

CITY OF NORTH ADAMS

City Clerk's Office

December 16, 2015

I hereby notify that at twelve noon today the following items of business have been filed with this office and will be acted upon at the meeting in the City Council Chambers at City Hall, Tuesday evening December 22, 2015 at seven-thirty o'clock according to Section 8, Rules and Orders of the City Council.

Marilyn Gomeau

City Clerk

REGULAR MEETING OF THE CITY COUNCIL

December 22, 2015

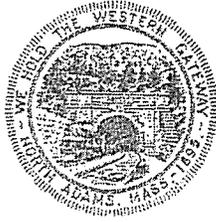
Roll Call

Moment of silent prayer

The Pledge

Approval of the minutes of *December 8, 2015*

- 11,480      *Mayor's communication #39 requesting permission to accept a gift of real property from John Wadsworth located at 298 State Street.*
- 11,480      *An Order authorizing the Mayor to accept a gift of real property located at 298 State Street from John Wadsworth.*
- 11,458-1    *Mayor communication # recommending #40 recommending an increase in the Compensation Plan for FY'16.*
- 11,458-1    *An Ordinance amending Chapter 2, Section 2-27 of the Revised Ordinances the Classification Plan, Schedule A.*
- 11,458-1a   *An Ordinance amending Chapter 2, Section 2-28 (a) of the Revised Ordinances, Schedule B the Compensation Plan for FY'16; July 1, 2015 to December 31, 2015.*
- 11,458-1b   *An Ordinance amending Chapter 2, Section 2-28 (a) of the Revised Ordinances, Schedule B the Compensation Plan for FY'16; January 1, 2016 to June 30, 2016.*
- 11,482      *Mayor's communication #41 regarding a Zoning Ordinance amendment.*
- 11,482      *Communication submitted by the North Adams Planning Board regarding the new Zoning Ordinance amendment.*
- 11,482      *An Ordinance amending the Zoning Ordinance, Chapter Z by deleting the entire Ordinance and insert a new Zoning Ordinance in its place.*
- 11,483      *Communication submitted by Councilor Bona regarding the use of scooters throughout the City.*
- 11,484      *Communication submitted by Councilor Bona regarding the naming of the streets in Hillside Cemetery.*



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor  
Richard J. Alcombright

December 22, 2015

#39

To: North Adams City Council

Re: Gift of real property from John Wadsworth – 298 State Street

Dear Honorable Members:

Please find Council Order authorizing me to accept a gift of real property from John W. Wadsworth, consisting of land and building located at 298 State Street (formerly Modern Liquor's).

As you know, it has been the intent of my administration to locate a skate park at the athletic complex. To facilitate parking within the scope of this project, this parcel will be committed to replace the parking lot currently adjacent to the north. I anticipate demolition of the building before the end of calendar year 2016.

Additionally, I recently received notification that the City has been awarded the Parkland Acquisitions and Renovations for Communities (PARC) grant that we applied for during the summer in the amount of \$400,000. This grant coupled with CDBG funds will be used for construction of the skate park. I credit Mike Nuvallie our Community Development Director for his efforts in writing a very compelling grant.

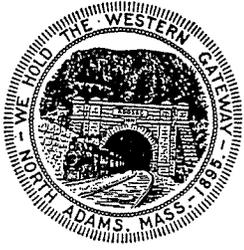
This gift of property coupled with receipt of the grant, have positioned us to move this project forward. On behalf of the City, I want to thank Mr. Wadsworth for his continued generosity.

I respectfully request adoption of the order as presented.

Sincerely,



Richard J. Alcombright  
Mayor



# City of North Adams

In City Council

December 22, 2015

Ordered:

Ordered:

That the City of North Adams, acting by and through its Mayor, be and is hereby authorized to accept a gift of real property from John W. Wadsworth, consisting of land and building located at 298 State Street, in North Adams, and more particularly described in proposed deed of John W. Wadsworth to the City of North Adams dated December \_\_ 2015, a copy being attached to this order and made a part hereof.

Property location: 298 State Street, North Adams.

**QUITCLAIM DEED**

I, John S. Wadsworth, Jr. of New York, New York, for no consideration paid as this conveyance constitutes a transfer and not a sale, grant to the City of North Adams, a municipal corporation with offices at 10 Main Street, North Adams, Massachusetts, with **QUITCLAIM COVENANTS**, the premises with buildings thereon situate in the City of North Adams, Berkshire County, Commonwealth of Massachusetts, bounded and described as follows:

PARCEL NO. 1: “Beginning at a stake and stones on the east line of State Street, and thence easterly on lands now or formerly of Martha Witt five (5) rods to a stake and stones; thence southerly on land of Martha Witt seven (7) rods to a stake and stones on the east side of a ditch; thence westerly on lands of said Witt about five (5) rods to the wall on the east side of State Street at a large rock having a drilled hole in the same; thence northerly along the east side of said Street to the place of beginning. Meaning and intending hereby to convey all and singular the same premises conveyed by deed of Alice L. Orr, et al. to Robert Steele, dated April 24, 1939, recorded with Northern Berkshire Registry of Deeds, Book 426, Page 155, to which deed and the record thereof reference is always to be had. Subject to easement of Northern Berkshire Gas Co. recorded in Book 427, Page 377. EXCEPTING, however, from and out of said premises, that portion thereof of a frontage of 20 feet and a depth of 82 ½ feet, conveyed by deed of Robert Steele to Peter J. Tash, dated April 1, 1947, recorded in said Registry of Deeds, Book 462, Page 103, to which deed and the record thereof, reference is always to be had.”

