



CITY OF CAMBRIDGE
INTEROFFICE CORRESPONDENCE

To Robert W. Healy, City Manager

Date April 28, 1983

From Paul E. Healy, City Clerk

Reference

Subject City Council Agenda Item No. 5 of
April 25, 1983

In connection with City Council Agenda Item Number Five of April 25, 1983, relative to a review of the comparative salaries of the Police and Fire Chiefs, the Council has requested that you submit to them a draft version of a salary schedule for both the Police and the Fire Chief, as outlined in your letter to the City Council of April 25, 1983.

Your kind attention in this matter will be greatly appreciated by the City Council.

PEH/mh

RSE

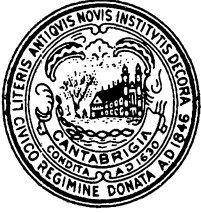
EFFECTIVE	FIREFIGHTER	FIRE CHIEF	POLICE OFFICER	POLICE CHIEF
1-1-69	9,000	18,000	9,000	18,000
1-1-70	10,200	20,000	10,200	20,000
1-1-71	11,015	22,032	11,015	22,032
1-1-72	11,900	23,800	11,900	23,800
7-1-73	12,615	25,230	11,900*	23,800
7-1-74	14,583	29,166	14,583	29,166
7-1-76	15,500	31,000	14,583*	29,166
7-1-78	15,850	32,300	15,850	32,300
1-1-79	16,200	33,000	16,200	33,000
7-1-79	16,700	34,000	16,700	34,000
1-1-80	17,200	35,000	17,200	35,000
7-1-80	18,438	37,800	18,438	36,877
7-1-81	19,176	40,446	19,176	38,352
1-1-82	20,000	40,446	19,943	39,886
7-1-82	20,600	42,873 (6%)	20,540	41,080
1-1-83	21,630		21,567	
7-1-83	22,279		22,214	
1-1-84	23,393		23,325	
6-60-84			23,383	

*contracts were not settled by effective date of classification plan - upon settlement rates were retroactive

RSE

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CITY OF CAMBRIDGE

CAMBRIDGE, MASSACHUSETTS 02139
Tel. 498-9011

EXECUTIVE DEPARTMENT
ROBERT W. HEALY
City Manager

April 25, 1983

To the Honorable, the City Council:

The review of the comparative salaries of the Police and Fire Chiefs reveals the following:

The base pay for the Fire Chief is currently higher than the base pay of the Police Chief. The attached schedule tracks the listing of base pay only back to 1969.

The breakdown of the salaries of both positions as of July 1, 1982, assuming a 6% salary increase for the Fire Chief and the base pay of the Police Chief of twice the base Patrolman's pay, is as follows:

	<u>Base Pay</u>	<u>Holiday Pay</u>	<u>Weekend Differential</u>	<u>Incentive</u>	<u>Total</u>
Fire Chief	\$42,872	\$3,962	\$1,461	\$ 2,200	= \$50,495
Police Chief	\$41,081	\$3,829		\$12,324	= \$57,234

Thus, the difference in the two salaries is the incentive pay for which the Police Chief receives the maximum of 30% for possessing a Master's degree.

This percentage is applicable regardless of whether the Police Chief's base is twice that of the Patrolman or set by Ordinance. However, inasmuch as the Patrolmen will receive increases on January 1, 1983, July 1, 1983, and January 1, 1984, it is my recommendation that the base salaries be equalized and set by ordinance or the Police Chief's salary will continue to grow without City Council action.

Of the \$12,324 in Career Incentive received by the Police Chief \$6,162 is reimbursed by the Commonwealth. Thus, the City-funded salary of the Police Chief is \$51,072 and the Fire Chief \$50,495.

Very truly yours,

Robert W. Healy
City Manager

RWH/mbf

Review of the comparative salaries
of the Police and Fire Chiefs.

Placed on File -

In City Council,

April 25, 1983

- 4/25/83 -

*City Mgr to submit
A DRAFT OF SALARIES
FOR CONSIDERATION OF
THE CITY COUNCIL AT
City Manager notified of City Council request
to submit a draft hearing schedule
4/28/83 mh*