

City of North Adams

In City Council

June 14, 2011

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, 2011 through June 30, 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										21,543
S-1A				31,853	33,484	33,576	33,640	33,732	33,824	34,701
S-3	21,108	21,680	22,745	23,768	26,741	26,840	26,898	26,999	27,095	27,350
S-4C	23,575	24,257	25,281	26,401	28,518	28,612	28,678	28,774	28,868	29,125
S-6	24,027	24,756	25,811	26,852	29,352	29,447	29,510	29,605	29,702	29,958
S-7	24,339	25,029	26,113	27,277	30,540	30,635	30,700	30,797	30,893	31,148
S-7A			26,261	27,277	30,540	30,635	30,700	30,797	30,893	31,148
S-8	23,953	24,642	25,689	26,828	29,994	30,088	30,153	30,243	30,334	30,586
S-9	25,441	26,123	27,197	28,347	31,617	31,710	31,774	31,871	31,964	32,223
S-9A				28,500	30,595	30,698	30,791	30,929	31,023	31,323
S-10	25,995	26,631	27,669	28,840	32,107	32,203	32,266	32,361	32,457	32,716
S-10A	25,299	25,919	26,928	28,066	31,246	31,339	31,404	31,496	31,590	31,839
S-11	26,396	26,963	28,052	29,235	32,474	32,569	32,633	32,730	32,826	33,081
S-11A					29,186	29,289	29,382	29,520	29,614	29,914
S-12	26,753	27,685	28,876	30,060	33,746	33,843	33,905	34,003	34,099	34,354
S-13	27,890	28,827	30,031	31,195	34,554	34,648	34,712	34,809	34,904	35,160
S-14	27,774	28,686	29,843	30,982	32,807	32,904	32,966	33,063	33,159	33,413
S-14CO	27,029	27,918	29,045	30,153	31,930	32,022	32,086	32,178	32,271	32,520
S-17	36,526	37,631	38,739	39,846	47,082	47,174	47,236	47,329	47,423	47,669
S-17A	31,082	32,014	33,942	35,614	38,243	38,566	38,629	39,317	39,317	39,317
S-18	37,986	37,986	37,986	37,986	39,647	39,971	40,032	40,127	40,226	40,483
S-19	28,080	29,500	31,000	32,014	33,195	33,290	33,355	33,450	33,545	33,800
S-19A			34,466	35,812	39,529	39,622	39,684	39,779	39,873	40,518
S-20	34,088	35,201	36,561	38,224	41,240	41,330	41,395	41,486	41,580	41,823
S-20A	40,000	40,730	41,943	42,993	45,088	45,191	45,284	45,422	45,516	45,816
S-21		44,138	45,242	45,772	46,423	46,514	46,577	47,134	47,229	47,481
S-21A				41,411	42,591	42,683	42,747	42,839	42,935	43,184
S-21B	45,000	45,730	46,943	47,993	50,088	50,191	50,284	50,422	50,516	50,816
S-22				45,347	46,527	46,622	46,688	46,782	46,879	47,135

