

ORDINANCE NO. 3818

AN ORDINANCE OF THE MAYOR AND CITY COUNCIL OF CUMBERLAND, ENTITLED, "AN ORDINANCE TO REPEAL AND REENACT WITH AMENDMENTS SECTIONS 16-1 THROUGH 16-6 OF THE CODE OF THE CITY OF CUMBERLAND (1991 EDITION), FOR THE PURPOSE OF UPDATING EMPLOYEE PAY GRADES."

SECTION 1: BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF CUMBERLAND, that Sections 16-1 through 16-6 of the Code of the City of Cumberland (1991 Edition) be and are hereby repealed and reenacted as follows:

16-1. Pay grades - AFSCME Employees

The following pay grades shall apply for all City employees who are, as of the effective date of this section, represented by the American Federation of State, County and Municipal Employees No. 553:

(a). **General Trades and Labor.**

<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
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	13
Maintenance Mechanic (Bldg. Mtce.)	8**
Parking Meter Supervisor	8
<u>EQUIPMENT MAINTENANCE</u>	
Maintenance Mechanic, WWTP	8
Mechanic, WWTP	8
Auto Technician II	9
Auto Technician I	8
<u>SUPERVISORY</u>	
Public Works Crew Leader	9

PUBLIC UTILITIES

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
Pipe Technician II	8
Pipe Technician I	7
Pipe Technician Entry Level	6
Lead Utilities Technician	9
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
Codes Technician	9
Fire Administrative Officer	9

ENGINEERING

Engineering Technician I	9
Contract Labor compliance Specialist	10
Senior Engineering Technician	11
Natural Resources Specialist	11

GENERAL TRADES AND LABOR

Fleet/Maintenance Coordinator	9
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LABORATORY

Laboratory Technician, WWTP	9
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**FLSA exempt positions unless covered by collective bargaining agreements.

16-2. Pay grades - UFCW employees/law enforcement officers.

The following pay grades shall apply for all City employees who are, as of the effective date of this section, represented by the United Food & commercial Workers, Local 1994 and/or who are law enforcement officers:

CLASS

GRADE

PUBLIC SAFETY

LAW ENFORCEMENT

Police Patrolman Entry	8
Police Officer	9
Police Corporal	11
Police Sergeant	12

16-3. Pay grades - IAFF employees/firefighters.

The following pay grades shall apply for all City employees who are, as of the effective date of this section, represented by the International Association of Firefighters, AFL-CIO, Local #1715, and/or who are firefighters:

CLASS

GRADE

PUBLIC SAFETY

FIRE PROTECTION

Firefighter/EMT	9
Fire Equipment Operator/EMT	10
Fire Lieutenant	12**
Junior Captain	13**

**FLSA exempt positions unless covered by collective bargaining agreements.

16-4. Pay grades - employees not represented by collective bargaining units.

The following pay grades shall apply for all City employees who are not represented by a collective bargaining Unit:

<u>CLASS</u>	<u>GRADE</u>
<u>CLERICAL, FISCAL, DATA PROCESSING AND ADMINISTRATIVE</u>	
<u>GENERAL CLERICAL</u>	
Assistant to the City Clerk	6
Administrative Associate II	9
Community Development Generalist	10
<u>FISCAL AND PROCUREMENT</u>	
City Comptroller	18**
Senior Accountant	13**
Accountant	11**
<u>DATA PROCESSING</u>	
Director of Management Information Systems	17**
IT Specialist	13**
<u>ADMINISTRATIVE</u>	
Human Resources Officer	12**
Human Resources Associate	10

ENGINEERING AND ALLIED

ENGINEERING

Senior Engineer	14**
Director of Engineering	17**
Chief Construction Inspector	12**
Environmental Specialist	14**
Engineering Specialist	12
Project Engineer	13**

COMMUNITY DEVELOPMENT

Building and Zoning Officer	12**
Codes Compliance Manager	13**
Senior Building and Zoning Officer	12**
Historic Planner/Preservation Coordinator	13**
Community Development Programs Manager	13**
Economic Development Coordinator	14**
City Planner	14**
Economic Development Specialist	9
Senior Community Development Specialist	14**
Property Improvement Manager	10

GENERAL TRADES AND LABOR

SUPERVISORY

Street Superintendent	15**
Street Maintenance Coordinator	12
Public Works Operation Manager	16**
Mall Maintenance Supervisor	5
Facilities/Fleet Maintenance Coordinator	10
Mall Maintenance Worker	3

PUBLIC UTILITIES

SUPERVISORY

Water Filtration Plant Superintendent	15**
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Wastewater Treatment Plant Superintendent	15**
Central Services Maintenance Coordinator	15**
Water Services Superintendent	14**
Public Works Utilities Manager	16**
Water Coordinator	11
Sewer Coordinator	11
Sanitary Sewers/Flood Superintendent	13**

PUBLIC SAFETY

LAW ENFORCEMENT

Police Lieutenant	14**
Police Captain	16**

FIRE PROTECTION

Deputy Chief	15
Fire Marshall	14
Fire Captain	14
Battalion Chief	15

RECREATION

PARKS AND RECREATION

Director of Parks and Recreation	14**
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**FLSA exempt positions unless covered by collective bargaining agreements.

