

CITY OF NORTH ADAMS
City Clerk's Office
June 4, 2015

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 9, 2015 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 9, 2015

Roll Call
Moment of silent prayer
The Pledge
Approval of the minutes of *May 26, 2015*

- 11,439** *Communication submitted by Councilor Wilkinson regarding a new Zoning Ordinance allowing homeowners in a nonconforming lot the ability to rebuild their homes, which was referred to the City Solicitor and postponed at the meeting of April 28th.*
- 11,453** *Update of the Traffic Commission given by Councilor Bullett, which was referred to the Public Safety Committee, submit changes to the MASS DOT and postponed at the meeting of April 28th.*
- 11,456** *Mayor's communication #19 regarding rules for the rifle range.*
- 11,457** *Mayor's communication #20 presenting the Budget, Classification and Compensation Plan for FY'16.*
- 11,457** *An Order appropriating the sum of \$38,569,857 to be raised by taxation for FY'16.*
- 11,458** *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'16.*
- 11,459** *Mayor's communication #21 recommending an appropriation from Certified Free Cash to the Stabilization Account.*
- 11,459** *An Order appropriating the sum of \$140,822 from Certified Free Cash to the Stabilization Account.*

(over)

- 11,460** *Mayor' communication #22 recommending an appropriation from the Cyclical Inspection Account to Overlay Surplus.*
- 11,460** *An Order appropriating the sum of \$51,570 from the Cyclical Account to the Overlay Surplus Account.*
- 11,461** *Communication submitted by Councilor Merrigan regarding Richard Dassatti speaking in reference to the City Charter.*

CORRESPONDENCE

LICENSE

OPEN FORUM

COUNCILOR & MAYOR'S CONCERNS

REGULAR MEETING OF THE CITY COUNCIL
May 26, 2015

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

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

A moment of silent prayer was observed, remembering Leon “Kim” Berry founding Director of the North Adams Ambulance Service.

The Pledge of Allegiance was recited.

The President called for the approval of the minutes from the meeting of May 12th.

On motion of Councilor Buddington, duly seconded by Councilor Merrigan it was VOTED: to accept as presented, with Councilor Wilkinson abstaining.

Without objection the President moved Council Paper **11,455**.

11,455 The President presented Mayor’s communication #18 recognizing two Police Officers and a Dispatcher.

The Mayor noted that the City was fortunate to have very dedicated Public Safety employees who make a positive difference in the lives of all our residents. Understanding the urgency of a situation in which an elderly woman was choking, these three individuals Acting Sargent Jason Wood, Officer Ben Austin and dispatcher Joseph Filkins immediately contributed to saving this individual’s life. Amalio Jusino from the North Adams Ambulance Service said this was a prime example of how seconds count when saving a life. The Mayor said we really have a fine Police Department in the City of North Adams, highly trained and responsible.

Police Director Michael Cozzaglio said their actions showed the level of commitment to our community.

Without objection the President moved Council Paper **11,454**.

11,454 Mayor’s communication #17 regarding the Scanlon Report.

Thomas Scanlon from Scanlon & Associates expressed the audit still had concerns over the lack of reserves but found few other issues in reviewing fiscal year 2014. He said for the first time in several years, the City had free cash of about \$143,000. The City is in fact going in the right direction. The free cash was from turn back of assessments for the charter school. He noted generally free cash should be about 3 to 5 % of a municipal budget, which would be about \$1.2 million based on the City budget. Mr. Scanlon said that looking at the last three fiscal years, they found variances between budgets and actuals.

The Mayor said it was unlikely based on the tight budgets that the City would see significant free cash in the near future.

The auditors recommended the City work on the \$2.3 million in outstanding property liens, which are sitting on the books.

Councilor Bona asked what other communities were doing to improve their finances with the drop in State funding. Mr. Scanlon said they were doing it with overrides for capital improvements. If the City is going to go with an override, then you need to have a plan in place. Councilor Bona asked how many communities did Scanlon Associates audit. Mr. Scanlon said they audited about 80 other communities.

Mark Trottier, 131 Woodlawn Avenue questioned discrepancies in the airport's funds and why were these accounts not audited. Aaron Crandall, 22 Burnham Street felt there should also be an audit at the skating rink. Mr. Scanlon noted the cost benefit is of greater value reviewing larger accounts, unless they see a significant drop in the revenues. Wayne Goodell, 564 Barbour Street said that in previous audits it was recommended to put procedures in place for loss of theft. Robert Moulton, 985 Massachusetts Avenue asked if our bond rating was better or worse. Mr. Scanlon said he did not know the answer to this question, but because of the reserves the City was not in a good place. Mr. Scanlon said they gave their audit program to the Auditor so he can look at the departments that they do not focus on.

The Mayor noted there were three comments without any findings. I give credit to our financial team, they work very hard and it shows.

11,407 The President presented an Ordinance amending Chapter 2 of the Revised Ordinances of the City of North Adams by adding a new section; Arts Commission, which was passed to a second reading and publish as required by law at the meeting of May 12th.

The President noted this Ordinance was a second reading, if there was no new information to add, a motion to adopt would be in order.

On motion of Councilor Bona, duly seconded by Councilor Buddington it was VOTED: to adopt the Ordinance.

The Ordinance, as amended, was adopted by yea and nay vote as follows; yea Councilor Bona, Buddington, Bullett, Merrigan, Moran, Wilkinson. Nay none.

9,513-24 An Ordinance amending Chapter 7, entitled Department of Public Services, Section 7-11 Disposal of Waste at the Transfer Station, Charges, which was passed to a second reading and publish as required by law at the meeting of May 12th.

The President noted this Ordinance was a second reading, if there was no new information to add, a motion to adopt would be in order.

On motion of Councilor Buddington, duly seconded by Councilor Bona it was VOTED: to adopt the Ordinance.

Councilor Bona said he had the opportunity to check with trash removal bills with his father who owns apartments what the added cost to residents would be, and the average would be about 8 to 12 cents per week, per person.