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
S-22A				47,082	47,174	47,236	47,329	47,423	47,669	47,912
S-22B				34,467	35,647	35,744	35,809	35,902	36,000	36,258
S-22C			50,000	50,164	51,345	51,439	51,504	51,601	51,695	51,952
S-22D				41,307	42,456	42,549	42,819	42,905	42,905	42,905
S-22E					42,036	42,139	42,232	42,370	42,464	42,764
S-23	41,000	41,000	45,000	46,740	47,919	48,016	48,081	48,176	48,271	48,526
S-23A				33,545	34,694	34,787	34,850	34,943	35,037	35,288
S-24				46,486	51,793	51,885	51,947	52,039	52,132	52,380
S-25	50,000	50,730	51,943	52,993	55,088	55,191	55,284	55,422	55,516	55,816
S-26										83,769
S-26A				70,268	71,473	71,541	71,606	71,700	71,797	72,053
S-26B										65,286
S-27				62,767	63,886	63,977	64,039	64,127	64,219	64,463
S-27A				58,121	59,300	59,393	59,460	59,555	59,651	59,903
S-27B										75,000
S-28				40,439	41,617	41,714	41,780	41,874	41,970	42,228
S-29				24,643	25,823	25,919	25,984	26,078	26,174	26,430
S-29A			26,131.00	26,261.00	28,356	28,459	28,552	28,690	28,784	29,084
S-31				53,619	54,769	54,861	54,924	55,017	55,110	55,358
S-32				36,819	37,997	38,093	38,157	38,253	38,351	38,607
S-33				62,490	63,641	63,734	64,415	64,509	64,603	64,854
S-33A				41,733	42,917	43,012	43,073	43,173	43,267	43,522
S-33B				62,490	65,749	65,841	66,224	66,318	66,412	66,661
S-34	51,000	51,500	51,800	52,020	52,785	52,887	53,091	54,111	54,213	56,100
S-34A				53,733	54,910	55,009	55,071	55,167	55,264	55,521
S-34B				60,000	62,095	62,198	62,291	62,429	62,523	62,823
S-35				33,009	34,186	34,280	34,342	34,435	34,527	34,776
S-36										17,267
S36A							34,585	34,723	34,817	35,117
S-37				54,003	55,183	55,278	55,339	55,433	55,527	55,773

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	12.54	12.98	13.61	14.74	15.88	15.93	15.97	16.11	16.16	16.37
W-2	12.96	13.46	14.13	15.27	16.35	16.39	16.42	16.47	16.55	16.79
W-2R	12.98	13.61	14.23	15.36	16.41	16.46	16.50	16.56	16.70	16.84
W-3	13.33	13.88	14.59	15.84	16.86	16.92	17.00	17.06	17.13	17.32
W-3A				16.30	17.32	17.38	17.44	17.52	17.57	17.76
W-3B	13.59	14.13	14.73	16.11	17.13	17.19	17.28	17.32	17.39	17.57
W-3C	13.70	14.30	14.99	16.30	17.32	17.38	17.44	17.52	17.57	17.76
W-4	14.50	15.09	15.69	16.93	17.96	18.03	18.10	18.19	18.27	18.43
W-4A								18.64	19.99	20.35
W-5	14.61	15.22	15.94	17.25	18.35	18.38	18.43	18.47	18.58	18.77
W-5A				17.71	18.71	18.80	18.84	18.90	19.02	19.20
W-5B									19.94	20.15
W-6	15.87	16.38	17.20	18.51	19.53	19.64	19.69	19.76	19.81	20.02
W-6M				18.51	19.53	19.64	19.69	19.76	19.81	20.02
W-P-A				9.90	10.03	10.16	10.38	10.61	11.94	12.30
X				12.77	13.44	13.49	14.45	15.07	15.75	16.54
X-A	11.67	12.23	12.53	12.63	12.82	12.89	13.20	13.82	14.50	15.29
Y-1	20.70	21.21	22.01	23.30	24.20	24.31	24.36	24.42	24.47	24.67
Y-2	19.45	19.96	20.76	22.05	22.95	23.06	23.11	23.17	23.22	23.42
Z-1	11.27	11.58	11.94	12.39	12.98	13.53	14.09	14.74	15.43	16.24
Z-2	10.35	10.66	11.11	12.12	13.35	13.87	14.49	15.11	15.79	16.58
Z-2A	8.94	9.04	9.23	9.32	9.41	9.63	10.25	10.87	11.55	12.34
Z-3								15.90	16.58	17.37
Z-3A							15.84	16.07	17.40	17.76
Z-3B					13.58	13.71	13.93	14.16	15.49	15.85
Z-4						10.71	10.93	11.38	12.94	13.30

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				31,851.00	33,036.00	33,129.00	33,195.00	33,290.00	33,386.00	33,641.00
E-2				33,998.00	35,177.00	35,273.00	35,339.00	35,432.00	35,531.00	35,787.00
E-2A				35,531.00	36,712.00	36,804.00	36,872.00	36,968.00	37,064.00	37,320.00
E-3				40,223.00	41,404.00	41,498.00	41,565.00	41,658.00	41,757.00	42,013.00

