

#### **Finance Committee Agenda**

### City of Newton In City Council

Monday, September 24, 2018

# Following the 7:00 PM City Council Meeting Room 211

#493-18 Authorization to enter into a 5-year contract for meter currency processing services

HER HONOR THE MAYOR requesting authorization to enter into a five-year contract for parking meter currency processing services.

#343-18 Ordinance amendment to divest of funds from fossil fuel companies

COUNCILOR NORTON proposing an ordinance amendment to divest the City of direct or indirect holdings in fossil fuel companies.

#388-18 Review of compensation of elected, management, and non-union salaries

COUNCILORS COTE, LEARY, NORTON, BROUSAL-GLASER, AND KALIS requesting a change to the City of Newton Ordinances to require a formal review of the compensation of elected, management, and non-union salaries every five years.

#409-18 Report on developers' profits on 40B projects

COUNCILORS NORTON AND GENTILE requesting a report from the Planning & Development Department on developers profits from Chapter 40B projects in the City.

Respectfully submitted,

Leonard J. Gentile, Chair

The location of this meeting is accessible and reasonable accommodations will be provided to persons with disabilities who require assistance. If you need a reasonable accommodation, please contact the city of Newton's ADA Coordinator, Jini Fairley, at least two business days in advance of the meeting: <a href="mailto:ifairley@newtonma.gov">ifairley@newtonma.gov</a> or (617) 796-1253. The city's TTY/TDD direct line is: 617-796-1089. For the Telecommunications Relay Service (TRS), please dial 711.



# City of Newton, Massachusetts Office of the Mayor

Telephone
(617) 796-1100

Telefax
(617) 796-1113

TDD
(617) 796-1089

E-mail
rfuller@newtonma.gov

Honorable City Council Newton City Hall 1000 Commonwealth Avenue Newton Centre, MA 02459 RECEIVED MY Clerk
SEP 10 AM 11:51
SEP 10 AM 11:51
SEP 10 AM 11:51

#### Ladies and Gentlemen:

I write to request that your Honorable Council docket for consideration a request to authorize the City to enter into a five year contract for Parking Meter Currency Processing Services. Work under this contract requires daily acceptance, unlocking, counting and depositing of mixed cash/coin parking meter receipts from 8–12 locked canisters on each day that City of Newton Department of Public Works is open for business.

A five year contract is definitely in the best interest of the City. Thank you for your consideration of this matter.

Sincerely,

Ruthanne Fuller Mayor 8/31/18 Bid Response from VIIlage Bank

# CITY OF NEWTON PURCHASING DEPARTMENT

CONTRACT FOR TREASURY DEPARTMENT

# PROJECT MANUAL: PARKING METER CURRENCY PROCESSING SERVICES INVITATION FOR BID #19-08

Bid Opening Date: August 30, 2018 at 10:00 a.m.

**AUGUST 2018** 

Ruthanne Fuller, Mayor

#### CITY OF NEWTON DEPARTMENT OF PURCHASING BID FORM #19-08

A. The undersigned proposes to supply and deliver the materials and/or equipment and/or supplies specified below in full accordance with the Contract Documents and Project Manual supplied by the City of Newton entitled:

#### **Parking Meter Currency Processing Services**

	for the contract price(s) specified below, subject to additions and deduction according to the terms of the specifications.						
В.	This bid includes addenda number(s) #						
C.	The Bidder proposes to supply and deliver the services specified at the following price(s):						
	Item#	Description	Price per Month	Est. Qty.	Total Price		
	1.	Daily acceptance, unlocking, counting and depositing of mixed cash/coin from approximately 8-12 canisters.	<u>\$2,750</u>	12 mos.	<u>\$33,000</u>		
	2.	Year 2	s_2,750 <sup>-</sup>	12 mos.	\$ <u>33,000</u> -		
	3.	Year 3	s <u>2,750</u> -	12 mos.	\$ 33,000-		
	4.	Year 4	s 2,750 -	12 mos.	\$33,000-		
_	5.	Year 5	s <u>2,750</u>	12 mos.	\$33,000-		
Cani. Vill	sters	must be delivered		Total Contract Price	145,000-		

Monday through Friday before 17.00 and.

Bidders are allowed to offer different prices for different contract years. For purposes of comparing Total Contract Prices, the bid price for Year 1 shall be 100% of bid amount and the bid amounts for subsequent years be discounted to present value using an annual discount rate of 2%.

