



# City of North Adams

In City Council

...June 14, 2016.....

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

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
<i>Community Development Administrative Assistant</i>	S-11
<i>Bookkeeper</i>	S-12
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 &amp; 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 &amp; 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 &amp; 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
Parks & Recreation Director	S-14CO
Working Foreman	S-21A
Park Maintenance Craftsman	W-3B
Park Laborer (Seasonal)	PT-3A
Secretary	PT-26
Park Policeman	PT-4
Senior Rink Assistant – Part-Time	PT-8
Campground Assistant- Part-Time	PT-3D

Veterans' Division

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

TRAFFIC & PARKING CONTROL DEPARTMENT

<i>Traffic Control Officer</i>	S-3
<i>Hearings Officer</i>	PT-29
Parking Clerk	S-4C
Junior Clerk	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
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 14, 2016

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, 2016 through June 30, 2017

#### 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	50,000	51,000	52,020	53,060	55,000	56,100	57,222	58,366	59,534	60,724
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	10.00	10.11	10.32	10.42	10.52	10.76	11.44	12.11	12.86	13.72
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	39,444.53	40,724.27	41,923.38	43,385.74	43,517.36	43,604.36	43,738.22	43,867.61	44,216.75
F-2	41,199.13	42,526.84	43,724.83	45,187.19	45,315.47	45,403.58	45,536.32	45,666.83	46,015.97
F-4	44,815.42	-	46,928.40	48,394.11	48,526.85	48,612.73	48,742.13	48,875.98	49,224.00
F-5	48,412.74	-	49,737.11	51,200.57	51,332.20	51,415.86	51,549.71	51,680.22	52,030.47

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

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

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

PART VI - Part Time Salary Scale

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

**PART VII**

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

No. 11,531

An ordinance amending Chapter 2, Section 2-27 of the Revised Ordinances, Schedule A, the Classification Plan and Section 2-28(a) Section B the Compensation Plan for FY'17.

\*\*\*\*\*

IN CITY COUNCIL  
June 14, 2016

VOTED: to pass to a second reading and publish as a municipal bulletin.

Attest, Benjamin J. Lamb  
President

Marilyn Gomeau  
Clerk

\*\*\*\*\*

IN CITY COUNCIL  
June 28, 2016

The Ordinance, as amended, was ordained by yea and nay vote, eight yeas, no nays.

Attest, Benjamin J. Lamb  
President

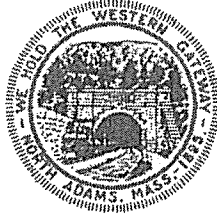
Marilyn Gomeau  
Clerk

A True Copy  
Attest, \_\_\_\_\_  
City Clerk

Approved, June 29, 2016

Richard J. Alcombright  
Mayor





CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor  
Richard J. Alcombright

May 23, 2017

#31

To: North Adams City Council  
Re: Compensation Plan Changes

Dear Honorable Members:

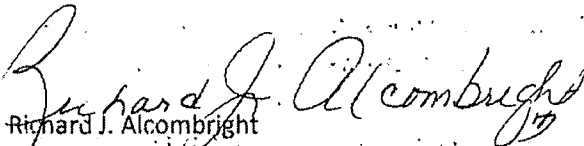
In your packet, please find updated Classification and Compensation plans reflecting changes in certain salary grades representing contracted increases for Police and DPW. Additionally at this time, I have included increases for non-union staff.

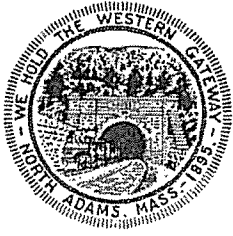
In the Compensation Plan, Police along with non-union employee wages show a very modest increase of 1.25% effective July 1, 2016. There will be retroactivity paid back to July 1, 2016. Our DPW workers have been reclassified in the Classification Plan to reflect each employee's current level(s) of licensure and in that respect there is no percentage increase.