Councilor Wilkinson noted there has been several meeting on this issue and there was no need for more discussion.

Councilor Buddington was concerned about the effect the raise would have on businesses, but his concerns have been answered to his satisfaction.

Robert Cardimino, 173 East Quincy Street questioned why nonresidents are paying less than residents.

Aaron Crandall, 27 Burnham Street was hoping Council would postpone this paper, noting 18% was going to have a huge impact on the community. Wayne Goodell, 564 Barbour Street said he had requested a copy of the contract with Casella under the freedom of information and was wondering how many of the Councilors had read the contract.

The Ordinance, as amended was ordained by yea and nay vote as follows; yea Councilor Bona, Buddington, Bullett, Merrigan, Moran, Wilkinson. Nay none.

The President called for anyone wishing to speak in Open Forum, Wayne Goodell, 564 Barbour said he was disappointed the Councilors had not bothered to read the contract the City has with Casella to remove trash and recyclables from the Transfer Station before voting on the rate hike.

Linh Brown, 488 West Main St. feels that there is mismanagement at the Skating Rink and would like to see a Board of Directors to oversee what is happening at the rink.

The President called for any Councilor or Mayor's concerns, Councilor Merrigan said she would like to hear from a broader group of residents regarding issues coming to Council; often I have to reach out to people to get their feelings on the issues. Councilor Wilkinson was disappointed with the loan agreement with MoCA, the City is missing out. We should have a Pilot Program with MoCA. They pay no taxes and rent space out and if the City had a Pilot Program, "Payment in lieu of Taxes" with them, this money could be used for more Police, Fire or DPW workers.

The Mayor thanked everyone involved in the Memorial Day Ceremonies and Roger Eurburn for the great job at Hillside Cemetery. Councilor Bona said when he was leaving Soldiers Circle, he noticed a couple of chairs by a sign on the corner of West Main Street and Brown Street, there were two gentlemen hanging a wreath in memory of Mr. Lopretta, who was a class mate and served in the Korean War. The mayor said a gentleman that went to Drury High School called and their class wanted to put a sign in his memory on that corner in his, as far as he could remember Mr. Lopretta lived across the street from the cemetery.

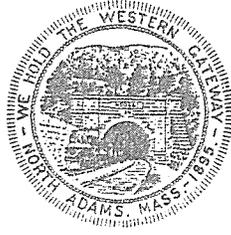
With no further business to come before the Council a motion to adjourn was in order.

VOTED: to adjourn at 8:40 p.m.

A True Record.

Attest,

Clerk



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor
Richard J. Alcombright

June 9, 2015

#19

To: North Adams City Council
Re: Rifle Range Rules

Dear Honorable Councilors:

As you will recall, you all received a communication from James R. DeMarco regarding "Rifle Range Safety". With this communication, you will find a revised set of rules that have been established by Director Cozzaglio and me to tighten up the use and address most of Mr. DeMarco's well laid out concerns.

The new rules will address the following; a reduction in allowable hours, children at the facility, alcohol at the facility, trash issues and enhanced enforcement. In addition to the more strict rules, the Director will send a very direct letter prior to July 1 (the effective date) with the new rules to all those currently permitted to use the range. His letter will accentuate the need for the revisions but most importantly, the need for compliance. The City will also have signage made that will post the rules at the entrance as well as at the site of the range.

The Director has assured me that enforcement of these rules will be a priority. Residents and abutters when aware of violations of the rules are encouraged to contact NAPD at the time of the violation (use off hours, holidays, observance of alcohol, etc.) and police will be dispatched. Additionally, I have spoken with Mr. DeMarco relative to the changes outlined and he seemed pleased with these adjustments.

We will display these changes and monitor the use and issues over the next several months. If conditions and compliance do not significantly improve, I will not hesitate to take further action to include possible closure (with the exception of police training) if necessary.

Sincerely,

Richard J. Alcombright
Mayor

Revised Rifle Range Rules – July 1, 2015

1. Special permit required issued by the Department of Public Safety
2. Permit to be in possession of the user at all times while at the facility
3. A Valid LTC or FID to be in possession of user at all times while at facility
4. Permit does not allow user to bring in non-permitted users
5. No person under the age of 14 shall be present at the range
6. Range hours are:
 - Wednesday, Thursday, Friday - 10:00 a.m. to 7:00 p.m. (or sunset)
 - Saturday - 10:00 a.m. to 2:00 p.m.
 - ***Exception to these hours will only be allowed for re-certification for North Adams Police Department***
7. Range will not be used on Sunday's or Holidays
8. Unauthorized and non-permitted use may result in criminal charges (trespass)
9. No alcohol is permitted at any time while on the range
10. No glass containers are permitted on the range
11. Paper targets only
12. No skeet or trap shooting
13. Remove all expended cases and/or cartridges
14. Remove all refuse and used targets
15. **The facility is a "carry in/carry out" facility**
16. **Use of range outside of rules will result in immediate revocation of permit**

Fees:

Resident - \$10.00 w/key (not to be duplicated)

\$10.00 annual renewal

Non-resident - \$25.00 w/key (not to be duplicated)

\$25.00 annual renewal



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor
Richard J. Alcombright

June 9, 2014

#20

To: North Adams City Council
Re: FY2016 Budget

Dear Honorable Members:

I respectfully submit the FY2016 Budget for the City of North Adams in the amount of \$38,569,857. This budget shows an increase of \$840,453 or 2.23% over FY2015. I am very pleased to say that the budget is fully balanced both City and School and I do not anticipate the use of reserves to cover costs. Additionally, in the document you will find an up-to-date Classification & Compensation Plan.

We continue to provide this document through review of the trending revenues and expenses to most accurately determine line items. We have met with all major departments to include Departments of Public Safety and Department of Public Works. Additionally, we have met with Council FINCOM on several occasions to fully discuss the "draft" presented several weeks ago.