Prices shall be: FOB destination and include delivery, freight allowed to such locations within the City of Newton as directed when orders are placed. Cash, trade and quantity discounts must be calculated in the prices quoted. This contract shall not exceed the total contract price.

COMPANY: The Village Bank

- **D.** The undersigned has completed and submits herewith the following documents:
  - O Bidder's Qualifications and References Form, 2 pages
  - Signed Original Bid Form and one COPY, 2 pages
  - O Certificate of Non-Collusion, 1 page
  - O Certification of Tax Compliance, 1 page
  - O Certificate of Foreign Corporation, 1 page
  - O Debarment Letter, 1 page
  - O IRS Form W-9, 1 page

<b>E.</b>	Prompt Payment Discounts. Bidders are encouraged to offer discounts in exchange for an expedited payment. Payments
	may be issued earlier than the general goal of within 30 days of receipt of the invoice only when in exchange for
	discounted prices. Discounts will not be considered in determining the lowest responsible bidder.

Prompt Payment Discount	%	Days
Prompt Payment Discount	%	Days
Prompt Payment Discount	%	Days

F. The undersigned agrees that, if selected as contractor, s/he will within five days, Saturdays, Sundays and legal holidays excluded, after presentation thereof by the City of Newton, execute a contract in accordance with the terms of this bid. The undersigned hereby certifies that s/he is able to furnish labor that can work in harmony with all other elements of labor employed or to be employed on the work and that's/he will comply fully with all laws and regulations applicable to awards made subject to M.G.L. Chapter 30B.

The undersigned further certifies under the penalties of perjury that this bid has been made and submitted in good faith and without collusion or fraud with any other person. As used in this section the word "person" shall mean any natural person, business, partnership, corporation, union, committee, club or other organization, entity, or group of individuals. The undersigned further certifies under penalty of perjury that the said undersigned is not presently debarred from public contracting or subcontracting in the Commonwealth under the provisions of M.G.L. Chapter 29, Section 29F or any other applicable debarment provisions of any other chapter of the General Laws or any rule or regulation promulgated thereunder.

Date 8/28/2018	The Village Bank (Inc. of Comm. of MA)
	BY: any B. Werner
	Any B. Werner, SVP Retail (Printed Name and Title of Signatory)
?	307 Auburn Street (Business Address)
	Auburndale, MA 02444 (City, State Zip)
<b>.</b>	(Telephone & FAX)
	awerner Dvillage-bank. com (E-mail address)

**NOTE:** If the bidder is a corporation, indicate state of incorporation under signature, and affix corporate seal; if a partnership, give full names and residential addresses of all partners; if an individual, give residential address if different from business address; and, if operating as a d/b/a give full legal identity. Attach additional pages as necessary.

END OF SECTION

#### **CITY OF NEWTON**

## BIDDER'S QUALIFICATIONS AND REFERENCES FORM

All questions must be answered, and the data given must be clear and comprehensive. Please type or print legibly. If necessary, add additional sheet for starred items. This information will be utilized by the City for purposes of determining bidder responsiveness and responsibility with regard to the requirements and specifications of the Contract.

	FIRM NAME: The Village Bank
	WHEN ORGANIZED: February 1910
	INCORPORATED? YESNO DATE AND STATE OF INCORPORATION: MA
	IS YOUR BUSINESS A MBE?YES
	LIST ALL CONTRACTS CURRENTLY ON HAND, SHOWING CONTRACT AMOUNT AND ANTICIPATED OFCOMPLETION: C-3174 City & Newton # 14.09 Parking Mcter Currency Processing Services \$33,000 Annually 2013-2018
_	HAVE YOU EVER FAILED TO COMPLETE A CONTRACT AWARDED TO YOU?YESNO IF YES, WHERE AND WHY?
I I	HAVE YOU EVER DEFAULTED ON A CONTRACT?YESNO IF YES, PROVIDE DETAILS.
I	LIST YOUR VEHICLES/EQUIPMENT AVAILABLE FOR THIS CONTRACT:  high volume coin counter
-	
B P	N THE SPACES FOLLOWING, PROVIDE INFORMATION REGARDING CONTRACTS COMPLETED BY SERIES IN NATURE TO THE PROJECT BEING BID. A MINIMUM OF FOUR (4) CONTRACTS SELISTED. PUBLICLY BID CONTRACTS ARE PREFERRED, BUT NOT MANDATORY.  PROJECT NAME: C-2835, C-3174 - Parking Meter Processing  OWNER: City & Newton.

