

ORDINANCE NO. 3721

AN ORDINANCE OF THE MAYOR AND CITY COUNCIL OF CUMBERLAND, MARYLAND ENTITLED, "AN ORDINANCE TO REPEAL AND REENACT, WITH AMENDMENTS, SECTIONS 8(a), 8(b), 9(a), 9(b), 9(c), 9(d), 9(e), 9(f), 9(g), 9(h), 9(i), 9(j), 10, 11, 12, 13, 14(a) and 14(b) OF CHAPTER 16 OF THE CODE OF THE CITY OF CUMBERLAND (1991 EDITION), ENTITLED 'PERSONNEL'."

SECTION 1: BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF CUMBERLAND, That Sections 8(a), 8(b), 9(a), 9(b), 9(c), 9(d), 9(e), 9(f), 9(g), 9(h), 9(i), 9(j), 10, 11, 12, 13, 14(a) and 14(b) of Chapter 16 of the Code of the City of Cumberland (1991 Edition), entitled 'Personnel', be and are hereby repealed and reenacted with amendments, to read as follows:

"16-8. The following Job Classification Plans are hereby adopted for all municipal employees in the Classified Service of the City of Cumberland, as represented by recognized bargaining unit American Federation of State, County and Municipal Employees:

(a) . Local #553

<u>CLASS</u>	<u>GRADE</u>
<u>GENERAL TRADES AND LABOR</u>	
<u>LABOR</u>	
Municipal Worker III	5
Municipal Worker II	4
Municipal Worker I	3
PIP Worker	6
Facilities Technician	8
Public Works Technician Entry Level	5
PIP Crew Leader	8
Public Works Technician I	6
<u>EQUIPMENT OPERATION</u>	
Public Works Technician II	7
<u>CRAFTS</u>	
HVAC Mechanic	9
Maintenance Mechanic (Bldg. Mtce.)	8**
Parking Meter Supervisor	8
<u>EQUIPMENT MAINTENANCE</u>	
Maintenance Mechanic, WWTP	8
Mechanic, WWTP	8
<u>SUPERVISORY</u>	
Public Works Crew Leader	9
<u>PUBLIC UTILITIES</u>	

WATER & SEWER OPERATION & REPAIR

Meter Technician Coordinator	8
Plant Technician III	10
Plant Technician II	8
Plant Technician I	7
Plant Technician Entry Level	6
Pipe Technician III	9
Lead Utilities Technician	9
Pipe Technician II	8
Pipe Technician I	7
Pipe Technician Entry Level	6
Service Technician II	7
Service Technician I	6
Journeyman Electrician	13

SUPERVISORY

Public Works Crew Leader	9**
Sewer Maintenance Mechanic	9
Water Distribution Supervisor	10

CUSTOMER SERVICE

Service Technician II	7
Service Technician I	6

(b). Local #553

CLERICAL, FISCAL, DATA PROCESSING AND ADMINISTRATIVE

Office Associate I	3
Office Associate II	5
Office Associate III	6
Customer Service Associate I	6
Customer Service Associate II	7
Customer Service Associate III	8
Accounting Associate I	6
Accounting Associate II	7
Accounting Associate III	8
Accounting Specialist	9
Accounting Clerk	8
Police Records Specialist	7

Administrative Associate I	7
Administrative Associate II	9
Human Resources Associate	10
Codes Technician	8
Fire Administrative Officer	9

ENGINEERING

Engineering Technician I	9
Contract Labor compliance Specialist	9
Senior Engineering Technician	11
Natural Resources Specialist	11

GENERAL TRADES AND LABOR

Fleet/Maintenance Coordinator	9
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PUBLIC UTILITIES

LABORATORY

Laboratory Technician, WWTP	9
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"16-9(a). The following Job Classification Plan is hereby adopted for all officers and municipal employees in the Classified Service of the City, and who are not represented by a Collective Bargaining Unit.

CLASS

RANGE

CLERICAL, FISCAL, DATA PROCESSING AND ADMINISTRATIVE

GENERAL CLERICAL

Executive Office Associate	10
Assistant to the City Clerk	6
Administrative Associate II	9

FISCAL AND PROCUREMENT

City Comptroller	18
Senior Accountant	13**
Accountant	11
Accounting Associate III	8

DATA PROCESSING

Director of Management Information Systems	17
IT Specialist	12

ADMINISTRATIVE

Human Resources Officer	12**
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ENGINEERING AND ALLIED

ENGINEERING

Senior Engineer	14**
Director of Engineering	17**
Chief Construction Inspector	12**
Environmental Specialist	14**
Engineering Specialist	12

COMMUNITY DEVELOPMENT

Building and Zoning Officer	12**
Senior Building and Zoning Officer	12**
Historic Planner/Preservation Coordinator	13**
Economic Development Coordinator	14**
City Planner	14

GENERAL TRADES AND LABOR

SUPERVISORY

Street Superintendent	14
Street Maintenance Coordinator	11
Asst. Director/Public Works/Mtce.	16

PUBLIC UTILITIES

SUPERVISORY

Water Filtration Plant Superintendent	14**
Wastewater Treatment Plant Superintendent	14**
Utilities Maintenance Coordinator	14
Central Services Coordinator	14**
Director of Utilities	17**
Technical Services Superintendent	14**
Public Utilities Superintendent	15**
Water Coordinator	11
Sewer Coordinator	11

PUBLIC SAFETY

LAW ENFORCEMENT

Police Lieutenant	13*
Police Captain	15

FIRE PROTECTION

Deputy Chief	15
Fire Marshall	16
Chief Deputy Fire Chief	16

RECREATION

PARKS AND RECREATION

Director of Parks and Recreation	14**
Parks Maintenance Manager	12

"16-9 (b) . The following Job Classification Plan is hereby adopted for all officers and municipal employees who are not represented through the Classified Service or a Collective Bargaining Unit:

CLASS

RANGE

CLERICAL AND ADMINISTRATIVE

CLERICAL

Customer Service Associate II	8
Administrative Associate II	9
Community Development Specialist	13**

SUPERVISORY

Section 8 Administrator	13**
Community Development Manager	16**

****FLSA Exempt Positions unless covered by collective bargaining agreements.**

"16-9(c) : The compensation for the City Administrator effective January 1, 2012 is hereby established to be \$55.2885 per hour.

