

CITY OF NORTH ADAMS  
City Clerk's Office  
January 3, 2013

I hereby notify you that at twelve o'clock 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 January 8, 2013 at seven-thirty o'clock according to Section 8, Rules and Orders of the City Council.  
Marilyn Gomeau  
City Clerk

January 8, 2013

Organization of Government for the year 2013—Off Election Year

Roll Call  
Moment of Silent Prayer  
The Pledge

Nominations for the Office of Council President for the ensuing year.  
Oath of Office for Council President.  
President calls for nominations for the Office of Council Vice-President for the ensuing year.  
Oath of Office for Council Vice President.  
Presentation of Council Rules for 2013.  
Committee assignments for 2013.  
Liaison assignments for 2013.  
Drawing of seats for 2013.

Concludes Organization of Government for 2013.

## REGULAR MEETING OF THE CITY COUNCIL

Hearing of Visitors

Approval of the minutes of regular meeting held on December 26<sup>th</sup>.

- 11,281 Mayor's communication #1 recommending the re-appointments of Trevor Gilman and Jeffrey Naughton to the Airport Commission.
- 11,282 Mayor's communication #2 recommending the re-appointments of Mark Patenaude and Brian McCarthy to the Commission on Disabilities.
- 11,283 Mayor's communication #3 recommending the re-appointments of Jennifer Boland, Suzy Helme, Maria Diamond to the Human Services Commission.

- 11,284 Mayor's communication #4 recommending the re-appointments of Joanne Hurlbut and Jake Elder to the Historical Commission.
- 11,285 Mayor's communication #5 recommending the re-appointments of JoAnn Bates and Sandra Thomas to the Mass MoCA Commission.
- 11,286 Mayor's communication #6 recommending the appointment of Robert Burdick to the Planning Board to fill the unexpired term of Donald Keagan.
- 11,240-1 Mayor's communication #7 recommending salary adjustments, Public Services, Public Safety/non-union employees.
- 11,240-1 An Ordinance amending Chapter 2, Section 2-27 of the Revised Ordinances, Schedule A. Classification Plan and Section 2-28(a), Section B the Compensation Plan for FY'13.
- 11,287 Mayor's communication #8 requesting the establishment of bond levels for City Officials for FY'13.
- 11,288 An Order establishing the bond for the City Treasurer/Tax Collector at \$250,000 for FY'13.
- 11,289 An Order establishing the bond for the Assistant Treasurer at \$62,500 for FY'13.
- 11,290 An Order establishing the bond for the City Clerk at \$15,000 for FY'13.

**CORRESPONDENCE**

**LICENSES**

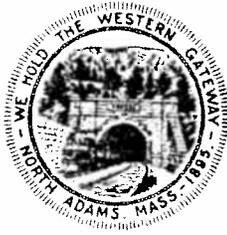
An application submitted by Lawrence Bassett, 20 State Road to drive taxi for Tunnel City Taxi, Inc.

An application submitted by Edward Bunn, IV, 165 Greylock Avenue to drive taxi for Tunnel City Taxi, Inc.

An application submitted by Daniel Johnson, 26 Isbell Street to drive taxi for Tunnel City Taxi, Inc.

**COUNCILORS AND MAYOR'S CONCERNS**

**OPEN FORUM**



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor  
Richard J. Alcombright

January 8, 2013  
#01

The Honorable City Council  
Re: Re-Appointments to the North Adams Airport Commission

Dear Honorable Councilors:

It is with great confidence that I recommend the re-appointment of the following individuals to the North Adams Airport Commission:

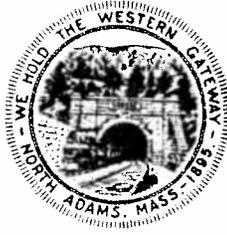
Trevor Gilman – Term to expire 2/1/2016  
Jeffrey Naughton – Term to expire 2/1/2016

I respectfully request confirmation.