DOLLAR AMOUNT: \$	DATE COMPLETED:
PUBLICLY BID?YES	NO
TYPE OF WORK:	
CONTACT PERSON:	TELEPHONE #:)
CONTACT PERSON'S RELATION TO PROJECT:	
	(i.e., contract manager, purchasing agent, etc.)
PROJECT NAME	
PROJECT NAME:OWNER:	
CITY/STATE:	
DOLLAR AMOUNT: \$	DATE COMPLETED:
PUBLICLY BID? YES	NO
TYPE OF WORK:	-
CONTACT PERSON:	TELEPHONE #: ( )
CONTACT PERSON'S RELATION TO PROJECT:	TEEDITIONE II.
	(i.e., contract manager, purchasing agent, etc.)
PROJECT NAME:	
OWNER.	
CITT/STATE:	
DOLLAR AMOUNT: \$	DATE COMPLETED:
PUBLICLY BID?YES TYPE OF WORK:	NO
CONTACT PERSON:	THE THEORY
CONTACT PERSON:  CONTACT PERSON'S RELATION TO PROJECT:	TELEPHONE #: ()
	(i.e., contract manager, purchasing agent, etc.)
PROJECT NAME:	
OWNER:	
CITY/STATE:	
DOLLAR AMOUNT: \$	DATE COMPLETED:
PUBLICLY BID? YES	NO
TYPE OF WORK:	
TYPE OF WORK:  CONTACT PERSON:  CONTACT PERSON'S RELATION TO PROJECT:	TELEPHONE #:(
CONTACT PERSON'S RELATION TO PROJECT:	
,	(i.e., contract manager, purchasing agent, etc.)
The undersigned certifies that the information cont	tained herein is complete and accurate and hereby authorizes and
comprising this statement of Bidder's qualifications as	any information requested by the City in verification of the recitals
DATE: 8 28 2018 BIDDER:	he Village Bank
SIGNATURE: Lang 3. Wein	
PRINTED NAME: And B. Werner	TITLE: SVP Retail Banking
	1

END OF SECTION

10.

#### **CERTIFICATE OF NON-COLLUSION**

The undersigned certifies under penalties of perjury that this bid or proposal has been made and submitted in good faith and submitted in good faith and without collusion or fraud with any other person. As used in this certification, the word "person" shall mean any natural person, business, partnership, corporation, union, committee club, or other organization, entity, or group or individuals.

Supplement, SVP Retail
(Signature of individual)

The Village Bank
Name of Business

#### CERTIFICATION OF TAX COMPLIANCE

Pursuant to M.G.L. c.62C, §49A and requirements of the City, the undersigned acting on behalf of the Contractor certifies under the penalties of perjury that the Contractor is in compliance with all laws of the Commonwealth relating to taxes including payment of all local taxes, fees, assessments, betterments and any other local or municipal charges (unless the Contractor has a pending abatement application or has entered into a payment agreement with the entity to which such charges were owed), reporting of employees and contractors, and withholding and remitting child support.\*

**Signature of Individual (Mandatory)	*** Contractor's Social Security Number (Voluntary) or Federal Identification Number			
Print Name:	Date:			
OR				
The Village Bank Company Name (Corporation, Partnership, LLC, etc.)				
By: **Corporate Officer (Mandatory)				
Print Name: For D. Boscher, CFO				
Date: 8/28/2018				

<sup>\*</sup> The provision in this Certification relating to child support applies only when the Contractor is an individual.

<sup>\*\*</sup> Approval of a contract or other agreement will not be granted until the City receives a signed copy of this Certification.

<sup>\*\*\*</sup> Your social security number may be furnished to the Massachusetts Department of Revenue to determine whether you have met tax filing or tax payment obligations. Providers who fail to correct their non-filing or delinquency will not have a contract or other agreement issued, renewed, or extended.

City of Newton



Mayor Ruthanne Fuller

#### **Purchasing Department**

#### Nicholas Read & Chief Procurement Officer

1000 Commonwealth Avenue Newton Centre, MA 02459-1449 purchasing@newtonma.gov Telephone (617) 796-1220 Fax: (617) 796-1227 TDD/TTY

(617) 796-1089

Date

Vendor

Re: Debarment Letter for Invitation For Bid #19-08

As a potential vendor on the above contract, the City requires that you provide a debarment/suspension certification indicating that you are in compliance with the below Federal Executive Order. Certification can be done by completing and signing this form.