There are no substantive changes to the format of the budget. Of the 2.23% increase, our Public School budget, McCann assessment, employee health insurance premiums, pensions, and our obligation to the Hoosac Water Quality District account for some \$779,000 of the overall \$840,000 increase. Other operational increases represent only \$61,000 once again showing the financial discipline of this administration. While there are a few positions in the budget that are not currently filled, I anticipate that all positions will be filled by the end of August. These positions are the Skating Rink Manager, part-time Planner and two DPW vacancies. One clerical position has been eliminated in the City Clerk's Office.

The approach this year is once again as close to zero-based budgeting as it can be whereby we first established anticipated revenues and then challenged ourselves to come in with departmental budgets that accurately reflect expenditures. We have spent hours trying to project local receipts as well as working to consolidate and streamline departments and processes.

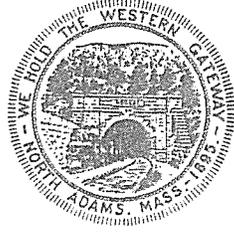
While we continue to downsize and are closing the gaps, our toughest days are in front of us. With sub-standard reserves and tens of millions in deferred maintenance, much of it staring us in the face, fiscal discipline and creative planning are a must. We will "get by" once again in FY2016. However, our budget remains un-sustainable against projected revenues. We have worked tirelessly to get to this balanced position yet deficits are projected for the next several cycles when adjusted for inflation and low growth.

We will continue to do everything in our power to ensure continued fiscal discipline, trying to hold the line on spending while working on ways to grow our economy.

I want to thank the Council FINCOM and my internal finance TEAM for the great work that has been done to get us to this point. I respectfully request the budget as well as the C&C Plan be referred to FINCOM for one final "run-through" and brought back for adoption of the orders at the June 23rd Council meeting.

Sincerely,


Richard J. Alcombright
Mayor



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor
Richard J. Alcombright

June 9, 2015

#21

The Honorable City Council
North Adams, Massachusetts

Re: Free Cash to Stabilization

Dear Honorable Members:

I am submitting this order of appropriation from Certified Free Cash to the Stabilization Account in the amount of \$140,822. By moving our Certified Free Cash to the Stabilization Account it assures us that these funds will be available in the future and is yet another step in rebuilding the reserves of the city.

I will be happy to answer any questions.

Respectfully submitted,


Richard J. Alcombright
Mayor



City of North Adams

In City Council

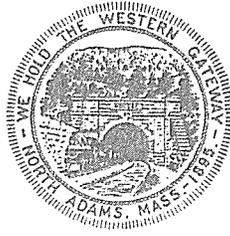
June 9, 2015

Ordered:

That a sum of ONE HUNDRED FORTY THOUSAND EIGHT HUNDRED AND TWENTY TWO DOLLARS (\$140,822) be and is hereby appropriated from Certified Free cash to:

STABILIZATION ACCOUNT

\$140,822



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor
Richard J. Alcombright

June 9, 2015

#22

To: North Adams City Council
Re: Cyclical Inspection – Overlay Surplus

Dear Honorable Members:

Please be advised that the Board of Assessors is declaring an overlay surplus in fiscal year 2013 in the amount of \$51,570.00.

An overlay surplus results when any balance in the overlay account of a given year is in excess of the amount remaining to be collected or abated. All or a portion of that surplus amount is eligible to be transferred to an overlay surplus account by the Board of Assessors. Once the funds have been transferred they can be appropriated by the City Council for any lawful purpose.

We are asking that the entire amount of \$51,570.00 be appropriated to cover the last third of the cost of the Cyclical Inspection mandated by the State of Massachusetts. The Cyclical Inspection is due in fiscal year 2016.

Sincerely,


Richard J. Alcombright
Mayor

RJA:ll



*The City of
North Adams Massachusetts*

Office of the Assessors

June 1, 2015

Mayor Richard Alcombright
City Hall
10 Main Street
North Adams, MA 01247

Re: Overlay Surplus

Dear Mayor Alcombright,

Please be advised that the Board of Assessors is declaring an overlay surplus in fiscal year 2013 in the amount of \$51,570.00. We are requesting that this amount be transferred to an overlay surplus account to cover the last third of the cost of the Cyclical Inspection mandated by the State of Massachusetts.

An overlay surplus results when any balance in the overlay account of a given year is in excess of the amount remaining to be collected or abated. All or a portion of that surplus amount is eligible to be transferred to an overlay surplus account.

Please let me know if I or the Board of Assessors can be of further assistance to you.

Sincerely,

Ross A. Vivori
Chairman & Principle Assessor

encl.
cc: file

10 Main Street
North Adams, Massachusetts 01247
(413) 662-3012



City of North Adams

In City Council

June 9, 2015

Ordered:

That a sum of Fifty One Thousand Five Hundred and Seventy Dollars (\$51,570) for the last third of the Cyclical Inspection be and is hereby appropriated from the Overlay Surplus Account to:

1. GENERAL GOVERNMENT

ASSESSOR

EXPENSES

OUTSIDE INSPECTION SERVICES	\$51,570.00
-----------------------------	-------------



DONOVAN & O'CONNOR, LLP
Attorneys and Counselors at Law
Established 1913

1330 Mass MoCA Way
North Adams, Massachusetts 01247
413.663.3200
fax: 413.663.7970

J. Norman O'Connor, Jr.
Janice J. Cook
Chris S. Dodig**
Stephen N. Pagnotta
Danielle D. Fogarty**
Stephen F. Narey†
Brigid M. Hennessey**
Michael R. Hinkley

** Also admitted NY
† Also admitted VT

email: mail@docatty.com
EIN 04-2198966

SENIOR ASSOCIATES
James R. Loughman*
Buffy D. Lord†

ASSOCIATES
Gregory P. Howard*
Marnie A. Sommer

SENIOR COUNSEL
John B. DeRosa
Donald W. Goodrich†
John D. Lanoue

OF COUNSEL
Richard M. Dohoney
Cecil Driver
David B. Mongue
Thomas W. Rumbolt

OTHER OFFICES:

2 South Street, Ste. 115
Pittsfield, MA 01201
413.442.0049

1331 Main Street, 2nd Floor
Springfield, MA 01103
413.747.3992

169 North Street
P.O. Box 1033
Bennington, VT 05201-1033
802.442.3233

June 3, 2015

Marilyn Gomeau, City Clerk
City of North Adams
10 Main Street
North Adams, MA 01247

Re: Zoning Ordinance Amendment Non Conforming Lot

Dear Marilyn,

I have reviewed your correspondence dated April 28, 2015, and the enclosed Council Paper #11,439 relative to amending the zoning ordinance pertaining to non conforming lots in the event of a catastrophic event. I understand that the Council Paper was submitted to the council by Councilor Wilkinson.