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	36,790.62	37,887.21	39,005.64	40,369.60	40,492.37	40,573.52	40,698.37	40,819.05	41,144.70
F-2	38,427.17	39,568.49	40,685.88	42,049.85	42,169.50	42,251.68	42,375.49	42,497.22	42,822.86
F-4	41,800.15		43,673.91	45,041.00	45,164.81	45,244.92	45,365.60	45,490.45	45,815.05
F-5	45,155.44		46,293.64	47,658.64	47,781.41	47,859.44	47,984.29	48,106.02	48,432.70

PART V - Police Scale (second shift differential 4% - third shift differential 5%)

Grade #	minimum	2nd shift	3rd shift
P-1	36,050.52	37,492.54	37,853.04
P-2A	37,492.30	38,992.00	39,366.92
P-2B	40,008.39	41,608.73	42,008.81
P-3	40,882.55	42,517.85	42,926.68
P-3A	38,504.34	40,044.52	40,429.56
P-4	42,690.30	44,397.90	44,824.81

Grade #	Step 1	2nd shift	3rd shift
P-1	37,018.34	38,499.07	38,869.25
P-2A	38,494.21	40,033.98	40,418.92
P-2B	40,976.21	42,615.25	43,025.01
P-3	41,913.66	43,590.20	44,009.35
P-3A	39,486.36	41,065.82	41,460.68
P-4			

Grade #	Step 2	2nd shift	3rd shift
P-1	38,820.68	40,373.51	40,761.72
P-2A	40,296.43	41,908.29	42,311.25
P-2B	42,778.62	44,489.76	44,917.54
P-3	43,791.10	45,542.75	45,980.65
P-3A	41,274.42	42,925.40	43,338.13
P-4	44,512.72	46,293.23	46,738.36

Grade #	3-9 Yrs.	2nd shift	3rd shift
P-1	40,716.52	42,345.19	42,752.35
P-2A	42,192.90	43,880.62	44,302.55
P-2B	44,674.95	46,461.95	46,908.70
P-3	45,726.29	47,555.34	48,012.60
P-3A	43,173.06	44,899.98	45,331.72
P-4	46,416.19	48,272.83	48,737.00

Grade #	10-14 Yrs.	2nd shift	3rd shift
P-1	40,811.82	42,444.29	42,852.41
P-2A	42,288.20	43,979.73	44,402.62
P-2B	44,770.27	46,561.08	47,008.79
P-3	45,821.61	47,654.47	48,112.69
P-3A	43,268.38	44,999.12	45,431.80
P-4	46,511.52	48,371.98	48,837.09

Grade #	15-19 Yrs.	2nd shift	3rd shift
P-1	40,875.38	42,510.40	42,919.15
P-2A	42,351.76	44,045.83	44,469.35
P-2B	44,833.82	46,627.17	47,075.51
P-3	45,885.14	47,720.54	48,179.39
P-3A	43,331.91	45,065.19	45,498.50
P-4	46,575.06	48,438.06	48,903.80

Grade #	20-24 Yrs.	2nd shift	3rd shift
P-1	40,970.70	42,609.53	43,019.24
P-2A	42,447.07	44,144.95	44,569.43
P-2B	44,929.13	46,726.30	47,175.59
P-3	45,980.47	47,819.69	48,279.49
P-3A	43,427.22	45,164.32	45,598.58
P-4	46,670.38	48,537.19	49,003.90

Grade #	25-29 Yrs.	2nd shift	3rd shift
P-1	41,066.00	42,708.64	43,119.31
P-2A	42,542.37	44,244.07	44,669.49
P-2B	45,024.44	46,825.42	47,275.66
P-3	46,075.78	47,918.81	48,379.57
P-3A	43,522.55	45,263.46	45,698.69
P-4	46,765.70	48,636.33	49,103.99

