



# City of North Adams

In City Council

..... June 11, 2013 .....

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

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

CITY CLERK

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

COMMUNITY DEVELOPMENT OFFICE

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

ELECTION & REGISTRATION

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

FINANCE

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

HEALTH DEPARTMENT

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

HEALTH DEPARTMENT (continued)

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

HOOSAC WATER QUALITY DISTRICT

Commissioners	PT-18A
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LAW DEPARTMENT

Secretarial/Clerical-Part Time	PT-27
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LICENSE BOARD

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

MAYOR'S OFFICE

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

OFFICE OF TOURISM & CULTURAL DEVELOPMENT

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

PLANNING BOARD

Clerk	PT-25
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DEPARTMENT OF PUBLIC SAFETY

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

Civil Defense Division

Director-Part Time PT-34

Fire Division

Fire Captain F-5

Fire Lieutenant F-4

Master Mechanic F-2

Firefighter F-1

Volunteer Fire Division

Volunteer Fire Coordinator PT-36

Inspection Division

Inspector of Plumbing & Gas Fittings S-17

Code Enforcement Officer S-17

Sealer of Weights & Measures S-1

Police Division

Police Captain P-5

Police Sergeant P-4

Patrolman/Investigator P-3

Patrolman/Mechanic P-2A

Patrolman/Mechanic P-2B

Patrolman P-1

Reserve Patrolman PT-1B

School Traffic Supervisor PT-9

Dog Officer S-29

Court Officer P-3A

Meter Mechanic-Part Time PT-16

Head Dispatcher X

Dispatcher X-A

Dispatcher-Part Time PT-4

Animal Control Officer S29-A

Public Buildings Division

Director of Inspection Services S-24A

Building Inspector S-24

Assistant Inspector of Buildings/Superintendent of Buildings S-21

Junior Building Custodian S-12

Principal Clerk S-12

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

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

Streets & Facilities Division

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

Water Division

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

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

Wire & Alarm Division

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

DEPARTMENT OF PUBLIC SERVICES

Commissioner of Public Services	S-27B
Assistant Commissioner of Public Services	S-34
Special Projects Coordinator	S-33A
Principal Clerk/Office Manager	S-11
Office Manager	S-10
Principal Clerk	S-9
Senior Clerk	S-6
Office Clerk	S-4C
Junior Clerk	S-3
Clerical-Part-Time	PT-2D

Council On Aging

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

Engineering Division

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

Library Division

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

Parks & Recreation Division

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

Veterans' Division

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

TRAFFIC & PARKING CONTROL DEPARTMENT

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

TREASURER

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



# City of North Adams

In City Council

June 11, 2013

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, 2013 through June 30, 2014

