

# ORD 24-02A

## 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>2022 Adopted Ordinance</b>	<b>2023 Adopted Ranges</b>	<b>2024 Proposed Ranges</b>
Community Outreach Coordinator	\$45,000 - \$60,000	\$45,000 - \$62,400	\$45,000 - \$62,400
Chief of Staff	\$58,000 - \$74,000	\$58,000 - \$76,960	\$58,000 - \$76,960
<b>ADA Coordinator (Part-Time)</b>			<b>\$27,300</b>
<b>TOWN CLERK</b>	<b>2022 Adopted Ordinance</b>	<b>2023 Adopted Ranges</b>	<b>2024 Proposed Ranges</b>
Deputy Town Clerk	\$35,000 - \$45,000	\$35,000 - \$46,800	\$35,000 - \$46,800
Town Clerk	\$65,000 - \$82,000	\$65,000 - \$85,280	\$65,000 - \$85,280
<b>TOWN OFFICERS</b>	<b>2022 Adopted Ordinance</b>	<b>2023 Adopted Ranges</b>	<b>2024 Proposed Ranges</b>
Probate Judge	\$8,000 - \$10,000	\$8,000 - \$10,400	\$8,000 - \$10,400
<b>TOWN SERGEANT</b>	<b>2022 Adopted Ordinance <i>Not To Exceed Amount</i></b>	<b>2023 Adopted Ranges</b>	<b>2024 Proposed Ranges</b>
Town Sergeant	\$4,000 - \$6,000	\$4,000 - \$6,240	\$4,000 - \$6,240

# ORD 24-02A

## TOWN OF CUMBERLAND

<b>LEGAL</b>	<b>2022 Adopted Ordinance</b>	<b>2023 Adopted Ranges</b>	<b>2024 Proposed Ranges</b>
Legal Assistant/HR Asst.	\$38,000 - \$53,000	\$38,000 - \$55,120	\$38,000 - \$55,120
Town Solicitor	\$118,000 – \$125,000	\$118,000 - \$130,000	\$118,000 - \$130,000
<b>MUNICIPAL COURT</b>	<b>2022 Adopted Ordinance</b>	<b>2023 Adopted Ranges</b>	<b>2024 Proposed Ranges</b>
Municipal/Probate Court Clerk	\$45,000 - \$60,000	\$45,000 - \$62,400	\$45,000 - \$62,400
Municipal Court Judge	\$8,000 - \$12,000	\$8,000 - \$12,480	\$8,000 - \$12,480
<b>PLANNING</b>	<b>2022 Adopted Ordinance</b>	<b>2023 Adopted Ranges</b>	<b>2024 Proposed Ranges</b>
Planning Director	\$80,000 - \$94,000	\$80,000 - \$97,760	\$80,000 - \$97,760
<del>Town</del> <b>Principal Planner</b>	\$48,000 – \$65,000	\$48,000 - \$67,600	\$48,000 - \$67,600
<b>Special Projects Planner</b>			<b>\$23,625</b>
<b>OCYL</b>	<b>2022 Adopted Ordinance</b>	<b>2023 Adopted Ranges</b>	<b>2024 Proposed Ranges</b>
Director of OCYL	\$60,000 – \$76,000	\$60,000 - \$79,040	\$60,000 - \$79,040
K-12 Programs Coordinator	\$45,000 – \$61,000	\$45,000 - \$63,440	\$45,000 - \$63,440
Early Childhood Education Coordinator	\$20.00 - \$25.00	\$20.00 - \$26.00	\$20.00 - \$26.00
Registrar	\$13.00 - \$20.00	\$13.00 - \$20.80	\$13.00 - \$20.80
Marketing Assistant	\$13.00 - \$20.00	\$13.00 - \$20.80	\$13.00 - \$20.80
Finance/HR Assistant	\$13.00 - \$20.00	\$13.00 - \$20.80	\$13.00 - \$20.80

