee	02155
F	23	\$	55,718.00	School Committee	02155
F	23	\$	51,756.12	Working Foreman/Plumber/PWL	02155
F	58	\$	67,655.91	Teachers	02176
F	58	\$	46,498.92	Principal Clerk	01890
F	26	\$	66,229.28	Manager of Employment Safety & Training	02155
F	64	\$	59,783.36	Police Officer	01821
M	25	\$	87,031.88	Director	02155
F	63	\$	65,761.80	Police Officer	01821
F	62	\$	88,598.64	SERGEANT	01862
M	21	\$	69,016.08	Teachers	02156
F	24	\$	69,097.98	Teachers	02155
M	26	\$	59,521.28	Administrative Assistant	02155
F	25	\$	69,097.98	Teachers	02155
F	65	\$	70,331.94	Teachers	02170
M	47	\$	70,949.84	Teachers	02144
F	23	\$	72,604.98	Teachers	02155
F	67	\$	72,604.98	Teachers	02169
F	62	\$	72,604.98	Teachers	01844
M	63	\$	73,464.93	Teachers	01821

F	73	\$	97,118.84	Food Services	02169
M	60	\$	74,043.06	Teachers	02176
F	64	\$	74,887.89	Teachers	02173
M	62	\$	76,170.99	Teachers	01852
F	23	\$	-	Center Director	02155
F	63	\$	76,178.97	Teachers	01821
M	56	\$	78,637.02	Teachers	02180
M	62	\$	78,936.90	Teachers	02176
M	55	\$	79,587.06	Teachers	02180
M	53	\$	80,745.00	Teachers	02139
F	60	\$	81,620.07	Teachers	01880
F	52	\$	66,386.84	Waste Collection Inspector	02143
M	24	\$	81,620.07	Teachers	02155
F	25	\$	46,816.64	Library Senior Assistant	02155
F	26	\$	82,620.09	Teachers	02155
M	63	\$	67,783.04	Foremann	02176
F	24	\$	43,693.52	HME0/PWL	02155
F	55		0	Police Officer	02180
F	54	\$	82,919.97	Teachers	02180
F	54	\$	82,919.97	Teachers	02180
M	62	\$	84,102.90	Teachers	02176
F	26	\$	54,622.36	Administrative Assisstand (Vital Records)	02155
F	56	\$	84,102.90	Teachers	02180
F	58	\$	84,102.90	Teachers	02176
F	61	\$	84,102.90	Teachers	01867
F	26	\$	84,402.99	Teachers	02155
F	26	\$	84,402.99	Teachers	02155
M	58	\$	85,714.72	Director of Planning and Zoning	02176
F	60	\$	133,901.04	School Administration	02176
M	63	\$	69,543.76	Foreman of Public Buildings	01821
F	60	\$	71,739.72	Police Officer	01876
M	76	\$	84,402.99	Teachers	02169
F	58		0	Principal Clerk	02176
M	23	\$	85,439.90	Teachers	02155

M	24	\$	86,022.09	Teachers	02155
M	26	\$	46,132.84	Code Enforcement Inspector	02155
F	26	\$	75,999.04	Fire Fighter	02155
F	26	\$	75,999.04	Fire Fighter	02155
F	59	\$	66,300.00	Director of Finance & Admin-DPW	02176
M	23	\$	86,328.32	Recreation Program Developer	02155
M	54	\$	87,021.90	Teachers	02180
F	24	\$	62,682.88	Chief Code Enforcement Inspector	02155
F	54		0 Payroll Manager	02180	
M	63	\$	85,967.96	Fire Lieutenant	01821
F	26	\$	87,021.90	Teachers	02155
F	61	\$	87,021.90	Teachers	02176
F	26	\$	50,494.08	Building Custodian City	02155
F	26	\$	87,021.90	Teachers	02155
F	25	\$	87,321.99	Teachers	02155
F	24	\$	87,457.02	Teachers	02155
F	60	\$	65,761.80	Police Officer	02176
M	62	\$	87,457.02	Teachers	02176
M	63	\$	46,744.88	Head Clerk	01821
F	47	\$	71,074.12	Senior Fire Alarm Operator	02144
M	56		1293802.182 School Administration	02180	
F	62	\$	87,672.06	Teachers	02176
F	63	\$	87,672.06	Teachers	02174
M	54	\$	88,457.04	Teachers	02180
F	59	\$	85,626.32	Fire Lieutenant	02176
M	60	\$	88,457.04	Teachers	01876
M	55	\$	88,457.04	Teachers	02180
M	25	\$	122,143.84	Deputy Fire Chief	02155
F	54	\$	88,457.04	Teachers	02180
F	56	\$	88,457.04	Teachers	02180
M	57	\$	90,457.08	Teachers	02180
M	54		0 Legal Secretary part time	02180	
M	63	\$	90,706.98	Teachers	02176
M	56		0 Library Circulation Librarian	02180	