Grade #	maximum	2nd shift	3rd shift
P-1	41,320.18	42,972.99	43,386.19
P-2A	42,796.55	44,508.42	44,936.38
P-2B	45,278.63	47,089.78	47,542.57
P-3	46,329.95	48,183.15	48,646.45
P-3A	43,776.71	45,527.78	45,965.55
P-4	47,019.87	48,900.66	49,370.86

PART VI - Part Time Salary Scale

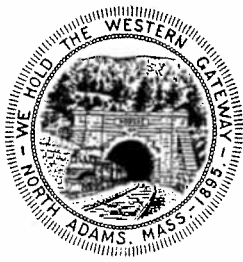
Grade #	Hourly	Annually
PT-1B	98.00 per diem + 2.94 (3% differential) = 100.94	
PT-2	7.60	
PT-2A	8.00	
PT-2B	9.30	
PT-2C	10.08	
PT-2D	12.00	
PT-3	7.50	
PT-3A	8.00	
PT-3B	7.50	
PT-3C	7.20	
PT-3D	7.20	
PT-4	8.70	
PT-5	8.25	
PT-6	10.71	
PT-6A	15.00	
PT-7	8.43	
PT-7A	8.00	
PT-7B	10.25	
PT-7C	10.67	
PT-8	10.87	
PT-9	16.44 (per day)	
PT-14	9.48	
PT-14A	13.12	
PT-16	10.24	
PT-17	10.00	
PT-18A		100.00
PT-19		750.00
PT-23		500.00
PT-24		600.00
PT-25		1,200.00
PT-26		500.00
PT-27		1,000.00
PT-28		1,000.00
PT-30		1,776.00
PT-33	15.00 (per day weekdays)	
	25.00 (per day Sat., Sun., Holidays)	
PT-34		3,065.00
PT-35		3,000.00
PT-36		4,000.00
PT-37		22,021.00
PT-38	225.00 (weekly)	
PT-39		15500

PART VII

Position	Salary
City Councilor	1,500.00
City Council President	1,800.00
City Solicitor	1,000.00
Mayor	84,470.00

Effective January 1, 2012 to June 30, 2012

City Councilor	1.00
City Council President	1.00
City Solicitor	1,000.00
Mayor	84,470.00



City of North Adams

In City Council

December 13, 2011

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, 2012 through June 30, 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										21,974
S-1A				32,490	34,154	34,248	34,313	34,407	34,500	35,395
S-3	21,530	22,114	23,200	24,243	27,276	27,377	27,436	27,539	27,637	27,897
S-4C	24,047	24,742	25,787	26,929	29,088	29,184	29,252	29,349	29,445	29,708
S-6	24,508	25,251	26,327	27,389	29,939	30,036	30,100	30,197	30,296	30,557
S-7	24,826	25,530	26,635	27,823	31,151	31,248	31,314	31,413	31,511	31,771
S-7A			26,786	27,823	31,151	31,248	31,314	31,413	31,511	31,771
S-8	24,432	25,135	26,203	27,365	30,594	30,690	30,756	30,848	30,941	31,198
S-9	25,950	26,645	27,741	28,914	32,249	32,344	32,409	32,508	32,603	32,867
S-9A				29,070	31,207	31,312	31,407	31,548	31,643	31,949
S-10	26,515	27,164	28,222	29,417	32,749	32,847	32,911	33,008	33,106	33,370
S-10A	25,805	26,437	27,467	28,627	31,871	31,966	32,032	32,126	32,222	32,476
S-11	26,924	27,502	28,613	29,820	33,123	33,220	33,286	33,385	33,483	33,743
S-11A					29,770	29,875	29,970	30,110	30,206	30,512
S-12	27,288	28,239	29,454	30,661	34,421	34,520	34,583	34,683	34,781	35,041
S-13	28,448	29,404	30,632	31,819	35,245	35,341	35,406	35,505	35,602	35,863
S-14	28,329	29,260	30,440	31,602	33,463	33,562	33,625	33,724	33,822	34,081
S-14CO	27,570	28,476	29,626	30,756	32,569	32,662	32,728	32,822	32,916	33,170
S-17	37,257	38,384	39,514	40,643	48,024	48,117	48,181	48,276	48,371	48,622
S-17A	31,704	32,654	34,621	36,326	39,008	39,337	39,402	40,103	40,103	40,103
S-18	38,746	38,746	38,746	38,746	40,440	40,770	40,833	40,930	41,031	41,293
S-19	28,642	30,090	31,620	32,654	33,859	33,956	34,022	34,119	34,216	34,476
S-19A			35,155	36,528	40,320	40,414	40,478	40,575	40,670	41,328
S-20	34,770	35,905	37,292	38,988	42,065	42,157	42,223	42,316	42,412	42,659
S-20A	40,800	41,545	42,782	43,853	45,990	46,095	46,190	46,330	46,426	46,732
S-21		45,021	46,147	46,687	47,351	47,444	47,509	48,077	48,174	48,431
S-21A				42,239	43,443	43,537	43,602	43,696	43,794	44,048
S-21B	45,900	46,645	47,882	48,953	51,090	51,195	51,290	51,430	51,526	51,832
S-22				46,254	47,458	47,554	47,622	47,718	47,817	48,078