Sincerely,

Richard J. Alcombright  
Mayor

RJA:II



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor  
Richard J. Alcombright

January 8, 2013  
#02

The Honorable City Council  
Re: Re-Appointments to the North Adams Commission on Disabilities

Dear Honorable Councilors:

It is with great confidence that I recommend the re-appointment of the following individuals to the North Adams Commission on Disabilities:

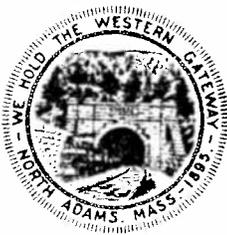
Mark Patenaude – Term to expire 12/1/2015  
Brian McCarthy – Term to expire 12/1/2015

I respectfully request confirmation.

Sincerely,

Richard J. Alcombright  
Mayor

RJA:II



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor  
Richard J. Alcombright

January 8, 2013  
#03

The Honorable City Council

Re: Re-Appointments to the North Adams Human Services Commission

Dear Honorable Councilors:

It is with great confidence that I recommend the re-appointment of the following individuals to the North Adams Human Services Commission:

Jennifer Boland – Term to expire 2/1/2016

Suzy Helme – Term to expire 2/1/2016

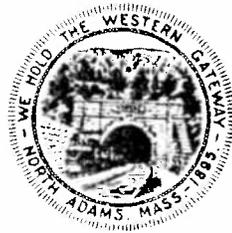
Maria Diamond – Term to expire 2/1/2016

I respectfully request confirmation.

Sincerely,

Richard J. Alcombright  
Mayor

RJA:ll



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor  
Richard J. Alcombright

January 8, 2013  
#04

The Honorable City Council  
Re: Re-Appointments to the North Adams Historical Commission

Dear Honorable Councilors:

It is with great confidence that I recommend the re-appointment of the following individuals to the North Adams Historical Commission:

Joanne Hurlbut – Term to expire 1/2/2016  
Jake Elder – Term to expire 1/2/2016

I respectfully request confirmation.

Sincerely,

Richard J. Alcombright  
Mayor

RJA:II



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor  
Richard J. Alcombright

January 8, 2013  
#05

The Honorable City Council  
Re: Re-Appointments to the Mass MoCA Commission

Dear Honorable Councilors:

It is with great confidence that I recommend the re-appointment of the following individuals to the MASS MoCA Commission:

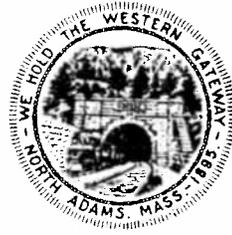
JoAnn Bates – Term to expire 2/1/2016  
Sandra Thomas – Term to expire 2/1/2016

I respectfully request confirmation.

Sincerely,

Richard J. Alcombright  
Mayor

RJA:II



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor  
Richard J. Alcombright

January 8, 2013  
#06

The Honorable City Council  
Re: Re-Appointments to the North Adams Planning Board

Dear Honorable Councilors:

It is with great confidence that I recommend the appointment Robert G. Burdick, Jr. to fill the unexpired term (February 1, 2015) of Donald Keagan who recently resigned from the board.

Bob comes to the board with many years of banking, investment and entrepreneurial experience and he will be an excellent addition to this diverse group.

I respectfully request confirmation.

Sincerely,

Richard J. Alcombright  
Mayor

RJA:II



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor  
Richard J. Alcombright

January 8, 2013  
#07

The Honorable City Council  
Re: Salary adjustments - Public Safety / non-union employees

Dear Honorable Councilors:

Attached please find updated Classification & Compensation Plans showing adjustments for the following:

- All non-union staff – 1% effective 7/1/2012 and 1% effective 1/1/2013 – RETROACTIVE to 7/1/12
- Police Director - \$5,000 annual stipend\* – effective 1/1/ 2013
- Fire Director - \$5,000 annual stipend\* - effective 1/1/ 2013
- Police Lieutenant - \$5,000 annual stipend\* - effective 1/1/2013
- Dispatch – 1% effective 7/1/2012, 1% effective 1/1/2013, RETROACTIVE to 7/1/12 - 8% “adjustment” effective 1/1/2013
- Public Services - Clerical-Part-Time position, reclassified from PT2C- \$10.28 to PT2D – \$12.24 effective 1/1/2013

