

CITY OF NORTH ADAMS
City Clerk's Office
June 5, 2014

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 June 10, 2014 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
JUNE 10, 2014

Roll Call

Moment of silent prayer

The Pledge

Approval of the minutes of regular meeting held on May 27, 2014.

- 11,379** Draft Budget appropriating the sum of \$37,740,793.00 for FY'15, which was referred to the Finance Committee at the meeting of May 27, 2014.
- 11,378-a** Mayor's communication #31-a recommending an increase to Water, Sewer and Parking Violations.
- 4840-21** An Order amending Section 20 of the Water Rates, Rules and Regulations as most recently amended on June 22, 2010.
- 10,991-3** An Order amending Section 24-1.1 of the Sewer Rates as most recently adopted on July 13, 2010.
- 8890-8** An Order amending the Parking Violations Code-Fine Schedule in its entirety.
- 11,383** Mayor's communication #34 recommending the Classification and Compensation Plan for FY'15.
- 11,383** An Ordinance amending Chapter 2, Section 2-27 of the Revised Ordinances, Schedule A, Classification Plan and Section 2-28(a), Schedule B of the Compensation Plan for FY'15.
- 11,314-2** An Ordinance amending Chapter 2, Section 2-28(a) of the Revised Ordinances, Schedule B the Compensation Plan-Part IV Part Time Salary Scale, PT-1B.
- 11,384** Communication submitted by Councilor Bona regarding the recent trip residents took to our Sister City Tremosine.

**CORRESPONDENCE
LICENSE**

**OPEN FORUM
COUNCILLOR'S & MAYOR'S CONCERNS**



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor
Richard J. Alcombright

June 10, 2014

31-A

To: North Adams City Council
Re: Revenue Package

Dear Honorable Members:

As discussed at the last meeting and to balance the FY2015 budget, I am proposing under order, the following fee increases for FY2015:

- Water Rate increase – 10% from \$3.50 to 3.85 per 100 cubic feet
✓ **Will generate a projected \$161,800**
- Sewer Fee increase – 8%....from 42% of water bill to 50% of water bill – the order will show the actual rate.
✓ **Will generate a projected 210,400**

As stated at the last Council meeting, **the average annual increase by both fees will be approximately \$35 to a 2 person household, and \$66 to a 4 person household.**

Additionally please find an order amending Council Paper #8890-7 dated May 27, 2003 to adopt Parking Violation Code by amending the "fine schedule". Please note that it is still my intent to raise demand fees from \$5 to \$15 which does not require a vote by Council. **These two fees will generate a projected combined \$54,300.**

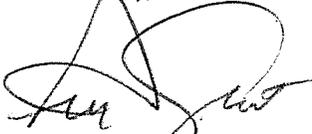
This package is expected to generate approximately \$426,500 annually and I am proposing the following adjustments to be effective July 1, 2014.

As stated in my communication at the last meeting, this revenue package is ultimately necessary to support the proposed budget and allows the City to maintain critical services. Without this, significant additional cuts will need to be made. These cuts have been presented and discussed at FINCIM and would represent positions in all sectors to include Public Services, Public Safety and City Hall.

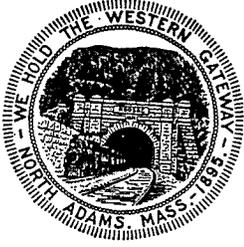
Additionally, I want this Council and our Community to understand that this revenue package, combined with cuts or reductions, will only get us through the upcoming fiscal year. This will not fix our problems. The citizens of North Adams need to come to understand that this administration does not have a spending problem but rather, the City has a revenue problem. No matter how much we cut....we still have over 100 miles of roads to maintain, 100 miles of water and sewer infrastructure that continues to fail, retaining walls that are crumbling, mandated ADA improvements, acres and acres of municipal fields and watershed that need maintenance, the same number of buildings to protect from fire, the same number of children to educate and most importantly....the same number of people to protect. All of this will be discussed into the next fiscal year when I bring an override forward.

I respectfully request that this Council adopt this package so I may move to next steps in this process, get us into this next fiscal year and allow us to continue to strategize on our next steps.

Sincerely,

A handwritten signature in black ink, appearing to read 'Richard J. Alcombright', written over a faint, illegible stamp or background.