F	25	\$	108,441.32	Police Officer	02155
M	56	\$	99,711.04	Teachers	02180
M	25	\$	100,310.08	Fire Captain	02155
M	54		0	Fire Lieutenant	02180
M	62	\$	100,985.04	Teachers	02176
F	63	\$	50,869.00	Library Catalogue Librarian	02174
F	26	\$	103,669.02	Teachers	02155
M	62	\$	108,031.04	City Solicitor	02176
M	62	\$	103,698.92	Teachers	02176
M	55	\$	105,229.02	Teachers	02180
M	53	\$	111,943.52	Webmaster/Web Developer	02180
F	53	\$	50,428.56	Programmer	02180
F	53	\$	59,783.36	Senior Program Director	02180
F	53	\$	72,706.40	Deputy Director of Communications	02180
M	53	\$	48,272.64	Director of City Cable Operations	02180
F	53	\$	82,399.72	Youth Arts Coordinator	02180
F	53	\$	51,982.84	Director of Communications	02180
M	53	\$	90,457.08	Library Tech2 Office	02180
M	53	\$	50,000.08	Technician II	02180
M	53	\$	73,464.93	Library Tech1 West Branch	02180
F	53	\$	43,944.68	Library Technician2	02180
M	52	\$	47,088.09	Technician-III	02180
F	52	\$	68,978.07	Library First Assistant	02181
F	52	\$	46,799.48	Library Senior Assistant	02184
M	52	\$	72,604.98	Library First Assistant	02184
M	52	\$	84,402.99	Library First Assistant	02186
F	52	\$	83,220.06	Librarian First Assistant	02186
M	52	\$	84,102.90	Library Technician 3	02186
F	51	\$	100,310.08	Library Technician-3	02186
M	51	\$	87,021.90	Library Tech3	02189
M	51	\$	88,457.04	Librarian1	02190
M	51	\$	71,739.72	Librarian 1	02191
F	51	\$	65,884.98	Librarian I	02191
M	51	\$	84,102.90	Librarian-I	02210

M	51	\$	60,083.94	Library Librarian2 Adult Svc	02322
M	50	\$	87,234.16	Library Catalogue Librarian	02324
M	50	\$	77,171.01	Library Circulation Librarian	02333
F	50	\$	82,717.95	Librarian	02347
M	50	\$	68,164.20	Library Children's Librarian	02351
M	49	\$	19,099.92	Library Branch Librarian	02359
F	49	\$	73,382.40	Librarian3	02368
F	49	\$	76,870.92	Interim Library Director	02368
F	49	\$	84,102.90	Operations Manager - Ice Rink	02420
M	49	\$	87,321.99	Outreach Coordinator	02420
M	48	\$	81,620.07	Outreach Coordinator	02420
F	48	\$	61,680.99	Administrative Assistant	02420
F	48	\$	54,075.00	Recreation Facilities Assistant Manager	02420
M	48	\$	47,088.09	Facilities Manager Veteran's Ice Rink	02420
M	48	\$	50,869.00	Recreation Program Developer	02421
M	47	\$	87,457.02	Director of Recreation	02421
F	47		0 Center Director	02445	
M	47		0 Recreation Leader	02445	
F	47	\$	90,457.08	Senior Clerk	02446
F	47	\$	87,457.02	Senior Clerk	02446
F	46	\$	116,879.36	Principal Clerk	02446
M	46	\$	44,999.76	Head Clerk	02446
M	45	\$	57,080.10	Administrative Assistant	02446
M	45	\$	36,004.80	Administrative Assistant Unit A	02446
F	45	\$	66,093.09	Director of Finance & Admin	02446
M	45	\$	79,999.92	Director of Operations DPW	02446
M	45	\$	50,000.08	Commissioner of DPW	02451
M	45	\$	89,106.99	Signal Maintainer	02451
M	45	\$	44,100.16	Signal Maintainer	02451
M	45	\$	67,655.91	Electrical Foreman	02451
F	45	\$	18,587.94	Junior Civil Engineer	02451
M	44	\$	21,322.98	GIS Coordinator	02451
F	44	\$	88,457.04	Director	02453
F	44	\$	69,398.07	Watchman	02453

