

PROPOSED RESOLUTION

RESOLUTION NO. 16-010

A RESOLUTION OF THE COMMISSIONERS OF CAMBRIDGE, MARYLAND, TO ADOPT POSITIONS AND SALARY CONTROLS AND SCHEDULES OF SALARY GRADES AND STEPS FOR GENERAL EMPLOYEES AND SWORN POLICE OFFICERS FOR FISCAL YEAR 2017.

WHEREAS, the City Manager and Finance Committee of the City of Cambridge, have recommended that the following Positions and Salary Controls, and Schedules of Salary Grades and Steps for General Employees and Sworn Police Officers of the City of Cambridge be adopted for Fiscal Year 2017, which commences July 1, 2016 and ends June 30, 2017; and

WHEREAS, the Commissioners of Cambridge, considered the recommendation, and have determined that the aforesaid Positions and Salary Controls, and Schedules of Salary Grades and Steps should be adopted as part of the budgetary planning process for Fiscal Year 2017; and

WHEREAS, the Commissioners of Cambridge hereby adopt this Resolution to formally adopt the Positions and Salary Controls, and Schedules of Salary Grades and Steps for General Employees and Sworn Police Officers of the City of Cambridge, as set for the herein.

NOW, THEREFORE, BE IT RESOLVED BY THE COMMISSIONERS OF CAMBRIDGE, that the following Positions and Salary Controls, and Schedules of Salary Grades and Steps are hereby adopted for Fiscal Year 2017:

2017 Positions and Salary Control

| Control | Position | Grade | Control | Position | Grade |
|---------------------------------|-------------------------------------|-------|---------------|----------------|------------|
| Commissioners | | | Patrol | | |
| 01-001 | Commissioner Ward 1 | NA | 08-001 | Lieutenant | Lieutenant |
| 01-002 | Commissioner Ward 2 | NA | 08-002 | First Sergeant | Sergeant |
| 01-003 | Commissioner Ward 3 | NA | 08-003 | Sergeant | Sergeant |
| 01-004 | Commissioner Ward 4 | NA | 08-004 | Sergeant | Sergeant |
| 01-005 | Commissioner Ward 5 | NA | 08-006 | Sergeant | Sergeant |
| Mayor | | | 08-007 | Sergeant | Sergeant |
| 02-001 | Mayor | NA | 08-005 | Sergeant | Sergeant |
| City Manager | | | 08-008 | Corporal | Corporal |
| 03-001 | City Manager | NA | 08-009 | Corporal | Corporal |
| 03-002 | Executive Secretary | 10 | 08-010 | Corporal | Corporal |
| Finance Department | | | 08-012 | Corporal | Corporal |
| 04-001 | Finance Director | 17 | 08-011 | Corporal | Corporal |
| 04-003 | Payables Account Clerk | 7 | 08-013 | Patrol Officer | PFC/Patrol |
| 04-004 | Revenue/GL Account Clerk | 8 | 08-014 | Patrol Officer | PFC/Patrol |
| 04-005 | Purchasing Technician Account Clerk | 9 | 08-016 | Patrol Officer | PFC/Patrol |
| Informational Technology | | | 08-017 | Patrol Officer | PFC/Patrol |
| 06-001 | I.T. Coordinator | 13 | 08-019 | Patrol Officer | PFC/Patrol |
| 06-002 | I.T. Assistant | 9 | 08-020 | Patrol Officer | PFC/Patrol |

| Police Administration | | |
|------------------------------|--------------------------|------------|
| 07-001 | Chief of Police | 17 |
| 07-002 | Deputy Chief | Captain |
| 07-003 | Lieutenant | Lieutenant |
| 07-005 | Sergeant | Sergeant |
| 07-009 | Community Police Officer | PFC/Patrol |
| 07-010 | Community Police Officer | PFC/Patrol |
| 07-004 | Executive Assistant | 11 |
| 07-006 | Records Technician | 6 |
| 07-007 | Records Technician | 7 |
| 07-008 | Records Technician | 6 |

| | | |
|--------|-----------------------------|------------|
| 08-021 | Patrol Officer | PFC/Patrol |
| 08-022 | Patrol Officer | PFC/Patrol |
| 08-023 | Patrol Officer | PFC/Patrol |
| 08-024 | Patrol Officer | PFC/Patrol |
| 08-025 | Patrol Officer | PFC/Patrol |
| 08-027 | Patrol Officer | PFC/Patrol |
| 08-028 | Patrol Officer | PFC/Patrol |
| 08-029 | Patrol Officer | PFC/Patrol |
| 08-030 | Patrol Officer | PFC/Patrol |
| 08-031 | Patrol Officer | PFC/Patrol |
| 08-032 | Patrol Officer | PFC/Patrol |
| 08-033 | Patrol Officer | PFC/Patrol |
| 08-034 | Patrol Officer | PFC/Patrol |
| 08-035 | Patrol Officer | PFC/Patrol |
| 08-036 | Patrol Officer | PFC/Patrol |
| 08-037 | Patrol Officer | PFC/Patrol |
| 08-038 | Community Police Officer | PFC/Patrol |
| 08-045 | Communications Officer | 8 |
| 08-047 | Crossing Guard | NA |