Since then, I have met with the Mayor, Councilor Wilkinson, and William Mirante, the City's building inspector regarding the issues raised by the Council Paper. As part of our discussion and review, we concluded that in addition to an amendment dealing with catastrophic events, related matters that the council should address at the same time are non conforming lots in the event of city demolition and the reuse of non conforming properties that have remained vacant for more than the applicable two year expiration period. We further concluded that a discussion of these matters for the purpose of initiating a proposed zoning amendment should first take place in the general government committee.

Also, and as you should be aware, the adoption of zoning ordinance amendments must comply with the provisions of M.G.L., Chapter 40A, Section 5, which are more stringent than the provisions of law that apply to the adoption of other ordinance

amendments, orders and resolutions. The salient features of the statute, and its applicability in the instant matter, are as follows:

1. Upon the receipt of an amendment to the zoning ordinance, the City Council shall, within fourteen days, submit it to the planning board for review. In the instant matter and as suggested above, the fourteen day period would not begin until a proposed ordinance was submitted to the city council by the general government committee. I do not consider Council Paper #11,439 as the submission of a proposed amendment that triggers the commencement of the fourteen day period.

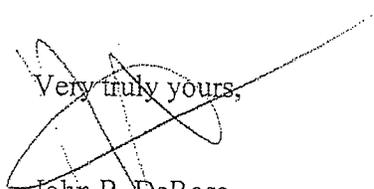
2. A zoning ordinance amendment shall not be adopted until after the planning board and the city council hold a public hearing, together or separately, at which interested parties shall be given the opportunity to be heard. In the past the city has held such public hearings together, which is permissible under the statute and more efficient and cost effective. The public hearing shall be held within 65 days after the proposed amendment is submitted to the planning board.

3. No vote may be taken on the proposed amendment until a report with a recommendation by the planning board is submitted to the City Council, unless twenty one days have elapsed after the public hearing and the planning board has not submitted its report.

4. Adoption of the amendment shall require a two thirds vote of the members of the city council.

Based upon the above, I recommend that the city council refer Council Paper #11,439 to the general government committee, for the purpose of drafting a proposed amendment to the zoning ordinance for submission to and adoption by the city council under the provisions of Section 5 referenced above. In connection therewith, I further recommend that the general government committee work with the mayor, the building inspector and the community development director regarding drafting an amendment that considers the three issues discussed in this letter. I further recommend that my office be included in the discussion and meetings so as to achieve a final proposed amendment for your consideration.

Very truly yours,


John B. DeRosa
City Solicitor

cc: Mayor Richard J. Alcombright
Wayne Wilkinson
William Mirante

June 9th, 2015

Dear Fellow Councilors,

Resident Richard Dassatti reached out to me and asked to be included on our June 9th Council meeting agenda to give a brief presentation.

Mr. Dassatti has been studying the processes used to review and change local charters in Massachusetts and is pursuing a petition that would create a charter review commission. The purpose of the petition is to add charter commissioner seats to the fall 2015 ballot in North Adams. The community would then elect 9 individuals who would assemble, hold public meetings, and begin pursuing a charter review.

I do not know a great deal about this subject myself, but was able to speak with Mr. Dassatti this week and agreed to bring this to the full council for a preliminary presentation and questions. We may well decide to refer to the General Government Committee for further exploration, which I would be happy to arrange.

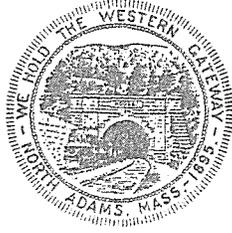
The key questions/points that Mr. Dassatti would like to touch on in his presentation and ultimately explore in the petition and charter review process are as follows:

1. What is a local charter?
2. Do voters understand that they have the right to choose their form of government?
3. Do the voters know the procedures which may be used to adopt or change our local charter?
4. What forms of local governments do communities with 8000 registered voters have?
5. Does the form of government we have fit the type of community we are/want to be?

Please see the attached Local Charter Procedure guide from the Office of The Secretary of the Commonwealth of Massachusetts, attached. Mr. Dassatti provided this document as a resource to look through in advance of our meeting.

Thank you for your time.

Sincerely,
Kate Hanley Merrigan
City Councilor



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor
Richard J. Alcombright

June 9, 2015

#19

To: North Adams City Council
Re: Rifle Range Rules

Dear Honorable Councilors:

As you will recall, you all received a communication from James R. DeMarco regarding "Rifle Range Safety". With this communication, you will find a revised set of rules that have been established by Director Cozzaglio and me to tighten up the use and address most of Mr. DeMarco's well laid out concerns.

The new rules will address the following; a reduction in allowable hours, children at the facility, alcohol at the facility, trash issues and enhanced enforcement. In addition to the more strict rules, the Director will send a very direct letter prior to July 1 (the effective date) with the new rules to all those currently permitted to use the range. His letter will accentuate the need for the revisions but most importantly, the need for compliance. The City will also have signage made that will post the rules at the entrance as well as at the site of the range.