### PART 1 - Annual Salary Scale Intermediates

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
S-1										22,416
S-1A				33,143	34,840	34,936	35,002	35,098	35,194	36,106
S-3	21,963	22,558	23,666	24,731	27,824	27,927	27,987	28,093	28,192	28,458
S-4C	24,530	25,239	26,305	27,470	29,673	29,771	29,840	29,939	30,037	30,305
S-6	25,000	25,759	26,856	27,940	30,541	30,640	30,705	30,804	30,905	31,171
S-7	25,325	26,043	27,171	28,382	31,777	31,876	31,943	32,044	32,144	32,410
S-7A	0	0	27,325	28,382	31,777	31,876	31,943	32,044	32,144	32,410
S-8	24,923	25,640	26,729	27,915	31,209	31,307	31,374	31,468	31,563	31,825
S-9	26,471	27,181	28,299	29,495	32,898	32,994	33,061	33,162	33,259	33,528
S-9A	38,764	45,905	47,945	51,005						
S-10	27,048	27,710	28,790	30,008	33,407	33,507	33,573	33,672	33,772	34,041
S-10A	26,324	26,969	28,019	29,203	32,512	32,608	32,676	32,772	32,869	33,129
S-11	27,465	28,055	29,188	30,419	33,789	33,888	33,955	34,056	34,156	34,421
S-11A					30,368	30,475	30,572	30,716	30,813	31,126
S-12	27,837	28,806	30,046	31,277	35,113	35,214	35,278	35,380	35,480	35,745
S-13	29,020	29,995	31,247	32,458	35,954	36,051	36,118	36,219	36,318	36,584
S-14	28,899	29,848	31,052	32,237	34,136	34,237	34,301	34,402	34,502	34,766
S-14CO	28,124	29,049	30,221	31,374	33,223	33,319	33,386	33,481	33,578	33,837
S-17	38,005	39,155	40,308	41,460	48,989	49,085	49,149	49,246	49,344	49,600
S-17A	32,341	33,311	35,317	37,056	39,792	40,128	40,194	40,909	40,909	40,909
S-18	39,525	39,525	39,525	39,525	41,253	41,590	41,653	41,752	41,855	42,123
S-19	29,218	32,643	34,173	35,704						
S-19A			35,862	37,262	41,130	41,227	41,291	41,390	41,488	42,159
S-20	35,469	36,627	38,042	39,772	42,910	43,004	43,072	43,166	43,264	43,517
S-20A	41,620	42,380	43,642	44,734	46,914	47,021	47,118	47,262	47,359	47,672
S-21		45,926	47,074	47,626	48,303	48,398	48,463	49,043	49,142	49,404
S-21A				43,088	44,316	44,412	44,478	44,574	44,674	44,933
S-21B	46,823	47,582	48,844	49,937	52,117	52,224	52,321	52,464	52,562	52,874
S-22				47,184	48,411	48,510	48,579	48,677	48,778	49,044

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
S-22A				48,989	49,085	49,149	49,246	49,344	49,600	49,853
S-22B				37,663	38,891	38,992	39,059	39,156	39,258	39,527
S-22C			54,025	54,196	55,425	55,522	55,590	55,691	55,789	56,056
S-22D				42,980	44,176	44,272	44,553	44,643	44,643	44,643
S-22E					43,739	43,846	43,942	44,086	44,184	44,496
S-23	42,661	42,661	46,823	48,633	49,860	49,961	50,028	50,127	50,226	50,491
S-23A				34,904	36,099	36,196	36,261	36,358	36,456	36,717
S-24				48,369	53,891	53,986	54,051	54,147	54,243	54,501
S-24A				53,894	55,561	57,279	59,051	60,823	62,647	64,527
S-25	52,025	57,126	60,186	61,991	64,851	66,797	68,801	70,865	72,991	75,180
S-26										87,162
S-26A				73,114	74,368	74,439	74,506	74,604	74,705	74,971
S-26B				0	0	0	0	0	0	67,930
S-27				65,309	66,474	66,568	66,633	66,724	66,820	67,074
S-27A				60,475	61,702	61,799	61,868	61,967	62,067	62,329
S-27B										78,038
S-28				42,077	43,303	43,404	43,472	43,570	43,670	43,938
S-29				25,641	26,869	26,969	27,036	27,134	27,234	27,500
S-29A			27,189	27,325	29,504	29,612	29,708	29,852	29,950	30,262
S-31				55,791	56,987	57,083	57,149	57,245	57,342	57,600
S-32				38,310	39,536	39,636	39,702	39,802	39,904	40,171
S-33				65,021	66,219	66,315	67,024	67,122	67,220	67,481
S-33A				43,423	44,655	44,754	44,818	44,922	45,019	45,285
S-33B				70,021	73,412	73,508	73,906	74,004	74,102	74,361
S-34	55,566	56,086	56,398	56,627	57,423	57,529	57,741	58,803	58,909	60,872
S-34A				55,909	57,134	57,237	57,301	57,401	57,502	57,770
S-34B				62,430	64,610	64,717	64,814	64,957	65,055	65,367
S-35				34,346	35,571	35,668	35,733	35,830	35,925	36,184
S-36										17,966
S-36A							35,986	36,130	36,228	36,540
S-37				61,190	62,418	62,517	62,580	62,678	62,776	63,032

