

# NORTH



# ADAMS

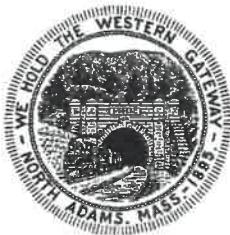
## Fiscal Year 2021 Budget

June 16, 2020



Mayor Thomas W. Bernard





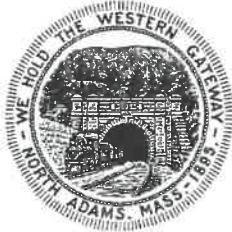
## CITY OF NORTH ADAMS, MASSACHUSETTS

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### Table of Contents

Transmittal Letter .....	1
Fiscal Year 2021 Budget Summary .....	5
General Government .....	9
Public Safety .....	17
Public Services .....	25
North Adams Public Schools .....	33
Pensions .....	37
Unclassified Expenses .....	41
Capital Expenses .....	47
Municipal Interest and Debt .....	51
FY 2021 Estimated Revenue .....	55
Budget Recap .....	59
Appendices .....	67
Appendix A: Schedule A – The Classification Plan .....	69
Appendix B: Schedule B – The Compensation Plan .....	77
Appendix C: Summary of Reserve Accounts .....	85





CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the Mayor  
**Thomas W. Bernard**

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Honorable Members of the City Council  
North Adams, Massachusetts

Dear Honorable Councilors:

We have seen many positive signs of progress in the City of North Adams over the past five years, including new development, new investment, and new recognition locally, statewide, and nationally of the city as both a world-class cultural and outdoor recreation destination as well as a place for residents to live, work, and succeed. City staff, community and business leaders, and members of the City Council have been instrumental in these developments, and in the responsible and responsive fiscal management of the City of North Adams.

Together we have invested in infrastructure and support to local businesses through the MassWorks grant program. We have added to and improved our recreational amenities including the skate park, splash park, and the soon to be completed Brayton Hill park. We have aligned work in the Office of Community Development with priorities in the city's *Vision 2030* comprehensive plan, including the review and approval of updated zoning, a housing needs assessment, and plans to enhance Main Street and the downtown central business district by assessing parking needs, downtown circulation, Opportunity Zone designation, and other strategies to promote investment and development in North Adams.

Despite these efforts and the evidence of progress, I approached the fiscal year 2021 budget process with tremendous concern and trepidation. It is no secret that our city faces deep and persistent fiscal challenges that demand our attention. Most urgent among these is the need to confront the reality of our levy ceiling with a focus on long term fiscal sustainability. This alone would have set the stage for a Fiscal Year 2021 (FY 21) budget process unlike any other.

The public health and economic crises brought about by the COVID-19 pandemic have added new complications, and a greater sense of urgency, to the budget process and to our shared deliberations, compounded by a lack of clarity about what the future holds. Among these unknown conditions are the depth and duration of the COVID-19 crisis, the timing of the state budget process, drastically rising unemployment, what relief may be forthcoming from the federal government, and if, when, and how school will resume in the fall.

As we all have seen, there are more metaphors than reliable data floating around about local and state budgeting. Some have referred to the process of building a budget in these times as “flying blind,” while others have noted we are facing a “perfect fiscal storm.”

Compounding the situation is the fact that the size, scope, and duration of the COVID-19 economic crisis continues to deepen with every projection that has been made. Increasingly pessimistic state revenue projections are especially difficult for North Adams to weather since our community depends so heavily on state aid and has done so for so long. This means we are especially vulnerable to cuts in our education and unrestricted local aid accounts. Additionally, we know that because we are a destination for tourism and visitation the effect of the prolonged shutdown of cultural and recreational attractions in the Berkshires will lead to significant reductions in meal and occupancy tax receipts in the first half of FY 21.

It is in the context of these uncertain times and conditions that I present this uncertain budget for Fiscal Year 2021.

### **Budget Summary**

**Expenses:** Proposed spending for fiscal year 2021 is \$41,000,236. This reflects an increase of \$194,698 (0.21%) over Fiscal Year 2020 (FY 20). The budget as presented includes the following increases in fixed costs:

- Municipal Interest and Debt: \$159,319
- Retirement Contribution: \$128,312
- Health insurance: \$118,685

**Revenue:** Amounts to be raised include the following:

- State Aid: \$19,486,362
- Property Taxes: \$18,405,776
- Local Receipts: \$ 6,550,056

While I anticipate state aid may be cut deeply and am prepared to respond with corresponding reductions to the city operating budget, this submission assumes funding of unrestricted local aid and Chapter 70 school aid at the FY 20 levels.

### ***Budget Eliminations and Reductions***

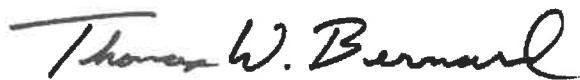
This budget includes the following eliminations and reductions.

• Public Services:	\$92,920 through the elimination of seasonal workers
• Veterans Services:	\$75,000 based on actual benefit payments
• Public Services:	\$45,236 1.0 FTE Highway position due to retirement
• Information Technology:	\$30,839 expense reallocation to Municipal Tech Fund
• Auditor:	\$20,288 0.5 FTE following departure of City Auditor
• Traffic and Parking:	\$18,400 expense allocation to Parking Meter Reserve

During the past two budget cycles I presented my budget with a high degree of confidence that it was based on a strong framework thanks to the diligence and professionalism of the City finance team and a careful, collaborative review by the City Council and the Finance Committee. My confidence in our shared work remains unshaken, but we all can recognize that the framework under which we are operating will remain unpredictable and variable for the foreseeable future. More, deeper, and more difficult budget reductions likely will be necessary. I anticipate that as more information becomes available I will come back to the Council with amended budget proposals and reductions, as allowable until the Council sets the tax rate. I ask for your flexibility, patience, and collaboration as we work together to serve, and provide services to, our residents and visitors.

Much has changed in the 14 weeks since Governor Baker declared a state of emergency in response to the COVID-19 pandemic. What has been clear from the start is that we all are responsible for the health and safety of our community. So while my concern and trepidation over this perfect fiscal storm – and the difficult work ahead – remains, I am grateful to the members of the City Council and the members of our community for our shared commitment to the people of North Adams in the face of every challenge that comes our way.