The Director has assured me that enforcement of these rules will be a priority. Residents and abutters when aware of violations of the rules are encouraged to contact NAPD at the time of the violation (use off hours, holidays, observance of alcohol, etc.) and police will be dispatched. Additionally, I have spoken with Mr. DeMarco relative to the changes outlined and he seemed pleased with these adjustments.

We will display these changes and monitor the use and issues over the next several months. If conditions and compliance do not significantly improve, I will not hesitate to take further action to include possible closure (with the exception of police training) if necessary.

Sincerely,

Richard J. Alcombright
Mayor

Revised Rifle Range Rules – July 1, 2015

1. Special permit required issued by the Department of Public Safety
2. Permit to be in possession of the user at all times while at the facility
3. A Valid LTC or FID to be in possession of user at all times while at facility
4. Permit does not allow user to bring in non-permitted users
5. No person under the age of 14 shall be present at the range
6. Range hours are:
 - Wednesday, Thursday, Friday - 10:00 a.m. to 7:00 p.m. (or sunset)
 - Saturday - 10:00 a.m. to 2:00 p.m.
 - ***Exception to these hours will only be allowed for re-certification for North Adams Police Department***
7. Range will not be used on Sunday's or Holidays
8. Unauthorized and non-permitted use may result in criminal charges (trespass)
9. No alcohol is permitted at any time while on the range
10. No glass containers are permitted on the range
11. Paper targets only
12. No skeet or trap shooting
13. Remove all expended cases and/or cartridges
14. Remove all refuse and used targets
15. **The facility is a "carry in/carry out" facility**
16. **Use of range outside of rules will result in immediate revocation of permit**

Fees:

Resident - \$10.00 w/key (not to be duplicated)

\$10.00 annual renewal

Non-resident - \$25.00 w/key (not to be duplicated)

\$25.00 annual renewal



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor
Richard J. Alcombright

June 9, 2014

#20

To: North Adams City Council
Re: FY2016 Budget

Dear Honorable Members:

I respectfully submit the FY2016 Budget for the City of North Adams in the amount of \$38,569,857. This budget shows an increase of \$840,453 or 2.23% over FY2015. I am very pleased to say that the budget is fully balanced both City and School and I do not anticipate the use of reserves to cover costs. Additionally, in the document you will find an up-to-date Classification & Compensation Plan.

We continue to provide this document through review of the trending revenues and expenses to most accurately determine line items. We have met with all major departments to include Departments of Public Safety and Department of Public Works. Additionally, we have met with Council FINCOM on several occasions to fully discuss the "draft" presented several weeks ago.

There are no substantive changes to the format of the budget. Of the 2.23% increase, our Public School budget, McCann assessment, employee health insurance premiums, pensions, and our obligation to the Hoosac Water Quality District account for some \$779,000 of the overall \$840,000 increase. Other operational increases represent only \$61,000 once again showing the financial discipline of this administration. While there are a few positions in the budget that are not currently filled, I anticipate that all positions will be filled by the end of August. These positions are the Skating Rink Manager, part-time Planner and two DPW vacancies. One clerical position has been eliminated in the City Clerk's Office.

The approach this year is once again as close to zero-based budgeting as it can be whereby we first established anticipated revenues and then challenged ourselves to come in with departmental budgets that accurately reflect expenditures. We have spent hours trying to project local receipts as well as working to consolidate and streamline departments and processes.

While we continue to downsize and are closing the gaps, our toughest days are in front of us. With sub-standard reserves and tens of millions in deferred maintenance, much of it staring us in the face, fiscal discipline and creative planning are a must. We will "get by" once again in FY2016. However, our budget remains un-sustainable against projected revenues. We have worked tirelessly to get to this balanced position yet deficits are projected for the next several cycles when adjusted for inflation and low growth.

We will continue to do everything in our power to ensure continued fiscal discipline, trying to hold the line on spending while working on ways to grow our economy.

I want to thank the Council FINCOM and my internal finance TEAM for the great work that has been done to get us to this point. I respectfully request the budget as well as the C&C Plan be referred to FINCOM for one final "run-through" and brought back for adoption of the orders at the June 23rd Council meeting.

Sincerely,


Richard J. Alcombright
Mayor



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor
Richard J. Alcombright

June 9, 2015

#21

The Honorable City Council
North Adams, Massachusetts

Re: Free Cash to Stabilization

Dear Honorable Members:

I am submitting this order of appropriation from Certified Free Cash to the Stabilization Account in the amount of \$140,822. By moving our Certified Free Cash to the Stabilization Account it assures us that these funds will be available in the future and is yet another step in rebuilding the reserves of the city.

I will be happy to answer any questions.

Respectfully submitted,


Richard J. Alcombright
Mayor



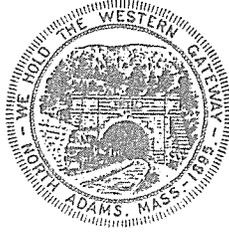
City of North Adams
In City Council

June 9, 2015

Ordered:

That a sum of ONE HUNDRED FORTY THOUSAND EIGHT HUNDRED AND TWENTY TWO DOLLARS (\$140,822) be and is hereby appropriated from Certified Free cash to:

STABILIZATION ACCOUNT	\$140,822
-----------------------	-----------



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor
Richard J. Alcombright

June 9, 2015

#22

To: North Adams City Council
Re: Cyclical Inspection – Overlay Surplus

Dear Honorable Members:

Please be advised that the Board of Assessors is declaring an overlay surplus in fiscal year 2013 in the amount of \$51,570.00.

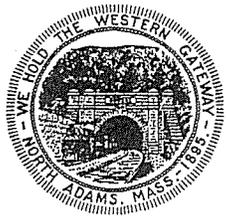
An overlay surplus results when any balance in the overlay account of a given year is in excess of the amount remaining to be collected or abated. All or a portion of that surplus amount is eligible to be transferred to an overlay surplus account by the Board of Assessors. Once the funds have been transferred they can be appropriated by the City Council for any lawful purpose.