Both contracts and non-union settlement increases annualize to an approximate increase in salaries of \$90,000 (\$37,500 DPW, \$31,000 Non-Union & \$21,500 Police).

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

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 adding to the reference to Schedule A presently on file in the Office of the City Clerk the following positions:

### SCHEDULE A THE CLASSIFICATION PLAN

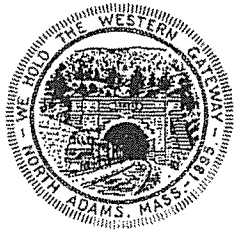
#### DEPARTMENT OF PUBLIC SERVICES

##### Streets & Facilities Division

<i>Working General Foreman/Laborer</i>	<i>W-6</i>	
<i>Mechanic /Laborer</i>	<i>W-6M</i>	
<i>Working Foreman-Laborer</i>	<i>W-5A</i>	
<i>CDL Truck Driver/ Equipment Operator/Laborer</i>	<i>W-5</i>	
<i>Equipment Operator (No CDL)/Laborer</i>	<i>W-4</i>	
<i>CDL Truck Driver (No Hoisting License)/Laborer</i>	<i>W-4</i>	
<i>Non CDL Truck Driver/Laborer</i>		<i>W-3</i>

##### Water Division

<i>Water Working Foreman/Laborer</i>	<i>W-6</i>	
<i>Water Assistant Foreman/Laborer</i>	<i>W-5A</i>	
<i>Water System Maintenance/Laborer</i>	<i>W-4</i>	
<i>Water Meter Reader/Laborer</i>	<i>W-4</i>	



# City of North Adams

## In City Council

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, 2016 through June 30, 2017

#### 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	-	-	-	-	-	-	-	-	-	23,846
S-1A	-	-	-	35,259	37,064	37,166	37,237	37,339	37,441	38,411
S-3	23,365	23,998	25,177	26,309	29,600	29,710	29,774	29,886	29,992	30,274
S-4C	26,096	26,851	27,984	29,224	31,567	31,671	31,744	31,851	31,955	32,239
S-6	26,596	27,403	28,571	29,723	32,490	32,596	32,665	32,770	32,878	33,161
S-7	26,941	27,705	28,905	30,194	33,805	33,911	33,983	34,090	34,196	34,478
S-7A	-	-	29,069	30,194	33,805	33,911	33,983	34,090	34,196	34,478
S-8	26,514	27,277	28,436	29,697	33,201	33,305	33,377	33,477	33,577	33,856
S-9	28,161	28,916	30,105	31,378	34,998	35,101	35,171	35,279	35,382	35,668
S-9A	50,625	51,638	52,670	53,724	55,688	56,801	57,937	59,096	60,278	61,483
S-10	28,774	29,479	30,627	31,924	35,540	35,646	35,716	35,821	35,927	36,214
S-10A	28,004	28,690	29,807	31,067	34,587	34,690	34,762	34,864	34,968	35,243
S-11	29,218	29,846	31,051*	32,361	35,946	36,051	36,122	36,230	36,336	36,618
S-11A	-	-	-	-	32,307	32,421	32,524	32,676	32,780	33,113
S-12	29,614	30,645	31,964	33,274	37,354	37,462	37,530	37,639	37,745	38,027
S-13	30,872	31,909	33,242	34,531	38,249	38,353	38,424	38,531	38,636	38,919
S-14	30,744	31,753	33,034	34,295	36,315	36,422	36,491	36,598	36,705	36,986
S-14CO	29,919	30,903	32,151	33,377	35,344	35,446	35,517	35,619	35,722	35,997
S-17	40,432	41,655	42,881	44,107	52,116	52,218	52,287	52,390	52,494	52,766
S-17A	34,405	35,437	37,571	39,422	42,332	42,690	42,759	43,021	43,271	43,521
S-18	42,048	42,048	42,048	42,048	43,886	44,245	44,312	44,418	44,527	44,812
S-19	31,083	34,727	36,355	37,983	46,478	-	-	-	-	-
S-19A	-	-	38,151	39,641	43,756	43,859	43,927	44,032	44,136	44,850
S-20	37,733	38,965	40,470	42,311	45,650	45,749	45,821	45,922	46,026	46,295
S-20A	44,277	45,085	46,428	47,590	49,909	50,023	50,126	50,279	50,383	50,715
S-21	-	48,857	50,079	50,666	51,387	51,487	51,557	52,174	52,279	52,558
S-21A	-	-	-	45,839	47,145	47,247	47,318	47,420	47,526	47,801
S-21B	49,812	50,620	51,962	53,125	55,444	55,558	55,661	55,813	55,917	56,249
S-22	-	-	-	50,196	51,502	51,607	51,680	51,784	51,892	52,175