PARCEL NO. 2: “Another certain tract of land with the buildings thereon, situated on the easterly side of State Street in said North Adams, bounded and described as follows, viz.: Beginning at a point on the easterly side of State Street at an iron pipe at the southwesterly corner of land of Orr; thence easterly along the southerly line of land of Orr 82.5 feet to an iron pipe at the southeasterly corner of said Orr’s land; thence northerly along the easterly line of said Orr’s land 115.5 feet to an iron pipe at the southerly line of land now or formerly of Kearn; thence easterly 82.5 feet along the southerly line of said land of Kearn to an iron pipe; thence northerly along the easterly line of said Kearn and of Gordon & Sutton 32.33 feet to a stone monument in the easterly line of said Gordon & Sutton land; thence southeasterly along land of the City of North Adams 458.75 feet to a stone monument; thence westerly along other land of the Arnold Print Works 337.1 feet to land now or formerly of Daldoss; thence northerly along said land of Daldoss 85 feet to the northeasterly corner thereof; thence westerly along said land of Daldoss 195 feet to said State Street; thence northerly along the easterly line of said State Street 122.28 feet to the point of beginning. Subject, however, to the easement, so far as the same may affect said tract of land, granted by Arnold Print Works to North Adams GasLight Company, by instrument dated June 19, 1924, recorded in said Registry of Deeds, in Book 350, Page 341, to which reference is always to be had. Meaning and intending hereby to convey all and singular the same premises conveyed by deed of Arnold Print Works to Robert Steele, dated December 6, 1938, recorded in said Registry of Deeds, Book 416, Page 189, to which deed and the record thereof reference is always to be had. EXCEPTING, however, from and out of said premises, that portion thereof containing about 0.47 acre shown on plan of Noel Field Extension in Drawer 6, Plan 39 in said Registry, taken by the City of North Adams December 27, 1946, which taking is recorded in said Registry in Book 458, Page 51 to which taking and the record thereof, reference is always to be had.”

MEANING and INTENDING to convey and hereby expressly conveying, the remaining portion of the premises conveyed to Modern Dairy, Inc. by deed of Robert Steele, Jr. and Helen Carroll Steele, Executors and Trustees under the Will of Robert Steele, dated April 15, 1955

and recorded with the Berkshire Northern District Registry of Deeds in Book 513, Page 170. EXCEPTING the portion of the premises conveyed by Modern Dairy & Liquors, Inc. to the City of North Adams by deed recorded November 21, 2000 with the Berkshire Northern District Registry of Deeds in Book 1016, Page 631.

SUBJECT TO an Easement and Agreement between Modern Dairy and Liquors, Inc., f/k/a Modern Dairy, Inc., and Joseph Altieri and Kim A. Altieri dated June 17, 1997 and recorded June 18, 1997 with said Registry in Book 936, Page 397.

SUBJECT TO a Boundary Line Agreement between Modern Dairy and Liquors, Inc., f/k/a Modern Dairy, Inc., and Sylvia M. Kipp dated and recorded September 17, 1999 with said Registry in Book 991, Page 119.

SUBJECT TO a Boundary Line Agreement between Francis H. Gaspardi and Rose M. Gaspardi with Modern Dairy & Liquors, Inc., f/k/a Modern Dairy, Inc. dated October 25, 1999 and recorded January 10, 2002 with said Registry in Book 1048, Page 589.

SUBJECT TO an Easement for Access and Parking by Modern Dairy & Liquors, Inc., f/k/a Modern Dairy, Inc., to CCP Realty, LLC dated June 15, 2006 and recorded June 16, 2006 with said Registry in Book 1253, Page 56.

SUBJECT TO an Easement to the Massachusetts Electric Company, dated September 17, 1965 and recorded with said Registry on October 19, 1965 at Book 597, Page 5.

SUBJECT TO an Order of Taking by the City of North Adams, Massachusetts dated March 4, 1957 and recorded with said Registry on March 11, 1957 at Book 526, Page 567.

SUBJECT TO an Order of Taking by the Commonwealth of Massachusetts, Department of Public Works, City of North Adams, Massachusetts dated June 23, 1982 and recorded with said Registry on July 1, 1982 at Book 712, Page 984.

Witness our hands and seals this \_\_\_\_\_ day of \_\_\_\_\_, 2015.

\_\_\_\_\_  
John S. Wadsworth, Jr.

**COMMONWEALTH OF MASSACHUSETTS**

Berkshire, ss. \_\_\_\_\_, 2015

On this day before me, the undersigned notary public, personally appeared John S. Wadsworth, Jr. proved to me through satisfactory evidence of identification, which was  photographic identification with signature issued by a federal or state governmental agency,  oath or affirmation of a credible witness,  personal knowledge of the undersigned, to be the person whose name is signed on the preceding or attached document, and acknowledged to me that he signed it voluntarily for its stated purpose.

\_\_\_\_\_  
Notary Public

SEAL

My Commission Expires: \_\_\_\_\_



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor  
Richard J. Alcombright

December 22, 2015

#40

To: North Adams City Council  
Re: Classification and Compensation Plan – Contract settlements

Dear Honorable Members:

In your packet, please find updated Classification and Compensation plans reflecting changes in certain salary grades representing one-year contract agreements with Police and DPW. Additionally at this time, I have included similar increases for non-union staff.

In the Compensation Plan, both of the bargaining units along with non-union wages show a very modest increase of 1% effective July 1, 2015 and 1% effective January 1, 2016. There will be retroactivity paid back to July 1, 2015. The only adjustment in the Classification Plan is adding the position of "Police Patrol/Canine Officer". The additional responsibilities of the Canine Officer were compensated with an 8% stipend on base. As we are trying to get away from "stipends", I have negotiated the stipend into the pay scale therefore the need for the new position in the Plan.

Both contracts and non-union settlement increases annualize to an approximate increase in salaries of \$69,000.

I thank our Police, DPW and non-union employees for their hard work and dedication to the City. I respectfully request adoption of both the Classification and Compensation Plans as presented.