Richard J. Alcombright
Mayor



City of North Adams

In City Council

June 10, 2014

Ordered:

That Section 20 of the Water Rate Rules and Regulations, amended by the City Council on June 22, 2010, Council Paper #4840-20, amending a portion of Section 20 as established and approved by the City Council on May 28, 1963, be and is hereby stricken as follows:

Effective July 1, 2010, the water rate will be:

\$3.50 per 100 cubic feet

And that a new section be inserted in place thereof as follows:

Effective July 1, 2014, the water rate will be:

\$3.85 per 100 cubic feet

AND BE IT FURTHER AMENDED by deleting the following:

Non- resident charges

Williamstown connections water rate: \$6.65 per 100 cubic feet (set at 90% above the residential rate) beginning July 1, 2010

Clarksburg connections water rate: \$6.02 per 100 cubic feet (set at 72% above residential rate) beginning July 1, 2010

And that a new section be inserted in place therefor as follows:

Williamstown connections water rate: \$7.32 per 100 cubic feet (set at 90% above the residential rate) beginning July 1, 2010

Clarksburg connections water rate: \$6.63 per 100 cubic feet (set at 72% above residential rate) beginning July 1, 2010



City of North Adams

In City Council

June 10, 2014

Ordered:

Pursuant to the authority contained in Chapter 24, Section 24-1.1 of the Code of Ordinances for the City of North Adams, and as ordained by amendment, being City Council Paper 10991-2 and adopted by this Honorable Body on July 13, 2010, be and is hereby stricken as follows:

1. The sewer rate shall .be \$1.47 per 100 cubic feet of water used.
2. There shall be a \$25.00 per quarter fee for sewer users that do not use North Adams water.
3. There shall not be a sewer fee charged to users of North Adams water who have septic systems.

And that a new section be inserted in place thereof as follows:

1. The sewer rate shall .be \$1.93 per 100 cubic feet of water used.
2. There shall be a \$27.50 per quarter fee for sewer users that do not use North Adams water.
3. There shall not be a sewer fee charged to users of North Adams water who have septic systems.



City of North Adams

In City Council

June 10, 2014

Ordered:

That Council Paper #8890-7 dated May 27, 2003 be and is hereby amended:

That the City Council hereby adopts the following Parking Violation Code, corresponding Code Numbers, and corresponding Fine Schedule:

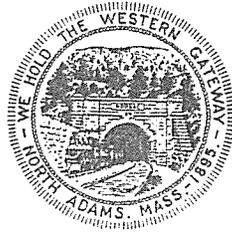
Code Number	Violation Code	Fine
01	Impeding snow and ice removal	\$30.00
02	Within Intersection	\$15.00
03	On Sidewalk	\$20.00
04	On Crosswalk	\$20.00
05	Wrong Direction	\$15.00
06	Over 12 inches from curb	\$15.00
07	Double Parking	\$15.00
08	Within 5 feet of a hydrant	\$15.00
09	In front of private road or driveway	\$20.00
10	Within 20 feet of an intersecting way	\$20.00
11	At bus stop	\$15.00
12	Loading or tow away zone	\$30.00
13	Alongside or opposite street excavation or Obstruction	\$15.00
14	Prohibited Parking	\$25.00
15	At a Taxi Stand	\$15.00
16	Within 25 feet of a bridge or underpass	\$15.00
17	Within 15 feet of fire station wall or Directly across the street	\$20.00
18	Leaving the motor running	\$15.00
19	Leaving keys in car	\$15.00
20	Overtime, no meter involved	\$10.00
21	Overtime meter signal displayed	\$10.00
22	Night Parking	\$20.00
23	Handicapped Parking	\$300.00
24	Fire Lane	\$30.00

25

Other

\$15.00

Any fine that is not paid within twenty-one days of issuance, but paid before the Parking Clerk's reporting to the Registry of Motor Vehicles, will have an additional fine of \$10.00 imposed for each violation. If the Fine is paid after notice to the Registry of Motor Vehicles, the fine shall be increased by the Registry Fee plus \$10.00 for each violation. An additional \$5.00 late fee will be imposed if not paid within (45) days of issuance.