M	43	\$	84,102.90	Laborer	02453
M	43	\$	64,985.97	HMEO/PWL	02453
F	42	\$	69,097.98	SHMEO PWL	02453
F	42	\$	87,457.02	SHMEO Cement Finisher PWL	02458
F	42	\$	103,698.92	SHMEO/PWL Cement Finisher	02458
F	41	\$	61,680.99	SHMEO Tree Climber PWL	02458
F	40	\$	51,069.90	SHMEO Curb Setter PWL	02460
F	40	\$	81,620.07	SHMEO Tree Climber PWL	02460
M	40	\$	92,367.08	SHMEO Cement Finisher PWL	02461
F	40	\$	140,458.76	SHMEO CEMENT FINISHER PWL	02461
M	40	\$	92,367.08	SHMEO PWL +10%	02464
M	39	\$	82,820.01	SHMEO PWL	02465
F	39	\$	9,100.00	SHMEO Curbsetter PWL	02465
M	38	\$	70,331.94	SHMEO Curbsetter PWL	02465
M	38	\$	45,060.08	SHMEO Curbsetter PWL	02465
F	37	\$	80,624.44	WKFM SHMEO/PWL	02467
F	37	\$	48,065.01	Working Foreman/SHMEO/PWL	02467
M	37	\$	78,936.90	SHMEO PWL	02472
F	37	\$	51,656.28	HMEOPWL	02472
F	37	\$	67,777.08	WKFM SHMEO Tree Climber PWL	02472
M	37	\$	67,600.00	Motor Equipment Repairman	02472
M	37	\$	66,093.09	Motor Equipment Operator	02472
F	36	\$	63,089.04	Motor Equip Repairman/PMS	02472
M	36	\$	60,083.94	Working Foreman SHMEOPWL	02472
F	36	\$	52,650.99	Working Foreman SHMEO CEMFINPWL	02472
M	36	\$	63,089.04	Waste Collection Inspector	02472
M	36	\$	51,069.90	Waste Collection Inspector	02472
M	36	\$	69,097.98	Waste Collection Inspector	02472
F	36	\$	18,587.94	Motor Equip Repairman Foreman	02472
F	36	\$	81,620.07	Foreman Highway & Yard	02472
M	36	\$	59,477.60	Director of Fleet Management	02474
F	35	\$	89,106.99	Superintendent of Highways/Lights & Lines	02474
F	35	\$	42,238.98	Building Custodian Schools	02474
M	35	\$	86,102.94	Senior Building Custodian City	02474

