

RESOLUTION NO. 20-13

A RESOLUTION OF THE COMMISSIONERS OF CAMBRIDGE, MARYLAND TO AMEND THE POSITIONS AND SALARY CONTROLS AND SCHEDULES OF SALARY GRADES AND STEPS FOR GENERAL EMPLOYEES AND SWORN POLICE OFFICERS OF THE CITY OF CAMBRIDGE FOR FISCAL YEAR 2021.

WHEREAS, the City Manager of the City of Cambridge (the “City”) has recommended that the Positions and Salary Controls and Schedules of Salary Grades and Steps for General Employees and Sworn Police Officers of the City, which are attached hereto and incorporated herein by reference (the “Positions and Salary Controls and Schedules”), be amended for Fiscal Year 2021, which commences July 1, 2020; and

WHEREAS, the Commissioners of Cambridge have requested that additional police officer positions be made available; and

WHEREAS, having considered the foregoing recommendation, the Commissioners of Cambridge have determined the Positions and Salary Controls and Schedules should be amended for Fiscal Year 2021; and

WHEREAS, the Commissioners of Cambridge hereby adopt this Resolution to formally amend the previously adopted Positions and Salary Controls and Schedules.

NOW, THEREFORE, BE IT RESOLVED BY THE COMMISSIONERS OF CAMBRIDGE, that the Positions and Salary Controls and Schedules of Salary Grades and Steps for General Employees and Sworn Police Officers of the City of Cambridge attached hereto and incorporated herein by reference as if fully set forth be and it is hereby amended effective July 1, 2020.

AND BE IT FURTHER RESOLVED, that the effective date of this Resolution shall be July 13, 2020.

ATTEST:

THE COMMISSIONERS OF CAMBRIDGE

Patrick C. Comiskey
City Manager

BY: _____
Victoria Jackson-Stanley
Mayor

Adopted the 13th day of July, 2020
Effective the 13th day of July, 2020

General Employees: Salary Grades and Steps, Effective July 1, 2020 (8:00 a.m.)

Grade (Vertical) Step (Horizontal)

	1	2	3	4	5	6	7	8	9	10
4	23,020	24,401	25,865	27,417	29,062	30,225	31,433	32,691	33,998	35,016
5	24,871	26,364	27,945	29,622	31,400	32,655	33,962	34,978	36,377	37,832
6	26,865	28,476	30,185	31,996	33,915	34,931	36,328	37,782	39,293	40,864
7	29,031	30,773	32,620	34,242	36,296	37,748	39,258	40,829	41,653	42,896
8	31,339	33,219	34,871	36,964	39,181	40,749	41,571	42,812	44,308	46,080
9	32,566	34,185	36,236	38,411	40,715	41,537	42,777	44,271	46,043	47,884
10	34,833	36,923	39,138	41,486	42,717	44,209	45,978	47,816	49,729	51,718
11	37,614	39,870	41,458	43,516	45,902	47,738	49,648	51,633	53,700	55,847
12	40,630	42,040	44,129	46,777	49,584	51,566	54,384	55,774	58,005	60,326
13	42,838	44,966	47,664	50,524	53,555	55,698	57,926	60,242	62,652	65,158
14	45,367	48,089	50,974	54,032	57,275	59,565	61,948	64,426	67,003	69,683
15	48,997	51,936	55,052	58,355	61,857	64,331	66,904	69,580	71,661	74,528
16	52,920	56,094	59,460	63,027	66,809	69,481	71,560	74,422	77,399	80,495
17	57,718	61,181	64,852	68,743	72,160	75,046	78,048	81,170	84,417	86,935