Respectfully submitted,



Thomas W. Bernard  
Mayor



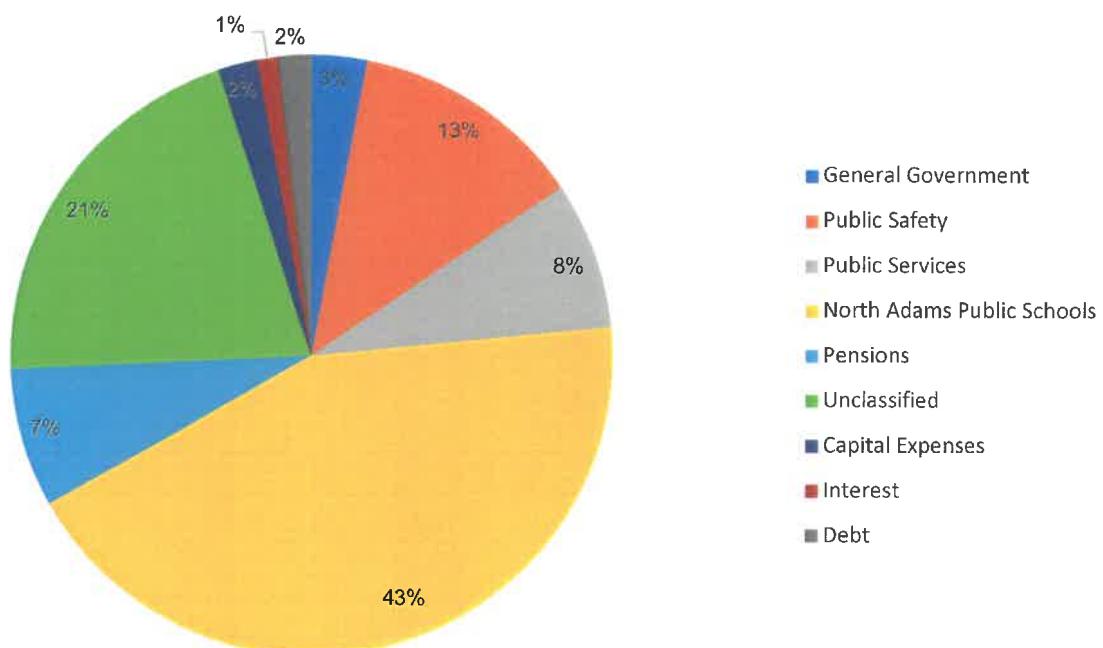
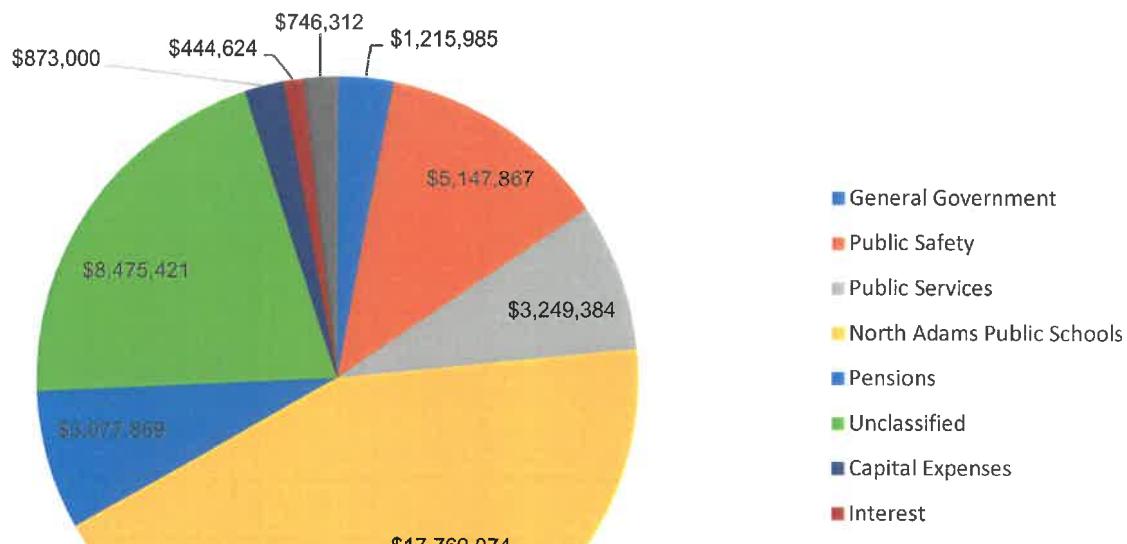
## *FY 2021 Budget Summary*



**City of North Adams**  
FY21 Amounts To Be Raised And Appropriated

		FY18 ACTUAL	FY19 ADOPTED	FY19 ACTUAL	FY20 ADOPTED	FY21 PROPOSED	Prior Year \$ Change	Prior Year % Change
<b>Expenses</b>								
1. General Government	\$ 1,215,840.69	\$ 1,303,976.00	\$ 1,283,790.37	\$ 1,306,465.00	\$ 1,215,985.00	\$ (90,480.00)		-6.94%
2. Department Of Public Safety	\$ 4,864,143.12	\$ 5,012,705.00	\$ 5,134,441.25	\$ 5,167,790.00	\$ 5,147,867.00	\$ (19,923.00)		-0.40%
3. Department Of Public Services	\$ 3,364,773.79	\$ 3,242,664.00	\$ 3,398,355.57	\$ 3,422,576.00	\$ 3,249,384.00	\$ (173,192.00)		-5.34%
4. School Department	\$ 16,736,048.83	\$ 17,420,661.00	\$ 17,508,654.03	\$ 17,769,074.00	\$ 17,769,074.00	\$ -		0.00%
5. Pensions	\$ 2,674,964.00	\$ 2,813,381.00	\$ 2,813,381.00	\$ 2,949,557.00	\$ 3,077,869.00	\$ 128,312.00		4.56%
6. Unclassified	\$ 7,833,971.47	\$ 8,110,336.00	\$ 8,244,352.74	\$ 8,327,459.00	\$ 8,475,421.00	\$ 147,962.00		1.82%
7. Capital	\$ 1,088,335.02	\$ 775,000.00	\$ 919,881.47	\$ 831,000.00	\$ 873,700.00	\$ 42,700.00		5.51%
8. Interest	\$ 473,571.03	\$ 363,294.00	\$ 135,346.20	\$ 343,472.00	\$ 444,624.00	\$ 101,152.00		27.84%
9. Debt	\$ 1,635,476.77	\$ 1,679,341.00	\$ 1,907,718.18	\$ 688,145.00	\$ 746,312.00	\$ 58,167.00		3.46%
<b>Grand Total For Expense Budget</b>	<b>\$ 39,887,124.72</b>	<b>\$ 40,721,358.00</b>	<b>\$ 41,345,920.81</b>	<b>\$ 40,805,536.33</b>	<b>\$ 41,000,236.00</b>	<b>\$ 194,698.00</b>	<b>\$ 194,698.00</b>	<b>0.21%</b>
<b>Other Assessments</b>								
Cherry Sheet Offsets	\$ 336,898.00	\$ 399,912.00	\$ 357,039.93	\$ 347,387.00	\$ 347,387.00	\$ (52,525.00)		-13.13%
State Assessments	\$ 2,611,282.00	\$ 2,676,660.00	\$ 2,950,453.00	\$ 2,934,571.00	\$ 2,934,571.00	\$ 257,911.00		9.64%
Tax Abatements (Estimated)	\$ 250,686.00	\$ 160,000.00	\$ 171,563.00	\$ 160,000.00	\$ 160,000.00	\$ -		0.00%
<b>Grand Total Other Assessments</b>	<b>\$ 3,198,866.00</b>	<b>\$ 3,236,572.00</b>	<b>\$ 3,479,055.93</b>	<b>\$ 3,441,958.00</b>	<b>\$ 3,441,958.00</b>	<b>\$ 44,442,194.00</b>		
<b>Grand Total Recap Sheet</b>	<b>\$ 43,085,990.72</b>	<b>\$ 43,957,930.00</b>	<b>\$ 44,824,976.74</b>	<b>\$ 44,247,494.33</b>	<b>\$ 44,442,194.00</b>			
<b>Revenues</b>								
Cherry Sheet	\$ 18,851,084.00	\$ 19,376,526.00	\$ 19,087,417.00	\$ 19,486,362.00	\$ 19,486,362.00	\$ 109,836.00		0.57%
Local Receipts	\$ 6,925,587.52	\$ 7,061,179.00	\$ 7,155,382.00	\$ 7,004,645.00	\$ 6,550,056.00	\$ (56,534.00)		-0.80%
To Be Raised By Taxation	\$ 16,142,282.00	\$ 17,521,052.00	\$ 17,337,036.00	\$ 17,745,355.00	\$ 18,405,776.00	\$ 224,303.00		1.28%
Ofs/Municipal Access Technology	\$ 30,000.00	\$ -	\$ 498,150.00	\$ -	\$ -	\$ -		
Ofs/Transfer Station	\$ 50,000.00	\$ -	\$ -	\$ -	\$ -	\$ -		
Ofs/Windsor Mill	\$ 35,000.00	\$ -	\$ -	\$ -	\$ -	\$ -		
<b>Total Revenues</b>	<b>\$ 42,033,953.52</b>	<b>\$ 43,958,757.00</b>	<b>\$ 44,077,985.00</b>	<b>\$ 44,236,362.00</b>	<b>\$ 44,442,194.00</b>			