**PART II - Hourly Wage Scale**

<b>Grade #</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5-10 Yrs.</b>	<b>11-15 Yrs.</b>	<b>16-20 Yrs</b>	<b>21-25 Yrs.</b>	<b>26-30 Yrs.</b>	<b>Maximum</b>
W-1	12.79	13.24	13.88	15.03	16.20	16.25	16.29	16.43	16.48	16.70
W-2	13.22	13.73	14.41	15.58	16.68	16.72	16.75	16.80	16.88	17.13
W-2R	13.24	13.88	14.51	15.67	16.74	16.79	16.83	16.89	17.03	17.18
W-3	13.60	14.16	14.88	16.16	17.20	17.26	17.34	17.40	17.47	17.67
W-3A				16.63	17.67	17.73	17.79	17.87	17.92	18.12
W-3B	13.86	14.41	15.02	16.43	17.47	17.53	17.63	17.67	17.74	17.92
W-3C	13.97	14.59	15.29	16.63	17.67	17.73	17.79	17.87	17.92	18.12
W-4	14.79	15.39	16.00	17.27	18.32	18.39	18.46	18.55	18.64	18.80
W-4A								19.01	20.39	20.76
W-5	14.90	15.52	16.26	17.60	18.72	18.75	18.80	18.84	18.95	19.15
W-5A				18.06	19.08	19.18	19.22	19.28	19.40	19.58
W-5B									20.34	20.55
W-6	16.19	16.71	17.54	18.88	19.92	20.03	20.08	20.16	20.21	20.42
W-6M				18.88	19.92	20.03	20.08	20.16	20.21	20.42
W-P-A				10.10	10.23	10.36	10.59	10.82	12.18	12.55
X				14.36	15.10	15.16	16.24	16.93	17.70	18.59
X-A	13.11	13.74	14.08	14.19	14.41	14.49	14.83	15.53	16.29	17.19
Y-1	21.54	22.07	22.90	24.24	25.18	25.29	25.35	25.41	25.46	25.67
Y-2	17.49	17.94	18.39	18.85	19.32	19.81	20.30	20.81	21.33	21.86
Z-1	11.73	12.05	12.42	12.89	13.51	14.08	14.66	15.34	16.05	16.90
Z-2	10.77	11.09	11.56	12.61	13.89	14.43	15.08	15.72	16.43	17.25
Z-2A	9.30	9.41	9.60	9.70	9.79	10.02	10.67	11.31	12.02	12.84
Z-3								16.54	17.25	18.07
Z-3A							16.48	16.72	18.10	18.48
Z-3B					14.13	14.27	14.49	14.73	16.12	16.49
Z-4						11.14	11.37	11.84	13.46	13.84

**PART III - Engineering Scale**

<b>Grade #</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5-9 Yrs.</b>	<b>10-14 Yrs.</b>	<b>15-19 Yrs</b>	<b>20-24 Yrs.</b>	<b>25-29 Yrs.</b>	<b>Maximum</b>
E-1				33,141	34,374	34,471	34,539	34,638	34,738	35,004
E-2				35,375	36,602	36,702	36,770	36,867	36,970	37,236
E-2A				36,970	38,199	38,295	38,365	38,465	38,565	38,832
E-3				41,852	43,081	43,179	43,248	43,345	43,448	43,715

**PART IV - Fire Scale**

<b>Grade #</b>	<b>Minimum</b>	<b>Step 1</b>	<b>Maximum</b>	<b>3-10 Yrs.</b>	<b>10-15 Yrs.</b>	<b>15-20 Yrs.</b>	<b>20-25 Yrs.</b>	<b>25-30 Yrs.</b>	<b>30 -Yrs.</b>
F-1	37,526.44	38,644.95	39,885.75	41,276.99	41,402.22	41,484.99	41,612.33	41,735.43	42,067.59
F-2	39,195.72	40,359.86	41,599.60	42,990.85	43,112.89	43,196.72	43,323.00	43,447.16	43,779.32
F-4	42,636.15	-	44,647.39	46,041.82	46,168.11	46,249.81	46,372.91	46,500.26	46,831.36
F-5	46,058.55	-	47,319.51	48,711.81	48,837.04	48,916.63	49,043.97	49,168.14	49,501.35

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%)**

2% increase to shift differential; Detectives (P3) 1%, and Sergeant (P4) 2%, Effective January 1, 2012 through June 30, 2012

