

# ORD 23-28A

## TOWN OF CUMBERLAND

### AN ORDINANCE

#### AMENDING SALARY RANGES FOR THE EXECUTIVE STAFF AND OTHER POSITIONS

The Town of Cumberland ordains:-

Section 1. The following ranges shall be the pay plan for the Executive Staff positions funded for the fiscal year 2023-2024.

The Finance Director is authorized to make payments in accordance with this Pay Plan in amounts not to exceed the high point of the listed ranges.

#### General Fund:

<b>MAYOR'S OFFICE</b>	<b>2021 Adopted Ordinance Not To Exceed Amount</b>	<b>2022 Adopted Ranges</b>	<b>2023 Proposed Ranges</b>
Community Outreach Coordinator	\$50,903	\$45,000 - \$60,000	\$45,000 - \$62,400
Chief of Staff	\$63,648	\$58,000 - \$74,000	\$58,000 - \$76,960

<b>TOWN CLERK</b>	<b>2021 Adopted Ordinance Not To Exceed Amount</b>	<b>2022 Adopted Ranges</b>	<b>2023 Proposed Ranges</b>
Deputy Town Clerk	\$25,500	\$35,000 - \$45,000	\$35,000 - \$46,800
Town Clerk	\$71,710	\$65,000 - \$82,000	\$65,000 - \$85,280

<b>TOWN OFFICERS</b>	<b>2021 Adopted Ordinance Not To Exceed Amount</b>	<b>2022 Adopted Ranges</b>	<b>2023 Proposed Ranges</b>
Probate Judge	\$8,105	\$8,000 - \$10,000	\$8,000 - \$10,400

<b>TOWN SERGEANT</b>	<b>2021 Adopted Ordinance Not To Exceed Amount</b>	<b>2022 Adopted Ranges</b>	<b>2023 Proposed Ranges</b>
Town Sergeant	\$4,611	\$4,000 - \$6,000	\$4,000 - \$6,240

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<b>LEGAL</b>	<b>2021 Adopted Ordinance Not To Exceed Amount</b>	<b>2022 Adopted Ranges</b>	<b>2023 Proposed Ranges</b>
Legal Assistant/HR Asst.	\$43,470	\$38,000 - \$53,000	\$38,000 - \$55,120
Town Solicitor	\$122,400	\$118,000 - \$125,000	\$118,000 - \$130,000

<b>MUNICIPAL COURT</b>	<b>2021 Adopted Ordinance Not To Exceed Amount</b>	<b>2022 Adopted Ranges</b>	<b>2023 Proposed Ranges</b>
Municipal/Probate Court Clerk	\$51,151	\$45,000 - \$60,000	\$45,000 - \$62,400
Municipal Court Judge	\$8,319	\$8,000 - \$12,000	\$8,000 - \$12,480

<b>PLANNING</b>	<b>2021 Adopted Ordinance Not To Exceed Amount</b>	<b>2022 Adopted Ranges</b>	<b>2022 Proposed Ranges</b>
Planning Director	\$84,163	\$80,000 - \$94,000	\$80,000 - \$97,760
Town Planner	\$54,672	\$48,000 - \$65,000	\$48,000 - \$67,600

<b>OCYL</b>	<b>2021 Adopted Ordinance Not To Exceed Amount</b>	<b>2022 Adopted Ranges</b>	<b>2022 Adopted Ranges</b>
Director of OCYL	\$66,269	\$60,000 - \$76,000	\$60,000 - \$79,040
K-12 Programs Coordinator	\$51,000	\$45,000 - \$61,000	\$45,000 - \$63,440
Early Childhood Education Coordinator	\$23.59/hour	\$20.00 - \$25.00	\$20.00 - \$26.00
Registrar	\$16.83/hour	\$13.00 - \$20.00	\$13.00 - \$20.80
Marketing Assistant	\$16.83/hour	\$13.00 - \$20.00	\$13.00 - \$20.80
Finance/HR Assistant	\$16.83/hour	\$13.00 - \$20.00	\$13.00 - \$20.80