| Control | Position | Grade |
|---------------------------|--------------------------|--------------|
| Special Operations | | |
| 09-001 | Lieutenant | Lieutenant |
| 09-002 | Sergeant | Sergeant |
| 09-003 | Corporal | Corporal |
| 09-004 | Detective | PFC/Patrol |
| 09-005 | Detective | PFC/Patrol |
| 09-007 | Detective | PFC/Patrol |
| 09-006 | Detective | PFC/Patrol |
| 09-009 | Investigative Technician | 8 |

| Public Works Administration | | |
|------------------------------------|---------------------------------------|----|
| 10-001 | Director | 17 |
| 10-003 | Executive Asst. for Business Services | 11 |
| 10-006 | Secretary I | 5 |

| Municipal Properties | | |
|-----------------------------|--------------------------------|----|
| 11-001 | Asst. Superintendent (MPM) | 10 |
| 11-002 | Asst. Superintendent (PSB) | 14 |
| 11-003 | General Maintenance Worker III | 7 |
| 11-004 | General Maintenance Worker II | 6 |
| 11-005 | General Maintenance Worker I | 5 |
| 11-006 | General Maintenance Worker I | 5 |

| Control | Position | Grade |
|-----------------------------|-------------------------------------|--------------|
| Economic Development | | |
| 05-001 | Economic Development Director | 15 |
| 05-002 | Associate Economic Dvlpmnt Director | 11 |
| 05-003 | Administrative Assistant | 7 |

| Fleet Maintenance | | |
|--------------------------|---------------------------------|---|
| 16-001 | Heavy Equipment Mechanic Sprvsr | 9 |
| 16-002 | Heavy Equipment Mechanic | 8 |

| Streets and Highways | | |
|-----------------------------|--------------------------------|----|
| 17-001 | Superintendent of Public Works | 13 |
| 17-002 | Asst. Superintendent PW SSU | 10 |
| 17-003 | Street Maintenance Foreman | 9 |
| 17-004 | Equipment Operator III | 8 |
| 17-005 | Street Maintenance Worker I | 5 |
| 17-006 | Equipment Operator I | 6 |
| 17-008 | Street Maintenance Worker II | 6 |
| 17-009 | Street Maintenance Worker II | 6 |
| 17-010 | Street Maintenance Worker I | 5 |
| 17-013 | Street Maintenance Worker I | 5 |
| 17-012 | Street Maintenance Worker I | 5 |

| Marina | | |
|---------------|------------|----|
| 18-001 | Dockmaster | 10 |

| | | |
|--------|-------------------------------|---|
| 11-007 | General Maintenance Worker I | 5 |
| 11-009 | General Maintenance Worker II | 6 |
| 11-010 | General Maintenance Worker I | 5 |
| 11-008 | General Maintenance Worker I | 5 |
| 11-012 | Custodian | 4 |

| | | |
|----------------------------|----------------------|---|
| 18-002 | Assistant Dockmaster | 8 |
| Utility Maintenance | | |
| 19-001 | Equipment Operator I | 6 |

| Control | Position | Grade |
|---------------------------------|---------------------------------------|-------|
| Planning and Zoning | | |
| 12-001 | City Planner | 16 |
| 12-002 | P&Z Assistant | 8 |
| Engineering Services | | |
| 13-001 | Deputy Director & City Engineer | 16 |
| 13-002 | Civil Engineer | 15 |
| 13-003 | GIS Specialist | 12 |
| 13-004 | Engineering Technician II | 9 |
| Building Safety Services | | |
| 14-001 | Code Enforcement Officer II | 9 |
| 14-002 | Building Permits Administrator | 8 |
| 14-003 | Secretary I | 5 |
| 14-004 | Code Enforcement Officer I | 8 |
| Sanitation and Waste | | |
| 15-001 | Equipment Operator/ Sanitation Driver | 6 |
| 15-002 | Sanitation Collector | 5 |
| 15-003 | Sanitation Collector | 5 |
| 15-004 | Sanitation Collector | 5 |
| 15-005 | Sanitation Collector | 5 |
| 15-006 | Sanitation Collector | 5 |
| 15-007 | Sanitation Collector | 5 |
| 15-008 | Equipment Operator/Sanitation Driver | 6 |