**\*stipends will roll to salary upon re-write and adoption of new Public Safety Structure Ordinance**

**These increased will be funded as follows:**

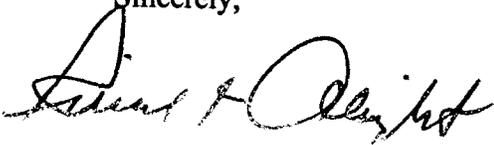
- All non-union staff – already in the FY2013 departmental line items
- Police and Fire Directors as well as the Lieutenant will be funded through the balance in the Commissioner of Public Safety line item – approximate cost of \$7,500 in FY2013
- Dispatch – All funded through the Verizon 911 grant
- Public Services – Clerical Part-Time – funded through the departmental budget

**Increases justified by:**

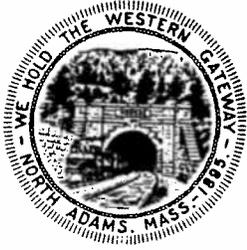
- Public Safety stipends for Directors, Lieutenant are due to increases in responsibilities and levels of command. All positions will be exempted from overtime effective July 1, 2013.
- Dispatch increases were recommended by the former Commissioner last year during their Emergency Medical Dispatch (EMD) training completed last summer. City Dispatchers are the lowest paid compared to Adams, Williamstown and Pittsfield. The 8% adjustment to salary will bring them closer to their peers in other communities and will still leave them some 5-15% behind their counterparts at all levels of longevity.
- Public Services – Clerical Part Time increase due simply to increasing duties and utilization in mayor's office during lunches, vacation and other time off in the Mayor's Office.

I believe that all presented in the Classification & Compensation Plans presented along with my explanations above are accurate and in order. I respectfully request adoption.

Sincerely,

A handwritten signature in cursive script, appearing to read "Richard J. Alcombright".

Richard J. Alcombright  
Mayor



# City of North Adams

In City Council

January 8, 2013

---

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 by striking out the reference to Schedule A presently on file in the Office of the City Clerk and substituting and incorporating in said Section by reference the following Schedule A:

## SCHEDULE A THE CLASSIFICATION PLAN

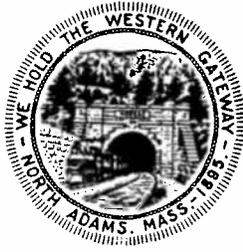
**BOARD OR DEPARTMENT**

**GRADE NUMBER**

DEPARTMENT OF PUBLIC SERVICES

Clerical-Part-Time

PT-2D



# City of North Adams

## In City Council

January 8, 2013

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, 2012 through December 31, 2012

