

ORD 24-22

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 2024-2025.

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:

MAYOR'S OFFICE	2023 Adopted Ordinance	2024 Adopted Ranges	2024 Proposed Amendment
Community Outreach Coordinator	\$45,000 - \$62,400	\$45,000 - \$62,400	\$45,000 - \$62,400
Chief of Staff	\$58,000 - \$76,960	\$58,000 - \$76,960	\$58,000 - \$76,960
ADA Coordinator (Part-Time)		\$27,300	\$27,300
TOWN CLERK	2023 Adopted Ordinance	2024 Adopted Ranges	2024 Proposed Ranges
Deputy Town Clerk	\$35,000 - \$46,800	\$35,000 - \$46,800	\$58,010 - \$76,050
Town Clerk	\$65,000 - \$85,280	\$65,000 - \$85,280	\$65,000 - \$85,280
TOWN OFFICERS	2023 Adopted Ordinance	2024 Adopted Ranges	2024 Proposed Amendment
Probate Judge	\$8,000 - \$10,400	\$8,000 - \$10,400	\$8,000 - \$10,400
TOWN SERGEANT	2023 Adopted Ordinance	2024 Adopted Ranges	2024 Proposed Amendment
Town Sergeant	\$4,000 - \$6,240	\$4,000 - \$6,240	\$4,000 - \$6,240

ORD 24-22

TOWN OF CUMBERLAND

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

ORD 24-22

TOWN OF CUMBERLAND

FINANCE DEPT.	2023 Adopted Ordinance	2024 Adopted Ranges	2024 Proposed Amendment
Payroll Administrator	\$42,000 - \$56,160	\$42,000 - \$56,160	\$42,000 - \$56,160
Accountant	\$42,000 - \$56,160	\$42,000 - \$56,160	\$42,000 - \$56,160
Deputy Finance Director	\$70,000 - \$88,400	\$70,000 - \$88,400	\$70,000 - \$88,400
Finance Director	\$93,000 – \$124,800	\$93,000 – \$124,800	\$93,000 – \$124,800
HUMAN RESOURCES	2023 Adopted Ordinance	2024 Adopted Ranges	2024 Proposed Amendment
Human Resources Director	\$72,000 - \$91,520	\$72,000 - \$91,520	\$72,000 - \$91,520
TAX ASSESSOR	2023 Adopted Ordinance	2024 Adopted Ranges	2024 Proposed Amendment
Deputy Tax Assessor	\$50,000 - \$67,600	\$50,000 - \$67,600	\$50,000 - \$67,600
Tax Assessor	\$68,000 - \$98,800	\$68,000 - \$98,800	\$68,000 - \$98,800
POLICE DEPARTMENT	2023 Adopted Ordinance	2024 Adopted Ranges	2024 Proposed Amendment
Confidential Secretary to Police Chief	\$42,000 - \$59,280	\$42,000 - \$59,280	\$42,000 - \$59,280
Police Chief	\$94,000 - \$118,560	\$94,000 - \$118,560	\$94,000 - \$118,560
Deputy Chief	\$86,000 - \$104,000	\$86,000 - \$104,000	\$86,000 - \$104,000
Captain	\$80,000 - \$104,000	\$80,000 - \$104,000	\$80,000 - \$104,000
Captain	\$80,000 - \$104,000	\$80,000 - \$104,000	\$80,000 - \$104,000
Captain	\$80,000 - \$104,000	\$80,000 - \$104,000	\$80,000 - \$104,000
Police Recruit/Trainee	\$26.57	\$26.57	\$26.57

ORD 24-22

TOWN OF CUMBERLAND

EMERGENCY MEDICAL SERVICES	2023 Adopted Ordinance	2024 Adopted Ranges	2024 Proposed Amendment
EMS Chief	\$79,000 - \$118,560	\$79,000 - \$118,560	\$79,000 - \$118,560
EMS Deputy Chief	\$70,000 - \$104,000	\$70,000 - \$104,000	\$70,000 - \$104,000
ANIMAL CONTROL	2023 Adopted Ordinance	2024 Adopted Ranges	2024 Proposed Amendment
Animal Control Officer	\$41,000 - \$58,240	\$41,000 - \$58,240	\$41,000 - \$58,240
Asst AC Officer	\$35,000 - \$52,000	\$35,000 - \$52,000	\$35,000 - \$52,000
INSPECTIONS	2023 Adopted Ordinance	2024 Adopted Ranges	2024 Proposed Amendment
Building Inspector	\$50,000 - \$68,640	\$50,000 - \$68,640	\$50,000 - \$68,640
Building Official	\$71,000 - \$85,280	\$71,000 - \$85,280	\$71,000 - \$85,280
Zoning Inspector/Recycling Coordinator	\$30,000 - \$44,720	\$30,000 - \$44,720	\$30,000 - \$44,720
Electrical Inspector	\$10,000 - \$26,000	\$10,000 - \$26,000	\$10,000 - \$26,000
Plumbing & Mech. Inspector	\$10,000 - \$26,000	\$10,000 - \$26,000	\$10,000 - \$26,000
PUBLIC WORKS	2023 Adopted Ordinance	2024 Adopted Ranges	2024 Proposed Amendment
Assistant Engineer	\$62,000 - \$78,000	\$62,000 - \$78,000	\$62,000 - \$78,000
Director of Public Works	\$90,000 - \$124,800	\$90,000 - \$124,800	\$90,000 - \$124,800
Superintendent of Public Works	\$54,000 - \$74,048	\$54,000 - \$74,048	\$54,000 - \$74,048

ORD 24-22

TOWN OF CUMBERLAND

RECREATION	2023 Adopted Ordinance	2024 Adopted Ranges	2024 Proposed Amendment
Recreation & Senior Director	\$60,000 - \$78,000	\$60,000 - \$78,000	\$60,000 - \$78,000
SENIOR CENTER	2023 Adopted Ordinance	2024 Adopted Ranges	2024 Proposed Amendment
Senior Services Social Director	\$41,000 - \$53,040	\$41,000 - \$53,040	\$41,000 - \$53,040
Senior Center Assistant	\$25,000 - \$37,440	\$25,000 - \$37,440	\$25,000 - \$37,440
EMERGENCY MANAGEMENT	2023 Adopted Ordinance	2024 Adopted Ranges	2024 Proposed Amendment
Assistant to EMA Director	\$7,500 - \$10,400	\$7,500 - \$10,400	\$7,500 - \$10,400

Water Fund:

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

Section 3. This Ordinance shall take effect upon passage.

ORD 24-22

TOWN OF CUMBERLAND

EXPLANATION

This ordinance amends the salary range for the Deputy Town Clerk position to reflect a full-time position and to mirror neighboring communities' ranges.

SFK: 8/15/24


ON A MOTION BY COUNCILOR METIVIER, SECONDED BY COUNCILOR MAGILL, AND IT IS UNANIMOUSLY VOTED TO APPROVE BY A ROLL CALL VOTE. VOTE 7/0.

Date Adopted: September 4, 2024

A True Copy, ATTEST:



Jeffrey J. Mutter, Mayor



Michael L. Kinch, President



Sandra M. Giovanelli, Town Clerk