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
S-22A				48,024	48,117	48,181	48,276	48,371	48,622	48,870
S-22B				35,156	36,360	36,459	36,525	36,620	36,720	36,983
S-22C			51,000	51,167	52,372	52,468	52,534	52,633	52,729	52,991
S-22D				42,133	43,305	43,400	43,675	43,763	43,763	43,763
S-22E				0	42,877	42,982	43,077	43,217	43,313	43,619
S-23	41,820	41,820	45,900	47,675	48,877	48,976	49,043	49,140	49,236	49,497
S-23A				34,216	35,388	35,483	35,547	35,642	35,738	35,994
S-24				47,416	52,829	52,923	52,986	53,080	53,175	53,428
S-25	51,000	51,745	52,982	54,053	56,190	56,295	56,390	56,530	56,626	56,932
S-26										85,444
S-26A				71,673	72,902	72,972	73,038	73,134	73,233	73,494
S-26B										66,592
S-27				64,022	65,164	65,257	65,320	65,410	65,503	65,752
S-27A				59,283	60,486	60,581	60,649	60,746	60,844	61,101
S-27B										76,500
S-28				41,248	42,449	42,548	42,616	42,711	42,809	43,073
S-29				25,136	26,339	26,437	26,504	26,600	26,697	26,959
S-29A			26,653.62	26,786.22	28,923	29,028	29,123	29,264	29,360	29,666
S-31				54,691	55,864	55,958	56,022	56,117	56,212	56,465
S-32				37,555	38,757	38,855	38,920	39,018	39,118	39,379
S-33				63,740	64,914	65,009	65,703	65,799	65,895	66,151
S-33A				42,568	43,775	43,872	43,934	44,036	44,132	44,392
S-33B				63,740	67,064	67,158	67,548	67,644	67,740	67,994
S-34	52,020	52,530	52,836	53,060	53,841	53,945	54,153	55,193	55,297	57,222
S-34A				54,808	56,008	56,109	56,172	56,270	56,369	56,631
S-34B				61,200	63,337	63,442	63,537	63,678	63,773	64,079
S-35				33,669	34,870	34,966	35,029	35,124	35,218	35,472
S-36										17,612
S36A							35,277	35,418	35,514	35,820
S-37				55,083	56,287	56,384	56,446	56,542	56,638	56,888