#### 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										22,194
S-1A				32,815	34,495	34,590	34,656	34,751	34,845	35,749
S-3	21,745	22,335	23,432	24,486	27,549	27,651	27,710	27,814	27,913	28,176
S-4C	24,287	24,990	26,044	27,198	29,379	29,476	29,544	29,643	29,740	30,005
S-6	24,753	25,504	26,590	27,663	30,238	30,336	30,401	30,499	30,599	30,863
S-7	25,074	25,785	26,902	28,101	31,462	31,560	31,627	31,727	31,826	32,089
S-7A			27,054	28,101	31,462	31,560	31,627	31,727	31,826	32,089
S-8	24,676	25,386	26,465	27,638	30,900	30,997	31,064	31,156	31,250	31,510
S-9	26,209	26,912	28,018	29,203	32,572	32,668	32,734	32,834	32,929	33,196
S-9A	38,380	45,450	47,470	50,500						
S-10	26,780	27,435	28,505	29,711	33,077	33,176	33,240	33,338	33,437	33,704
S-10A	26,063	26,702	27,741	28,914	32,190	32,285	32,352	32,447	32,544	32,801
S-11	27,193	27,777	28,899	30,118	33,455	33,553	33,619	33,718	33,817	34,080
S-11A					30,067	30,174	30,269	30,412	30,508	30,817
S-12	27,561	28,521	29,748	30,968	34,765	34,865	34,929	35,030	35,129	35,391
S-13	28,732	29,698	30,938	32,137	35,598	35,694	35,760	35,860	35,958	36,222
S-14	28,613	29,552	30,744	31,918	33,798	33,898	33,962	34,062	34,160	34,422
S-14CO	27,845	28,761	29,922	31,064	32,894	32,989	33,055	33,150	33,246	33,502
S-17	37,629	38,767	39,909	41,049	48,504	48,599	48,663	48,758	48,855	49,109
S-17A	32,021	32,981	34,967	36,690	39,398	39,731	39,796	40,504	40,504	40,504
S-18	39,133	39,133	39,133	39,133	40,844	41,178	41,241	41,339	41,441	41,706
S-19	28,928	32,320	33,835	35,350						
S-19A			35,507	36,894	40,723	40,819	40,882	40,980	41,077	41,742
S-20	35,117	36,264	37,665	39,378	42,485	42,578	42,645	42,739	42,836	43,086
S-20A	41,208	41,960	43,210	44,291	46,450	46,556	46,652	46,794	46,891	47,200
S-21		45,471	46,608	47,154	47,825	47,919	47,984	48,557	48,655	48,915
S-21A				42,662	43,877	43,972	44,038	44,133	44,232	44,488
S-21B	46,359	47,111	48,361	49,442	51,601	51,707	51,803	51,945	52,042	52,351
S-22				46,716	47,932	48,030	48,098	48,195	48,295	48,558

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
S-22A				48,504	48,599	48,663	48,758	48,855	49,109	49,359
S-22B				35,508	36,724	36,823	36,890	36,986	37,087	37,353
S-22C			51,510	51,679	52,896	52,992	53,059	53,159	53,256	53,521
S-22D				42,554	43,738	43,834	44,112	44,201	44,201	44,201
S-22E					43,305	43,412	43,507	43,650	43,746	44,055
S-23	42,238	42,238	46,359	48,152	49,366	49,466	49,533	49,631	49,729	49,991
S-23A				34,558	35,742	35,838	35,902	35,998	36,095	36,354
S-24				47,890	53,357	53,452	53,516	53,611	53,706	53,962
S-25	51,510	56,560	59,590							
S-26										86,299
S-26A				72,390	73,631	73,702	73,769	73,865	73,965	74,229
S-26B										67,258
S-27				64,663	65,815	65,909	65,973	66,064	66,158	66,410
S-27A				59,876	61,091	61,187	61,256	61,354	61,452	61,712
S-27B										77,265
S-28				41,660	42,874	42,974	43,042	43,139	43,237	43,503
S-29				25,387	26,603	26,702	26,769	26,866	26,964	27,228
S-29A			26,920	27,054	29,212	29,318	29,414	29,556	29,653	29,962
S-31				55,238	56,423	56,518	56,583	56,679	56,774	57,030
S-32				37,931	39,145	39,243	39,309	39,408	39,509	39,773
S-33				64,377	65,563	65,659	66,360	66,457	66,554	66,813
S-33A				42,993	44,213	44,311	44,374	44,477	44,574	44,836
S-33B				64,377	67,735	67,829	68,224	68,321	68,418	68,674
S-34	52,540	53,055	53,364	53,591	54,379	54,484	54,694	55,745	55,850	57,794
S-34A				55,356	56,568	56,670	56,734	56,833	56,933	57,198
S-34B				61,812	63,970	64,076	64,172	64,314	64,411	64,720
S-35				34,006	35,218	35,315	35,379	35,475	35,570	35,826
S-36										17,788
S36A							35,630	35,772	35,869	36,178
S-37				55,634	56,850	56,947	57,010	57,107	57,204	57,457