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor
Richard J. Alcombright

June 10, 2014

#34

To: North Adams City Council
Re: Classification & Compensation Plan

Dear Honorable Members:

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

Classification Plan

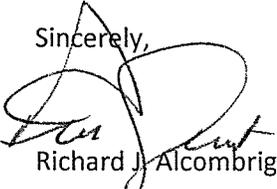
- Assistant Auditor – from S12 to S17A – to bring pay grade into line with like positions within the administration
- Principle Clerk, Building Department – from S12 to S22B – to bring pay grade in line with departmental responsibilities (clerk for both building and health)
- Principle Clerk, Public Services – from S11 to S12 – to bring pay grade in line with departmental responsibilities
- Working Foreman/Parks Maintenance, Parks & Recreation – from W3C to W5 – to bring pay grade in line with other foreman positions in Public Services

Compensation Plan

- All increases reflect salary adjustments due to collective bargaining.
- Reserve Police Officers compensation increased to the beginning hourly wage for dispatchers. Increase will be retroactive to April 1, 2014

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 and would be happy to meet in FINCOM if Council wants further detail or explanation.

Sincerely,


Richard J. Alcombright
Mayor



City of North Adams

In City Council

June 10, 2014

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
<u>AIRPORT COMMISSION</u>	
Airport Manager	PT-35
Clerk	PT-25
<u>ASSESSOR, BOARD OF</u>	
Assessor	S-22E
Full Time Member	S-22A
Acting Full Time Member	S-22B
Part Time Member	PT-30
Principal Clerk/ Office Manager	S-11
Office Manager	S-12
Principal Clerk	S-9
Senior Clerk	S-6
Office Clerk	S-4C
Junior Clerk	S-3
Clerical Part Time	PT-2C
<u>AUDITOR</u>	
Business Manager	S-26B
City Auditor	S-22A
Assistant City Auditor	S-17A
Office Clerk	S-4C
Junior Clerk	S-3

CITY CLERK

City Clerk	S-22
Assistant City Clerk	S-17A
Senior Clerk	S-6
Office Clerk	S-4C
Junior Clerk	S-3
Clerical-Part-Time	PT-2C

COMMUNITY DEVELOPMENT OFFICE

Community Development Director	S-27
Community Development Administrative Assistant	S-10
Bookkeeper	S-10
Office Clerk	S-4C
Junior Clerk	S-3
Housing Coordinator	S-31
Special Projects Coordinator	S-28
Planning Coordinator	S-28
Technical Specialist	S-32
Assistant Director	S-34A

ELECTION & REGISTRATION

Registrar of Voters	PT-24
Census Workers-Part Time (In Office)	PT-3

FINANCE

Chief Administrative Officer	S-34B
Director of Purchasing	S-32
MIS Director	S-26A
Assistant MIS Director	S-25
Budget Control Officer	S-26B
Technology Assistant	PT-14A
Berkshire Group Purchasing Agent	PT-32

HEALTH DEPARTMENT

Board Members	PT-19
Clerk	PT-25
Principal Clerk/Office Manager	S-11
Office Manager	S-10
Office Manager – Part Time	PT-10
Principal Clerk	S-9
Senior Clerk	S-6
Office Clerk	S-4C
Food Inspector	PT-36
Inspector of Animals	PT-28
Water Analyst Technician-Part-Time	PT-33
Director of Health/Sanitation	S-22A

HEALTH DEPARTMENT (continued)

Transfer Station Supervisor	S-36
Transfer Station - HMEO-SHMEO Loader	S-36A
Transfer Station Laborer	Z-2
Transfer Station Scale Operator	Z-2A
Transfer Station Laborer-Part Time	PT-4

HOOSAC WATER QUALITY DISTRICT

Commissioners	PT-18A
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LAW DEPARTMENT

Secretarial/Clerical-Part Time	PT-27
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LICENSE BOARD

Chairman	PT-27
Clerk	PT-25
Member	PT-23

MAYOR'S OFFICE

Administrative Assistant to Mayor	S-20A
Secretary	S-20
Office Clerk	S-4C
Junior Clerk	S-3
Clerical-Part-Time	PT-2C

OFFICE OF TOURISM & CULTURAL DEVELOPMENT

Director of Tourism & Community Events	S-35
Clerical - Part Time	PT-2C
Trolley Driver (Seasonal)	PT-6A

PLANNING BOARD

Clerk	PT-25
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DEPARTMENT OF PUBLIC SAFETY