Grade #	minimum	2nd shift	3rd shift	Grade #	Step 1	2nd shift	3rd shift
P-1	36,771.53	38,977.82	39,345.54	P-1	37,758.71	40,024.23	40,401.82
P-2A	38,242.15	40,536.67	40,919.10	P-2A	39,264.09	41,619.94	42,012.58
P-2B	40,808.56	43,257.07	43,665.16	P-2B	41,795.73	44,303.48	44,721.44
P-3	42,117.20	44,644.24	45,065.41	P-3	43,179.45	45,770.22	46,202.01
P-3A	39,274.43	41,630.89	42,023.64	P-3A	40,276.09	42,692.65	43,095.41
P-4	44,414.99	47,079.89	47,524.04	P-4			
Grade #	Step 2	2nd shift	3rd shift	Grade #	3-9 Yrs.	2nd shift	3rd shift
P-1	39,597.09	41,972.92	42,368.89	P-1	41,530.85	44,022.70	44,438.01
P-2A	41,102.36	43,568.50	43,979.52	P-2A	43,036.76	45,618.96	46,049.33
P-2B	43,634.19	46,252.24	46,688.59	P-2B	45,568.45	48,302.56	48,758.24
P-3	45,113.59	47,820.41	48,271.54	P-3	47,107.22	49,933.66	50,404.73
P-3A	42,099.91	44,625.90	45,046.90	P-3A	44,036.52	46,678.71	47,119.08
P-4	46,311.03	49,089.70	49,552.81	P-4	48,291.40	51,188.89	51,671.80
Grade #	10-14 Yrs.	2nd shift	3rd shift	Grade #	15-19 Yrs.	2nd shift	3rd shift
P-1	41,628.06	44,125.74	44,542.02	P-1	41,692.89	44,194.46	44,611.39
P-2A	43,133.96	45,722.00	46,153.34	P-2A	43,198.80	45,790.72	46,222.71
P-2B	45,665.68	48,405.62	48,862.27	P-2B	45,730.50	48,474.33	48,931.63
P-3	47,205.42	50,037.75	50,509.80	P-3	47,270.87	50,107.12	50,579.83
P-3A	44,133.75	46,781.77	47,223.11	P-3A	44,198.55	46,850.46	47,292.45
P-4	48,390.59	51,294.02	51,777.93	P-4	48,456.69	51,364.09	51,848.66
Grade #	20-24 Yrs.	2nd shift	3rd shift	Grade #	25-29 Yrs.	2nd shift	3rd shift
P-1	41,790.11	44,297.52	44,715.42	P-1	41,887.32	44,400.56	44,819.43
P-2A	43,296.01	45,893.77	46,326.73	P-2A	43,393.22	45,996.81	46,430.74
P-2B	45,827.71	48,577.38	49,035.65	P-2B	45,924.93	48,680.42	49,139.67
P-3	47,369.08	50,211.23	50,684.92	P-3	47,467.27	50,315.30	50,789.98
P-3A	44,295.76	46,953.51	47,396.47	P-3A	44,393.00	47,056.58	47,500.51
P-4	48,555.86	51,469.22	51,954.77	P-4	48,655.03	51,574.34	52,060.89
Grade #	maximum	2nd shift	3rd shift				
P-1	42,146.58	44,675.38	45,096.84				
P-2A	43,652.48	46,271.63	46,708.15				
P-2B	46,184.20	48,955.25	49,417.10				
P-3	47,729.11	50,592.86	51,070.15				
P-3A	44,652.24	47,331.38	47,777.90				
P-4	48,919.47	51,854.64	52,343.84				