# ORD 24-02A

## TOWN OF CUMBERLAND

<b>FINANCE DEPT.</b>	<b>2022 Adopted Ordinance</b>	<b>2023 Adopted Ranges</b>	<b>2024 Proposed Ranges</b>
Payroll Administrator	\$42,000 – \$54,000	\$42,000 - \$56,160	\$42,000 - \$56,160
Accountant	\$42,000 – \$54,000	\$42,000 - \$56,160	\$42,000 - \$56,160
Deputy Finance Director	\$70,000 - \$85,000	\$70,000 - \$88,400	\$70,000 - \$88,400
Finance Director	\$93,000 – \$120,000	\$93,000 – \$124,800	\$93,000 – \$124,800

<b>HUMAN RESOURCES</b>	<b>2022 Adopted Ordinance <i>Not To Exceed Amount</i></b>	<b>2023 Adopted Ranges</b>	<b>2024 Proposed Ranges</b>
Human Resources Director	\$72,000 - \$88,000	\$72,000 - \$91,520	\$72,000 - \$91,520

<b>TAX ASSESSOR</b>	<b>2022 Adopted Ordinance</b>	<b>2023 Adopted Ranges</b>	<b>2024 Proposed Ranges</b>
Deputy Tax Assessor	\$50,000 - \$65,000	\$50,000 - \$67,600	\$50,000 - \$67,600
Tax Assessor	\$68,000 – \$95,000	\$68,000 - \$98,800	\$68,000 - \$98,800

<b>POLICE DEPARTMENT</b>	<b>2022 Adopted Ordinance</b>	<b>2023 Adopted Ranges</b>	<b>2024 Proposed Ranges</b>
Confidential Secretary to Police Chief	\$42,000 - \$57,000	\$42,000 - \$59,280	\$42,000 - \$59,280
Police Chief	\$94,000 – \$114,000	\$94,000 - \$118,560	\$94,000 - \$118,560
Deputy Chief	\$86,000 – 100,000	\$86,000 - \$104,000	\$86,000 - \$104,000
Captain	\$80,000-100,000	\$80,000 - \$104,000	\$80,000 - \$104,000
Captain	\$80,000-100,000	\$80,000 - \$104,000	\$80,000 - \$104,000
Captain	\$80,000-100,000	\$80,000 - \$104,000	\$80,000 - \$104,000



# ORD 24-02A

## TOWN OF CUMBERLAND

Police Recruit/Trainee	Equivalent to the Probationary Patrol Officer rate in current IBPO, Local #640, CBA	\$26.57	\$26.57
------------------------	---	---------	---------

<b>EMERGENCY MEDICAL SERVICES</b>	<b>2022 Adopted Ordinance</b>	<b>2023 Adopted Ranges</b>	<b>2024 Proposed Ranges</b>
-----------------------------------	-------------------------------	----------------------------	-----------------------------

EMS Chief	\$79,000 – \$114,000	\$79,000 - \$118,560	\$79,000 - \$118,560
EMS Deputy Chief	\$70,000 - \$100,000	\$70,000 - \$104,000	\$70,000 - \$104,000

<b>ANIMAL CONTROL</b>	<b>2022 Adopted Ordinance</b>	<b>2023 Adopted Ranges</b>	<b>2024 Proposed Ranges</b>
-----------------------	-------------------------------	----------------------------	-----------------------------

Animal Control Officer	\$41,000 - \$56,000	\$41,000 - \$58,240	\$41,000 - \$58,240
Asst AC Officer	\$35,000 - \$50,000	\$35,000 - \$52,000	\$35,000 - \$52,000

<b>INSPECTIONS</b>	<b>2022 Adopted Ordinance</b>	<b>2023 Adopted Ranges</b>	<b>2024 Proposed Ranges</b>
--------------------	-------------------------------	----------------------------	-----------------------------