**Debarment:** 

Federal Executive Order (E.O.) 12549 "Debarment and Suspension" requires that all contractors receiving individual awards, using federal funds, and all sub-recipients certify that the organization and its principals are not debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded by any Federal department or agency from doing business with the Federal Government.

I hereby certify under pains and penalties of perjury that neither I nor any principal(s) of the Company identified below is presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any federal department or agency.

Amy B. Werner (Name)
The Village Bendy (Company)
307 Auburn St. (Address)
Auburndale, MA 02466 (Address)
PHONE 617-467-6101 FAX 617-467EMAIL awerner D village-bank. com

Ony B. Wenner Signature

8/28/18 Date

If you have questions, please contact Nicholas Read, Chief Procurement Officer at (617) 796-1220.

# (Rev. October 2007)

#### Request for Taxpayer **Identification Number and Certification**

Give form to the requester. Do not

Interna	Revenue Service			send to the ins.	
6	Name (as shown of	on your income tax return)			
rpe ons on page	7heVi	different from above    Lage Bank		<b>V</b> Exempt	
Print or type Instructions	Other (see instru	Limited liability company. Enter the tax classification (D=disregarded entity, C=corporation, P=partnership) ►			
Print Specific Inst	Address (number, 367	Requester's name and ad-	dress (optional)		
See Spe	Hubu	erich here (optional)			
Par	Taxpaye	er Identification Number (TIN)		-	
alien, your e	sole proprietor, or employer identification	propriate box. The TIN provided must match the name given on Line 1 individuals, this is your social security number (SSN). However, for a re disregarded entity, see the Part I instructions on page 3. For other entition number (EIN). If you do not have a number, see <i>How to get a TIN</i> or	sident ies, it is n page 3.	y number	
Note.	If the account is in er to enter.	n more than one name, see the chart on page 4 for guidelines on whose	Employer idea	ntification number	
Par	Certifica	ition	01.70	30370	

Under penalties of perjury, I certify that:

- 1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me), and
- I am not subject to backup withholding because: (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding, and
- 3. I am a U.S. citizen or other U.S. person (defined below).

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and generally, payments other than interest and dividends, you are not required to sign the Certification, but you must provide your correct TIN. See the instructions on page 4.

Sign Here	Signature of U.S. person	

Soucher, CFO Name

#### **General Instructions**

Section references are to the Internal Revenue Code unless otherwise noted

#### Purpose of Form

A person who is required to file an information return with the IRS must obtain your correct taxpayer identification number (TIN) to report, for example, income paid to you, real estate transactions, mortgage interest you paid, acquisition or abandonment of secured property, cancellation of debt, or contributions you made to an IRA.

Use Form W-9 only if you are a U.S. person (including a resident alien), to provide your correct TIN to the person requesting it (the requester) and, when applicable, to:

- 1. Certify that the TIN you are giving is correct (or you are waiting for a number to be issued).
  - 2. Certify that you are not subject to backup withholding, or
- 3. Claim exemption from backup withholding if you are a U.S. exempt payee. If applicable, you are also certifying that as a U.S. person, your allocable share of any partnership income from a U.S. trade or business is not subject to the withholding tax on foreign partners' share of effectively connected income.

Note. If a requester gives you a form other than Form W-9 to request your TIN, you must use the requester's form if it is substantially similar to this Form W-9.

Definition of a U.S. person. For federal tax purposes, you are considered a U.S. person if you are:

- An individual who is a U.S. citizen or U.S. resident alien,
- A partnership, corporation, company, or association created or organized in the United States or under the laws of the United States,
- An estate (other than a foreign estate), or
- A domestic trust (as defined in Regulations section 301.7701-7).

301.7701-7).

Special rules for partnerships. Partnerships that conduct a trade or business in the United States are generally required to pay a withholding tax on any foreign partners' share of income from such business. Further, in certain cases where a Form W-9 has not been received, a partnership is required to presume that a partner is a foreign person, and pay the withholding tax. Therefore, if you are a U.S. person that is a partner in a partnership conducting a trade or business in the United States, provide Form W-9 to the partnership to establish your U.S. status and avoid withholding on your share of partnership income.