**PART VI - Part Time Salary Scale**

Grade #	Hourly	Annually
PT-1B	98.00 per diem + 2.94 (3% differential) = 100.94	
PT-2	7.91	
PT-2A	8.32	
PT-2B	9.68	
PT-2C	10.49	
PT-2D	12.49	
PT-3	7.80	
PT-3A	8.32	
PT-3B	7.80	
PT-3C	7.49	
PT-3D	7.49	
PT-4	9.05	
PT-5	8.59	
PT-6	11.14	
PT-6A	15.61	
PT-7	8.77	
PT-7A	8.32	
PT-7B	10.67	
PT-7C	11.10	
PT-8	11.31	
PT-9	17.11 (per day)	
PT-10	20.00	
PT-14	10.06	
PT-14A	13.92	
PT-16	10.86	
PT-17	10.61	
PT-18A		100
PT-19		750
PT-23		500
PT-24		600
PT-25		1,200
PT-26		500
PT-27		1,000
PT-28		1,000
PT-29		1,500
PT-30		1,776
PT-32		10,000
PT-33	15.00 (per day weekdays) 25.00 (per day Sat., Sun., Holidays)	
T-34		3,065
T-35		6,000
T-36		4,000
T-37		25,373
T-38	225.00 (weekly)	
T-39		20,828

**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. 11,314

**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'14.

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IN CITY COUNCIL  
June 11, 2013

VOTED: to refer to the Finance Committee.  
VOTED: to pass to a second reading and publish as a municipal bulletin.  
VOTED: to postpone to the meeting of June 26th.

Attest, Michael C. Bloom  
President

Marilyn Gomeau  
Clerk

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IN CITY COUNCIL  
June 26, 2013

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

The Ordinance, as amended, was ordained by yea and nay vote, eight yeas, one nay.

Attest, Michael C. Bloom  
President

Marilyn Gomeau  
Clerk

Approved, June 27, 2013

Richard J. Alcombright  
Mayor



# City of North Adams

## In City Council

March 25, 2014

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

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

Schedule B  
The Compensation Plan  
Effective July 1, 2013 through June 30, 2014

PART II - Hourly Wage Scale

Grade #	1	2	3	4	5-10 Yrs.	11-15 Yrs.	16-20 Yrs	21-25 Yrs.	26-30 Yrs.	Maximum
W-1	12.92	13.42	14.07	15.23	16.41	16.46	16.50	16.64	16.70	16.91
W-2	13.35	13.91	14.60	15.78	16.89	16.93	16.96	17.02	17.10	17.35
W-2R	13.37	14.07	14.71	15.87	16.95	17.01	17.05	17.11	17.25	17.40
W-3	13.73	14.35	15.08	16.37	17.42	17.48	17.56	17.62	17.70	17.89
W-3A	-	0.05	0.05	16.84	17.89	17.95	18.01	18.10	18.15	18.34
W-3B	14.00	14.60	15.22	16.64	17.70	17.76	17.85	17.89	17.96	18.15
W-3C	14.11	14.78	15.49	16.84	17.89	17.95	18.01	18.10	18.15	18.34
W-4	14.94	15.59	16.21	17.49	18.55	18.62	18.69	18.79	18.87	19.03
W-4A	-	0.05	0.05	0.05	0.05	0.05	0.05	19.25	20.64	21.01
W-5	15.05	15.73	16.47	17.82	18.95	18.98	19.03	19.08	19.19	19.38
W-5A	-	0.05	0.05	18.29	19.32	19.42	19.46	19.52	19.64	19.83
W-5B	-	0.05	0.05	0.05	0.05	0.05	0.05	0.05	20.59	20.81
W-6	16.35	16.92	17.77	19.12	20.17	20.28	20.33	20.40	20.46	20.67
W-6M	-	0.05	0.05	19.12	20.17	20.28	20.33	20.40	20.46	20.67
W-P-A	-	0.05	0.05	10.25	10.38	10.51	10.74	10.98	12.35	12.72

**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	38,284.47	39,526.58	40,690.42	42,109.77	42,237.52	42,321.97	42,451.88	42,577.47	42,916.34
F-2	39,987.47	41,276.13	42,438.89	43,858.24	43,982.75	44,068.27	44,197.11	44,323.78	44,662.64
F-4	43,497.40	-	45,548.25	46,970.85	47,099.68	47,183.04	47,308.63	47,438.54	47,776.33
F-5	46,988.93	-	48,274.35	49,694.77	49,822.53	49,903.73	50,033.64	50,160.31	50,500.26