Sincerely,

Richard J. Alcombright  
Mayor



# City of North Adams

In City Council

December 22, 2015

BE IT ORDAINED by the City Council of the City of North Adams as follows:

That Chapter 2, Section 2-27 of the Revised Ordinances of the City of North Adams, be and is hereby amended to Schedule A presently on file in the Office of the City Clerk by adding the following:

## SCHEDULE A THE CLASSIFICATION PLAN

**BOARD OR DEPARTMENT**

**GRADE NUMBER**

DEPARTMENT OF PUBLIC SAFETY

Police Division

*Patrolman-K9*

P-K9



# City of North Adams

## In City Council

December 22, 2015

BE IT ORDAINED by the City Council of the City of North Adams as follows:

That Chapter 2, Section 2-28(a) of the Revised Ordinances of the City of North Adams, Schedule B, the so-called Compensation Plan, be and is hereby amended to read as follows:

### Schedule B - The Compensation Plan Effective July 1, 2015 through December 31, 2015

#### PART 1 - Annual Salary Scale Intermediates

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
S-1										23,319
S-1A				34,479	36,244	36,344	36,413	36,513	36,612	37,562
S-3	22,848	23,467	24,620	25,727	28,945	29,053	29,115	29,225	29,329	29,605
S-4C	25,518	26,257	27,365	28,577	30,869	30,971	31,042	31,146	31,248	31,526
S-6	26,008	26,797	27,939	29,066	31,772	31,874	31,943	32,045	32,150	32,428
S-7	26,345	27,092	28,266	29,526	33,058	33,160	33,231	33,336	33,440	33,716
S-7A			28,426	29,526	33,058	33,160	33,231	33,336	33,440	33,716
S-8	25,928	26,673	27,807	29,040	32,467	32,568	32,639	32,736	32,835	33,107
S-9	27,538	28,276	29,439	30,684	34,223	34,324	34,393	34,498	34,599	34,879
S-9A	40,326	47,754	49,877	53,061						
S-10	28,138	28,826	29,950	31,217	34,754	34,858	34,926	35,029	35,133	35,413
S-10A	27,385	28,056	29,148	30,380	33,822	33,922	33,993	34,092	34,194	34,464
S-11	28,572	29,186	30,364	31,645	35,151	35,254	35,323	35,428	35,532	35,808
S-11A					31,592	31,703	31,804	31,953	32,055	32,380
S-12	28,958	29,967	31,256	32,538	36,528	36,633	36,700	36,806	36,910	37,186
S-13	30,189	31,203	32,507	33,767	37,402	37,504	37,573	37,678	37,781	38,058
S-14	30,064	31,051	32,303	33,536	35,511	35,616	35,684	35,789	35,892	36,167
S-14CO	29,257	30,219	31,439	32,639	34,562	34,662	34,731	34,831	34,931	35,201
S-17	39,537	40,733	41,932	43,131	50,963	51,063	51,130	51,231	51,332	51,599
S-17A	33,644	34,653	36,740	38,550	41,396	41,745	41,813	42,558	42,558	42,558
S-18	41,117	41,117	41,117	41,117	42,915	43,266	43,332	43,435	43,542	43,820
S-19	30,395	33,959	35,551	37,142	45,450					
S-19A			37,307	38,764	42,788	42,888	42,955	43,058	43,160	43,858
S-20	36,898	38,103	39,575	41,375	44,640	44,737	44,807	44,906	45,008	45,271
S-20A	43,297	44,088	45,401	46,537	48,805	48,916	49,017	49,166	49,268	49,593
S-21		47,776	48,971	49,545	50,250	50,348	50,417	51,019	51,122	51,395
S-21A				44,825	46,102	46,202	46,271	46,370	46,474	46,744
S-21B	48,710	49,500	50,813	51,949	54,217	54,328	54,429	54,578	54,680	55,005
S-22				49,085	50,362	50,465	50,537	50,638	50,743	51,021

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
S-22A				50,963	51,063	51,130	51,231	51,332	51,599	51,862
S-22B				39,181	40,458	40,563	40,633	40,734	40,840	41,120
S-22C			56,202	56,380	57,658	57,760	57,830	57,935	58,037	58,315
S-22D				44,712	45,956	46,056	46,349	46,442	46,442	46,442
S-22E					45,501	45,613	45,713	45,863	45,964	46,289
S-23	44,380	44,380	48,710	50,593	51,869	51,974	52,045	52,147	52,250	52,526
S-23A				36,310	37,554	37,655	37,723	37,823	37,925	38,197
S-24				50,318	56,063	56,162	56,229	56,329	56,429	56,698
S-24A				56,066	57,800	59,588	61,431	63,274	65,172	67,127
S-25	54,122	59,428	62,611	64,490	67,465	69,489	71,573	73,721	75,932	78,210
S-26										90,674
S-26A				76,060	77,365	77,438	77,509	77,611	77,716	77,993
S-26B										70,668
S-27				67,941	69,152	69,251	69,318	69,413	69,513	69,777
S-27A				62,912	64,188	64,289	64,362	64,464	64,568	64,841
S-27B										81,183
S-28				43,773	45,048	45,153	45,224	45,326	45,430	45,709
S-29				26,674	27,952	28,056	28,126	28,228	28,332	28,609
S-29A			28,285	28,426	30,694	30,805	30,906	31,055	31,157	31,482
S-31				58,039	59,284	59,383	59,452	59,552	59,653	59,921
S-32				39,854	41,129	41,233	41,302	41,406	41,512	41,790
S-33				67,641	68,887	68,988	69,725	69,827	69,928	70,200
S-33A				45,173	46,455	46,558	46,624	46,732	46,834	47,110
S-33B				72,843	76,370	76,470	76,885	76,986	77,088	77,358
S-34	57,805	58,346	58,671	58,909	59,737	59,847	60,068	61,172	61,283	63,325
S-34A				58,162	59,436	59,544	59,611	59,715	59,820	60,098
S-34B				64,946	67,214	67,325	67,426	67,575	67,677	68,002
S-35				35,730	37,004	37,106	37,173	37,274	37,373	37,643
S-36										18,690
S36A							37,436	37,586	37,688	38,012
S-37				63,656	64,933	65,036	65,102	65,204	65,306	65,572