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	12.54	12.98	13.61	14.74	15.88	15.93	15.97	16.11	16.16	16.37
W-2	12.96	13.46	14.13	15.27	16.35	16.39	16.42	16.47	16.55	16.79
W-2R	12.98	13.61	14.23	15.36	16.41	16.46	16.50	16.56	16.70	16.84
W-3	13.33	13.88	14.59	15.84	16.86	16.92	17.00	17.06	17.13	17.32
W-3A				16.30	17.32	17.38	17.44	17.52	17.57	17.76
W-3B	13.59	14.13	14.73	16.11	17.13	17.19	17.28	17.32	17.39	17.57
W-3C	13.70	14.30	14.99	16.30	17.32	17.38	17.44	17.52	17.57	17.76
W-4	14.50	15.09	15.69	16.93	17.96	18.03	18.10	18.19	18.27	18.43
W-4A								18.64	19.99	20.35
W-5	14.61	15.22	15.94	17.25	18.35	18.38	18.43	18.47	18.58	18.77
W-5A				17.71	18.71	18.80	18.84	18.90	19.02	19.20
W-5B									19.94	20.15
W-6	15.87	16.38	17.20	18.51	19.53	19.64	19.69	19.76	19.81	20.02
W-6M				18.51	19.53	19.64	19.69	19.76	19.81	20.02
W-P-A				9.90	10.03	10.16	10.38	10.61	11.94	12.30
X				13.03	13.71	13.76	14.74	15.37	16.07	16.87
X-A	11.90	12.47	12.78	12.88	13.08	13.15	13.46	14.10	14.79	15.60
Y-1	21.11	21.63	22.45	23.77	24.68	24.80	24.85	24.91	24.96	25.16
Y-2	19.84	20.36	21.18	22.49	23.41	23.52	23.57	23.63	23.68	23.89
Z-1	11.50	11.81	12.18	12.64	13.24	13.80	14.37	15.03	15.74	16.56
Z-2	10.56	10.87	11.33	12.36	13.62	14.15	14.78	15.41	16.11	16.91
Z-2A	9.12	9.22	9.41	9.51	9.60	9.82	10.46	11.09	11.78	12.59
Z-3								16.22	16.91	17.72
Z-3A							16.16	16.39	17.75	18.12
Z-3B					13.85	13.98	14.21	14.44	15.80	16.17
Z-4						10.92	11.15	11.61	13.20	13.57

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				32,488	33,697	33,792	33,859	33,956	34,054	34,314
E-2				34,678	35,881	35,978	36,046	36,141	36,242	36,503
E-2A				36,242	37,446	37,540	37,609	37,707	37,805	38,066
E-3				41,027	42,232	42,328	42,396	42,491	42,592	42,853

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	36,790.62	37,887.21	39,005.64	40,369.60	40,492.37	40,573.52	40,698.37	40,819.05	41,144.70
F-2	38,427.17	39,568.49	40,685.88	42,049.85	42,169.50	42,251.68	42,375.49	42,497.22	42,822.86
F-4	41,800.15		43,673.91	45,041.00	45,164.81	45,244.92	45,365.60	45,490.45	45,815.05
F-5	45,155.44		46,293.64	47,658.64	47,781.41	47,859.44	47,984.29	48,106.02	48,432.70

PART V - Police Scale (second shift differential 4% - third shift differential 5%)

Grade #	minimum	2nd shift	3rd shift	Grade #	Step 1	2nd shift	3rd shift
P-1	36,050.52	37,492.54	37,853.04	P-1	37,018.34	38,499.07	38,869.25
P-2A	37,492.30	38,992.00	39,366.92	P-2A	38,494.21	40,033.98	40,418.92
P-2B	40,008.39	41,608.73	42,008.81	P-2B	40,976.21	42,615.25	43,025.01
P-3	40,882.55	42,517.85	42,926.68	P-3	41,913.66	43,590.20	44,009.35
P-3A	38,504.34	40,044.52	40,429.56	P-3A	39,486.36	41,065.82	41,460.68
P-4	42,690.30	44,397.90	44,824.81	P-4			

