



**City of Gardner - Executive Department**  
**Mayor Michael J. Nicholson**

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February 5, 2026

Hon. George C. Tyros, Council President  
And City Councilors  
Gardner City Hall, Rm 121  
95 Pleasant Street  
Gardner, MA 01440

RE: An Ordinance to Amend Exhibit F of Attachment 1 of Chapter 8 of the Code of the City of Gardner, thereof entitled "Primary Non-Union Compensation Schedule."

Dear Mr. President and Councilors,

At the February 2<sup>nd</sup>, 2026, meeting of the City Council, I informed the City Council of certain changes that the Administration would be proposing for the newly updated Non-Union Compensation Schedule Ordinance.

Those changes are reflected in the attached ordinance amendment proposal.

I also want to note that the language of the ordinance did already address the June 1<sup>st</sup>, 2026, effective start day for the lifeguards, so this did not need to be amended.

Respectfully Submitted,

Michael J. Nicholson  
Mayor, City of Gardner

**An Ordinance to Amend the Code of the City of Gardner, Exhibit F of Attachment 1 of Chapter 8 of the Code of the City of Gardner, thereof entitled “Primary Non-Union Compensation Schedule.”**

Be it ordained by the City Council of the City of Gardner as follows:

**SECTION 1:** That the following positions be removed from Exhibit E of Attachment 1 of Chapter 8 of the Code of the City of Gardner, thereof entitled “Non-Union Compensation Schedule”:

- Veteran’s Director
- Council on Aging Director
- Purchasing Agent/Civil Enforcement Director
- City Auditor
- Director of Community Development and Planning

**SECTION 2:** That the schedule listed in Attachment 1 of this ordinance be added to Exhibit F of Attachment 1 of Chapter 8 of the Code of the City of Gardner, thereof entitled “Primary Non-Union Compensation Schedule.”

**SECTION 3:** That Section 3C of Exhibit F of Attachment 1 of Chapter 8 of the Code of the City of Gardner, thereof entitled “Golf Course Staff,” be stricken and replaced with the schedule listed in Attachment 2 of this ordinance.

**SECTION 4:** That this ordinance shall take effect upon passage and publication as required by law.



## Attachment 2

11777

		Pay Grade	Starting Salary	Step 1	Step 2	Step 3	Step 4	Step 5
		Years of Service	Less than 1	1 Year	2 Years	3 Years	4 Years	5 Years
		% Increase		1.50%	1.50%	1.50%	1.50%	1.50%
Hourly Staff								
Golf Course Staff								
Mechanic	3C		\$21.75	\$22.08	\$22.75	\$23.09	\$23.75	\$24.11
Grounds Maintenance Worker	3C		\$21.75	\$22.08	\$22.75	\$23.09	\$23.75	\$24.11