## FY 21 Expenses by Category





## *General Government*





## **General Government Summary**

### *General Government Description*

General Government encompasses the core functions of City administration, as well as the legislative and governance functions of the City Council and city boards and commissions. This includes the following departments and offices:

- Administration (Mayor and Administrative Officer)
- Finance (Assessor, Auditor, and Treasurer)
- City Council
- City Clerk
- Community Development (including the Office of Community Events)
- Information Technology
- Boards and Commissions
- Legal Services (Contracted)

### *Expenses*

FY 2020 Adopted	FY 2021 Proposed	\$ Change	% Change
\$1,306,465	\$1,215,985	(\$90,480)	(6.94%)

### *Budget trend*

**General Government Budget Trend FY 2017-2021**



CITY OF NORTH ADAMS  
FY 2021 DEPARTMENTAL BUDGET

1. GENERAL GOVERNMENT

1A. ADMINISTRATIVE OFFICER	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Administrative Officer (S34-B)	\$ 69,781.67	\$ 70,817.00	\$ 70,817.24	\$ 71,525.00	\$ 71,525.00
<b>TOTAL</b>	<b>\$ 69,781.67</b>	<b>\$ 70,817.00</b>	<b>\$ 70,817.24</b>	<b>\$ 71,525.00</b>	<b>\$ 71,525.00</b>
<b>EXPENSES</b>					
Dues and subscriptions	\$ 39.26	\$ 150.00	\$ 35.23	\$ 150.00	\$ 150.00
<b>TOTAL</b>	<b>\$ 39.26</b>	<b>\$ 150.00</b>	<b>\$ 35.23</b>	<b>\$ 150.00</b>	<b>\$ 150.00</b>
<b>TOTAL FOR ADMINISTRATIVE OFFICER</b>	<b>\$ 69,820.93</b>	<b>\$ 70,967.00</b>	<b>\$ 70,852.47</b>	<b>\$ 71,675.00</b>	<b>\$ 71,675.00</b>
1B. ASSESSOR	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Assessor (S-22A)	\$ 53,013.83	\$ 53,800.00	\$ 52,806.33	\$ 54,338.00	\$ 54,338.00
Office Manager (S-13)	\$ 38,192.28	\$ 38,779.00	\$ 40,632.43	\$ 32,126.00	\$ 32,126.00
Green Community Coordinator	\$ 5,200.00	\$ -	\$ (275.00)	\$ 5,200.00	\$ 5,200.00
Part time member (S) (PT-30)	\$ 3,840.00	\$ 3,600.00	\$ 3,840.00	\$ 3,600.00	\$ 3,600.00
<b>TOTAL</b>	<b>\$ 100,246.11</b>	<b>\$ 96,179.00</b>	<b>\$ 97,003.76</b>	<b>\$ 95,264.00</b>	<b>\$ 95,264.00</b>
<b>EXPENSES</b>					
Deed recording and filing fees	\$ 235.00	\$ 275.00	\$ 235.50	\$ 275.00	\$ 275.00
Outside inspection services	\$ -	\$ 1,600.00	\$ 1,600.00	\$ 1,600.00	\$ 27,500.00
Assessor maps and supplies	\$ 8,072.31	\$ 3,150.00	\$ 4,850.00	\$ 3,150.00	\$ -
Online GIS mapping	\$ -	\$ 5,000.00	\$ -	\$ 2,500.00	\$ -
Dues and memberships	\$ 135.00	\$ 350.00	\$ 165.00	\$ -	\$ 400.00
<b>TOTAL</b>	<b>\$ 8,442.31</b>	<b>\$ 10,375.00</b>	<b>\$ 6,850.50</b>	<b>\$ 7,525.00</b>	<b>\$ 28,175.00</b>
<b>TOTAL FOR ASSESSOR</b>	<b>\$ 108,688.42</b>	<b>\$ 106,554.00</b>	<b>\$ 103,854.26</b>	<b>\$ 102,789.00</b>	<b>\$ 123,439.00</b>
1C. AUDITOR	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Auditor (S-22A)	\$ 53,083.87	\$ 53,871.00	\$ 53,870.96	\$ 54,410.00	\$ 54,410.00
Assistant Auditor (S-17A)	\$ 44,184.33	\$ 44,840.00	\$ 44,840.12	\$ 45,288.00	\$ 25,000.00
<b>TOTAL</b>	<b>\$ 97,268.20</b>	<b>\$ 98,711.00</b>	<b>\$ 98,711.08</b>	<b>\$ 99,698.00</b>	<b>\$ 79,410.00</b>
<b>EXPENSES</b>					
Dues and memberships	\$ 90.00	\$ 100.00	\$ 90.00	\$ 100.00	\$ 100.00
<b>TOTAL</b>	<b>\$ 90.00</b>	<b>\$ 100.00</b>	<b>\$ 90.00</b>	<b>\$ 100.00</b>	<b>\$ 100.00</b>
<b>TOTAL FOR AUDITOR</b>	<b>\$ 97,358.20</b>	<b>\$ 98,811.00</b>	<b>\$ 98,801.08</b>	<b>\$ 99,798.00</b>	<b>\$ 79,510.00</b>
1D. BOARD OF APPEALS	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>EXPENSES</b>					
Secretarial/clerical (PT-24)	\$ 600.07	\$ 600.00	\$ 600.08	\$ 600.00	\$ 600.00
Advertising	\$ 997.90	\$ 1,000.00	\$ 1,356.10	\$ 1,000.00	\$ 1,000.00
<b>TOTAL</b>	<b>\$ 1,597.97</b>	<b>\$ 1,600.00</b>	<b>\$ 1,956.18</b>	<b>\$ 1,600.00</b>	<b>\$ 1,600.00</b>
<b>TOTAL FOR BOARD OF APPEALS</b>	<b>\$ 1,597.97</b>	<b>\$ 1,600.00</b>	<b>\$ 1,956.18</b>	<b>\$ 1,600.00</b>	<b>\$ 1,600.00</b>
1E. CITY CLERK	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
City Clerk (S-22A)	\$ 53,394.98	\$ 53,611.00	\$ 56,958.09	\$ 54,338.00	\$ 54,338.00
Assistant City Clerk (S-17A)	\$ 47,110.54	\$ 39,762.00	\$ 44,805.51	\$ 44,051.00	\$ 44,051.00
Clerical Part Time	\$ -	\$ 10,341.00	\$ 1,551.38	\$ 6,000.00	\$ 3,000.00
<b>TOTAL</b>	<b>\$ 100,505.52</b>	<b>\$ 103,714.00</b>	<b>\$ 103,314.98</b>	<b>\$ 104,389.00</b>	<b>\$ 101,389.00</b>
<b>EXPENSES</b>					
Supplies	\$ -	\$ -	\$ -	\$ 350.00	\$ 350.00
Secretarial/clerical	\$ 1,000.04	\$ 1,200.00	\$ 1,000.00	\$ 2,400.00	\$ 2,400.00
Dues and memberships	\$ 35.00	\$ 310.00	\$ 275.00	\$ 500.00	\$ 500.00
<b>TOTAL</b>	<b>\$ 1,035.04</b>	<b>\$ 1,510.00</b>	<b>\$ 1,275.00</b>	<b>\$ 3,250.00</b>	<b>\$ 3,250.00</b>
<b>TOTAL FOR CITY CLERK</b>	<b>\$ 101,540.56</b>	<b>\$ 105,224.00</b>	<b>\$ 104,589.98</b>	<b>\$ 107,639.00</b>	<b>\$ 104,639.00</b>