**PART II - Hourly Wage Scale**

Grade #	1	2	3	4	5-10 Yrs.	11-15 Yrs.	16-20 Yrs	21-25 Yrs.	26-30 Yrs.	Maximum
W-1	13.18	13.69	14.35	15.54	16.79	16.84	16.88	17.03	17.08	17.30
W-2	13.62	14.19	14.90	16.10	17.28	17.32	17.35	17.41	17.49	17.74
W-2R	13.64	14.35	15.00	16.19	17.34	17.40	17.44	17.50	17.65	17.79
W-3	14.01	14.64	15.38	16.70	17.82	17.88	17.96	18.03	18.10	18.30
W-3A				17.18	18.30	18.36	18.42	18.51	18.56	18.76
W-3B	14.28	14.90	15.53	16.98	18.10	18.16	18.26	18.30	18.37	18.56
W-3C	14.40	15.08	15.80	17.18	18.30	18.36	18.42	18.51	18.56	18.76
W-4	15.24	15.91	16.54	17.84	18.97	19.04	19.12	19.21	19.30	19.47
W-4A								19.69	21.10	21.48
W-5	15.35	16.04	16.80	18.18	19.38	19.41	19.47	19.51	19.62	19.82
W-5A				18.66	19.76	19.85	19.90	19.96	20.09	20.27
W-5B									21.05	21.27
W-6	16.68	17.26	18.12	19.50	20.62	20.74	20.79	20.86	20.92	21.14
W-6M				19.50	20.62	20.74	20.79	20.86	20.92	21.14
W-P-A				10.45	10.64	10.77	11.01	11.25	12.64	13.02
X				14.93	15.71	15.77	16.89	17.62	18.42	19.33
X-A	13.64	14.29	14.65	14.76	14.99	15.07	15.43	16.16	16.95	17.88
Y-1	22.41	22.96	23.82	25.22	26.19	26.31	26.37	26.43	26.49	26.70
Y-2	18.20	18.67	19.13	19.61	20.10	20.61	21.12	21.65	22.19	22.74
Z-1	12.20	12.53	12.92	13.41	14.05	14.65	15.25	15.96	16.70	17.58
Z-2	11.20	11.54	12.03	13.12	14.45	15.01	15.68	16.36	17.09	17.95
Z-2A	9.68	9.79	9.99	10.09	10.19	10.42	11.09	11.77	12.50	13.36
Z-3	0.00	0.00	0.00	0.00	0.00	0.00	0.00	17.21	17.95	18.80
Z-3A	0.00	0.00	0.00	0.00	0.00	0.00	17.15	17.39	18.83	19.22
Z-3B	0.00	0.00	0.00	0.00	14.70	14.84	15.08	15.33	16.77	17.16
Z-4	0.00	0.00	0.00	0.00	0.00	11.59	11.83	12.32	14.01	14.40

PART III - Engineering Scale

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
E-1				34,477	35,759	35,860	35,931	36,034	36,138	36,414
E-2				36,801	38,077	38,181	38,252	38,353	38,460	38,737
E-2A				38,460	39,738	39,838	39,912	40,015	40,119	40,396
E-3				43,539	44,817	44,919	44,991	45,092	45,199	45,476

PART IV - Fire Scale

Grade #	Minimum	Step 1	Maximum	3-10 Yrs.	10-15 Yrs.	15-20 Yrs.	20-25 Yrs.	25-30 Yrs.	30 -Yrs.
F-1	38,667.32	39,921.84	41,097.33	42,530.87	42,659.90	42,745.19	42,876.40	43,003.25	43,345.50
F-2	40,387.35	41,688.89	42,863.28	44,296.82	44,422.58	44,508.95	44,639.08	44,767.01	45,109.27
F-4	43,932.38	-	46,003.73	47,440.55	47,570.68	47,654.87	47,781.71	47,912.93	48,254.09
F-5	47,458.82	-	48,757.09	50,191.72	50,320.75	50,402.76	50,533.98	50,661.92	51,005.27

That Chapter 2, Section 2-28(a) of the Revised Ordinances of the City of North Adams, Schedule B, the so-called Compensation Plan, be and is hereby amended to read as follows:

**PART V - Police Scale (second shift differential 7% - third shift differential 8%)**

Grade #	minimum	2nd shift	3rd shift	Grade #	Step 1	2nd shift	3rd shift
P-1	38,264.60	40,943.12	41,325.77	P-1	39,291.86	42,042.29	42,435.21
P-K9	41,325.77			P-K9	42,435.21		
P-2A	39,794.93	42,580.58	42,978.52	P-2A	40,858.37	43,718.46	44,127.04
P-2B	42,465.55	45,438.14	45,862.79	P-2B	43,492.81	46,537.31	46,972.23
P-3	43,827.33	46,895.24	47,333.52	P-3	44,932.71	48,078.00	48,527.33
P-3A	40,869.13	43,729.96	44,138.66	P-3A	41,911.46	44,845.26	45,264.37
P-4	46,218.41	49,453.70	49,915.89	P-4	-	-	-
Grade #	Step 2	2nd shift	3rd shift	Grade #	3-9 Yrs.	2nd shift	3rd shift
P-1	41,204.89	44,089.24	44,501.29	P-1	43,217.17	46,242.37	46,674.54
P-K9	44,501.29			P-K9	46,674.54		
P-2A	42,771.28	45,765.27	46,192.98	P-2A	44,784.22	47,919.12	48,366.96
P-2B	45,405.92	48,584.33	49,038.39	P-2B	47,418.71	50,738.02	51,212.21
P-3	46,945.38	50,231.56	50,701.01	P-3	49,019.97	52,451.36	52,941.56
P-3A	43,809.33	46,875.99	47,314.08	P-3A	45,824.58	49,032.30	49,490.55
P-4	48,191.45	51,564.85	52,046.76	P-4	50,252.23	53,769.88	54,272.41
Grade #	10-14 Yrs.	2nd shift	3rd shift	Grade #	15-19 Yrs.	2nd shift	3rd shift
P-1	43,318.32	46,350.60	46,783.79	P-1	43,385.79	46,422.79	46,856.65
P-K9	46,783.79			P-K9	46,856.65		
P-2A	44,885.38	48,027.35	48,476.21	P-2A	44,952.84	48,099.54	48,549.07
P-2B	47,519.88	50,846.28	51,321.48	P-2B	47,587.34	50,918.45	51,394.32
P-3	49,122.15	52,560.70	53,051.92	P-3	49,190.26	52,633.58	53,125.48
P-3A	45,925.75	49,140.56	49,599.82	P-3A	45,993.19	49,212.71	49,672.64
P-4	50,355.44	53,880.32	54,383.87	P-4	50,424.23	53,953.92	54,458.17
Grade #	20-24 Yrs.	2nd shift	3rd shift	Grade #	25-29 Yrs.	2nd shift	3rd shift
P-1	43,486.96	46,531.05	46,965.92	P-1	43,588.11	46,639.28	47,075.16
P-K9	46,965.92			P-K9	47,075.16		
P-2A	45,054.00	48,207.78	48,658.32	P-2A	45,155.16	48,316.02	48,767.57
P-2B	47,688.50	51,026.70	51,503.58	P-2B	47,789.67	51,134.94	51,612.84
P-3	49,292.45	52,742.93	53,235.85	P-3	49,394.63	52,852.25	53,346.20
P-3A	46,094.35	49,320.95	49,781.90	P-3A	46,195.53	49,429.22	49,891.18
P-4	50,527.43	54,064.35	54,569.62	P-4	50,630.62	54,174.77	54,681.07
Grade #	maximum	2nd shift	3rd shift				
P-1	43,857.90	46,927.96	47,366.54				
P-K9	47,366.54						
P-2A	45,424.95	48,604.69	49,058.94				
P-2B	48,059.47	51,423.63	51,904.22				
P-3	49,667.11	53,143.81	53,640.48				
P-3A	46,465.30	49,717.88	50,182.53				
P-4	50,905.80	54,469.21	54,978.26				

PART VI - Part Time Salary Scale

Grade #	Hourly	Annually	
PT-1B	104.88	per diem + (3% differential)	108.03
PT-2		9.00	
PT-2A		9.00	
PT-2B		9.97	
PT-2C		10.80	
PT-2D		12.86	
PT-3		9.00	
PT-3A		9.00	
PT-3B		9.00	
PT-3C		9.00	
PT-3D		9.00	
PT-4		9.32	
PT-5		9.00	
PT-6		11.47	
PT-6A		16.08	
PT-7		9.04	
PT-7A		9.00	
PT-7B		10.99	
PT-7C		11.43	
PT-8		11.65	
PT-9		17.62	
PT-10		20.60	
PT-14		10.36	
PT-14A		14.34	
PT-16		11.19	
PT-17		10.93	
PT-18A			100
PT-19			750
PT-23			500
PT-24			600
PT-25			1,200
PT-26			500
PT-27			1,000
PT-28			1,000
PT-29			1,500
PT-30			1,776
PT-32			10,000
PT-33		15.00 (per day weekdays)	25.00 (per day Sat., Sun., Holidays)
PT-34			3,065
PT-35			6,000
PT-36			4,000
PT-37			26,134
PT-38		225.00 (weekly)	
PT-39			21,453

**PART VII**

<b>Position</b>	<b>Salary</b>
City Councilor	3,000.00
City Council President	3,600.00
City Solicitor	1,000.00
Mayor	84,470.00



# City of North Adams

## In City Council

December 22, 2015

BE IT ORDAINED by the City Council of the City of North Adams as follows:

That Chapter 2, Section 2-28(a) of the Revised Ordinances of the City of North Adams, Schedule B, the so-called Compensation Plan, be and is hereby amended to read as follows:

### Schedule B - The Compensation Plan Effective January 1, 2016 through June 30, 2016

#### PART 1 - Annual Salary Scale Intermediates

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
S-1	-	-	-	-	-	-	-	-	-	23,552
S-1A	-	-	-	34,824	36,607	36,707	36,777	36,878	36,978	37,937
S-3	23,077	23,702	24,866	25,985	29,235	29,343	29,406	29,517	29,622	29,901
S-4C	25,774	26,519	27,639	28,863	31,178	31,280	31,352	31,457	31,560	31,841
S-6	26,268	27,065	28,218	29,356	32,089	32,193	32,262	32,366	32,472	32,752
S-7	26,609	27,363	28,548	29,821	33,388	33,492	33,563	33,669	33,774	34,053
S-7A	-	-	28,710	29,821	33,388	33,492	33,563	33,669	33,774	34,053
S-8	26,187	26,940	28,085	29,330	32,791	32,894	32,965	33,063	33,163	33,438
S-9	27,814	28,559	29,733	30,991	34,566	34,667	34,737	34,843	34,945	35,228
S-9A	40,729	48,232	50,376	53,591	-	-	-	-	-	-
S-10	28,419	29,115	30,249	31,530	35,101	35,206	35,275	35,379	35,484	35,767
S-10A	27,658	28,336	29,439	30,683	34,160	34,262	34,333	34,433	34,536	34,808
S-11	28,858	29,478	30,668	31,961	35,502	35,606	35,676	35,782	35,887	36,166
S-11A	-	-	-	-	31,908	32,020	32,122	32,273	32,376	32,704
S-12	29,248	30,267	31,569	32,863	36,893	36,999	37,067	37,174	37,279	37,558
S-13	30,491	31,515	32,832	34,104	37,776	37,879	37,949	38,055	38,159	38,439
S-14	30,364	31,361	32,626	33,871	35,867	35,973	36,040	36,146	36,251	36,529
S-14CO	29,550	30,522	31,754	32,965	34,908	35,008	35,078	35,179	35,281	35,553
S-17	39,932	41,140	42,352	43,562	51,473	51,573	51,641	51,743	51,846	52,115
S-17A	33,981	35,000	37,107	38,935	41,809	42,163	42,231	42,984	42,984	42,984
S-18	41,529	41,529	41,529	41,529	43,344	43,699	43,765	43,869	43,977	44,258
S-19	30,699	34,298	35,906	37,514	45,905	-	-	-	-	-
S-19A	-	-	37,680	39,152	43,215	43,317	43,385	43,489	43,591	44,297
S-20	37,267	38,484	39,971	41,789	45,086	45,184	45,255	45,355	45,458	45,723
S-20A	43,730	44,528	45,855	47,002	49,293	49,405	49,507	49,658	49,761	50,089
S-21	-	48,254	49,461	50,041	50,752	50,852	50,921	51,530	51,634	51,909
S-21A	-	-	-	45,273	46,563	46,664	46,734	46,834	46,939	47,211
S-21B	49,197	49,995	51,321	52,469	54,759	54,872	54,973	55,124	55,227	55,555
S-22	-	-	-	49,576	50,866	50,970	51,042	51,145	51,251	51,531

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
S-22A	-	-	-	51,473	51,573	51,641	51,743	51,846	52,115	52,380
S-22B	-	-	-	39,573	40,863	40,969	41,039	41,141	41,248	41,531
S-22C	-	-	56,764	56,944	58,235	58,338	58,409	58,515	58,617	58,898
S-22D	-	-	-	45,159	46,415	46,517	46,812	46,906	46,906	46,906
S-22E	-	-	-	-	45,956	46,069	46,170	46,321	46,424	46,752
S-23	44,824	44,824	49,197	51,099	52,388	52,494	52,565	52,669	52,773	53,051
S-23A	-	-	-	36,673	37,930	38,031	38,100	38,202	38,305	38,579
S-24	-	-	-	50,821	56,623	56,724	56,792	56,892	56,994	57,265
S-24A	-	-	-	56,627	58,378	60,184	62,045	63,906	65,824	67,798
S-25	54,663	60,022	63,238	65,135	68,139	70,184	72,289	74,458	76,691	78,992
S-26	-	-	-	-	-	-	-	-	-	91,581
S-26A	-	-	-	76,821	78,138	78,213	78,284	78,387	78,493	78,773
S-26B	-	-	-	-	-	-	-	-	-	71,374
S-27	-	-	-	68,621	69,844	69,943	70,011	70,107	70,208	70,475
S-27A	-	-	-	63,541	64,830	64,932	65,005	65,109	65,214	65,489
S-27B	-	-	-	-	-	-	-	-	-	81,994
S-28	-	-	-	44,210	45,498	45,604	45,676	45,779	45,884	46,166
S-29	-	-	-	26,941	28,231	28,336	28,407	28,510	28,615	28,895
S-29A	-	-	28,568	28,710	31,000	31,113	31,215	31,366	31,468	31,796
S-31	-	-	-	58,619	59,877	59,977	60,046	60,148	60,249	60,521
S-32	-	-	-	40,253	41,541	41,645	41,715	41,820	41,928	42,207
S-33	-	-	-	68,318	69,576	69,678	70,422	70,525	70,628	70,902
S-33A	-	-	-	45,625	46,919	47,023	47,090	47,199	47,302	47,581
S-33B	-	-	-	73,571	77,134	77,235	77,653	77,756	77,859	78,131
S-34	58,383	58,930	59,258	59,498	60,334	60,446	60,669	61,784	61,896	63,959
S-34A	-	-	-	58,744	60,031	60,139	60,207	60,312	60,418	60,699
S-34B	-	-	-	65,596	67,886	67,998	68,100	68,251	68,354	68,682
S-35	-	-	-	36,087	37,374	37,477	37,545	37,646	37,747	38,019
S-36	-	-	-	-	-	-	-	-	-	18,877
S36A	-	-	-	-	-	-	37,811	37,962	38,064	38,392
S-37	-	-	-	64,293	65,583	65,687	65,753	65,856	65,959	66,228