**PART V - Police Scale**

Grade #	minimum	2nd shift	3rd shift	Grade #	Step 1	2nd shift	3rd shift
P-1	37,510.64	39,761.28	40,136.38	P-1	38,517.66	40,828.72	41,213.89
P-2A	39,010.81	41,351.46	41,741.57	P-2A	40,053.30	42,456.50	42,857.03
P-2B	41,628.81	44,126.54	44,542.83	P-2B	42,635.83	45,193.98	45,620.34
P-3	42,963.76	45,541.58	45,971.22	P-3	44,047.36	46,690.20	47,130.67
P-3A	40,063.84	42,467.67	42,868.31	P-3A	41,085.64	43,550.77	43,961.63
P-4	45,307.73	48,026.19	48,479.27	P-4	-	-	-
Grade #	Step 2	2nd shift	3rd shift	Grade #	3-9 Yrs.	2nd shift	3rd shift
P-1	40,393.00	42,816.57	43,220.50	P-1	42,365.62	44,907.56	45,331.21
P-2A	41,928.52	44,444.23	44,863.51	P-2A	43,901.80	46,535.90	46,974.92
P-2B	44,511.24	47,181.91	47,627.03	P-2B	46,484.37	49,273.44	49,738.28
P-3	46,020.37	48,781.60	49,241.80	P-3	48,054.08	50,937.32	51,417.86
P-3A	42,946.12	45,522.88	45,952.34	P-3A	44,921.66	47,616.95	48,066.17
P-4	47,241.89	50,076.40	50,548.82	P-4	49,262.06	52,217.79	52,710.41
Grade #	10-14 Yrs.	2nd shift	3rd shift	Grade #	15-19 Yrs.	2nd shift	3rd shift
P-1	42,464.78	45,012.67	45,437.31	P-1	42,530.91	45,082.77	45,508.08
P-2A	44,000.96	46,641.01	47,081.02	P-2A	44,067.09	46,711.12	47,151.79
P-2B	46,583.56	49,378.57	49,844.40	P-2B	46,649.68	49,448.66	49,915.16
P-3	48,154.25	51,043.51	51,525.05	P-3	48,221.02	51,114.28	51,596.49
P-3A	45,020.84	47,722.09	48,172.29	P-3A	45,086.94	47,792.16	48,243.02
P-4	49,363.24	52,325.03	52,818.66	P-4	49,430.67	52,396.51	52,890.82

Grade #	20-24 Yrs.	2nd shift	3rd shift
P-1	42,630.10	45,187.90	45,614.20
P-2A	44,166.26	46,816.24	47,257.90
P-2B	46,748.85	49,553.78	50,021.27
P-3	48,321.20	51,220.47	51,703.68
P-3A	45,186.11	47,897.28	48,349.14
P-4	49,531.84	52,503.75	52,999.06

Grade #	25-29 Yrs.	2nd shift	3rd shift
P-1	42,729.26	45,293.01	45,720.30
P-2A	44,265.42	46,921.35	47,364.00
P-2B	46,848.02	49,658.90	50,127.38
P-3	48,421.36	51,326.64	51,810.86
P-3A	45,285.30	48,002.42	48,455.27
P-4	49,633.00	52,610.98	53,107.31

Grade #	maximum	2nd shift	3rd shift
P-1	42,993.73	45,573.35	46,003.29
P-2A	44,529.90	47,201.69	47,646.99
P-2B	47,112.51	49,939.26	50,410.38
P-3	48,688.47	51,609.78	52,096.66
P-3A	45,549.75	48,282.74	48,738.24
P-4	49,902.75	52,896.92	53,395.95

No. 11,314-1

An ordinance amending Chapter 2  
Section 2-28(a) of the Revised Ordinance,  
Schedule B the Compensation Plan-Police-  
Fire and Hourly Wage for FY'14.

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IN CITY COUNCIL  
March 25, 2014

VOTED: to pass to a second reading and  
publish as required by law.

Attest, Lisa M. Blackmer  
President  
Marilyn Gomeau  
Clerk

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IN CITY COUNCIL  
April 8, 2014

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

Attest, Lisa M. Blackmer  
President  
Marilyn Gomeau  
Clerk

Approved April 9, 2014,  
Richard J. Alcombright  
Mayor

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