CITY OF NORTH ADAMS  
FY 2021 DEPARTMENTAL BUDGET

1F. CITY COUNCIL	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
City Councilors	\$ 26,850.00	\$ 27,600.00	\$ 27,600.00	\$ 27,600.00	\$ 27,600.00
<b>TOTAL</b>	<b>26,850.00</b>	<b>27,600.00</b>	<b>27,600.00</b>	<b>27,600.00</b>	<b>27,600.00</b>
<b>EXPENSES</b>					
Deed recording and filing	\$ -	\$ -	\$ -	\$ -	\$ -
Legal notices - Secretarial	\$ 2,350.82	\$ 4,000.00	\$ 3,656.69	\$ 4,000.00	\$ 4,000.00
Expense allowance	\$ 4,200.00	\$ 4,320.00	\$ 4,320.00	\$ 4,320.00	\$ 4,320.00
<b>TOTAL</b>	<b>\$ 6,550.82</b>	<b>\$ 8,320.00</b>	<b>\$ 7,976.69</b>	<b>\$ 8,320.00</b>	<b>\$ 8,320.00</b>
<b>TOTAL FOR CITY COUNCIL</b>	<b>\$ 33,400.82</b>	<b>\$ 35,920.00</b>	<b>\$ 35,576.69</b>	<b>\$ 35,920.00</b>	<b>\$ 35,920.00</b>
1G. ELECTION AND REGISTRATION	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Election Officers (PT-24)	\$ 6,268.00	\$ 6,000.00	\$ 5,974.00	\$ 9,400.00	\$ 9,400.00
Registrars (PT-24)	\$ 2,300.00	\$ 2,400.00	\$ 2,300.00	\$ 2,400.00	\$ 2,400.00
<b>TOTAL</b>	<b>\$ 8,568.00</b>	<b>\$ 8,400.00</b>	<b>\$ 8,274.00</b>	<b>\$ 11,800.00</b>	<b>\$ 11,800.00</b>
<b>EXPENSES</b>					
Buildings	\$ 971.60	\$ 1,490.00	\$ 1,370.00	\$ 1,875.00	\$ 1,875.00
Ballots and coding	\$ 5,866.46	\$ 6,900.00	\$ 6,996.60	\$ 7,000.00	\$ 7,000.00
Election Supplies	\$ 1,821.94	\$ 400.00	\$ 538.40	\$ 600.00	\$ 600.00
<b>TOTAL</b>	<b>\$ 8,660.00</b>	<b>\$ 8,790.00</b>	<b>\$ 8,905.00</b>	<b>\$ 9,475.00</b>	<b>\$ 9,475.00</b>
<b>TOTAL FOR ELECTION AND REGISTRATION</b>	<b>\$ 17,228.00</b>	<b>\$ 17,190.00</b>	<b>\$ 17,179.00</b>	<b>\$ 21,275.00</b>	<b>\$ 21,275.00</b>
1H. OFFICE OF COMMUNITY DEVELOPMENT	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Director of Purchasing (S-32)	\$ 31,928.96	\$ 29,407.00	\$ 24,373.10	\$ 16,964.00	
Director of Community Development	\$ -	\$ -		\$ 16,178.00	\$ 16,253.00
Fiscal & Compliance Officer	\$ -	\$ -		\$ 500.00	\$ 13,126.00
Projects Coordinator	\$ -	\$ -		\$ 7,070.00	\$ 8,107.00
<b>TOTAL</b>	<b>\$ 31,928.96</b>	<b>\$ 29,407.00</b>	<b>\$ 24,373.10</b>	<b>\$ 40,712.00</b>	<b>\$ 37,486.00</b>
<b>EXPENSES</b>					
Postage	\$ -	\$ -	\$ -	\$ 400.00	\$ -
Advertising	\$ 592.29	\$ 7,000.00	\$ -	\$ 2,000.00	\$ 1,000.00
Vehicle allowance	\$ -	\$ -	\$ -	\$ 800.00	\$ 2,100.00
Dues and memberships	\$ -	\$ -	\$ 600.00	\$ 2,100.00	\$ -
<b>TOTAL</b>	<b>\$ 592.29</b>	<b>\$ 7,000.00</b>	<b>\$ 600.00</b>	<b>\$ 5,300.00</b>	<b>\$ 3,100.00</b>
<b>TOTAL FOR OFFICE OF COMMUNITY DEVELOPMENT</b>	<b>\$ 32,521.25</b>	<b>\$ 36,407.00</b>	<b>\$ 24,973.10</b>	<b>\$ 46,012.00</b>	<b>\$ 40,586.00</b>
1I. LAW DEPARTMENT	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Solicitor	\$ 42,168.20	\$ -	\$ -	\$ -	\$ -
Secretarial (PT-27)	\$ 749.97	\$ -	\$ -	\$ -	\$ -
<b>TOTAL</b>	<b>\$ 42,918.17</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>EXPENSES</b>					
Deed recording and filing	\$ 1,425.00	\$ -	\$ -	\$ -	\$ -
Litigation expense - City Council	\$ -	\$ -		\$ 5,000.00	\$ 5,000.00
Litigation expense - City	\$ 575.00	\$ 46,000.00	\$ 40,722.32	\$ 37,000.00	\$ 30,000.00
<b>TOTAL</b>	<b>\$ 2,000.00</b>	<b>\$ 46,000.00</b>	<b>\$ 40,722.32</b>	<b>\$ 42,000.00</b>	<b>\$ 35,000.00</b>
<b>TOTAL FOR LAW DEPARTMENT</b>	<b>\$ 44,918.17</b>	<b>\$ 46,000.00</b>	<b>\$ 40,722.32</b>	<b>\$ 42,000.00</b>	<b>\$ 35,000.00</b>