"16-9(d) : The compensation for the Mayor and City Council shall be as follows:

	<u>Annual Salary</u>
Mayor	\$7,200.00
Council Member	\$4,800.00

"16-9(e) : The compensation of the various

boards shall be as follows:

Board of Zoning Appeals \$650.00 annually

"16-9(f): The compensation for the City Clerk effective July 1, 2009 is hereby established to be \$26.42 per hour.

"16-9(g): The compensation for the Chief of Fire effective March 1, 2011 is hereby established to be \$34.95 per hour as per contract adopted by the Mayor and City Council on March 1, 2011.

~~"16-9(h): The compensation for the Director of Administrative Services effective July 1, 2009 is hereby established to be \$40.81 per hour.~~

"16-9(h): The compensation for the Chief of Police is hereby established effective July 1, 2009 to be \$42.45 per hour.

~~"16-9(j): The compensation for the Deputy Police Chief hereby established effective January 1, 2009 to be \$35.29 per hour as per contract adopted on March 6, 2007.~~

"16-10: The following Job Classification Plan is hereby adopted for municipal employees as represented by the Fraternal Order of Police, Lodge #90:

<u>CLASS</u>	<u>GRADE</u>
<u>PUBLIC SAFETY</u>	
<u>LAW ENFORCEMENT</u>	
Police Patrolman Entry	8
Police Officer	9
Police Corporal	11
Police Sergeant	12

"16-11: The following Job Classification Plan is hereby adopted for municipal employees as represented by the International Association of Firefighters, I.A.F.F., Local #1715:

<u>CLASS</u>	<u>GRADE</u>
<u>PUBLIC SAFETY</u>	
<u>FIRE PROTECTION</u>	
Firefighter/EMT	9
Fire Equipment Operator/EMT	10
Fire Lieutenant	12
Fire Captain	13

"16-12.

Compensation Plan Generally

(a) The City Administrator shall, when necessary, make recommendations to the Mayor and City Council for changes in base and maximum salaries for each class or position in the Classified Service, as established by the compensation plan adopted by the Mayor and City Council and set out in this Chapter. Provisions shall be made for in-grade salary increases for each class or position until the maximum salary is attained. The supervisor and the Appointing Authority of the employee concerned shall certify to the City Administrator, through the Human Resources Officer, that the employee has performed his duties satisfactorily for the preceding year.

(b) No employee in the Classified Service shall be paid a salary less than the established minimum nor greater than the maximum rates fixed in the compensation plan for the position he holds. At the time of the adoption of the plan, no employee shall be paid less than his present salary.

(c) The compensation plan shall take effect by Ordinance of the Mayor and City Council. Once the merit pay plan is adopted, the Mayor and City Council shall not increase or decrease salaries of individual employees but shall fix salaries only by amendment to the merit pay plan by Ordinance.

"16-13. The following Compensation Plan for Fiscal Year 2012 - 2013 for salaried employees for the respective Classifications, shall constitute the Compensation Plan for all employees.

Grade	Mid Point
18	88,032
17	81,286
16	75,055
15	69,303
14	63,992
13	59,088
12	54,560
11	50,378
10	46,517
9	42,953
8	39,661
7	36,621
6	33,814
5	31,223
4	28,830
3	26,620

Seasonal/Temporary employees shall receive pay in

accordance with the Federal minimum rate or other rates established by the fiscal year budget.

"16-14. Shift Differential

(a). Local #553 and Local #3066:

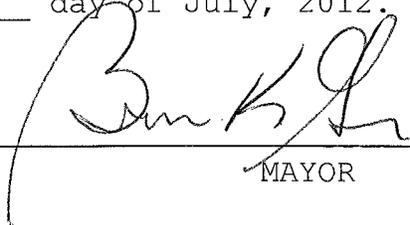
Shift differential in the amount of Seventy Five Cents (\$.75) shall be paid to workers who are regularly scheduled to work the 3 to 11 shift and One Dollar and Five Cents (\$1.05) per hour shall be paid to workers who are regularly scheduled to work the 11 to 7 shift in the Wastewater Treatment Plant, Water Filtration Plant, Water Distribution Department, Street Department, and Vehicle Maintenance Department.

(b). FOP Lodge #90:

Shift differential in the amount of Seventy Cents (\$.70) per hour shall be paid to persons working the 3 to 11 shift, and One Dollar (\$1.00) per hour shall be paid to persons working the 11 to 7 shift in the Police Department.

SECTION 2: AND BE IT FURTHER ORDAINED, That
this Ordinance shall take effect from the date of its
passage.

Passed this 31st day of July, 2012.



MAYOR

ATTEST:


CITY CLERK

1st reading: 7/17/12
2nd reading: 7/31/12
3rd reading: 7/31/12
Passed: 7/31/12