| Control | Position | Grade |
|---------------------------------------|--------------------------------|-------|
| Municipal Utilities Commission | | |
| MUC-001 | Water Resource Administrator | 15 |
| MUC-002 | Payroll Account Clerk | 9 |
| MUC-003 | Billing Account Clerk | 7 |
| MUC-004 | Customer Service Account Clerk | 7 |
| MUC-005 | Billing Account Clerk | 7 |
| MUC-006 | Billing Account Clerk | 7 |
| MUC-007 | Superintendent | 11 |
| MUC-008 | Assistant Superintendent | 10 |
| MUC-009 | Foreman/service coordinator | 9 |
| MUC-010 | Water Distribution Tech | 7 |
| MUC-011 | Meter Read Coordinator | 7 |
| MUC-012 | Water Distribution Tech | 7 |
| MUC-013 | Water Distribution Tech | 7 |
| MUC-014 | Water Distribution Tech | 7 |
| MUC-015 | Water Production Operator | 7 |
| MUC-016 | Water Production Operator | 7 |

Salary Grades and Steps: General Employees

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|----|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 4 | 20,868 | 22,120 | 23,447 | 24,854 | 26,345 | 27,399 | 28,495 | 29,634 | 30,820 | 31,897 |
| 5 | 22,546 | 23,898 | 25,332 | 26,852 | 28,463 | 29,602 | 30,786 | 31,862 | 33,136 | 34,462 |
| 6 | 24,353 | 25,814 | 27,363 | 29,004 | 30,745 | 31,819 | 33,092 | 34,416 | 35,792 | 37,224 |
| 7 | 26,317 | 27,896 | 29,569 | 31,192 | 33,063 | 34,386 | 35,761 | 37,191 | 38,679 | 40,226 |
| 8 | 28,409 | 30,113 | 31,765 | 33,671 | 35,691 | 37,119 | 38,604 | 40,148 | 41,550 | 43,212 |
| 9 | 29,521 | 31,140 | 33,009 | 34,989 | 37,088 | 38,572 | 40,115 | 41,516 | 43,177 | 44,904 |
| 10 | 31,730 | 33,634 | 35,652 | 37,791 | 40,058 | 41,457 | 43,116 | 44,840 | 46,634 | 48,499 |
| 11 | 34,263 | 36,319 | 38,498 | 40,808 | 43,045 | 44,767 | 46,558 | 48,420 | 50,357 | 52,371 |
| 12 | 37,011 | 39,231 | 41,382 | 43,865 | 46,497 | 48,357 | 50,291 | 52,303 | 54,395 | 56,571 |
| 13 | 39,976 | 42,168 | 44,698 | 47,379 | 50,222 | 52,231 | 54,320 | 56,493 | 58,753 | 61,103 |
| 14 | 42,543 | 45,096 | 47,801 | 50,670 | 53,710 | 55,858 | 58,092 | 60,416 | 62,833 | 65,346 |
| 15 | 45,947 | 48,704 | 51,626 | 54,724 | 58,007 | 60,327 | 62,740 | 65,250 | 67,860 | 70,574 |
| 16 | 49,626 | 52,603 | 55,760 | 59,105 | 62,651 | 65,157 | 67,764 | 70,474 | 73,293 | 76,225 |
| 17 | 54,126 | 57,373 | 60,816 | 64,465 | 68,333 | 71,066 | 73,908 | 76,865 | 79,939 | 82,729 |

| | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
|----|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 4 | 32,535 | 33,186 | 33,849 | 34,526 | 35,217 | 35,921 | 36,640 | 37,372 | 38,120 | 38,882 |
| 5 | 35,151 | 35,854 | 36,571 | 37,303 | 38,049 | 38,810 | 39,586 | 40,378 | 40,984 | 41,804 |
| 6 | 37,968 | 38,728 | 39,502 | 40,292 | 40,898 | 41,716 | 42,550 | 43,401 | 44,269 | 45,154 |
| 7 | 40,831 | 41,647 | 42,480 | 43,330 | 44,196 | 45,080 | 45,982 | 46,901 | 47,840 | 48,796 |
| 8 | 44,076 | 44,958 | 45,857 | 46,774 | 47,709 | 48,664 | 49,637 | 50,630 | 51,642 | 52,675 |
| 9 | 45,802 | 46,718 | 47,652 | 48,605 | 49,577 | 50,569 | 51,580 | 52,612 | 53,664 | 54,737 |
| 10 | 49,469 | 50,459 | 51,468 | 52,497 | 53,547 | 54,618 | 55,710 | 56,825 | 57,961 | 59,120 |
| 11 | 53,419 | 54,487 | 55,577 | 56,688 | 57,822 | 58,979 | 60,158 | 61,361 | 62,589 | 63,840 |
| 12 | 57,702 | 58,856 | 60,034 | 61,234 | 62,459 | 63,708 | 64,982 | 66,282 | 67,608 | 68,960 |
| 13 | 62,325 | 63,572 | 64,843 | 66,140 | 67,463 | 68,812 | 70,188 | 71,592 | 73,024 | 74,484 |
| 14 | 66,653 | 67,986 | 69,346 | 70,733 | 72,147 | 73,590 | 75,062 | 76,563 | 78,095 | 79,657 |
| 15 | 71,986 | 73,425 | 74,894 | 76,392 | 77,920 | 79,478 | 81,068 | 82,284 | 83,929 | 85,608 |
| 16 | 77,749 | 79,304 | 80,891 | 82,104 | 83,746 | 85,421 | 87,129 | 88,872 | 90,649 | 92,462 |
| 17 | 83,557 | 85,228 | 86,932 | 88,671 | 90,445 | 92,253 | 94,098 | 95,980 | 97,900 | 99,858 |