Grade #	Step 2	2nd shift	3rd shift	Grade #	3-9 Yrs.	2nd shift	3rd shift
P-1	38,820.68	40,373.51	40,761.72	P-1	40,716.52	42,345.19	42,752.35
P-2A	40,296.43	41,908.29	42,311.25	P-2A	42,192.90	43,880.62	44,302.55
P-2B	42,778.62	44,489.76	44,917.54	P-2B	44,674.95	46,461.95	46,908.70
P-3	43,791.10	45,542.75	45,980.65	P-3	45,726.29	47,555.34	48,012.60
P-3A	41,274.42	42,925.40	43,338.13	P-3A	43,173.06	44,899.98	45,331.72
P-4	44,512.72	46,293.23	46,738.36	P-4	46,416.19	48,272.83	48,737.00

Grade #	10-14 Yrs.	2nd shift	3rd shift	Grade #	15-19 Yrs.	2nd shift	3rd shift
P-1	40,811.82	42,444.29	42,852.41	P-1	40,875.38	42,510.40	42,919.15
P-2A	42,288.20	43,979.73	44,402.62	P-2A	42,351.76	44,045.83	44,469.35
P-2B	44,770.27	46,561.08	47,008.79	P-2B	44,833.82	46,627.17	47,075.51
P-3	45,821.61	47,654.47	48,112.69	P-3	45,885.14	47,720.54	48,179.39
P-3A	43,268.38	44,999.12	45,431.80	P-3A	43,331.91	45,065.19	45,498.50
P-4	46,511.52	48,371.98	48,837.09	P-4	46,575.06	48,438.06	48,903.80

Grade #	20-24 Yrs.	2nd shift	3rd shift	Grade #	25-29 Yrs.	2nd shift	3rd shift
P-1	40,970.70	42,609.53	43,019.24	P-1	41,066.00	42,708.64	43,119.31
P-2A	42,447.07	44,144.95	44,569.43	P-2A	42,542.37	44,244.07	44,669.49
P-2B	44,929.13	46,726.30	47,175.59	P-2B	45,024.44	46,825.42	47,275.66
P-3	45,980.47	47,819.69	48,279.49	P-3	46,075.78	47,918.81	48,379.57
P-3A	43,427.22	45,164.32	45,598.58	P-3A	43,522.55	45,263.46	45,698.69
P-4	46,670.38	48,537.19	49,003.90	P-4	46,765.70	48,636.33	49,103.99

Grade #	maximum	2nd shift	3rd shift
P-1	41,320.18	42,972.99	43,386.19
P-2A	42,796.55	44,508.42	44,936.38
P-2B	45,278.63	47,089.78	47,542.57
P-3	46,329.95	48,183.15	48,646.45
P-3A	43,776.71	45,527.78	45,965.55
P-4	47,019.87	48,900.66	49,370.86

PART VI - Part Time Salary Scale

Grade #	Hourly	Annually
PT-1B	98.00 per diem + 2.94 (3% differential) = 100.94	
PT-2	7.75	
PT-2A	8.16	
PT-2B	9.49	
PT-2C	10.28	
PT-2D	12.24	
PT-3	7.65	
PT-3A	8.16	
PT-3B	7.65	
PT-3C	7.34	
PT-3D	7.34	
PT-4	8.87	
PT-5	8.42	
PT-6	10.92	
PT-6A	15.30	
PT-7	8.60	
PT-7A	8.16	
PT-7B	10.46	
PT-7C	10.88	
PT-8	11.09	
PT-9	16.77 (per day)	
PT-14	9.86	
PT-14A	13.65	
PT-16	10.65	
PT-17	10.40	
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-30		1,776
PT-33	15.00 (per day weekdays) 25.00 (per day Sat., Sun., Holidays)	
PT-34		3,065
PT-35		3,000
PT-36		4,000
PT-37		22,461
PT-38	225.00 (weekly)	
PT-39		20,000

PART VII

Position	Salary
City Councilor	1,500.00
City Council President	1,800.00
City Solicitor	1,000.00
Mayor	84,470.00

Effective January 1, 2012 to June 30, 2012

City Councilor	1.00
City Council President	1.00
City Solicitor	1,000.00
Mayor	84,470.00