	11	12	13	14	15	16	17	18	19	20
4	35,716	36,430	37,159	37,902	38,660	39,434	40,223	41,027	41,847	41,871
5	38,589	39,361	40,147	40,950	41,769	41,794	42,420	43,058	43,704	44,579
6	41,681	41,705	42,330	42,967	43,612	44,484	45,374	46,281	47,207	48,151
7	43,541	44,411	45,300	46,205	47,129	48,073	49,034	50,014	51,014	52,035
8	47,001	47,942	48,901	49,878	50,876	51,893	52,931	53,990	55,069	56,172
9	48,841	49,819	50,815	51,831	52,867	53,925	55,004	56,104	57,225	58,370
10	52,752	53,808	54,884	55,981	57,101	58,243	59,408	60,595	61,808	63,044
11	56,964	58,104	59,266	60,450	61,659	62,893	64,151	65,433	66,742	68,077
12	61,532	62,763	64,018	65,298	66,604	67,936	69,295	70,681	72,094	72,822
13	66,461	67,791	69,146	70,530	71,940	72,666	74,120	75,602	77,115	78,657
14	71,077	71,794	73,230	74,695	76,188	77,712	79,267	80,852	82,469	84,118
15	76,018	77,538	79,089	80,671	82,284	83,930	85,189	86,467	88,196	89,959
16	82,104	83,747	85,002	86,278	88,003	89,764	91,559	93,390	95,257	97,163
17	87,804	89,561	91,560	93,179	95,042	96,943	98,882	100,859	102,877	104,934

Police Officers: Salary Grades and Steps, Effective July 1, 2020 (8:00 a.m.)

Rank (Vertical) Step (Horizontal)

	1	2	3	4	5	6	7	8	9	10
Patrolman	43,165	45,351	47,333	49,296	51,239	53,394	55,548	56,625	57,702	58,779
PFC	46,444	48,421	50,162	52,316	54,471	56,625	58,779	59,328	60,395	61,461
Corporal	49,163	51,316	53,471	55,625	57,779	59,395	61,528	62,595	63,661	64,728
Sergeant	54,548	56,702	58,328	60,461	62,595	64,728	66,861	67,927	68,994	70,061
Lieutenant	57,462	59,595	61,728	63,861	65,994	68,127	70,260	71,327	72,393	73,460
Captain	57,462	59,595	61,728	63,861	65,994	68,127	70,260	71,327	72,393	73,460

	11	12	13	14	15	16	17	18	19	20
Patrolman	59,328	60,395	61,461	62,528	63,595	64,661	65,728	66,794	67,861	68,927
PFC	62,528	63,595	64,661	65,728	66,794	67,861	68,927	69,994	71,061	72,127
Corporal	65,794	66,861	67,927	68,994	70,061	71,127	72,194	73,260	74,327	75,393
Sergeant	71,127	72,194	73,260	74,327	75,393	76,460	77,526	78,593	79,660	80,726
Lieutenant	74,527	75,593	76,660	77,726	78,793	79,859	80,926	81,992	83,059	84,126
Captain	74,527	75,593	76,660	77,726	78,793	79,859	80,926	81,992	83,059	84,126

Position	Grade
City Manager	Set By
1 City Manager	Commissioners
2 Executive Secretary	10

Finance Department

1 Account Clerk	7
2 Account Clerk - Payables	8
3 Account Clerk - Revenue/GL	8
4 Account Clerk - (Part-Time)	99

Information Technology

1 I.T. Coordinator	13
2 I.T. Assistant	9

Police Administration

1 Chief	17
2 Captain	Captain
3 Community Police Officer	PFC/Patrol
4 Community Police Officer	PFC/Patrol
5 Executive Assistant	11
6 Records Technician	6
7 Records Technician	6

Special Operations

1 Lieutenant-Investigations	Lieutenant
2 Sergeant-Investigations	Sergeant
3 Sergeant-Investigations	Sergeant
4 Corporal-Investigations	Corporal
5 Detective	PFC/Patrol
6 Detective	PFC/Patrol
7 Detective	PFC/Patrol
8 Investigative Technician	8