CITY OF NORTH ADAMS  
FY 2021 DEPARTMENTAL BUDGET

1J. LICENSE COMMISSION	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Members (PT-23)	\$ 471.72	\$ -	\$ 2,416.39	\$ 1,000.00	\$ 1,000.00
Chairman (PT-27)	\$ 999.96	\$ -	\$ 999.96	\$ 1,000.00	\$ 1,000.00
<b>TOTAL</b>	<b>\$ 1,471.68</b>	<b>\$ -</b>	<b>\$ 3,416.35</b>	<b>\$ 2,000.00</b>	<b>\$ 2,000.00</b>
<b>EXPENSES</b>					
Secretarial/Clerical (PT-25)	\$ 1,200.16	\$ 1,200.00	\$ 1,200.16	\$ 1,200.00	\$ 1,200.00
Advertising	\$ 72.31	\$ 800.00	\$ 156.20	\$ 800.00	\$ 800.00
Office supplies	\$ 534.42	\$ -	\$ 220.20	\$ -	\$ -
<b>TOTAL</b>	<b>\$ 1,806.89</b>	<b>\$ 2,000.00</b>	<b>\$ 1,576.56</b>	<b>\$ 2,000.00</b>	<b>\$ 2,000.00</b>
<b>TOTAL FOR LICENSE COMMISSION</b>	<b>\$ 3,278.57</b>	<b>\$ 2,000.00</b>	<b>\$ 4,992.91</b>	<b>\$ 4,000.00</b>	<b>\$ 4,000.00</b>
1K. MAYOR	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Mayor	\$ 84,469.84	\$ 84,470.00	\$ 84,469.84	\$ 84,470.00	\$ 88,470.00
Administrative Assistant (S-20A)	\$ 68,055.62	\$ 47,835.00	\$ 48,433.58	\$ 49,522.00	\$ 49,522.00
<b>TOTAL</b>	<b>\$ 152,525.46</b>	<b>\$ 132,305.00</b>	<b>\$ 132,903.42</b>	<b>\$ 133,992.00</b>	<b>\$ 137,992.00</b>
<b>EXPENSES</b>					
Travel Allowance	\$ -	\$ 1,000.00	\$ 429.62	\$ 500.00	\$ -
Transfer to stabilization	\$ 21,000.00	\$ -	\$ -	\$ -	\$ -
Dues and memberships	\$ 3,066.00	\$ 3,500.00	\$ 3,143.00	\$ 3,500.00	\$ 3,500.00
<b>TOTAL</b>	<b>\$ 24,066.00</b>	<b>\$ 4,500.00</b>	<b>\$ 3,572.62</b>	<b>\$ 4,000.00</b>	<b>\$ 3,500.00</b>
<b>TOTAL FOR MAYOR</b>	<b>\$ 176,591.46</b>	<b>\$ 136,805.00</b>	<b>\$ 136,476.04</b>	<b>\$ 137,992.00</b>	<b>\$ 141,492.00</b>
1L. INFORMATION TECHNOLOGY	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Information Technology Director	\$ 80,575.88	\$ 81,771.00	\$ -	\$ -	\$ 80,940.00
Assistant MIS Director (S-25)	\$ -	\$ -	\$ 81,771.04	\$ 63,240.00	\$ 57,593.00
Assistant MIS Director (S-25)	\$ -	\$ 57,023.00	\$ 27,414.99	\$ 63,240.00	\$ -
On Call Stipend	\$ -	\$ 9,125.00	\$ -	\$ -	\$ -
<b>TOTAL</b>	<b>\$ 80,575.88</b>	<b>\$ 147,919.00</b>	<b>\$ 109,186.03</b>	<b>\$ 126,480.00</b>	<b>\$ 138,533.00</b>
<b>EXPENSES</b>					
Data processing	\$ 123,869.41	\$ 123,355.00	\$ 125,381.92	\$ 123,355.00	\$ 92,516.00
Services purchased	\$ 1,267.35	\$ 25,000.00	\$ 21,116.79	\$ 25,000.00	\$ 25,000.00
Computer equipment/software	\$ (362.15)	\$ 7,500.00	\$ 7,500.00	\$ 7,500.00	\$ 7,500.00
<b>TOTAL</b>	<b>\$ 124,774.61</b>	<b>\$ 155,855.00</b>	<b>\$ 153,998.71</b>	<b>\$ 155,855.00</b>	<b>\$ 125,016.00</b>
<b>TOTAL FOR INFORMATION TECHNOLOGY</b>	<b>\$ 205,350.49</b>	<b>\$ 303,774.00</b>	<b>\$ 263,184.74</b>	<b>\$ 282,335.00</b>	<b>\$ 263,549.00</b>
1M. OFFICE OF TOURISM	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARY</b>					
Director (S-35)	\$ 29,675.93	\$ 37,646.00	\$ 37,645.92	\$ 39,378.00	\$ 39,378.00
<b>TOTAL</b>	<b>\$ 29,675.93</b>	<b>\$ 37,646.00</b>	<b>\$ 37,645.92</b>	<b>\$ 39,378.00</b>	<b>\$ 39,378.00</b>
<b>EXPENSES</b>					
Intern	\$ -	\$ 1,500.00	\$ -	\$ -	\$ -
Promotional activity	\$ 21,481.00	\$ 21,500.00	\$ 20,994.80	\$ 21,500.00	\$ 9,000.00
Program/department supplies	\$ 4,202.15	\$ 5,000.00	\$ 3,850.43	\$ 5,000.00	\$ 2,500.00
Dues and subscriptions	\$ 1,297.00	\$ 500.00	\$ 1,304.00	\$ 1,300.00	\$ 1,300.00
<b>TOTAL</b>	<b>\$ 26,980.15</b>	<b>\$ 28,500.00</b>	<b>\$ 26,149.23</b>	<b>\$ 27,800.00</b>	<b>\$ 12,800.00</b>
<b>TOTAL FOR OFFICE OF TOURISM</b>	<b>\$ 56,656.08</b>	<b>\$ 66,146.00</b>	<b>\$ 63,795.15</b>	<b>\$ 67,178.00</b>	<b>\$ 52,178.00</b>
1N. PLANNING BOARD	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>EXPENSES</b>					
Secretarial/clerical (PT-25)	\$ 1,200.16	\$ 1,200.00	\$ 1,200.16	\$ 1,200.00	\$ 1,200.00
Advertising	\$ 3,548.76	\$ 4,000.00	\$ 4,820.90	\$ 4,000.00	\$ 4,000.00
Office supplies	\$ 450.55	\$ 100.00	\$ 163.94	\$ 100.00	\$ -
<b>TOTAL</b>	<b>\$ 5,199.47</b>	<b>\$ 5,300.00</b>	<b>\$ 6,185.00</b>	<b>\$ 5,300.00</b>	<b>\$ 5,200.00</b>
<b>TOTAL FOR PLANNING BOARD</b>	<b>\$ 5,199.47</b>	<b>\$ 5,300.00</b>	<b>\$ 6,185.00</b>	<b>\$ 5,300.00</b>	<b>\$ 5,200.00</b>