The person who gives Form W-9 to the partnership for purposes of establishing its U.S. status and avoiding withholding on its allocable share of net income from the partnership conducting a trade or business in the United following cases

The U.S. owner of a disregarded entity and not the entity,

Cat. No. 10231X

Form W-9 (Rev. 10-2007)

#### City of Newton, Massachusetts Purchasing Department Comparison of Bids

# INVITATION TO BID #19-08 Parking Meter Currency Processing Services

Bid Opening Time: 10:00 A.M, August 30, 2018

Notes Regarding Specific Bids

Treasury /	Rosemarie	Wood	s &	Jim	Reardon	

BIDDERS	Est. Qty. The Village Bank		Republic Parking System, LLC		
·		PER MONTH	TOTAL	PER MONTH	TOTAL
Daily acceptance, unlocking, counting and depositing of mixed cash/coin from approximately 8-12 canisters.	12	\$2,750.00	\$33,000.00	\$4,275.00	\$51,300.00
Year 2	12	\$2,750.00	\$33,000.00	\$4,403.25	\$52,839.00
Year 3	12	\$2,750.00	\$33,000.00	\$4,535.35	\$54,424.20
Year 4	12	\$2,750.00	\$33,000.00	\$4,671.41	\$56,056.92
Year 5	12	\$2,750.00	\$33,000.00	\$4,811.55	\$57,738.60
Total Contract Price		\$165,000.00		\$272,358.72	

The Village Back	8/31/18		
Award Recommended To:	Date	Chief Procurement Officer	Date
Rosemani Words	8/31/18		
Department Head	Date	Mayor or her designee	Date

DRAFT: Divestment of Funds from Fossil Fuel Companies.

Purpose: The City of Newton strives to support sources of sustainable energy and to combat climate change caused in part by the use of fossil fuels. By this Ordinance, the City intends to take steps to diminish, and then eliminate, its contributions to the financial support of companies that engage in the production, sale and exploration of non-renewable fuel. This Ordinance provides a method for the conscientious investment of City funds for the purpose of promoting clean energy policy goals for the benefit of the residents, while still fostering fiscal health and welfare.

#### 1) Definitions:

Direct holdings: all securities of a company held directly by the City or in an account or fund in which the City owns all shares or interests.

Divest: to sell, redeem, transfer or otherwise dispose of investments.

Indirect holdings: All securities of a company held in an account or fund, such as a mutual fund, managed by one or more persons not employed by the City, in which the City owns shares or interests together with other investors.

Investment: the purchase, ownership, or control of publicly issued stock, corporate bonds or other debt instruments issued by a company.

Fossil fuel company: a publicly traded company that holds oil, gas or coal reserves in such quantities so as to be listed with a fossil fuel divestment index, such as the Carbon Underground 200, or other similar, professionally researched resource.

- 2) Within 60 days of the enactment of this Ordinance, the Treasurer will identify any City funds within his authority that constitute direct or indirect holdings in fossil fuel companies. The Treasurer will file a report indicating any such identified fossil fuel company investments to the Finance Committee of the City Council.
- 3) Within one year of the filing of the report of identified fossil fuel company investments to the Finance Committee of the City Council, the Treasurer will divest 50% of City funds from the identified fossil fuel company investments. Within two years of the filing of the report of identified fossil fuel company investments to the Finance Committee of the City Council, the Treasurer will divest 100% of all City funds from the identified fossil fuel company investments.
- 4) The Treasurer will refrain from making additional or new investments in fossil fuel companies.
- 5) Nothing in this Ordinance will require the Treasurer to take any action if it conflicts or is inconsistent with the fiduciary duties and prudent person standard of care as defined by statute and the Investment Policy of the City of Newton.

#### Chapter 4

#### CITY COUNCIL\*

Art. I. General, §§ 4-1—4-19

Art. II. Clerk of the City Council, §§ 4-20—4-49 Betterment Procedures, §§ 4-50—4-51

## ARTICLE I. IN GENERAL

#### Sec. 4-1. Time, place for city council meetings.

Regular meetings of the city council shall be held in the months of January through June, inclusive, and in the months of September through December, inclusive, on the first and third Monday evenings of such months and in the months of July and August on the second Monday of each month at 7:45 p.m., unless otherwise ordered by the city council. Where any such Monday shall be a legal holiday, the meeting shall be held on the next following day which is not a legal holiday. Every adjourned sitting of the city council, not an adjourned special meeting, shall constitute a regular meeting, and the order of business thereat shall be the same as in the case of a regular meeting. Said meetings will be conducted in the city council chambers of the Newton City Hall. (Rev. Ords. 1973, § 2-1)