**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
X				13.16	13.85	13.90	14.89	15.52	16.23	17.04
X-A	12.02	12.59	12.91	13.01	13.21	13.28	13.59	14.24	14.94	15.76
Y-1	21.33	21.85	22.67	24.00	24.93	25.04	25.10	25.16	25.21	25.42
Y-2	17.32	17.77	18.21	18.66	19.13	19.61	20.10	20.60	21.12	21.64
Z-1	11.61	11.93	12.30	12.76	13.37	13.94	14.52	15.19	15.90	16.73
Z-2	10.66	10.98	11.45	12.49	13.75	14.29	14.93	15.57	16.27	17.08
Z-2A	9.21	9.31	9.51	9.60	9.69	9.92	10.56	11.20	11.90	12.71
Z-3								16.38	17.08	17.89
Z-3A							16.32	16.56	17.93	18.30
Z-3B					13.99	14.12	14.35	14.59	15.96	16.33
Z-4						11.03	11.26	11.72	13.33	13.70

**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				32,813	34,034	34,129	34,197	34,295	34,394	34,657
E-2				35,025	36,239	36,338	36,406	36,502	36,604	36,868
E-2A				36,604	37,821	37,915	37,986	38,084	38,183	38,447
E-3				41,438	42,654	42,751	42,820	42,916	43,018	43,282

**PART VI - Part Time Salary Scale**

<b>Grade #</b>	<b>Hourly</b>	<b>Annually</b>
PT-1B		98.00 per diem + 2.94 (3% differential) = 100.94
PT-2	7.83	
PT-2A	8.24	
PT-2B	9.58	
PT-2C	10.38	
PT-2D	12.36	
PT-3	7.73	
PT-3A	8.24	
PT-3B	7.73	
PT-3C	7.41	
PT-3D	7.41	
PT-4	8.96	
PT-5	8.50	
PT-6	11.03	
PT-6A	15.45	
PT-7	8.69	
PT-7A	8.24	
PT-7B	10.56	
PT-7C	10.99	
PT-8	11.20	
PT-9	16.94 (per day)	
PT-14	9.96	
PT-14A	13.79	
PT-16	10.76	
PT-17	10.50	



Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
S-22A				48,989	49,085	49,149	49,246	49,344	49,600	49,853
S-22B				35,863	37,091	37,192	37,259	37,356	37,458	37,727
S-22C			52,025	52,196	53,425	53,522	53,590	53,691	53,789	54,056
S-22D				42,980	44,176	44,272	44,553	44,643	44,643	44,643
S-22E					43,739	43,846	43,942	44,086	44,184	44,496
S-23	42,661	42,661	46,823	48,633	49,860	49,961	50,028	50,127	50,226	50,491
S-23A				34,904	36,099	36,196	36,261	36,358	36,456	36,717
S-24				48,369	53,891	53,986	54,051	54,147	54,243	54,501
S-25	52,025	57,126	60,186							
S-26										87,162
S-26A				73,114	74,368	74,439	74,506	74,604	74,705	74,971
S-26B										67,930
S-27				65,309	66,474	66,568	66,633	66,724	66,820	67,074
S-27A				60,475	61,702	61,799	61,868	61,967	62,067	62,329
S-27B										78,038
S-28				42,077	43,303	43,404	43,472	43,570	43,670	43,938
S-29				25,641	26,869	26,969	27,036	27,134	27,234	27,500
S-29A			27,189	27,325	29,504	29,612	29,708	29,852	29,950	30,262
S-31				55,791	56,987	57,083	57,149	57,245	57,342	57,600
S-32				38,310	39,536	39,636	39,702	39,802	39,904	40,171
S-33				65,021	66,219	66,315	67,024	67,122	67,220	67,481
S-33A				43,423	44,655	44,754	44,818	44,922	45,019	45,285
S-33B				65,021	68,412	68,508	68,906	69,004	69,102	69,361
S-34	53,066	53,586	53,898	54,127	54,923	55,029	55,241	56,303	56,409	58,372
S-34A				55,909	57,134	57,237	57,301	57,401	57,502	57,770
S-34B				62,430	64,610	64,717	64,814	64,957	65,055	65,367
S-35				34,346	35,571	35,668	35,733	35,830	35,925	36,184
S-36										17,966
S36A							35,986	36,130	36,228	36,540
S-37				56,190	57,418	57,517	57,580	57,678	57,776	58,032