CITY OF NORTH ADAMS  
FY 2021 DEPARTMENTAL BUDGET

10. TRAFFIC AND PARKING CONTROL	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Hearings Officer (PT-29)	\$ 1,500.00	\$ 1,500.00	\$ 1,575.00	\$ 1,500.00	\$ -
Traffic control	\$ 15,112.12	\$ 15,200.00	\$ 15,199.96	\$ 15,200.00	\$ -
<b>TOTAL</b>	<b>\$ 16,612.12</b>	<b>\$ 16,700.00</b>	<b>\$ 16,774.96</b>	<b>\$ 16,700.00</b>	<b>\$ -</b>
<b>EXPENSES</b>					
Meter Repairs and Replacement	\$ 184.70	\$ 2,000.00	\$ 90.45	\$ 1,700.00	\$ -
<b>TOTAL</b>	<b>\$ 184.70</b>	<b>\$ 2,000.00</b>	<b>\$ 90.45</b>	<b>\$ 1,700.00</b>	<b>\$ -</b>
<b>TOTAL FOR TRAFFIC AND PARKING CONTROL</b>	<b>\$ 16,796.82</b>	<b>\$ 18,700.00</b>	<b>\$ 16,865.41</b>	<b>\$ 18,400.00</b>	<b>\$ -</b>
1P. TREASURER AND COLLECTOR	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Treasurer/Collector (S-22C)	\$ 60,543.70	\$ 61,442.00	\$ 62,635.55	\$ 62,056.00	\$ 62,056.00
Assistant Treasurer/Collector (S-17A)	\$ 42,977.22	\$ 43,615.00	\$ 41,615.00	\$ 41,023.00	\$ 41,023.00
Principal Clerk (S-13)	\$ 40,807.38	\$ 32,876.00	\$ 31,566.79	\$ 39,984.00	\$ 39,984.00
Part-Time Clerks (PT-6A)	\$ 42,423.50	\$ 51,545.00	\$ 55,942.88	\$ 49,889.00	\$ 33,259.00
<b>TOTAL</b>	<b>\$ 186,751.80</b>	<b>\$ 189,478.00</b>	<b>\$ 191,760.22</b>	<b>\$ 192,952.00</b>	<b>\$ 176,322.00</b>
<b>EXPENSES</b>					
Office equipment and furnishings	\$ 3,231.73	\$ -	\$ -	\$ -	\$ -
Rental postage machine	\$ 365.00	\$ 500.00	\$ 389.00	\$ 500.00	\$ 500.00
Foreclosures	\$ 9,550.00	\$ -	\$ -	\$ -	\$ -
Postage	\$ 26,940.74	\$ 42,000.00	\$ 35,634.06	\$ 42,000.00	\$ 42,000.00
Office supplies	\$ 143.64	\$ -	\$ -	\$ -	\$ -
Dues and memberships	\$ 50.00	\$ 500.00	\$ 330.00	\$ 500.00	\$ 500.00
<b>TOTAL</b>	<b>\$ 40,281.11</b>	<b>\$ 43,000.00</b>	<b>\$ 36,353.06</b>	<b>\$ 43,000.00</b>	<b>\$ 43,000.00</b>
<b>ADMINISTRATIVE EXPENSES</b>					
Bond certification/printing	\$ 2,724.07	\$ 1,000.00	\$ 95.72	\$ 1,000.00	\$ 1,000.00
<b>TOTAL</b>	<b>\$ 2,724.07</b>	<b>\$ 1,000.00</b>	<b>\$ 95.72</b>	<b>\$ 1,000.00</b>	<b>\$ 1,000.00</b>
<b>FORECLOSURE EXPENSES</b>					
Foreclosure Expenses	\$ 7,197.19	\$ 14,000.00	\$ 60,876.23	\$ 20,000.00	\$ 10,000.00
Advertising	\$ 5,839.75	\$ 2,100.00	\$ 2,982.00	\$ 2,100.00	\$ 2,100.00
<b>TOTAL</b>	<b>\$ 13,036.94</b>	<b>\$ 16,100.00</b>	<b>\$ 63,858.23</b>	<b>\$ 22,100.00</b>	<b>\$ 12,100.00</b>
<b>OTHER EXPENSES</b>					
Service charges and fees	\$ 1,100.00	\$ 1,500.00	\$ -	\$ 1,500.00	\$ 1,500.00
<b>TOTAL</b>	<b>\$ 1,100.00</b>	<b>\$ 1,500.00</b>	<b>\$ -</b>	<b>\$ 1,500.00</b>	<b>\$ 1,500.00</b>
<b>TOTAL FOR TREASURER AND COLLECTOR</b>	<b>\$ 243,893.92</b>	<b>\$ 251,078.00</b>	<b>\$ 292,067.23</b>	<b>\$ 260,552.00</b>	<b>\$ 233,922.00</b>
1Q. VITAL STATISTICS	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>EXPENSES</b>					
Book binding	\$ 999.56	\$ 1,500.00	\$ 1,718.81	\$ 2,000.00	\$ 2,000.00
<b>TOTAL</b>	<b>\$ 999.56</b>	<b>\$ 1,500.00</b>	<b>\$ 1,718.81</b>	<b>\$ 2,000.00</b>	<b>\$ 2,000.00</b>
<b>TOTAL FOR VITAL STATISTICS</b>	<b>\$ 999.56</b>	<b>\$ 1,500.00</b>	<b>\$ 1,718.81</b>	<b>\$ 2,000.00</b>	<b>\$ 2,000.00</b>