We are asking that the entire amount of \$51,570.00 be appropriated to cover the last third of the cost of the Cyclical Inspection mandated by the State of Massachusetts. The Cyclical Inspection is due in fiscal year 2016.

Sincerely,


Richard J. Alcombright
Mayor

RJA:ll



*The City of
North Adams Massachusetts*

Office of the Assessors

June 1, 2015

Mayor Richard Alcombright
City Hall
10 Main Street
North Adams, MA 01247

Re: Overlay Surplus

Dear Mayor Alcombright,

Please be advised that the Board of Assessors is declaring an overlay surplus in fiscal year 2013 in the amount of \$51,570.00. We are requesting that this amount be transferred to an overlay surplus account to cover the last third of the cost of the Cyclical Inspection mandated by the State of Massachusetts.

An overlay surplus results when any balance in the overlay account of a given year is in excess of the amount remaining to be collected or abated. All or a portion of that surplus amount is eligible to be transferred to an overlay surplus account.

Please let me know if I or the Board of Assessors can be of further assistance to you.

Sincerely,

Ross A. Vivori
Chairman & Principle Assessor

encl.
cc: file

10 Main Street
North Adams, Massachusetts 01247
(413) 662-3012



City of North Adams

In City Council

June 9, 2015

Ordered:

That a sum of Fifty One Thousand Five Hundred and Seventy Dollars (\$51,570) for the last third of the Cyclical Inspection be and is hereby appropriated from the Overlay Surplus Account to:

1. GENERAL GOVERNMENT

ASSESSOR

EXPENSES

OUTSIDE INSPECTION SERVICES	\$51,570.00
-----------------------------	-------------



DONOVAN & O'CONNOR, LLP

Attorneys and Counselors at Law

Established 1913

1330 Mass MoCA Way
North Adams, Massachusetts 01247
413.663.3200
fax: 413.663.7970

J. Norman O'Connor, Jr.
Janice J. Cook
Chris S. Dodig**
Stephen N. Pagnotta
Danielle D. Fogarty**
Stephen F. Narey*
Brigid M. Hennessey**
Michael R. Hinkleley

** Also admitted NY
‡ Also admitted VT

email: mail@docatt.com
EIN 04-2198966

SENIOR ASSOCIATES
James R. Loughman*
Buffy D. Lord*

ASSOCIATES
Gregory P. Howard*
Marnie A. Sommer

SENIOR COUNSEL
John B. DeRosa
Donald W. Goodrich‡
John D. Lanoue

OF COUNSEL
Richard M. Dohoney
Cecil Driver

David B. Mongue
Thomas W. Rumbolt

OTHER OFFICES:

2 South Street, Ste. 115
Pittsfield, MA 01201
413.442.0049

1331 Main Street, 2nd Floor
Springfield, MA 01103
413.747.3992

169 North Street
P.O. Box 1033
Bennington, VT 05201-1033
802.442.3233

June 3, 2015

Marilyn Gomeau, City Clerk
City of North Adams
10 Main Street
North Adams, MA 01247

Re: Zoning Ordinance Amendment Non Conforming Lot

Dear Marilyn,

I have reviewed your correspondence dated April 28, 2015, and the enclosed Council Paper #11,439 relative to amending the zoning ordinance pertaining to non conforming lots in the event of a catastrophic event. I understand that the Council Paper was submitted to the council by Councilor Wilkinson.

Since then, I have met with the Mayor, Councilor Wilkinson, and William Mirante, the City's building inspector regarding the issues raised by the Council Paper. As part of our discussion and review, we concluded that in addition to an amendment dealing with catastrophic events, related matters that the council should address at the same time are non conforming lots in the event of city demolition and the reuse of non conforming properties that have remained vacant for more than the applicable two year expiration period. We further concluded that a discussion of these matters for the purpose of initiating a proposed zoning amendment should first take place in the general government committee.

Also, and as you should be aware, the adoption of zoning ordinance amendments must comply with the provisions of M.G.L., Chapter 40A, Section 5, which are more stringent than the provisions of law that apply to the adoption of other ordinance

amendments, orders and resolutions. The salient features of the statute, and its applicability in the instant matter, are as follows:

1. Upon the receipt of an amendment to the zoning ordinance, the City Council shall, within fourteen days, submit it to the planning board for review. In the instant matter and as suggested above, the fourteen day period would not begin until a proposed ordinance was submitted to the city council by the general government committee. I do not consider Council Paper #11,439 as the submission of a proposed amendment that triggers the commencement of the fourteen day period.

2. A zoning ordinance amendment shall not be adopted until after the planning board and the city council hold a public hearing, together or separately, at which interested parties shall be given the opportunity to be heard. In the past the city has held such public hearings together, which is permissible under the statute and more efficient and cost effective. The public hearing shall be held within 65 days after the proposed amendment is submitted to the planning board.

3. No vote may be taken on the proposed amendment until a report with a recommendation by the planning board is submitted to the City Council, unless twenty one days have elapsed after the public hearing and the planning board has not submitted its report.

4. Adoption of the amendment shall require a two thirds vote of the members of the city council.

Based upon the above, I recommend that the city council refer Council Paper #11,439 to the general government committee, for the purpose of drafting a proposed amendment to the zoning ordinance for submission to and adoption by the city council under the provisions of Section 5 referenced above. In connection therewith, I further recommend that the general government committee work with the mayor, the building inspector and the community development director regarding drafting an amendment that considers the three issues discussed in this letter. I further recommend that my office be included in the discussion and meetings so as to achieve a final proposed amendment for your consideration.

Very truly yours,

John B. DeRosa
City Solicitor

cc: Mayor Richard J. Alcombright
Wayne Wilkinson
William Mirante

June 9th, 2015

Dear Fellow Councilors,

Resident Richard Dassatti reached out to me and asked to be included on our June 9th Council meeting agenda to give a brief presentation.

Mr. Dassatti has been studying the processes used to review and change local charters in Massachusetts and is pursuing a petition that would create a charter review commission. The purpose of the petition is to add charter commissioner seats to the fall 2015 ballot in North Adams. The community would then elect 9 individuals who would assemble, hold public meetings, and begin pursuing a charter review.