Commissioner of Public Safety	S-26
Senior Clerk & Stenographer	S-10
Senior Clerk	S-6
Office Clerk	S-4C
Junior Clerk	S-3
Fire Director	S-33B
Police Director	S-33B
Police Lieutenant	S-37

Civil Defense Division

Director-Part Time PT-34

Fire Division

Fire Captain F-5

Fire Lieutenant F-4

Master Mechanic F-2

Firefighter F-1

Volunteer Fire Division

Volunteer Fire Coordinator PT-36

Inspection Division

Inspector of Plumbing & Gas Fittings S-17

Code Enforcement Officer S-17

Sealer of Weights & Measures S-1

Police Division

Police Captain P-5

Police Sergeant P-4

Patrolman/Investigator P-3

Patrolman/Mechanic P-2A

Patrolman/Mechanic P-2B

Patrolman P-1

Reserve Patrolman PT-1B

School Traffic Supervisor PT-9

Dog Officer S-29

Court Officer P-3A

Meter Mechanic-Part Time PT-16

Head Dispatcher X

Dispatcher X-A

Dispatcher-Part Time PT-4

Animal Control Officer S29-A

Public Buildings Division

Director of Inspection Services S-24A

Building Inspector S-24

Assistant Inspector of Buildings/Superintendent of Buildings S-21

Junior Building Custodian S-12

Principal Clerk S-22B

Senior Clerk S-6

Office Clerk S-4C

Junior Clerk S-3

Building Maintenance Specialist S-21B

Junior Building Custodian-Part Time PT-2A

Spitzer Center Building Custodian PT-7C

Building Custodian – Part Time	PT-2D
HSP Building Maintenance 1	Z-3B
HSP Building Maintenance 2	Z-3A
Building Maintenance	Z-2A

Wire & Alarm Division

Inspector of Wires	S-9A
Assistant Inspector of Wires	S-17
Wire & Alarm Helper	Z-3
Wire & Alarm Helper- Part-Time	PT-2B

DEPARTMENT OF PUBLIC SERVICES

Commissioner of Public Services	S-27B
Assistant Commissioner of Public Services	S-34
Special Projects Coordinator	S-33A
Principal Clerk/Office Manager	S-12
Office Manager	S-10
Principal Clerk	S-9
Senior Clerk	S-6
Office Clerk	S-4C
Junior Clerk	S-3
Clerical-Part-Time	PT-2D

Council On Aging

Council on Aging Director	S-22B
Office Assistant	Z-4
COA Aide – Part Time	PT-6
COA Jr. Aide	PT-2A
Van Driver	Z-1
Van Driver-Sub	PT-16

Engineering Division

Director of Engineering	S-34A
Director of Engineering – Part Time	PT-37
Junior Civil Engineer	E-3
Chief Engineering Aide	E-2A
Senior Engineering Aide	E-2
Junior Engineering Aide	E-1

Library Division

Librarian	S-23
Assistant Library Director	S-33A
Library Assistant	S-11A
Children’s Librarian	S-13
Head Cataloguer	S-13
Professional Grade Assistant	S-11

Professional Grade Assistant-Half Time	S-9
Sub-professional Assistant-Grade II	S-6
Sub-professional Assistant-Grade I	S-6
Office Clerk	S-4C
Library Assistant-Part-Time	PT-7A
Library Page-Part-Time	PT-7A
Library Ref. Aide	PT-2A
Children's Assistant	PT-7B
Library Aide-Part-Time	PT-7B
Library Helper	PT-2B

Streets & Facilities Division

Working Foreman-Cemetery Laborer	W-5
Public Services (Seasonal)	PT-3A
Hillside Cemetery Crew Chief (Seasonal)	PT-3B
Highway Foreman	S-19A
Assistant Highway Foreman	W-5A
Working Foreman-Master Mechanic	W-6M
Motor Equipment Repairman & Shovel Operator	W-6
Working Foreman Laborer-Carpenter	W-5A
Blacksmith/Welder	W-5A
Working Foreman Motor Equipment Repairman	W-5A
Laborer SHMEO-HMEO-Grader	W-5A
Yardman	W-5
Working Foreman-Yardman	W-5A
Working Foreman-Laborer	W-5
Motor Equipment Repairman	W-5A
Laborer SHMEO & Shovel Operator	W-4
Laborer HMEO-SHMEO-Loader	W-3A
Laborer HMEO-SHMEO-Group A Equipment	W-3B
Laborer HMEO-SHMEO	W-3
Laborer-Assistant Carpenter	W-3
Laborer-Motor Equipment Operator	W-2
Laborer-Motor Equipment Repairman	W-2
Laborer	W-1