## *Public Safety*





## **Public Safety Summary**

### *Public Safety Description*

Public Safety encompasses the work of ensuring the safety of residents and visitors in the City of North Adams. This includes the following departments and offices:

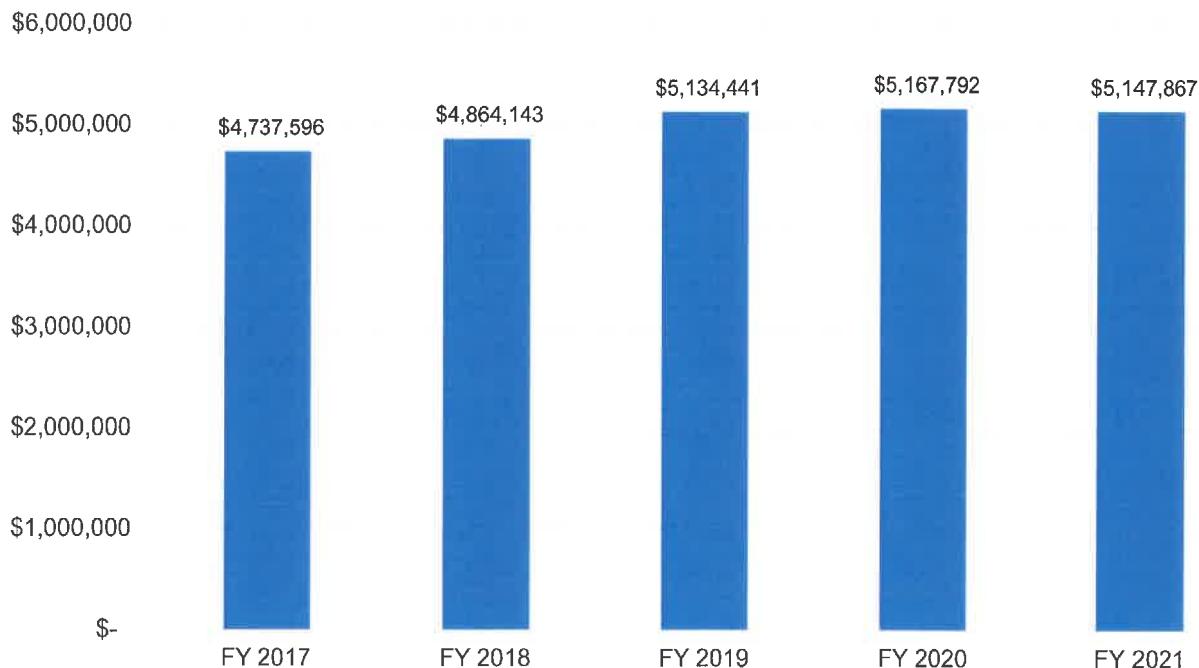
- Animal Control
- Inspection Services (Building, Health, Public Property)
- North Adams Fire Department
- North Adams Police Department
- Transfer Station
- Wire and Alarm Division

### *Expenses*

FY 2020 Adopted	FY 2021 Proposed	\$ Change	% Change
\$5,167,792	\$5,147,867	(\$19,925)	(0.40%)

### *Budget trend*

**Public Safety Budget Trend FY 2017-2021**



CITY OF NORTH ADAMS  
FY 2021 DEPARTMENTAL BUDGET

**2. PUBLIC SAFETY**

2A. PUBLIC SAFETY ADMINISTRATION	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Senior Clerk (S-10)	\$ 74,201.72	\$ 37,311.00	\$ -	\$ 15,074.00	\$ -
Business Manager (S-20A)	\$ -	\$ 38,841.00	\$ 74,086.38	\$ 51,936.00	\$ 51,936.00
<b>TOTAL</b>	<b>\$ 74,201.72</b>	<b>\$ 76,152.00</b>	<b>\$ 74,086.38</b>	<b>\$ 67,010.00</b>	<b>\$ 51,936.00</b>
<b>EXPENSES</b>					
Postage	\$ -	\$ 250.00	\$ 356.20	\$ -	\$ -
Phone & postage	\$ 3,760.12	\$ 4,000.00	\$ 3,761.97	\$ 3,200.00	\$ 3,200.00
Program/department supplies	\$ 967.66	\$ 1,800.00	\$ 1,905.77	\$ 1,300.00	\$ 1,300.00
<b>TOTAL</b>	<b>\$ 4,727.78</b>	<b>\$ 6,050.00</b>	<b>\$ 6,023.94</b>	<b>\$ 4,500.00</b>	<b>\$ 4,500.00</b>
<b>TOTAL FOR PUBLIC SAFETY ADMINISTRATION</b>	<b>\$ 78,929.50</b>	<b>\$ 82,202.00</b>	<b>\$ 80,110.32</b>	<b>\$ 71,510.00</b>	<b>\$ 56,436.00</b>
2B. BUILDING INSPECTOR	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Principal Clerk (S-17A)	\$ 42,113.16	\$ 42,811.00	\$ 43,659.36	\$ 44,496.00	\$ 44,496.00
Director of Inspection Services (S-24A)	\$ 64,739.74	\$ 66,666.00	\$ 66,666.08	\$ 67,333.00	\$ 67,333.00
Assistant Building Inspector (S-21)	\$ 51,784.42	\$ 52,944.00	\$ 53,024.29	\$ 53,473.00	\$ 53,473.00
Code Enforcement Officer and Sealer (S-17)	\$ 24,042.05	\$ 42,917.00	\$ 42,204.64	\$ 43,346.00	\$ 28,000.00
Building Maintenance Specialist (S-21B)	\$ 50,606.38	\$ 53,537.00	\$ 26,076.38	\$ 54,072.00	\$ 54,072.00
Overtime	\$ -	\$ -	\$ 3,643.77	\$ 3,000.00	\$ 3,000.00
<b>TOTAL</b>	<b>\$ 233,285.75</b>	<b>\$ 258,875.00</b>	<b>\$ 235,274.52</b>	<b>\$ 265,720.00</b>	<b>\$ 250,374.00</b>
<b>EXPENSES</b>					
Stipends	\$ 2,999.88	\$ -	\$ 2,999.88	\$ 3,000.00	\$ 3,000.00
Building repairs	\$ -	\$ -	\$ 1,104.00	\$ -	\$ -
Clothing and uniforms	\$ 2,000.00	\$ 1,800.00	\$ 1,816.00	\$ 1,800.00	\$ 1,800.00
Dues and memberships	\$ -	\$ 800.00	\$ 283.60	\$ 800.00	\$ 800.00
<b>TOTAL</b>	<b>\$ 4,999.88</b>	<b>\$ 2,600.00</b>	<b>\$ 6,203.48</b>	<b>\$ 5,600.00</b>	<b>\$ 5,600.00</b>
<b>TOTAL FOR BUILDING INSPECTOR</b>	<b>\$ 238,285.63</b>	<b>\$ 261,475.00</b>	<b>\$ 241,478.00</b>	<b>\$ 271,320.00</b>	<b>\$ 255,974.00</b>
2C. ANIMAL CONTROL	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Animal Control Officer (S-12)	\$ 30,694.92	\$ 32,339.00	\$ 32,266.34	\$ 38,871.00	\$ 38,871.00
<b>TOTAL</b>	<b>\$ 30,694.92</b>	<b>\$ 32,339.00</b>	<b>\$ 32,266.34</b>	<b>\$ 38,871.00</b>	<b>\$ 38,871.00</b>
<b>EXPENSES</b>					
Vehicles	\$ 332.33	\$ 2,000.00	\$ 1,117.96	\$ 2,000.00	\$ 1,500.00
Food & Supplies	\$ 12.50	\$ 500.00	\$ 215.00	\$ 500.00	\$ 300.00
Veterinary services	\$ 1,327.75	\$ 3,500.00	\$ 2,506.14	\$ 3,500.00	\$ 3,000.00
General supplies	\$ 699.26	\$ 750.00	\$ 2,318.24	\$ 750.00	\$ 2,000.00
Clothing and uniforms	\$ 500.00	\$ 525.00	\$ 500.00	\$ 525.00	\$ 500.00
Program/department supplies	\$ 735.11	\$ 2,200.00	\$ 618.19	\$ 2,200.00	\$ 1,500.00
Staff development and training	\$ -	\$ 110.00	\$ -	\$ 110.00	\$ 110.00
<b>TOTAL</b>	<b>\$ 3,606.95</b>	<b>\$ 9,585.00</b>	<b>\$ 7,275.53</b>	<b>\$ 9,585.00</b>	<b>\$ 8,910.00</b>
<b>TOTAL FOR ANIMAL CONTROL</b>	<b>\$ 34,301.87</b>	<b>\$ 41,924.00</b>	<b>\$ 39,541.87</b>	<b>\$ 48,456.00</b>	<b>\$ 47,781.00</b>
2D. FIRE	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Fire Chief (S-33B)	\$ 80,313.51	\$ 81,505.00	\$ 81,704.80	\$ 82,320.00	\$ 82,320.00
Fire Reserves	\$ 3,396.70	\$ 35,000.00	\$ 5,417.58	\$ 35,000.00	\$ 35,000.00
Lieutenants (F-4)	\$ 217,266.35	\$ 233,149.00	\$ 223,322.02	\$ 237,762.00	\$ 239,860.00
Fire Fighters (F-1)	\$ 991,536.58	\$ 1,017,317.00	\$ 1,073,610.87	\$ 1,063,840.00	\$ 1,057,558.00
Overtime	\$ 314,492.63	\$ 276,880.00	\$ 282,106.65	\$ 297,766.00	\$ 313,591.00
Holiday special	\$ 62,913.82	\$ 65,693.00	\$ 68,244.57	\$ 68,834.00	\$ 68,188.00
<b>TOTAL</b>	<b>\$ 1,669,919.59</b>	<b>\$ 1,709,544.00</b>	<b>\$ 1,734,406.49</b>	<b>\$ 1,785,522.00</b>	<b>\$ 1,796,517.00</b>