**PART II - Hourly Wage Scale**

Grade #	1	2	3	4	5-10 Yrs.	11-15 Yrs.	16-20 Yrs	21-25 Yrs.	26-30 Yrs.	Maximum
W-1	13.31	13.83	14.50	15.69	16.95	17.01	17.05	17.20	17.25	17.47
W-2	13.76	14.34	15.05	16.26	17.45	17.49	17.53	17.58	17.66	17.92
W-2R	13.78	14.50	15.15	16.35	17.52	17.57	17.61	17.68	17.82	17.97
W-3	14.15	14.78	15.54	16.86	17.99	18.06	18.14	18.21	18.28	18.48
W-3A	-	-	-	17.35	18.48	18.55	18.61	18.69	18.75	18.95
W-3B	14.42	15.05	15.68	17.15	18.28	18.34	18.44	18.48	18.56	18.75
W-3C	14.54	15.23	15.96	17.35	18.48	18.55	18.61	18.69	18.75	18.95
W-4	15.39	16.07	16.70	18.02	19.16	19.24	19.31	19.41	19.49	19.66
W-4A	-	-	-	-	-	-	-	19.88	21.32	21.70
W-5	15.51	16.20	16.97	18.36	19.58	19.61	19.66	19.70	19.82	20.02
W-5A	-	-	-	18.85	19.96	20.05	20.10	20.16	20.29	20.48
W-5B	-	-	-	-	-	-	-	-	21.26	21.49
W-6	16.84	17.44	18.31	19.70	20.83	20.94	21.00	21.07	21.12	21.35
W-6M	-	-	-	19.70	20.83	20.94	21.00	21.07	21.12	21.35
W-P-A	-	-	-	10.56	10.74	10.88	11.12	11.36	12.77	13.15
X	-	-	-	15.08	15.87	15.93	17.06	17.79	18.60	19.53
X-A	13.78	14.43	14.79	14.91	15.14	15.22	15.58	16.32	17.12	18.06
Y-1	22.63	23.19	24.06	25.47	26.46	26.58	26.63	26.70	26.75	26.97
Y-2	18.38	18.85	19.32	19.81	20.30	20.81	21.33	21.87	22.41	22.97
Z-1	12.32	12.66	13.05	13.55	14.19	14.79	15.40	16.11	16.87	17.75
Z-2	11.32	11.65	12.15	13.25	14.60	15.16	15.84	16.52	17.26	18.13
Z-2A	9.77	9.88	10.09	10.19	10.29	10.53	11.21	11.88	12.63	13.49
Z-3	-	-	-	-	-	-	-	17.38	18.13	18.99
Z-3A	-	-	-	-	-	-	17.32	17.57	19.02	19.42
Z-3B	-	-	-	-	14.85	14.99	15.23	15.48	16.93	17.33
Z-4	-	-	-	-	-	11.71	11.95	12.44	14.15	14.54

**PART III - Engineering Scale**

<b>Grade #</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5-9 Yrs.</b>	<b>10-14 Yrs.</b>	<b>15-19 Yrs</b>	<b>20-24 Yrs.</b>	<b>25-29 Yrs.</b>	<b>Maximum</b>
E-1	-	-	-	34,821	36,117	36,219	36,291	36,395	36,500	36,778
E-2	-	-	-	37,169	38,458	38,563	38,635	38,736	38,845	39,124
E-2A	-	-	-	38,845	40,136	40,236	40,311	40,416	40,521	40,800
E-3	-	-	-	43,974	45,265	45,368	45,441	45,543	45,651	45,931

PART IV - Fire Scale

Grade #	Minimum	Step 1	Maximum	3-10 Yrs.	10-15 Yrs.	15-20 Yrs.	20-25 Yrs.	25-30 Yrs.	30 -Yrs.
F-1	38,667.32	39,921.84	41,097.33	42,530.87	42,659.90	42,745.19	42,876.40	43,003.25	43,345.50
F-2	40,387.35	41,688.89	42,863.28	44,296.82	44,422.58	44,508.95	44,639.08	44,767.01	45,109.27
F-4	43,932.38	-	46,003.73	47,440.55	47,570.68	47,654.87	47,781.71	47,912.93	48,254.09
F-5	47,458.82	-	48,757.09	50,191.72	50,320.75	50,402.76	50,533.98	50,661.92	51,005.27

That Chapter 2, Section 2-28(a) of the Revised Ordinances of the City of North Adams, Schedule B, the so-called Compensation Plan, be and is hereby amended to read as follows:

**PART V - Police Scale (second shift differential 7% - third shift differential 8%)**

Grade #	minimum	2nd shift	3rd shift	Grade #	Step 1	2nd shift	3rd shift
P-1	38,647.25	41,352.56	41,739.03	P-1	39,684.78	42,462.71	42,859.56
P-K9	41,739.03			P-K9	42,859.56		
P-2A	40,192.88	43,006.38	43,408.31	P-2A	41,266.96	44,155.64	44,568.31
P-2B	42,890.20	45,892.52	46,321.42	P-2B	43,927.74	47,002.68	47,441.96
P-3	44,265.60	47,364.20	47,806.85	P-3	45,382.04	48,558.78	49,012.60
P-3A	41,277.82	44,167.26	44,580.04	P-3A	42,330.57	45,293.71	45,717.02
P-4	46,680.60	49,948.24	50,415.05	P-4	-	-	-
Grade #	Step 2	2nd shift	3rd shift	Grade #	3-9 Yrs.	2nd shift	3rd shift
P-1	41,616.94	44,530.13	44,946.30	P-1	43,649.34	46,704.80	47,141.29
P-K9	44,946.30			P-K9	47,141.29		
P-2A	43,198.99	46,222.92	46,654.91	P-2A	45,232.07	48,398.31	48,850.63
P-2B	45,859.97	49,070.17	49,528.77	P-2B	47,892.90	51,245.40	51,724.33
P-3	47,414.84	50,733.88	51,208.02	P-3	49,510.17	52,975.88	53,470.98
P-3A	44,247.43	47,344.75	47,787.22	P-3A	46,282.83	49,522.62	49,985.45
P-4	48,673.36	52,080.50	52,567.23	P-4	50,754.75	54,307.58	54,815.13
Grade #	10-14 Yrs.	2nd shift	3rd shift	Grade #	15-19 Yrs.	2nd shift	3rd shift
P-1	43,751.51	46,814.11	47,251.63	P-1	43,819.64	46,887.02	47,325.22
P-K9	47,251.63			P-K9	47,325.22		
P-2A	45,334.23	48,507.63	48,960.97	P-2A	45,402.37	48,580.53	49,034.56
P-2B	47,995.08	51,354.74	51,834.69	P-2B	48,063.21	51,427.64	51,908.27
P-3	49,613.37	53,086.31	53,582.44	P-3	49,682.16	53,159.91	53,656.73
P-3A	46,385.01	49,631.96	50,095.81	P-3A	46,453.12	49,704.84	50,169.37
P-4	50,858.99	54,419.12	54,927.71	P-4	50,928.47	54,493.46	55,002.75
Grade #	20-24 Yrs.	2nd shift	3rd shift	Grade #	25-29 Yrs.	2nd shift	3rd shift
P-1	43,921.83	46,996.36	47,435.58	P-1	44,023.99	47,105.67	47,545.91
P-K9	47,435.58			P-K9	47,545.91		
P-2A	45,504.54	48,689.86	49,144.91	P-2A	45,606.71	48,799.18	49,255.24
P-2B	48,165.39	51,536.96	52,018.62	P-2B	48,267.56	51,646.29	52,128.97
P-3	49,785.38	53,270.36	53,768.21	P-3	49,888.58	53,380.78	53,879.66
P-3A	46,555.29	49,814.16	50,279.72	P-3A	46,657.49	49,923.51	50,390.09
P-4	51,032.70	54,604.99	55,115.32	P-4	51,136.93	54,716.52	55,227.88
Grade #	maximum	2nd shift	3rd shift				
P-1	44,296.48	47,397.24	47,840.20				
P-K9	47,840.20						
P-2A	45,879.20	49,090.74	49,549.53				
P-2B	48,540.06	51,937.87	52,423.27				
P-3	50,163.78	53,675.24	54,176.88				
P-3A	46,929.96	50,215.05	50,684.35				
P-4	51,414.86	55,013.90	55,528.05				