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<b>FINANCE DEPT.</b>	<b>2021 Adopted Ordinance <i>Not To Exceed Amount</i></b>	<b>2022 Adopted Ranges</b>	<b>2023 Proposed Ranges</b>
Payroll Administrator	\$48,450	\$42,000 – \$54,000	\$42,000 - \$56,160
Accountant	\$48,450	\$42,000 – \$54,000	\$42,000 - \$56,160
Deputy Finance Director	\$74,906	\$70,000 - \$85,000	\$70,000 - \$88,400
Finance Director	\$97,702	\$93,000 – \$120,000	\$93,000 – \$124,800

<b>HUMAN RESOURCES</b>	<b>2021 Adopted Ordinance <i>Not To Exceed Amount</i></b>	<b>2022 Adopted Ranges</b>	<b>2022 Adopted Ranges</b>
Human Resources Director	\$77,879	\$72,000 - \$88,000	\$72,000 - \$91,520

<b>TAX ASSESSOR</b>	<b>2021 Adopted Ordinance <i>Not To Exceed Amount</i></b>	<b>2022 Adopted Ranges</b>	<b>2023 Proposed Ranges</b>
Deputy Tax Assessor	\$55,189	\$50,000 - \$65,000	\$50,000 - \$67,600
Tax Assessor	\$68,952	\$68,000 – \$95,000	\$68,000 - \$98,800

<b>POLICE DEPARTMENT</b>	<b>2021 Adopted Ordinance <i>Not To Exceed Amount</i></b>	<b>2022 Adopted Ranges</b>	<b>2023 Proposed Ranges</b>
Confidential Secretary to Police Chief	\$46,961	\$42,000 - \$57,000	\$42,000 - \$59,280
Police Chief	\$94,275	\$94,000 – \$114,000	<b>\$94,000 - \$118,560</b>
Deputy Chief	\$77,665	\$86,000 – 100,000	<b>\$86,000 - \$104,000</b>
Captain	\$72,561	\$80,000-100,000	<b>\$80,000 - \$104,000</b>
Captain	\$72,561	\$80,000-100,000	<b>\$80,000 - \$104,000</b>
Captain	\$72,561	\$80,000-100,000	<b>\$80,000 - \$104,000</b>
Police Recruit/Trainee	n/a	Equivalent to the Probationary Patrol	<b>\$26.57</b>

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Officer rate in current  
IBPO, Local #640,  
CBA

<b>EMERGENCY MEDICAL SERVICES</b>	<b>2021 Adopted Ordinance <i>Not To Exceed Amount</i></b>	<b>2022 Adopted Ranges</b>	<b>2022 Proposed Ranges</b>
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EMS Chief	\$79,160	\$79,000 – \$114,000	\$79,000 - \$118,560
EMS Deputy Chief		\$70,000 - \$100,000	\$70,000 - \$104,000

<b>ANIMAL CONTROL</b>	<b>2021 Adopted Ordinance <i>Not To Exceed Amount</i></b>	<b>2022 Adopted Ranges</b>	<b>2023 Proposed Ranges</b>
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Animal Control Officer	\$46,246	\$41,000 - \$56,000	\$41,000 - \$58,240
Asst AC Officer		\$35,000 - \$50,000	\$35,000 - \$52,000

<b>INSPECTIONS</b>	<b>2021 Adopted Ordinance <i>Not To Exceed Amount</i></b>	<b>2022 Adopted Ranges</b>	<b>2023 Proposed Ranges</b>
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Building Inspector	\$56,536	\$50,000 - \$66,000	\$50,000 - \$68,640
Building Official	\$77,520	\$71,000 - \$82,000	\$71,000 - \$85,280
Zoning Inspector/Recycling Coordinator	\$32,348	\$30,000 - \$43,000	\$30,000 - \$44,720
Electrical Inspector	\$15,400	\$10,000 - \$25,000	\$10,000 – \$26,000
Plumbing & Mech. Inspector	\$15,400	\$10,000 - \$25,000	\$10,000 - \$26,000