Water Division

General Water System Foreman	S-19A
Working Foreman Water System Laborer	W-5B
Water System Maintenance Man-SHEMO-Loader	W-3A
Water Meter Reader & Repairman – Cross Connection	W-4A
Water System Maintenance Man-HMEO-SHMEO	W-3
Water System Maintenance Man	W-2
Operator 1	Y-1
Operator 2	Y-2

Parks & Recreation Division

Parks & Recreation Director	S-14CO
Working Foreman	S-21A
Park Maintenance Craftsman	W-3B
Park Laborer (Seasonal)	PT-3A
Secretary	PT-26
Head Lifeguard	PT-6
Lifeguard	PT-14
Park Policeman	PT-4
Park Maintenance Man	W-2R
Working Foreman-Park Maintenance Man	W-5
Rink Manager	S-9A
Senior Rink Assistant – Part-Time	PT-8
Rink Assistant – Part-Time	PT-17
Campground Manager – Part Time	PT-39
Campground Assistant- Part-Time	PT-3D

Veterans' Division

Veterans' Benefits Agent	S-19
Veterans' Benefits Agent – Part Time	PT-38
Veterans' Benefits Investigator	S-13
Office Clerk	S-4C
Junior Clerk	S-3
Part-Time Clerk	PT-2D

TRAFFIC & PARKING CONTROL DEPARTMENT

Parking Clerk	S-4C
Traffic Control Officer	S-3
Junior Clerk	S-3
Hearings Officer	PT-29

TREASURER

Chief Financial Officer / Treasurer / Tax Collector	S-22C
Assistant City Treasurer / Tax Collector	S-17A
Principal Clerk	S-13
Clerk-Computer Operator	S-10
Clerk-Bookkeeper	S-7
Senior Clerk	S-6
Office Clerk	S-4C
Junior Clerk	S-3
Treasurer's Clerk-Part-Time	PT-2B
Health Administrator	PT-27



City of North Adams

In City Council

June 10, 2014

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, 2014 through June 30, 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										22,416
S-1A				33,143	34,840	34,936	35,002	35,098	35,194	36,106
S-3	21,963	22,558	23,666	24,731	27,824	27,927	27,987	28,093	28,192	28,458
S-4C	24,530	25,239	26,305	27,470	29,673	29,771	29,840	29,939	30,037	30,305
S-6	25,000	25,759	26,856	27,940	30,541	30,640	30,705	30,804	30,905	31,171
S-7	25,325	26,043	27,171	28,382	31,777	31,876	31,943	32,044	32,144	32,410
S-7A	0	0	27,325	28,382	31,777	31,876	31,943	32,044	32,144	32,410
S-8	24,923	25,640	26,729	27,915	31,209	31,307	31,374	31,468	31,563	31,825
S-9	26,471	27,181	28,299	29,495	32,898	32,994	33,061	33,162	33,259	33,528
S-9A	38,764	45,905	47,945	51,005						
S-10	27,048	27,710	28,790	30,008	33,407	33,507	33,573	33,672	33,772	34,041
S-10A	26,324	26,969	28,019	29,203	32,512	32,608	32,676	32,772	32,869	33,129
S-11	27,465	28,055	29,188	30,419	33,789	33,888	33,955	34,056	34,156	34,421
S-11A					30,368	30,475	30,572	30,716	30,813	31,126
S-12	27,837	28,806	30,046	31,277	35,113	35,214	35,278	35,380	35,480	35,745
S-13	29,020	29,995	31,247	32,458	35,954	36,051	36,118	36,219	36,318	36,584
S-14	28,899	29,848	31,052	32,237	34,136	34,237	34,301	34,402	34,502	34,766
S-14CO	28,124	29,049	30,221	31,374	33,223	33,319	33,386	33,481	33,578	33,837
S-17	38,005	39,155	40,308	41,460	48,989	49,085	49,149	49,246	49,344	49,600
S-17A	32,341	33,311	35,317	37,056	39,792	40,128	40,194	40,909	40,909	40,909
S-18	39,525	39,525	39,525	39,525	41,253	41,590	41,653	41,752	41,855	42,123
S-19	29,218	32,643	34,173	35,704						
S-19A			35,862	37,262	41,130	41,227	41,291	41,390	41,488	42,159
S-20	35,469	36,627	38,042	39,772	42,910	43,004	43,072	43,166	43,264	43,517
S-20A	41,620	42,380	43,642	44,734	46,914	47,021	47,118	47,262	47,359	47,672
S-21		45,926	47,074	47,626	48,303	48,398	48,463	49,043	49,142	49,404
S-21A				43,088	44,316	44,412	44,478	44,574	44,674	44,933
S-21B	46,823	47,582	48,844	49,937	52,117	52,224	52,321	52,464	52,562	52,874
S-22				47,184	48,411	48,510	48,579	48,677	48,778	49,044