Building Inspector	\$50,000 - \$66,000	\$50,000 - \$68,640	\$50,000 - \$68,640
Building Official	\$71,000 - \$82,000	\$71,000 - \$85,280	\$71,000 - \$85,280
Zoning Inspector/Recycling Coordinator	\$30,000 - \$43,000	\$30,000 - \$44,720	\$30,000 - \$44,720
Electrical Inspector	\$10,000 - \$25,000	\$10,000 – \$26,000	\$10,000 – \$26,000
Plumbing & Mech. Inspector	\$10,000 - \$25,000	\$10,000 - \$26,000	\$10,000 - \$26,000

<b>PUBLIC WORKS</b>	<b>2022 Adopted Ordinance</b>	<b>2023 Adopted Ranges</b>	<b>2024 Proposed Ranges</b>
---------------------	-------------------------------	----------------------------	-----------------------------

Assistant Engineer	\$62,000 - \$75,000	\$62,000 - \$78,000	\$62,000 - \$78,000
--------------------	---------------------	---------------------	---------------------

## ORD 24-02A

### TOWN OF CUMBERLAND

Director of Public Works	\$90,000 - \$120,000	\$90,000 - \$124,800	\$90,000 - \$124,800
Superintendent of Public Works	\$54,000 - \$71,200	\$54,000 - \$74,048	\$54,000 - \$74,048

RECREATION	2022 Adopted Ordinance	2023 Adopted Ranges	2024 Proposed Ranges
Recreation & Senior Director	\$60,000 - \$75,000	\$60,000 - \$78,000	\$60,000 - \$78,000

SENIOR CENTER	2022 Adopted Ordinance	2023 Adopted Ranges	2024 Proposed Ranges
Senior Services Social Director	\$41,000 - \$51,000	\$41,000 - \$53,040	\$41,000 - \$53,040
Senior Center Assistant	\$25,000 - \$36,000	\$25,000 - \$37,440	\$25,000 - \$37,440

EMERGENCY MANAGEMENT	2022 Adopted Ordinance	2023 Adopted Ranges	2024 Proposed Ranges
Assistant to EMA Director	\$7,500 - \$10,000	\$7,500 - \$10,400	\$7,500 - \$10,400

### Water Fund:

WATER DEPARTMENT	2022 Adopted Ordinance	2023 Adopted Ranges	2024 Proposed Ranges
Water Superintendent	\$76,500 - \$102,000	\$76,500 - \$106,080	\$76,500 - \$106,080
Assistant Water Superintendent	\$50,000 - \$75,000	\$50,000 - \$78,000	\$50,000 - \$78,000
Admin Assistant to Water Superintendent	\$40,000 - \$56,000	\$40,000 - \$58,240	\$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.

# ORD 24-02A

## TOWN OF CUMBERLAND

Section 3. This Ordinance shall take effect upon passage.

-----

### EXPLANATION

This ordinance establishes ranges for the previously approved positions of ADA Coordinator (Ordinance 22-18A) and Special Projects Planner (Ordinance 23-29), it also renames the Town Planner position to Principal Planner.

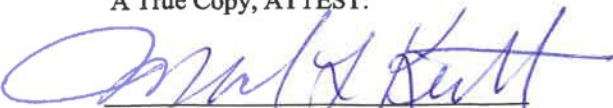
SFK: 2/26/24

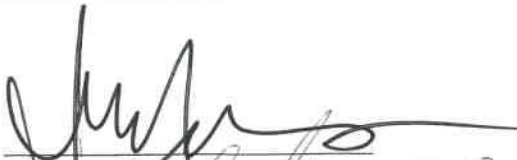
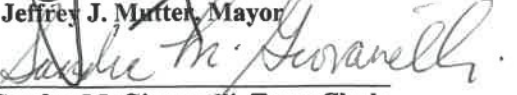
**ON A MOTION MADE BY COUNCILOR MAGILL, SECONDED BY COUNCILOR SHAW, IT WAS VOTED TO APPROVE #24-02A, BY A ROLL CALL. VOTE 6/1.**

**Nay: Councilor Bradley**

Date Adopted: March 6, 2024

A True Copy, ATTEST:

  
Michael L. Kinch, Council President

  
Jeffrey J. Mutter, Mayor  
  
Sandra M. Giovanelli, Town Clerk