<b>PUBLIC WORKS</b>	<b>2021 Adopted Ordinance <i>Not To Exceed Amount</i></b>	<b>2022 Adopted Ranges</b>	<b>2023 Proposed Ranges</b>
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Assistant Engineer	\$67,259	\$62,000 - \$75,000	\$62,000 - \$78,000
Director of Public Works	\$93,066	\$90,000 - \$120,000	\$90,000 - \$124,800

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Superintendent of Public Works	\$61,200	\$54,000 - \$71,200	\$54,000 - \$74,048
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<b>RECREATION</b>	<b>2021 Adopted Ordinance Not To Exceed Amount</b>	<b>2022 Adopted Ranges</b>	<b>2023 Proposed Ranges</b>
Recreation & Senior Director	\$65,351	\$60,000 - \$75,000	\$60,000 - \$78,000

<b>SENIOR CENTER</b>	<b>2021 Adopted Ordinance Not To Exceed Amount</b>	<b>2022 Adopted Ranges</b>	<b>2023 Proposed Ranges</b>
Senior Services Social Director	\$46,032	\$41,000 - \$51,000	\$41,000 - \$53,040
Senior Center Assistant	\$26,145	\$25,000 - \$36,000	\$25,000 - \$37,440

<b>EMERGENCY MANAGEMENT</b>	<b>2021 Adopted Ordinance Not To Exceed Amount</b>	<b>2022 Adopted Ranges</b>	<b>2023 Proposed Ranges</b>
Assistant to EMA Director	\$7,500	\$7,500 - \$10,000	\$7,500 - \$10,400

### Water Fund:

<b>WATER DEPARTMENT</b>	<b>2021 Adopted Ordinance Not To Exceed Amount</b>	<b>2022 Adopted Ranges</b>	<b>2023 Proposed Ranges</b>
Water Superintendent	\$92,566	\$76,500 - \$102,000	\$76,500 - \$106,080
Assistant Water Superintendent	\$54,573	\$50,000 - \$75,000	\$50,000 - \$78,000
Admin Assistant to Water Superintendent	\$46,008	\$40,000 - \$56,000	\$40,000 - \$58,240

Section 2. Any amendment to the salary of the Mayor shall take effect in compliance with Article III, Section 303 of the Home Rule Charter.

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## TOWN OF CUMBERLAND

Section 3. This Ordinance shall take effect upon passage.

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### EXPLANATION

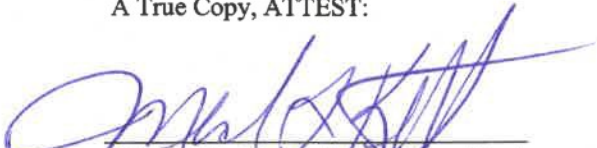
This ordinance increases the salary ranges for various executive staff positions and puts the actual rate for the police recruit/trainee.

SFK: 12/07/2023


**ON A MOTION MADE BY COUNCILOR SHAW, SECONDED BY COUNCILOR MAGILL,  
IT WAS VOTED TO APPROVE #23-28A, BY A ROLL CALL. VOTE 7/0.**

Date Adopted: December 20, 2023

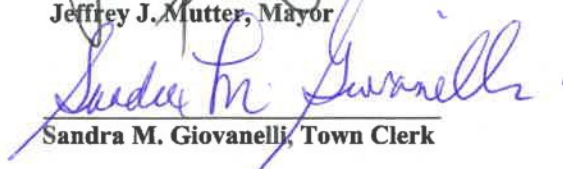
A True Copy, ATTEST:



Michael L. Kinch, Council President



Jeffrey J. Mutter, Mayor



Sandra M. Giovanelli, Town Clerk