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				37,663	38,891	38,992	39,059	39,156	39,258	39,527
S-22C			54,025	54,196	55,425	55,522	55,590	55,691	55,789	56,056
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-24A				53,894	55,561	57,279	59,051	60,823	62,647	64,527
S-25	52,025	57,126	60,186	61,991	64,851	66,797	68,801	70,865	72,991	75,180
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				70,021	73,412	73,508	73,906	74,004	74,102	74,361
S-34	55,566	56,086	56,398	56,627	57,423	57,529	57,741	58,803	58,909	60,872
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				61,190	62,418	62,517	62,580	62,678	62,776	63,032

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
W-1	13.05	13.55	14.21	15.39	16.57	16.62	16.67	16.81	16.86	17.08
W-2	13.48	14.05	14.75	15.94	17.06	17.10	17.13	17.19	17.27	17.52
W-2R	13.51	14.21	14.85	16.03	17.12	17.18	17.22	17.28	17.42	17.57
W-3	13.87	14.49	15.23	16.53	17.59	17.65	17.74	17.80	17.87	18.07
W-3A	-			17.01	18.07	18.13	18.19	18.28	18.33	18.53
W-3B	14.14	14.75	15.38	16.81	17.87	17.93	18.03	18.07	18.14	18.33
W-3C	14.25	14.93	15.65	17.01	18.07	18.13	18.19	18.28	18.33	18.53
W-4	15.09	15.75	16.37	17.66	18.74	18.81	18.88	18.98	19.06	19.23
W-4A	-							19.44	20.85	21.22
W-5	15.20	15.88	16.63	18.00	19.14	19.17	19.23	19.27	19.38	19.58
W-5A	-			18.48	19.52	19.61	19.65	19.71	19.84	20.03
W-5B	-							0.05	20.80	21.01
W-6	16.51	17.09	17.95	19.31	20.37	20.48	20.54	20.61	20.66	20.88
W-6M	-			19.31	20.37	20.48	20.54	20.61	20.66	20.88
W-P-A	-			10.35	10.48	10.62	10.85	11.09	12.47	12.85
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								16.54	17.25	18.07
Z-3A							16.48	16.72	18.10	18.48
Z-3B					14.13	14.27	14.49	14.73	16.12	16.49
Z-4						11.14	11.37	11.84	13.46	13.84

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				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 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 6% - third shift differential 7%)