**PART II - Hourly Wage Scale**

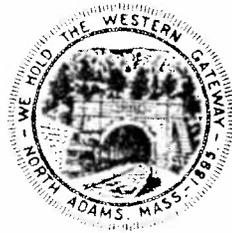
Grade #	1	2	3	4	5-10 Yrs.	11-15 Yrs.	16-20 Yrs	21-25 Yrs.	26-30 Yrs.	Maximum
X				14.36	15.10	15.16	16.24	16.93	17.70	18.59
X-A	13.11	13.74	14.08	14.19	14.41	14.49	14.83	15.53	16.29	17.19
Y-1	21.54	22.07	22.90	24.24	25.18	25.29	25.35	25.41	25.46	25.67
Y-2	17.49	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86
Z-1	11.73	12.05	12.42	12.89	13.51	14.08	14.66	15.34	16.05	16.90
Z-2	10.77	11.09	11.56	12.61	13.89	14.43	15.08	15.72	16.43	17.25
Z-2A	9.30	9.41	9.60	9.70	9.79	10.02	10.67	11.31	12.02	12.84
Z-3										
Z-3A							16.48	16.72	17.25	18.07
Z-3B					14.13	14.27	14.49	14.73	18.10	18.48
Z-4						11.14	11.37	11.84	13.46	13.84

**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				33,141	34,374	34,471	34,539	34,638	34,738	35,004
E-2				35,375	36,602	36,702	36,770	36,867	36,970	37,236
E-2A				36,970	38,199	38,295	38,365	38,465	38,565	38,832
E-3				41,852	43,081	43,179	43,248	43,345	43,448	43,715

**PART VI - Part Time Salary Scale**

<b>Grade #</b>	<b>Hourly</b>	<b>Annually</b>
PT-1B	98.00 per diem + 2.94 (3% differential) = 100.94	
PT-2	7.91	
PT-2A	8.32	
PT-2B	9.68	
PT-2C	10.49	
PT-2D	12.49	
PT-3	7.80	
PT-3A	8.32	
PT-3B	7.80	
PT-3C	7.49	
PT-3D	7.49	
PT-4	9.05	
PT-5	8.59	
PT-6	11.14	
PT-6A	15.61	
PT-7	8.77	
PT-7A	8.32	
PT-7B	10.67	
PT-7C	11.10	
PT-8	11.31	
PT-9	17.11 (per day)	
PT-14	10.06	
PT-14A	13.92	
PT-16	10.86	
PT-17	10.61	



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor  
Richard J. Alcombright

January 8, 2013  
#8

The Honorable City Council  
North Adams, Massachusetts

Re: Bonding Levels-City Officials

Dear Honorable Councilors:

Each year at this time Commissioner of Revenue Amy Pitter sets forth the minimum bonding levels for the various city officers whose bonding is required by State statute.

In conformance with the various relevant statutes, the amount of bond for the City Treasurer/Tax Collector has been established at \$250,000; the Assistant Treasurer at \$62,500; and the City Clerk at \$15,000.

Orders to that effect are enclosed and their approval is recommended.

Respectfully submitted,

Richard J. Alcombright  
Mayor

RJA:II



# City of North Adams

In City Council

..... January 8, 2013 .....

— Ordered: —

That under the provisions of Section 35 of Chapter 41 of the General Laws, the amount of bond for the City Treasurer/Tax Collector be established at \$250,000.00 for the year 2013.



# City of North Adams

In City Council

January 8, 2013

.....

— Ordered: —

That under the provisions of Section 39A of Chapter 41 of the General Laws, the amount of bond for the Assistant Treasurer be established at \$62,500.00 for the year 2013.



**City of North Adams**  
**In City Council**

January 8, 2013

— Ordered: —

.....

That under the provisions of Section 13 of Chapter 41 of the General Laws, the amount of bond for the City Clerk be established at \$15,000.00 for the year 2013.