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
S-22A	-	-	-	52,116	52,218	52,287	52,390	52,494	52,766	53,035
S-22B	-	-	-	40,067	41,374	41,481	41,552	41,656	41,764	42,050
S-22C	-	-	57,474	57,655	58,963	59,067	59,139	59,246	59,350	59,635
S-22D	-	-	-	45,724	46,996	47,099	47,397	47,493	47,493	47,493
S-22E	-	-	-	-	46,531	46,645	46,748	46,900	47,004	47,337
S-23	45,384	45,384	49,812	51,738	53,043	53,150	53,222	53,327	53,432	53,715
S-23A	-	-	-	37,132	38,404	38,507	38,576	38,679	38,783	39,061
S-24	-	-	-	51,456	57,331	57,433	57,501	57,603	57,706	57,981
S-24A	-	-	-	57,335	59,108	60,936	62,821	64,705	66,646	68,646
S-25	55,346	60,772	64,028	65,949	68,991	71,061	73,193	75,388	77,650	79,980
S-26	-	-	-	-	-	-	-	-	-	92,726
S-26A	-	-	-	77,781	79,115	79,190	79,262	79,366	79,474	79,757
S-26B	-	-	-	-	-	-	-	-	-	72,267
S-27	-	-	-	69,478	70,717	70,818	70,886	70,984	71,086	71,356
S-27A	-	-	-	64,336	65,641	65,744	65,818	65,923	66,029	66,308
S-27B	-	-	-	-	-	-	-	-	-	83,019
S-28	-	-	-	44,763	46,067	46,174	46,247	46,351	46,458	46,743
S-29	-	-	-	27,278	28,584	28,690	28,762	28,866	28,973	29,256
S-29A	-	-	28,925	29,069	31,388	31,502	31,605	31,758	31,862	32,194
S-31	-	-	-	59,352	60,625	60,727	60,797	60,900	61,003	61,277
S-32	-	-	-	40,756	42,060	42,166	42,237	42,343	42,452	42,735
S-33	-	-	-	69,172	70,446	70,549	71,303	71,407	71,511	71,788
S-33A	-	-	-	46,195	47,506	47,611	47,679	47,789	47,893	48,176
S-33B	-	-	-	74,491	78,098	78,200	78,624	78,728	78,832	79,108
S-34	59,113	59,666	59,998	60,242	61,089	61,201	61,427	62,556	62,669	64,758
S-34A	54,284	55,963	57,694	59,478	60,781	60,891	60,959	61,066	61,173	61,458
S-34B	-	-	-	66,415	68,734	68,848	68,951	69,104	69,208	69,540
S-35	-	-	-	36,538	37,841	37,945	38,014	38,117	38,219	38,494
S-36	-	-	-	-	-	-	-	-	-	19,113
S36A	-	-	-	-	-	-	38,283	38,436	38,540	38,872
S-37	-	-	-	65,096	66,403	66,508	66,575	66,679	66,783	67,056