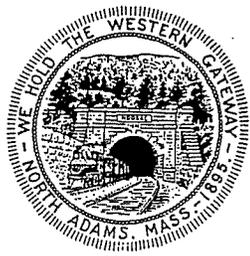
Grade #	minimum	2nd shift	3rd shift		Grade #	Step 1	2nd shift	3rd shift
P-1	37,885.74	40,158.89	40,537.75		P-1	38,902.83	41,237.00	41,626.03
P-2A	39,400.92	41,764.98	42,158.99		P-2A	40,453.84	42,881.07	43,285.60
P-2B	42,045.10	44,567.80	44,988.25		P-2B	43,062.19	45,645.92	46,076.54
P-3	43,393.40	45,997.00	46,430.93		P-3	44,487.83	47,157.10	47,601.98
P-3A	40,464.48	42,892.35	43,296.99		P-3A	41,496.49	43,986.28	44,401.25
P-4	45,760.81	48,506.46	48,964.06		P-4			
Grade #	Step 2	2nd shift	3rd shift		Grade #	3-9 Yrs.	2nd shift	3rd shift
P-1	40,796.93	43,244.74	43,652.71		P-1	42,789.28	45,356.63	45,784.53
P-2A	42,347.80	44,888.67	45,312.15		P-2A	44,340.81	47,001.26	47,444.67
P-2B	44,956.35	47,653.73	48,103.30		P-2B	46,949.22	49,766.17	50,235.66
P-3	46,480.58	49,269.41	49,734.22	0	P-3	48,534.62	51,446.70	51,932.04
P-3A	43,375.58	45,978.11	46,411.87		P-3A	45,370.87	48,093.12	48,546.83
P-4	47,714.30	50,577.16	51,054.31		P-4	49,754.68	52,739.96	53,237.51
Grade #	10-14 Yrs.	2nd shift	3rd shift		Grade #	15-19 Yrs.	2nd shift	3rd shift
P-1	42,889.43	45,462.79	45,891.69		P-1	42,956.22	45,533.60	45,963.16
P-2A	44,440.97	47,107.42	47,551.83		P-2A	44,507.76	47,178.23	47,623.31
P-2B	47,049.39	49,872.35	50,342.85		P-2B	47,116.18	49,943.15	50,414.31
P-3	48,635.79	51,553.94	52,040.30		P-3	48,703.23	51,625.42	52,112.45
P-3A	45,471.04	48,199.31	48,654.02		P-3A	45,537.81	48,270.08	48,725.45
P-4	49,856.87	52,848.28	53,346.85		P-4	49,924.98	52,920.48	53,419.73
Grade #	20-24 Yrs.	2nd shift	3rd shift		Grade #	25-29 Yrs.	2nd shift	3rd shift
P-1	43,056.40	45,639.78	46,070.34		P-1	43,156.55	45,745.94	46,177.51
P-2A	44,607.92	47,284.40	47,730.48		P-2A	44,708.08	47,390.56	47,837.64
P-2B	47,216.34	50,049.32	50,521.48		P-2B	47,316.50	50,155.49	50,628.66
P-3	48,804.41	51,732.68	52,220.72		P-3	48,905.57	51,839.91	52,328.96
P-3A	45,637.97	48,376.25	48,832.63		P-3A	45,738.15	48,482.44	48,939.82
P-4	50,027.15	53,028.78	53,529.06		P-4	50,129.33	53,137.09	53,638.38
Grade #	maximum	2nd shift	3rd shift					
P-1	43,423.67	46,029.09	46,463.32					
P-2A	44,975.19	47,673.71	48,123.46					
P-2B	47,583.63	50,438.65	50,914.48					
P-3	49,175.35	52,125.88	52,617.63					
P-3A	46,005.25	48,765.57	49,225.62					
P-4	50,401.78	53,425.89	53,929.91					

PART VI - Part Time Salary Scale

Grade #	Hourly	Annually
PT-1B	104.88	per diem + (3% differential) 108.03
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-10		20.00
PT-14		10.06
PT-14A		13.92
PT-16		10.86
PT-17		10.61
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		25,373
PT-38		225.00 (weekly)
PT-39		20,828

PART VII

Position	Salary
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

June 10, 2014.....

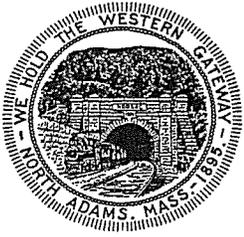
BE IT ORDAINED by the City Council of the City of North Adams as follows:

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 April 1, 2014 through June 30, 2014.

PART VI - Part Time Salary Scale

Grade #	Hourly		Annually
PT-1B	104.88	per diem + (3% differential)	108.03



Office of the City Council

City of North Adams

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

June 10, 2014

Dear Fellow Councilors;

Recently a group of residents visited our Sister City Tremosine, Italy. Edward Morandi was part of that group and I will like to give him the opportunity to share with the Council their experiences.

Sincerely,

Councilor Keith Bona



Office of the City Clerk City of North Adams

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

City Clerk Marilyn Gomeau

REGULAR MEETING OF THE CITY COUNCIL May 27, 2014

A meeting of the North Adams City Council was held at 7:30pm in City Council Chambers with the following present:

COUNCILORS PRESENT: Blackmer, Bona, Breen, Buddington, Bullett, Lamb, Merrigan, Moran, Wilkinson.