F	35	\$	53,999.92	Building Custodian City	02474
F	35	\$	79,286.97	Building Custodian City	02474
F	35	\$	87,021.90	Building Custodian City	02474
F	34	\$	108,254.12	Building Custodian City	02474
F	34	\$	73,730.80	Superintendent of B&G	02474
F	34	\$	89,106.99	HMEOPWL	02474
M	34	\$	65,761.80	Laborer PWL	02474
M	34	\$	74,888.10	Public Grounds Caretaker & Gardener	02474
M	34	\$	40,248.52	Public Works Maintenance Man	02474
M	33	\$	82,620.09	Mechanic Equip Repairman	02474
M	33	\$	72,850.96	HMEOPWL	02474
F	33	\$	74,888.10	HMEO/PWL	02474
F	33	\$	95,830.02	HMEO/PWL	02474
F	32	\$	82,919.97	HMEOPWL	02474
M	32	\$	69,617.52	HMEO/PWL	02474
M	32	\$	73,464.93	SHMEO PWL	02474
F	32	\$	65,585.10	Maintenance Mechanic/PWL	02474
F	32	\$	18,587.94	SHMEO PWL	02474
F	32	\$	74,043.06	Electrician	02474
F	31	\$	67,655.91	Carpenter/PWL	02474
M	31	\$	83,200.00	WorkingForeman/SHMEO/PWL	02474
M	31	\$	74,043.06	Plumber	02474
M	31	\$	72,604.98	Working Foreman Carpenter PWL	02474
F	31	\$	51,069.90	Working Foreman/Plumber/PWL	02474
M	31	\$	54,075.00	Foreman	02474
M	31	\$	18,587.94	DPW Foreman	02474
F	31	\$	87,021.90	Foreman of Public Buildings	02474
F	31	\$	51,656.28	Foreman Building	02474
F	31	\$	53,999.92	Water Meter Reader	02474
F	30	\$	34,115.12	Principal Clerk	02476
F	30	\$	48,875.32	Principal Clerk	02476
M	30	\$	70,713.76	Principal Clerk	02476
F	30	\$	74,043.06	Water/Sewer Systems Analyst	02476
F	30	\$	108,441.32	Field Operations Manager	02476

M	30	\$	48,065.01	Super of Water and Sewer	02476
F	30	\$	99,985.08	HME0/PWL	02476
M	30	\$	80,704.52	SHMEO PWL	02476
M	29	\$	62,867.07	SHMEO/PWL	02476
M	29	\$	82,620.09	WKFM/SHMEO/MaintCraftsman	02476
M	29	\$	54,075.00	FOREMAN	02476
F	29	\$	72,604.98	Building Custodian Schools	02476
M	29	\$	18,587.94	Building Custodian Schools	02476
M	29	\$	18,587.94	Building Custodian Schools	02476
F	28	\$	33,325.76	Building Custodian Schools	02476
F	28	\$	18,587.94	Building Custodian Schools	02476
F	28	\$	83,270.04	Building Custodian Schools	02476
M	28	\$	82,620.09	Building Custodian Schools	02476
M	28	\$	72,706.40	Building Custodian Schools	02476
F	28	\$	75,043.08	Building Custodian Schools	02476
F	28	\$	126,118.72	Senior Building Custodian Schools	02478
F	28	\$	89,106.99	Building Custodian Schools	02478
F	27	\$	83,200.00	Building Custodian Schools	02478
F	27	\$	110,838.52	Building Custodian Schools	02478
F	27	\$	88,457.04	Building Custodian Schools	02478
M	27	\$	94,830.06	Building Custodian Schools	02478
F	26	\$	54,075.00	Building Custodian Schools	02478
M	26	\$	54,075.00	Building Custodian Schools	02478
M	26	\$	48,065.01	Junior School Custodian ESCS 3:10 - 11:10PM	02478
F	26	\$	48,065.01	Building Custodian Schools 2nd Shift	02478
F	26	\$	46,129.98	Building Custodian Schools	02481
F	25	\$	54,075.00	Building Custodian Schools	02492
M	25	\$	75,670.40	Senior School Custodian Capuano 3:10-11:10PM	02895
F	24	\$	51,749.88	Senior Building Custodian Schools	03060
F	24	\$	88,756.92	Building Custodian Schools	03076
M	24	\$	84,102.90	Building Custodian Schools	03079
F	24	\$	54,622.36	Senior Building Custodian School	03087
F	24	\$	75,418.72	Senior Building Custodian Schools	03844
F	19	\$	48,065.01	Temp Emg Night Super of Cust/Maint	06473