**PART II - Hourly Wage Scale**

Grade #	1	2	3	4	5-10 Yrs.	11-15 Yrs.	16-20 Yrs	21-25 Yrs.	26-30 Yrs.	Maximum
X	-	-	-	15.27	16.07	16.13	17.28	18.01	18.83	19.77
X-A	13.95	14.62	14.98	15.10	15.33	15.41	15.78	16.53	17.33	18.28
Y-1	22.91	23.48	24.36	25.79	26.79	26.91	26.96	27.03	27.09	27.31
Y-2	18.61	19.09	19.57	20.05	20.55	21.07	21.60	22.14	22.69	23.26
Z-1	12.48	12.82	13.22	13.71	14.37	14.98	15.60	16.32	17.08	17.98
Z-2	11.46	11.80	12.30	13.42	14.78	15.35	16.04	16.73	17.48	18.35
Z-2A	10.13	10.24	10.45	10.55	10.65	10.89	11.58	12.26	13.02	13.89
Z-3	-	-	-	-	-	-	-	17.60	18.35	19.23
Z-3A	-	-	-	-	-	-	17.53	17.79	19.26	19.66
Z-3B	-	-	-	-	15.03	15.18	15.42	15.67	17.15	17.54
Z-4	-	-	-	-	-	11.86	12.10	12.60	14.32	14.72

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	39,130	41,869	42,261	P-1	40,181	42,993	43,395
P-K9	42,261			P-K9	43,395		
P-2A	40,695	43,544	43,951	P-2A	41,783	44,708	45,125
P-2B	43,426	46,466	46,900	P-2B	44,477	47,590	48,035
P-3	44,819	47,956	48,404	P-3	45,949	49,166	49,625
P-3A	41,794	44,719	45,137	P-3A	42,860	45,860	46,288
P-4	47,264	50,573	51,045	P-4	-	-	-
Grade #	Step 2	2nd shift	3rd shift	Grade #	3-9 Yrs.	2nd shift	3rd shift
P-1	42,137	45,087	45,508	P-1	44,195	47,289	47,731
P-K9	45,508			P-K9	47,731		
P-2A	43,739	46,801	47,238	P-2A	45,797	49,003	49,461
P-2B	46,433	49,684	50,148	P-2B	48,492	51,886	52,371
P-3	48,008	51,368	51,848	P-3	50,129	53,638	54,139
P-3A	44,801	47,937	48,385	P-3A	46,861	50,142	50,610
P-4	49,282	52,732	53,224	P-4	51,389	54,986	55,500
Grade #	10-14 Yrs.	2nd shift	3rd shift	Grade #	15-19 Yrs.	2nd shift	3rd shift
P-1	44,298	47,399	47,842	P-1	44,367	47,473	47,917
P-K9	47,842			P-K9	47,917		
P-2A	45,901	49,114	49,573	P-2A	45,970	49,188	49,647
P-2B	48,595	51,997	52,483	P-2B	48,664	52,070	52,557
P-3	50,234	53,750	54,252	P-3	50,303	53,824	54,327
P-3A	46,965	50,252	50,722	P-3A	47,034	50,326	50,796
P-4	51,495	55,099	55,614	P-4	51,565	55,175	55,690
Grade #	20-24 Yrs.	2nd shift	3rd shift	Grade #	25-29 Yrs.	2nd shift	3rd shift
P-1	44,471	47,584	48,029	P-1	44,574	47,694	48,140
P-K9	48,029			P-K9	48,140		
P-2A	46,073	49,298	49,759	P-2A	46,177	49,409	49,871
P-2B	48,767	52,181	52,669	P-2B	48,871	52,292	52,781
P-3	50,408	53,936	54,440	P-3	50,512	54,048	54,553
P-3A	47,137	50,437	50,908	P-3A	47,241	50,548	51,020
P-4	51,671	55,288	55,804	P-4	51,776	55,400	55,918
Grade #	maximum	2nd shift	3rd shift				
P-1	44,850	47,990	48,438				
P-K9	48,438						
P-2A	46,453	49,704	50,169				
P-2B	49,147	52,587	53,079				
P-3	50,791	54,346	54,854				
P-3A	47,517	50,843	51,318				
P-4	52,058	55,702	56,222				