A moment of silent prayer was observed remembering Rod Bunt, first Director of Tourism for the City of North Adams and was Director for several years of the annual Fall Foliage Festival Parade. Alice Laird, former cafeteria worker at Greylock Elementary School. Raymond Cimonetti, former highway/water department employee and supervisor of the landfill. Jack Gigliotti, former North Adams City Councilor.

The Pledge of Allegiance was recited.

The President called for the approval of the minutes of the May 22nd meeting.

On motion of Councilor Merrigan, duly seconded by Councilor Lamb it was VOTED: to approve the minutes as presented, with Councilor Wilkinson abstaining.

11,381 The President presented a communication submitted by Council President regarding Melissa Cairns class from the Drury High School.

Without objection the President placed the communication on file.

Elizabeth Bona and Andrea Blaisdell presented a vision creating their idea an app for the i-phones enabling people to navigate around the City. They would call it "Take a Napp". Mackenzie Wright and Alex Bernard presented an idea about a community volunteer program and would like to see younger people involved in volunteering. Hopefully if they started at a younger age it would be something they could carry throughout their lives. Allison Bergeron, teacher at Drury High School stood in for Melissa Cairns, due to an illness. Councilors were very impressed with the ideas the students presented, these students are our future. Councilor Breen thought the idea of the app should be patented. Councilor Bona noted that other students had also done great projects that were not presented tonight.

Without objection the President moved the application for taxi licenses forward.

The Mayor explained this revenue package was to support the FY'15 budget. He is proposing a 10% increase to the water rates from \$3.50 to \$3.85 per cubic foot. Historically water rates increase every 2 to 3 years and they have not increased since FY'11. Sewer fees would increase 8%, from 42% of water to 50% of the water bill. The average increase by both fees for a 2 person household would be approximately \$35.00 and to a 4 person household it would be approximately \$66.00. Increase all parking violations and demand fees on excise bills from \$5.00 to \$15.00. This package would generate approximately \$426,500 annually.

Councilor Breen said she would not support the revenue package and was not in favor of increasing rates for the homeowners.

11,379 The President presented Mayor's communication #32 presenting the "Draft Budget" for FY'15.

Without objection the President placed the communication on file.

11,379 The President presented a "Draft Budget" appropriating the sum of \$37,740,793.00.

On motion of Councilor Buddington, duly seconded by Councilor Bullett it was VOTED: to refer to the Finance Committee.

Councilors all had several questions regarding the draft budget and the Mayor said that the finance committee will be having several meetings in the next couple of weeks and these questions can be addressed at that time. Councilors hoped that these meetings would be televised so the residents could have a chance to see exactly what the City is facing. Councilors encouraged residents that were in attendance to attend the finance committee meetings so their concerns could be addressed.

11,380 The President presented Mayor's communication #33 regarding a Resolution for a Common Backyards Grant Program.

Without objection the President placed the communication on file.

11,380 The President presented a Resolution authorizing the Mayor to file and accept grant funds from the EOEEA Common Backyards Grant Program.

On motion of Councilor Bullett, duly seconded by Councilor Lamb it was VOTED: to adopt the Resolution.

The Resolution was adopted by yea and nay vote as follows; yea Councilor Blackmer, Bona, Breen, Buddington, Bullett, Lamb, Merrigan, Moran, Wilkinson. Nay none.

9625-6 The President presented a communication submitted by Councilor Lamb regarding litter in the City.

On motion of Councilor Lamb, duly seconded by Councilor Merrigan it was VOTED; to refer to the Public Safety Committee and postpone to the meeting of July 8th.

11,382 The President presented a communication submitted by Councilor Buddington regarding farming.

On motion of Councilor Buddington, duly seconded by Councilor Breen it was VOTED: to refer to the General Government committee and postpone to the meeting of August 12th.

The President called for anyone wishing to speak in Open Forum, Roger Eurbin 677 Ashland Street thanked the veterans for participating in the Memorial Day Service on such a rainy day.

Michael Chailfoux, 54 Monroe Street was concerned again about the Veterans Outreach Center.

The President called for any Councilor or Mayor's concerns, Councilor Breen reminded everyone about Relay for Life this week-end. The Mayor said he was very pleased about BMC opening the satellite at the hospital.

With no further business to come before the Council a motion to adjourn was in order.

VOTED: to adjourn at 9:43 p.m.

A True Record.

Attest,


City Clerk