



City of North Adams

In City Council

June 9, 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 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

AIRPORT COMMISSION

Airport Manager

PT-35

Clerk

PT-25

ASSESSOR, BOARD OF

Full Time Member

S-22A

Part Time Member

PT-30

Office Manager

S-12

Assessor

S-22E

Acting Full Time Member

S-22B

Principal Clerk/ Office Manager

S-11

Principal Clerk

S-9

Senior Clerk

S-6

Office Clerk

S-4C

Junior Clerk

S-3

Clerical Part Time

PT-2C

AUDITOR

City Auditor

S-22A

Assistant City Auditor

S-17A

Business Manager

S-26B

Office Clerk

S-4C

Junior Clerk

S-3

CITY CLERK

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

COMMUNITY DEVELOPMENT OFFICE

<i>Community Development Director</i>	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

<i>Registrar of Voters</i>	PT-24
Census Workers-Part Time (In Office)	PT-3

FINANCE

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

HEALTH DEPARTMENT

<i>Board Members</i>	PT-19
<i>Clerk</i>	PT-25
<i>Director of Health/Sanitation</i>	S-22A
<i>Transfer Station - HMEO-SHMEO Loader</i>	S-36A
<i>Transfer Station Laborer-Part Time</i>	PT-4
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

HEALTH DEPARTMENT (continued)

Inspector of Animals	PT-28
Water Analyst Technician-Part-Time	PT-33
Transfer Station Supervisor	S-36
Transfer Station Laborer	Z-2
Transfer Station Scale Operator	Z-2A

HOOSAC WATER QUALITY DISTRICT

Commissioners	PT-18A
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LAW DEPARTMENT

<i>Secretarial/Clerical-Part Time</i>	<i>PT-27</i>
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LICENSE BOARD

<i>Chairman</i>	<i>PT-27</i>
<i>Clerk</i>	<i>PT-25</i>
<i>Member</i>	<i>PT-23</i>

MAYOR'S OFFICE

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

OFFICE OF TOURISM & CULTURAL DEVELOPMENT

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

PLANNING BOARD

<i>Clerk</i>	<i>PT-25</i>
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DEPARTMENT OF PUBLIC SAFETY

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

Civil Defense Division

Director-Part Time PT-34

Fire Division

Fire Lieutenant F-4

Firefighter F-1

Fire Captain F-5

Master Mechanic F-2

Volunteer Fire Division

Volunteer Fire Coordinator PT-36

Inspection Division

Sealer of Weights & Measures S-1

Inspector of Plumbing & Gas Fittings S-17

Code Enforcement Officer S-17

Police Division

Police Sergeant P-4

Patrolman/Investigator P-3

Patrolman P-1

Reserve Patrolman PT-1B

Court Officer P-3A

Dispatcher X-A

Animal Control Officer S29-A

Police Captain P-5

Patrolman/Mechanic P-2A

Patrolman/Mechanic P-2B

School Traffic Supervisor PT-9

Dog Officer S-29

Meter Mechanic-Part Time PT-16

Head Dispatcher X

Dispatcher-Part Time PT-4

Public Buildings Division

Director of Inspection Services S-24A

Assistant Inspector of Buildings/Superintendent of Buildings S-21

Junior Building Custodian S-12

Principal Clerk S-22B

Building Maintenance Z-2A

Building Inspector S-24

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

Wire & Alarm Division

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

DEPARTMENT OF PUBLIC SERVICES

<i>Commissioner of Public Services</i>	S-27B
<i>Assistant Commissioner of Public Services</i>	S-34
<i>Principal Clerk/Office Manager</i>	S-12
Special Projects Coordinator	S-33A
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

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

<i>Librarian</i>	S-23
<i>Library Assistant</i>	S-11A
<i>Children's Librarian</i>	S-13
<i>Head Cataloguer</i>	S-13
<i>Professional Grade Assistant</i>	S-11
<i>Sub-professional Assistant-Grade II</i>	S-6

Assistant Library Director	S-33A
Professional Grade Assistant-Half Time	S-9
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

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

Water Division

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

Parks & Recreation Division

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

Veterans' Division

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

TRAFFIC & PARKING CONTROL DEPARTMENT

<i>Traffic Control Officer</i>	S-3
<i>Hearings Officer</i>	PT-29
<i>Parking Clerk</i>	S-4C
<i>Junior Clerk</i>	S-3

