



City of North Adams

In City Council

June 10, 2014

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>	
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-17A
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
---------------	--------

LAW DEPARTMENT

Secretarial/Clerical-Part Time	PT-27
--------------------------------	-------

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

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-22B

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
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-12
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

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

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-5
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 10, 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, 2014 through June 30, 2015

PART 1 - Annual Salary Scale Intermediates

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
S-1										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										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
S36A							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

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				14.36	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

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

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		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)
PT-34		3,065
PT-35		6,000
PT-36		4,000
PT-37		25,373
PT-38		225.00 (weekly)
PT-39		20,828

PART VII

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