Public Works Administration

1 Superintendent	16
2 Secretary I	5
3 Secretary I	5

Patrol

1 Captain	Captain
2 Lieutenant	Lieutenant
3 Sergeant	Sergeant
4 Sergeant	Sergeant
5 Sergeant	Sergeant
6 Sergeant	Sergeant
7 Sergeant	Sergeant
8 Sergeant	Sergeant
9 Corporal	Corporal
10 Corporal	Corporal
11 Corporal	Corporal
12 Corporal	Corporal
13 Corporal	Corporal
14 Patrol Officer	PFC/Patrol
15 Patrol Officer	PFC/Patrol
16 Patrol Officer	PFC/Patrol
17 Patrol Officer	PFC/Patrol
18 Patrol Officer	PFC/Patrol
19 Patrol Officer	PFC/Patrol
20 Patrol Officer	PFC/Patrol
21 Patrol Officer	PFC/Patrol
22 Patrol Officer	PFC/Patrol
23 Patrol Officer	PFC/Patrol
24 Patrol Officer	PFC/Patrol
25 Patrol Officer	PFC/Patrol
26 Patrol Officer	PFC/Patrol
27 Patrol Officer	PFC/Patrol
28 Patrol Officer	PFC/Patrol
29 Patrol Officer	PFC/Patrol
30 Patrol Officer	PFC/Patrol
31 Patrol Officer	PFC/Patrol
32 Patrol Officer	PFC/Patrol
33 Patrol Officer	PFC/Patrol
34 Patrol Officer	PFC/Patrol
35 Patrol Officer	PFC/Patrol
36 Patrol Officer	PFC/Patrol
37 Patrol Officer (part-time)	PFC/Patrol
38 Crossing Guard (part-time)	99

Position**Grade****Municipal Properties**

1	Division Manager	10
2	Division Manager (PSB)	14
3	Gen Maintenance Worker III	7
4	Gen Maintenance Worker II	6
5	Gen Maintenance Worker I	5
6	Gen Maintenance Worker I	5
7	Gen Maintenance Worker I	5
8	Gen Maintenance Worker I	5
9	Gen Maintenance Worker I	5
10	Custodian	4

Planning and Zoning

1	Division Manager (P&Z)	16
2	Planner 1	13

Engineering

1	City Engineer	16
2	GIS Specialist I	12
3	Engineering Technician II	9

Building Safety Services

1	Code Enforcement Officer II	9
2	Code Enforcement Supervisor	11
3	Code Enforcement Officer I	8

Sanitation and Waste

1	Equipment Operator/Sanitation Drive	6
2	Sanitation Collector	5
3	Maintenance Worker I	5

Economic Development

1	Economic Development Director	12
---	-------------------------------	----

Housing Revitalization and Development

1	Housing Specialist	Contracted
---	--------------------	------------

Heavy Equipment Maintenance

1	Heavy Equipment Mechanic	8
---	--------------------------	---

Position**Grade****Streets and Highways**

1	Division Manager	10
2	Street Maintenance Foreman	9
3	Equipment Operator III	8
4	Street Maintenance Worker I	5
5	Equipment Operator I	6
6	Street Maintenance Worker I	5
7	Street Maintenance Worker I	5

Utility Maintenance

1	Equipment Operator II	7
---	-----------------------	---

Municipal Utilities Commission

MUC-001	Water Resource Administrator	16
MUC-002	Account Clerk-Payroll	9
MUC-003	Account Clerk-Billing	8
MUC-004	Account Clerk-Customer Service	7
MUC-005	Account Clerk-Billing	7
MUC-006	Account Clerk-Billing	7
MUC-007	Superintendent	11
MUC-008	Assistant Superintendent	10
MUC-009	Foreman/Service Coordinator	9
MUC-010	Distribution Tech II	7
MUC-011	Meter Reader Coordinator	7
MUC-012	Water Distribution Tech II	7
MUC-013	Water Distribution Tech II	7
MUC-014	Water Distribution Tech II	7
MUC-015	Water Production Operator I	7
MUC-016	Water Production Operator II	7