

ORDINANCE NO. 3760

AN ORDINANCE OF THE MAYOR AND CITY COUNCIL OF CUMBERLAND, ENTITLED "AN ORDINANCE TO REPEAL SECTION 16-1 OF THE CODE OF THE CITY OF CUMBERLAND (1991 EDITION), TO REENACT SECTION 16-1 AND TO ENACT SECTIONS 16-2 TO 16-6 FOR THE PURPOSE OF ESTABLISHING EMPLOYEE PAY GRADES AND IMPLEMENTING A PAY GRADE SYSTEM."

SECTION 1: BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF CUMBERLAND, that 16-1 of the Code of the City of Cumberland (1991 Edition) be and is hereby repealed.

SECTION 2: AND BE IT FURTHER ORDAINED, that Section 16-1 is hereby reenacted and Sections 16-2 to 16-6 are hereby enacted to read 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.

CLASS

GRADE

General Trades & Labor

Labor

Municipal Worker I	3
Municipal Worker II	4
Municipal Worker III	5
Facilities Technician	8
Public Works Technician Entry Level	5
Public Works Technician I	6

Equipment Operation

Public Works Technician II 7

Crafts

HVAC Mechanic 9
Maintenance Mechanic (Bldg. Mtce.) 8
Parking Meter Supervisor 8

Equipment Maintenance

Maintenance Mechanic, Waste Water
Treatment Plant ("WWTP") 8
Mechanic, WWTP 8

Supervisory

Public Works Crew Leader 9

PUBLIC UTILITIES

Water & Sewer Operation & Repair

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

Supervisory

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

Customer Service

Service Technician I 6

Service Technician II 7

(b) Local 553.

<u>Clerical, Fiscal, Data Processing & Administrative</u>	
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
Code Technician	9
Fire Administrative Officer	9
 <u>Engineering</u>	
Engineering Technician I	9
Contract Labor Compliance Specialist	9
Senior Engineering Technician	11
Natural Resources Specialist	11
 <u>General Trades & Labor</u>	
Fleet/Maintenance Coordinator	10
 <u>Laboratory</u>	
Laboratory Technician, WWTP	9

**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:

<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

16-3. 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:

<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**

**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 & Administrative</u>	
<u>General Clerical</u>	
Assistant to the City Clerk	6
Administrative Associate II	9
Community Development Specialist	13**
<u>Fiscal & 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**
<u>Supervisory</u>	
Community Development Manager	16**
<u>Engineering & Allied</u>	
<u>Engineering</u>	
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 & Zoning Officer	12**
Historic Planner/Preservation Coordinator	13**
Economic Development Coordinator	14**
City Planner	14**

General Trades & Labor

Supervisory

Street Superintendent	15**
Street Maintenance Coordinator	12
Public Works Operation Manager	16**

Public Utilities

Supervisory

Water Filtration Plant Superintendent	15**
Wastewater Treatment Plant Superintendent	15**
Central Services Coordinator	14**
Technical Services Superintendent	14**
Water Coordinator	11
Sewer Coordinator	11

Public Safety

Law Enforcement

Police Lieutenant	14**
Police Captain	16**

Fire Protection

Deputy Chief	15**
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Recreation

Parks & 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 2013-2014 shall constitute the compensation plan applicable to all employees identified in the preceding sections 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

(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.

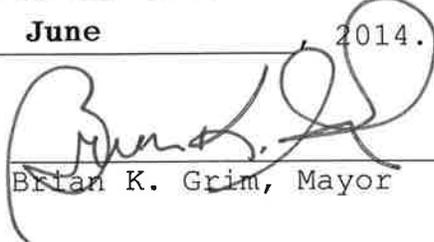
Section 16-6. Compensation of Board of Zoning Appeals, officers.

(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 17th day of June 2014.



Brian K. Grim, Mayor

ATTEST:



Marjorie A. Woodring, City Clerk

1st reading: May 20, 2014
2nd reading: June 17, 2014
3rd reading: June 17, 2014
Passed: 5-0