#### Sec. 4-2. Salary of city councilors.

In accordance with chapter 39, section 6A, of the General Laws, each member of the city council shall receive annual compensation of nine thousand seven hundred fifty dollars (\$9,750.00), payable monthly. The effective date of any subsequent salary increase voted under this section shall be the date upon which the succeeding board (to that which voted the increase) is sworn into office. Any such subsequent salary increase shall require the affirmative vote of two-thirds (2/3) of the city council and be voted only between January first and September thirtieth of a year in which a municipal election is to be held. (Rev. Ords. 1973, § 2-3; Ord. No. 573, 7-5-73; Ord. No. 201, 3-7-77; Ord. No. R-314, 3-21-83; Ord. No. S-269 and S-270, 9-8-87; Ord. No. V-132, 9-15-97)

# Sec. 4-3. Registration of persons receiving consideration to affect outcome of any matter pending before city council.

- (a) Any person who has received or will receive a fee or any other consideration to effect positive or negative action by the city council on any matter pending before it shall register with the city clerk their name, address and the name of the person or persons on whose behalf they are seeking such action before commencing such activity.
- (b) This section shall not apply to attorneys of record for petitioners to the city council, provided their names and addresses are clearly set forth on the petition.
  - (c) No violation of this section shall affect the validity of any action of the city council. (Rev. Ords. 1973, § 2-6)

#### Secs. 4-4—4-19. Reserved.

<sup>\*</sup>Cross references – Ward boundaries established, § 1-15; administration generally, Ch. 2; notification to officers and boards of certain orders of the city council, § 6-1

<sup>\*(</sup>Ord. No. A-68, 12-08-15 changed references to "Board of Aldermen" to "City Council")

Part I ADMINISTRATION OF THE GOVERNMENT

**Title VII** CITIES, TOWNS AND DISTRICTS

Chapter 39 MUNICIPAL GOVERNMENT

**Section 6A** MUNICIPAL SALARIES; INCREASES AND DECREASES; PROCEDURE

Section 6A. Notwithstanding the provisions of any city charter to the contrary, the mayor and the members of the city council, or other legislative body of a city, shall receive for their services such salary as the city council or other legislative body of a city shall by ordinance determine, and shall receive no other compensation from such city, except that a member of a city council of said city may receive a salary for serving as an instructor in a municipal college of such city, except that a member of a city or town council in a municipality with a city or town council form of government may receive a salary for serving as a municipal employee of said municipality in lieu of receiving compensation for serving as a member of said council and except that, in accordance with the provision of the seventh paragraph of section twenty of chapter two hundred and sixty-eight A, any elected municipal official, other than a mayor, may choose to

#388-18

receive either the compensation for such service or compensation for service as an employee of a housing authority in such municipality, but may not receive both. No increase or reduction in such salaries shall take effect during the year in which such increase or reduction is voted, and no change in such ordinance shall be made between the election of a new council or other legislative body and the qualification of the new council or other legislative body. Such ordinance shall be subject to the provisions of sections forty-two, forty-three and forty-four of chapter forty-three.

#### **Excerpt from the City's Financial Management Guidelines**

**Official and officer compensation:** The City expects to maintain compensation policies (including salaries, benefits and deferred compensation) designed to attract and retain well qualified officials and officers. Management level employees will be expected to maintain the highest level ofprofessional competency during their employment with the City. To this end, the City will provide resources for ongoing professional training and staff development.

- Elected officials -In accordance with the requirements of the City Charter, compensation for the Mayor, members of the Board of Aldermen, and School Committee is established by ordinance. Elected official compensation will generally be subject to review by a Blue Ribbon Compensation Committee, every five to ten years.
- Management and non-union employees -The salaries of all Newton Public School management and non-union employees are determined by a vote of the School Committee. All municipal management and non-union employee salaries, except for the City Clerk/Clerk of the Board of Aldermen, are governed by a pay plan approved by the Mayor and subject to funding by the Board of Aldermen. The salary of the City Clerk/Clerk of the Board of Aldermen is established by ordinance, as required by law. When H grade adjustments are made, the salary of the City Clerk/Clerk of the Board of Aldermen will be reviewed. The salaries of all municipal employees are published in the annual budget.