Salary Grades and Steps: Sworn Officers

| Rank | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
|------------|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Patrolman | 1 | 35,547 | 37,638 | 39,729 | 41,616 | 43,697 | 45,778 | 47,858 | 48,899 | 49,939 | 50,980 |
| PFC | 2 | 38,684 | 40,775 | 42,656 | 44,737 | 46,818 | 48,899 | 50,980 | 51,510 | 52,540 | 53,570 |
| Corporal | 3 | 42,656 | 44,737 | 46,818 | 48,899 | 50,980 | 52,540 | 54,601 | 55,631 | 56,661 | 57,691 |
| Sergeant | 4 | 47,858 | 49,939 | 51,510 | 53,570 | 55,631 | 57,691 | 59,752 | 60,782 | 61,812 | 62,842 |
| Lieutenant | 5 | 53,570 | 55,631 | 57,691 | 59,752 | 61,812 | 63,872 | 65,933 | 66,963 | 67,993 | 69,023 |
| Captain | 6 | 53,570 | 55,631 | 57,691 | 59,752 | 61,812 | 63,872 | 65,933 | 66,963 | 67,993 | 69,023 |

| Rank | | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
|------------|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Patrolman | 1 | 51,510 | 52,540 | 53,570 | 54,601 | 55,631 | 56,661 | 57,691 | 58,721 | 59,752 | 60,782 |
| PFC | 2 | 54,601 | 55,631 | 56,661 | 57,691 | 58,721 | 59,752 | 60,782 | 61,812 | 62,842 | 63,872 |
| Corporal | 3 | 58,721 | 59,752 | 60,782 | 61,812 | 62,842 | 63,872 | 64,903 | 65,933 | 66,963 | 67,993 |
| Sergeant | 4 | 63,872 | 64,903 | 65,933 | 66,963 | 67,993 | 69,023 | 70,054 | 71,084 | 72,114 | 73,144 |
| Lieutenant | 5 | 70,054 | 71,084 | 72,114 | 73,144 | 74,174 | 75,205 | 76,235 | 77,265 | 78,295 | 79,325 |
| Captain | 6 | 70,054 | 71,084 | 72,114 | 73,144 | 74,174 | 75,205 | 76,235 | 77,265 | 78,295 | 79,325 |

| Rank | | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 |
|------------|---|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Patrolman | 1 | 61,812 | 62,842 | 63,872 | 64,903 | 65,933 | 66,963 | 67,993 | 69,023 | 70,054 | 71,084 |
| PFC | 2 | 64,903 | 65,933 | 66,963 | 67,993 | 69,023 | 70,054 | 71,084 | 72,114 | 73,144 | 74,174 |
| Corporal | 3 | 69,023 | 70,054 | 71,084 | 72,114 | 73,144 | 74,174 | 75,205 | 76,235 | 77,265 | 78,295 |
| Sergeant | 4 | 74,174 | 75,205 | 76,235 | 77,265 | 78,295 | 79,325 | 80,356 | 81,386 | 82,012 | 83,037 |
| Lieutenant | 5 | 80,356 | 81,386 | 82,012 | 83,037 | 84,062 | 85,087 | 86,113 | 87,138 | 88,163 | 89,188 |
| Captain | 6 | 80,356 | 81,386 | 82,012 | 83,037 | 84,062 | 85,087 | 86,113 | 87,138 | 88,163 | 89,188 |

AND BE IT FURTHER RESOLVED, that the effective date of this Resolution shall be **JULY 1, 2016**.

ATTEST:

THE COMMISSIONERS OF CAMBRIDGE

Sandra Tripp-Jones
City Manager

BY: _____
Donald Sydnor, Council President
And Acting Mayor

Adopted the _____ day of June, 2016