I do not know a great deal about this subject myself, but was able to speak with Mr. Dassatti this week and agreed to bring this to the full council for a preliminary presentation and questions. We may well decide to refer to the General Government Committee for further exploration, which I would be happy to arrange.

The key questions/points that Mr. Dassatti would like to touch on in his presentation and ultimately explore in the petition and charter review process are as follows:

1. What is a local charter?
2. Do voters understand that they have the right to choose their form of government?
3. Do the voters know the procedures which may be used to adopt or change our local charter?
4. What forms of local governments do communities with 8000 registered voters have?
5. Does the form of government we have fit the type of community we are/want to be?

Please see the attached Local Charter Procedure guide from the Office of The Secretary of the Commonwealth of Massachusetts, attached. Mr. Dassatti provided this document as a resource to look through in advance of our meeting.

Thank you for your time.

Sincerely,
Kate Hanley Merrigan
City Councilor



City of North Adams

In City Council

June 9, 2015

Ordered:

THAT THE AMOUNTS WHICH THE SEVERAL DEPARTMENTS AND OFFICERS MAY EXPEND DURING THE FISCAL YEAR COMMENCING JULY 1, 2015 AND ENDING JUNE 30, 2016, BE AND ARE HEREBY APPROPRIATED AS FOLLOWS:

1. GENERAL GOVERNMENT

ADMINISTRATIVE OFFICER	SALARIES	\$	64,303.00	
	EXPENSES	\$	150.00	
				\$ 64,453.00
ASSESSOR	SALARIES	\$	90,551.00	
	EXPENSES	\$	13,650.00	
				\$ 104,201.00
AUDITOR	SALARIES	\$	92,694.00	
	EXPENSES	\$	100.00	
				\$ 92,794.00
BOARD OF APPEALS	EXPENSES	\$	1,600.00	
				\$ 1,600.00
CITY CLERK	SALARIES	\$	92,223.00	
	EXPENSES	\$	1,510.00	
				\$ 93,733.00
CITY COUNCIL	SALARIES	\$	27,600.00	
	EXPENSES	\$	9,100.00	
				\$ 36,700.00

ELECTION & REGISTRATION				
	SALARIES	\$	9,609.00	
	EXPENSES	\$	11,380.00	
				\$ 20,989.00
PURCHASING				
	SALARIES	\$	40,894.00	
	EXPENSES	\$	1,500.00	
				\$ 42,394.00
LAW DEPARTMENT				
	SALARIES	\$	39,000.00	
	EXPENSES	\$	2,000.00	
				\$ 41,000.00
LICENSE COMMISSION				
	SALARIES	\$	2,000.00	
	EXPENSES	\$	2,000.00	
				\$ 4,000.00
MAYOR				
	SALARIES	\$	129,421.00	
	EXPENSES	\$	3,000.00	
				\$ 132,421.00
MIS (INFORMATION SYSTEMS)				
	SALARIES	\$	76,842.00	
	EXPENSES	\$	190,051.00	
				\$ 266,893.00
OFFICE OF TOURISM & CULTURAL DEVELOPMENT				
	SALARIES	\$	18,319.00	
	EXPENSES	\$	28,200.00	
				\$ 46,519.00
PLANNING BOARD				
	EXPENSES	\$	4,200.00	
				\$ 4,200.00
TRAFFIC & PARKING CONTROL				
	SALARIES	\$	16,700.00	
	EXPENSES	\$	2,000.00	
				\$ 18,700.00

2. DEPARTMENT OF PUBLIC SAFETY

PUBLIC SAFETY

SALARIES	\$	65,970.00	
EXPENSES	\$	6,050.00	
			\$ 72,020.00

BUILDING INSPECTOR

SALARIES	\$	150,737.00	
EXPENSES	\$	2,000.00	
			\$ 152,737.00

EMERGENCY MANAGEMENT

SALARIES	\$	-	
EXPENSES	\$	-	
			\$ -

ANIMAL CONTROL

SALARIES	\$	28,005.00	
EXPENSES	\$	6,585.00	
			\$ 34,590.00

FIRE

SALARIES	\$	1,486,281.00	
EXPENSES	\$	67,900.00	
			\$ 1,554,181.00

HEALTH INSPECTION SERVICES

SALARIES	\$	154,375.00	
EXPENSES	\$	3,000.00	
LABORATORY SUPPLIES	\$	1,000.00	
RELOCATION	\$	500.00	
SAFE WATER DRINKING ACT	\$	8,000.00	
TRANSFER STATION	\$	1,016,490.00	
TUBERCULOSIS	\$	200.00	
VISITING NURSES	\$	8,075.00	
			\$ 1,191,640.00