PART VI - Part Time Salary Scale

Grade #	Hourly	Annually	
PT-1B	106.98	per diem + (3% differential)	110.19
PT-2		10.00	
PT-2A		10.00	
PT-2B		10.17	
PT-2C		11.02	
PT-2D		13.12	
PT-3		10.00	
PT-3A		10.00	
PT-3B		10.00	
PT-3C		10.00	
PT-3D		10.00	
PT-4		10.00	
PT-5		10.00	
PT-6		11.70	
PT-6A		16.40	
PT-7		10.00	
PT-7A		10.00	
PT-7B		11.21	
PT-7C		11.66	
PT-8		11.89	
PT-9		17.97	
PT-10		21.01	
PT-14		10.57	
PT-14A		14.63	
PT-16		11.41	
PT-17		11.15	
PT-18A			100
PT-19			750
PT-23			500
PT-24			600
PT-25			1,200
PT-26			500
PT-27			1,000
PT-28			1,000
PT-29			1,500
PT-30			1,800
PT-32			10,000
PT-33		15.00 (per day weekdays)	25.00 (per day Sat., Sun., Holidays)
PT-34			3,065
PT-35			6,000
PT-36			4,000
PT-37			26,657
PT-38		225.00 (weekly)	
PT-39			23,000

**PART VII**

<b>Position</b>	<b>Salary</b>
City Councilor	3,000.00
City Council President	3,600.00
City Solicitor	1,000.00
Mayor	84,470.00



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor  
Richard J. Alcombright

December 22, 2015

#41

To: North Adams City Council  
Re: Zoning Reorganization/Changes

Dear Honorable Members:

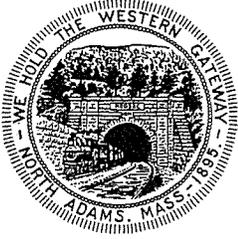
In your packet please find an ordinance to adopt zoning changes recommended and approved at the joint meeting of this Council and the Planning Board held on December 14, 2015.

As you know, this is the first order of business relating to zoning as brought about by our Vision 2030 Master Plan. This effort has been going on for the better part of a year under the direction of Michael Nuvallie, Community Development Director and Bill Meranti, Zoning Officer, with the support and guidance of Brian Domina, Senior Planner for Berkshire Regional Planning Commission. The ordinance and supporting document is reflective of the changes discussed and approved last week and all three gentlemen mentioned above will be at the Council meeting to address any lingering questions.

I respectfully request adoption of the ordinance as presented.

Sincerely,

Richard J. Alcombright  
Mayor



*City of North Adams, Massachusetts*

PLANNING BOARD

City Hall

North Adams, Massachusetts 01247

December 15, 2015

Lisa Blackmer  
City Council President  
North Adams City Council

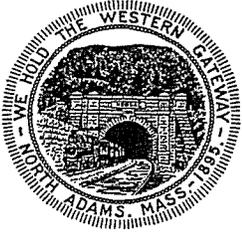
Dear President Blackmer,

Please be advised that the North Adams Planning Board, at its regular meeting held December 14, 2015 voted to approve the reorganization of the City of North Adams Zoning Ordinance and Use Schedule as discussed at the Joint Public Hearing held with the Planning Board on December 14, 2015. The Board voted to send the document to the City Council for approval.

Please feel free to contact me at (413) 447-2788 if any additional information is required.

Sincerely yours,

Michael Leary, Chairman  
North Adams Planning Board



# Office of the City Council

## City of North Adams

10 Main Street Room 109  
North Adams, Massachusetts 01247  
(413) 662-3015

December 22, 2015

Fellow Councilors;

I have been asked by Roger Eurbin to give him the opportunity to speak on designating street names for Hillside Cemetery.

Sincerely

Councilor Keith Bona



# Office of the City Council City of North Adams

10 Main Street Room 109  
North Adams, Massachusetts 01247  
(413) 662-3015

December 22, 2015

Fellow Councilors;

I have been asked by Mary Ann Benoit-Albee to place this on the agenda allowing her to speak in regards to the safety and awareness of handicapped citizens using scooters throughout the City.

Sincerely

Councilor Keith Bona