16-5. 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 the employees

identified in the preceding sections of this chapter, as established by the compensation plan adopted by the Mayor and City Council and set out in this Chapter. Any such changes accepted by the Mayor and City Council shall be implemented by ordinance.

(b) The City Administrator may implement in-grade salary increases or change the grades for particular positions provided funding for such changes is available in existing budgets.

(c) None of the employees identified in the preceding sections of this chapter 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 or she holds. At the time of the adoption of the plan, no employee shall be paid less than his or her present salary.

(d) The following compensation plan ~~is adopted for fiscal year 2017-18 shall constitute~~ shall be effective from the date of its passage and shall constitute the compensation plan applicable to all employees identified in the preceding section of this chapter. It shall remain in force and effect until such time as it is amended by ordinance of the Mayor and City

Council.

Grade	Base /Minimum Salary	Midpoint	Maximum Salary
18	\$61,622	\$88,032	\$108,279
17	\$56,900	\$81,286	\$99,982
16	\$52,539	\$75,055	\$92,318
15	\$48,512	\$69,303	\$85,243
14	\$44,794	\$63,992	\$78,710
13	\$41,362	\$59,088	\$72,678
12	\$38,192	\$54,560	\$67,109
11	\$35,265	\$50,378	\$61,965
10	\$32,562	\$46,517	\$57,216
9	\$30,067	\$42,953	\$52,832
8	\$27,763	\$39,661	\$48,783
7	\$25,635	\$36,621	\$45,044
6	\$23,670	\$33,814	\$41,591
5	\$21,856	\$31,223	\$38,404
4	\$20,181	\$28,830	\$35,461
3	\$18,634	\$26,620	\$32,743

Grade	Base	Midpoint	Maximum
18	\$ 61,622	\$ 87,657	\$ 113,693
17	\$ 57,356	\$ 81,169	\$ 104,981
16	\$ 53,386	\$ 75,160	\$ 96,934
15	\$ 49,690	\$ 69,598	\$ 89,505
14	\$ 46,250	\$ 64,448	\$ 82,646
13	\$ 43,048	\$ 59,680	\$ 76,312
12	\$ 40,068	\$ 55,266	\$ 70,464
11	\$ 37,294	\$ 51,179	\$ 65,063
10	\$ 34,712	\$ 47,394	\$ 60,077
9	\$ 32,309	\$ 43,891	\$ 55,474
8	\$ 30,072	\$ 40,647	\$ 51,222
7	\$ 27,990	\$ 37,643	\$ 47,296
6	\$ 26,052	\$ 34,861	\$ 43,671
5	\$ 24,249	\$ 32,287	\$ 40,324
4	\$ 22,570	\$ 29,902	\$ 37,234
3	\$ 21,008	\$ 27,694	\$ 34,380

(e) Seasonal, temporary and part-time employees shall receive pay in accordance with the greater of the State or Federal minimum rate or other rates established by the fiscal year budget.

Section 16-6. Compensation of Board of Zoning Appeals, Officers.

(a) The Mayor and City Council may compensate

the members of the Board of Zoning Appeals at such rates as established by order.

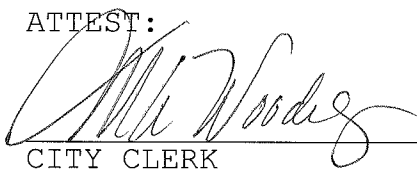
(b) The compensation for the City Administrator, City Clerk, Chief of the Fire Department, and Chief of the Police Department shall be as is set forth in their respective employment contracts or by Order passed by the Mayor and City Council.

SECTION 3: AND BE IT FURTHER ORDAINED, that this Ordinance shall take effect from the date of its passage.

Passed this 4th day of April, 2017.



MAYOR

ATTEST:


CITY CLERK

1st reading: March 21, 2017

2nd reading: April 4, 2017

3rd reading: April 4, 2017

Passed 4-0