TREASURER

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



City of North Adams

In City Council

June 9, 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 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										23,088
S-1A				34,137	35,885	35,984	36,053	36,151	36,250	37,190
S-3	22,622	23,235	24,376	25,473	28,659	28,765	28,827	28,935	29,038	29,311
S-4C	25,266	25,997	27,094	28,294	30,563	30,664	30,735	30,838	30,938	31,214
S-6	25,750	26,531	27,662	28,778	31,457	31,559	31,626	31,728	31,832	32,106
S-7	26,085	26,824	27,986	29,233	32,730	32,832	32,902	33,006	33,109	33,382
S-7A			28,144	29,233	32,730	32,832	32,902	33,006	33,109	33,382
S-8	25,671	26,409	27,531	28,752	32,145	32,246	32,315	32,412	32,509	32,780
S-9	27,266	27,996	29,147	30,380	33,884	33,984	34,053	34,157	34,256	34,534
S-9A	39,927	47,282	49,383	52,535						
S-10	27,859	28,541	29,653	30,908	34,410	34,513	34,580	34,682	34,785	35,062
S-10A	27,113	27,778	28,859	30,079	33,487	33,587	33,656	33,755	33,856	34,122
S-11	28,289	28,897	30,064	31,332	34,803	34,905	34,973	35,077	35,180	35,453
S-11A					31,279	31,390	31,489	31,637	31,738	32,059
S-12	28,672	29,670	30,947	32,216	36,166	36,270	36,337	36,442	36,544	36,818
S-13	29,890	30,894	32,185	33,432	37,032	37,133	37,201	37,305	37,407	37,682
S-14	29,766	30,743	31,983	33,204	35,160	35,264	35,330	35,434	35,537	35,809
S-14CO	28,967	29,920	31,128	32,315	34,220	34,319	34,387	34,486	34,585	34,852
S-17	39,146	40,330	41,517	42,704	50,459	50,557	50,624	50,723	50,824	51,088
S-17A	33,311	34,310	36,376	38,168	40,986	41,332	41,399	42,137	42,137	42,137
S-18	40,710	40,710	40,710	40,710	42,490	42,838	42,903	43,005	43,111	43,386
S-19	30,094	33,622	35,199	36,775	45,000					
S-19A			36,938	38,380	42,364	42,464	42,530	42,632	42,733	43,424
S-20	36,533	37,726	39,183	40,965	44,198	44,294	44,364	44,461	44,562	44,822
S-20A	42,869	43,651	44,951	46,076	48,322	48,432	48,532	48,680	48,780	49,102
S-21		47,303	48,487	49,055	49,752	49,850	49,917	50,514	50,616	50,886
S-21A				44,381	45,646	45,744	45,813	45,911	46,014	46,281
S-21B	48,227	49,010	50,310	51,435	53,680	53,791	53,890	54,038	54,139	54,460
S-22				48,599	49,864	49,966	50,036	50,137	50,241	50,515

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
S-22A				50,459	50,557	50,624	50,723	50,824	51,088	51,348
S-22B				38,793	40,058	40,162	40,231	40,331	40,436	40,713
S-22C			55,646	55,822	57,087	57,188	57,258	57,362	57,462	57,738
S-22D				44,269	45,501	45,600	45,890	45,982	45,982	45,982
S-22E					45,051	45,161	45,261	45,409	45,509	45,831
S-23	43,940	43,940	48,227	50,092	51,356	51,460	51,529	51,631	51,733	52,006
S-23A				35,951	37,182	37,282	37,349	37,449	37,550	37,819
S-24				49,820	55,507	55,606	55,672	55,771	55,871	56,137
S-24A				55,511	57,228	58,998	60,823	62,647	64,527	66,462
S-25	53,586	58,839	61,991	63,851	66,797	68,801	70,865	72,991	75,180	77,436
S-26										89,777
S-26A				75,307	76,599	76,672	76,741	76,842	76,946	77,220
S-26B										69,968
S-27				67,268	68,468	68,565	68,632	68,726	68,825	69,086
S-27A				62,289	63,553	63,652	63,724	63,826	63,929	64,199
S-27B										80,379
S-28				43,339	44,602	44,706	44,776	44,877	44,980	45,256
S-29				26,410	27,675	27,778	27,847	27,948	28,051	28,325
S-29A			28,005	28,144	30,390	30,500	30,600	30,748	30,848	31,170
S-31				57,464	58,697	58,795	58,863	58,963	59,062	59,328
S-32				39,460	40,722	40,825	40,894	40,996	41,101	41,376
S-33				66,972	68,205	68,305	69,035	69,135	69,236	69,505
S-33A				44,726	45,995	46,097	46,162	46,269	46,370	46,643
S-33B				72,122	75,614	75,713	76,123	76,224	76,325	76,592
S-34	57,233	57,768	58,090	58,326	59,146	59,255	59,474	60,567	60,676	62,698
S-34A				57,587	58,848	58,954	59,021	59,123	59,227	59,503
S-34B				64,303	66,548	66,659	66,758	66,906	67,007	67,328
S-35				35,376	36,638	36,738	36,805	36,905	37,003	37,270
S-36										18,505
S36A							37,066	37,214	37,314	37,636
S-37				63,026	64,291	64,392	64,458	64,558	64,659	64,923

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				14.79	15.56	15.61	16.73	17.44	18.24	19.14
X-A	13.50	14.15	14.50	14.62	14.84	14.92	15.27	16.00	16.78	17.70
Y-1	22.18	22.73	23.59	24.97	25.94	26.05	26.11	26.17	26.22	26.44
Y-2	18.02	18.48	18.94	19.42	19.90	20.40	20.91	21.43	21.97	22.52
Z-1	12.08	12.41	12.80	13.28	13.91	14.50	15.10	15.80	16.54	17.40
Z-2	11.09	11.42	11.91	12.99	14.31	14.86	15.53	16.19	16.92	17.77
Z-2A	9.58	9.69	9.89	9.99	10.08	10.32	10.99	11.65	12.38	13.22
Z-3								17.04	17.77	18.62
Z-3A							16.98	17.22	18.65	19.03
Z-3B					14.55	14.69	14.93	15.18	16.60	16.99
Z-4						11.48	11.71	12.20	13.87	14.25

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				34,135	35,405	35,505	35,576	35,677	35,780	36,054
E-2				36,436	37,700	37,803	37,873	37,973	38,079	38,354
E-2A				38,079	39,345	39,443	39,516	39,619	39,722	39,996
E-3				43,108	44,373	44,474	44,546	44,646	44,752	45,026

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		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

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, 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

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

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

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
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

Position	Salary
City Councilor	3,000.00
City Council President	3,600.00
City Solicitor	1,000.00
Mayor	84,470.00