POLICE

SALARIES	\$	1,611,386.00	
EXPENSES	\$	117,600.00	
			\$ 1,728,986.00

PUBLIC PROPERTY AND BUILDINGS

SALARIES	\$	75,900.00	
EXPENSES	\$	64,300.00	
			\$ 140,200.00

WEIGHTS/MEASURES INSPECTOR

SALARIES	\$	5,000.00	
EXPENSES	\$	-	
			\$ 5,000.00

WIRE & ALARM

SALARIES	\$	64,535.00	
EXPENSES	\$	9,650.00	
STREET/TRAFFIC LIGHTING	\$	6,000.00	
		<hr/>	\$ 80,185.00

TOTAL FOR DEPARTMENT OF PUBLIC SAFETY

\$ 4,959,539.00

WINDSOR LAKE

SALARIES	\$	21,453.00	
EXPENSES	\$	9,600.00	
		<u> </u>	\$ 31,053.00

VETERAN'S SERVICES

SALARIES	\$	73,294.00	
EXPENSES	\$	4,400.00	
VETERANS' BENEFITS	\$	650,000.00	
		<u> </u>	\$ 727,694.00

WATER WORKS DIVISION

SALARIES	\$	204,860.00	
EXPENSES	\$	189,700.00	
		<u> </u>	\$ 394,560.00

TOTAL FOR DEPARTMENT OF PUBLIC SERVICES

		<u> </u>	\$ 3,117,870.00
--	--	-----------------------------	-----------------

4. SCHOOL DEPARTMENT

SCHOOL DEPARTMENT

SALARIES	\$	12,353,896.00	
EXPENSES	\$	4,061,984.00	
		<u> </u>	\$ 16,415,880.00

TOTAL FOR SCHOOL DEPARTMENT			<u>\$ 16,415,880.00</u>
-----------------------------	--	--	-------------------------

5. PENSIONS

PENSIONS

POLICE & FIRE PENSIONS	\$	-	
RETIREMENT & PENSION CONTRIBUTION	\$	2,463,529.00	
		<u> </u>	\$ 2,463,529.00

TOTAL FOR PENSIONS			<u>\$ 2,463,529.00</u>
--------------------	--	--	------------------------

6. UNCLASSIFIED

1090 5316 LITIGATION ACCOUNT	\$	10,000.00
1100 5302 AUDIT	\$	39,000.00
1190 5343 ORDINANCE REVISION	\$	1,000.00
1520 5312 LABOR NEGOTIATION	\$	10,000.00
1690 5381 CABLE COMMISSION	\$	100.00
1710 CONSERVATION COMM	\$	-
1790 5662 BERKSHIRE REGIONAL PLANNING	\$	11,895.00
XXXX XXXX SOLAR PROJECT MANAGEMENT FEE:	\$	-
1900 5781 OFFICE OF COMMUNITY	\$	28,500.00
1950 5343 ANNUAL REPORT	\$	3,000.00
3200 5322 N BERKSHIRE VOCATIONAL	\$	909,644.00
3400 5258 TREE WARDEN	\$	500.00
4513 5381 H.W.Q.D. COMMISSION	\$	-
4820 AIRPORT COMMISSION	\$	-
4900 5309 TRAFFIC COMMISSION	\$	500.00
5000 5231 H.W.Q.D. ASSESSMENT	\$	1,160,886.00
5200 5581 REVITALIZATION COMMISSION	\$	5,000.00
5421 YOUTH PROGRAMS	\$	-
5460 5581 COMMISSION ON DISABILITY	\$	1,200.00
5470 5782 EMPLOYEE TRAINING	\$	4,000.00
5490 EMPLOYEE ASSISTANCE	\$	-
5700 5711 IN STATE TRAVEL	\$	2,000.00
5990 HUMAN SERVICES	\$	-
6901 HISTORICAL COMMISSION	\$	500.00
6902 HISTORICAL SOCIETY	\$	-
6920 5581 MEMORIAL DAY	\$	3,500.00
6930 5710 SISTER CITY	\$	500.00
9000 5170 MEDEX	\$	426,032.00
9000 5174 MEDICAL INSURANCE	\$	4,286,512.00
9120 5171 WORKMEN'S' COMPENSATION	\$	80,000.00
9121 5181 FICA - CITY'S SHARE	\$	87,000.00
9130 5172 UNEMPLOYMENT COMP	\$	30,000.00
9150 5173 LIFE INSURANCE	\$	18,870.00
9410 DAMAGES TO PERSON	\$	-
9411 5961 RESERVE ACCOUNT	\$	75,000.00
9450 5741 GENERAL INSURANCE	\$	290,000.00
9450 5741 GENERAL INSURANCE		

TOTAL FOR UNCLASSIFIED

\$ 7,485,139.00

7. CAPITAL

CAPITAL	EXPENSES	\$ 780,500.00	
		<u> </u>	\$ 780,500.00
TOTAL FOR CAPITAL			<u>\$ 780,500.00</u>

8. INTEREST

INTEREST	BOND ANTICIPATION	\$ 3,167.00	
	INTEREST ON CITY DEBT	\$ 508,963.00	
		<u> </u>	\$ 512,130.00
TOTAL FOR INTEREST			<u>\$ 512,130.00</u>

9. DEBT

DEBT	RETIREMENT OF DEBT	\$ 1,623,836.00	
		<u> </u>	\$ 1,623,836.00
TOTAL FOR DEBT			<u>\$ 1,623,836.00</u>

RECAPITULATION SHEET

1. GENERAL GOVERNMENT	\$	1,211,434.00
2. DEPARTMENT OF PUBLIC SAFETY	\$	4,959,539.00
3. DEPARTMENT OF PUBLIC SERVICES	\$	3,117,870.00
4. SCHOOL DEPARTMENT	\$	16,415,880.00
5. PENSIONS	\$	2,463,529.00
6. UNCLASSIFIED	\$	7,485,139.00
7. CAPITAL	\$	780,500.00
8. INTEREST	\$	512,130.00
9. DEBT	\$	1,623,836.00

GRAND TOTAL FOR BUDGET	\$	38,569,857.00
------------------------	----	---------------

AND BE IT FURTHER ORDERED: THAT THE SUM OF THIRTY EIGHT MILLION FIVE HUNDRED AND SIXTY NINE THOUSAND, EIGHT HUNDRED AND FIFTY SEVEN DOLLARS (\$38,569,857.00) LESS THE AMOUNT OF ESTIMATED REVENUE TO REDUCE THE TAX RATE, BE RAISED BY TAXATION.

AND BE IT FURTHER ORDERED: THAT THE HEADS OF VARIOUS DEPARTMENTS, WITH THE APPROVAL OF THE MAYOR, BE AND ARE HEREBY AUTHORIZED TO TRADE-IN USED EQUIPMENT TOWARDS THE PURCHASE PRICE OF NEW EQUIPMENT, FOR WHICH THE MONEY HAS BEEN APPROPRIATED IN THE ANNUAL BUDGET.



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
---------------	--------

LAW DEPARTMENT

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

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>
--------------	--------------

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