**CITY OF NORTH ADAMS  
FY 2021 DEPARTMENTAL BUDGET**

**EXPENSES**

Forest fire supplies	\$ -	\$ -	\$ -	\$ 5,250.00	\$ 5,250.00
Building supplies	\$ 3,588.53	\$ 2,000.00	\$ 2,410.75	\$ 2,000.00	\$ 2,000.00
Vehicle repairs	\$ 33,458.88	\$ 35,000.00	\$ 27,137.52	\$ 35,000.00	\$ 35,000.00
Pest control	\$ 391.32	\$ 420.00	\$ 455.00	\$ 420.00	\$ 420.00
Medical and dental	\$ 4,665.80	\$ 1,000.00	\$ 64,559.95	\$ 1,000.00	\$ -
Services purchased	\$ 484.00	\$ -	\$ 1,506.39	\$ -	\$ -
Firefighting Equipment	\$ 5,506.91	\$ 10,000.00	\$ 11,815.29	\$ 10,000.00	\$ 10,000.00
Meals	\$ 88.56	\$ 300.00	\$ 531.87	\$ 300.00	\$ 300.00
Clothing and uniforms	\$ 15,700.00	\$ 21,700.00	\$ 26,627.05	\$ 21,700.00	\$ 21,700.00
Program/department supplies	\$ 3,595.86	\$ 5,000.00	\$ 6,147.65	\$ 5,000.00	\$ 5,000.00
Fire prevention supplies	\$ -	\$ 1,000.00	\$ 1,807.55	\$ 1,000.00	\$ 1,000.00
Travel	\$ 1,242.40	\$ -	\$ -	\$ -	\$ -
Dues and memberships	\$ 1,132.95	\$ 1,800.00	\$ 2,264.00	\$ 1,800.00	\$ 1,800.00
Staff development and training	\$ 1,600.75	\$ 2,500.00	\$ 2,969.19	\$ 2,500.00	\$ 2,500.00
<b>TOTAL</b>	<b>\$ 71,455.96</b>	<b>\$ 80,720.00</b>	<b>\$ 148,232.21</b>	<b>\$ 85,970.00</b>	<b>\$ 84,970.00</b>
<b>TOTAL FOR FIRE</b>	<b>\$ 1,741,375.55</b>	<b>\$ 1,790,264.00</b>	<b>\$ 1,882,638.70</b>	<b>\$ 1,871,492.00</b>	<b>\$ 1,881,487.00</b>

2E. HEALTH INSPECTION SERVICES	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Board of Health (PT-19)	\$ -	\$ 2,250.00	\$ -	\$ 2,250.00	\$ 2,250.00
Director of Health Services (S-22A)	\$ 56,252.59	\$ 53,695.00	\$ 53,463.70	\$ 54,232.00	\$ 54,338.00
Part Time Transfer Station (PT-4)	\$ 101,322.82	\$ 84,235.00	\$ 78,646.64	\$ 84,235.00	\$ 89,553.00
Inspector #1	\$ 400.00	\$ 1,800.00	\$ 231.50	\$ -	\$ -
Overtime	\$ 4,557.14	\$ -	\$ 3,100.52	\$ 4,500.00	\$ 4,500.00
<b>TOTAL</b>	<b>\$ 162,532.55</b>	<b>\$ 141,980.00</b>	<b>\$ 135,442.36</b>	<b>\$ 145,217.00</b>	<b>\$ 150,641.00</b>

<b>EXPENSES</b>					
Professional and technical	\$ -	\$ -	\$ 70.00	\$ -	\$ -
Credit card fees	\$ 574.73	\$ -	\$ 2,060.54	\$ 2,000.00	\$ 2,000.00
Secretarial/clerical (PT-25)	\$ 1,200.15	\$ 1,200.00	\$ 1,200.10	\$ 1,200.00	\$ 1,200.00
Laboratory fees	\$ 127.64	\$ -	\$ -	\$ -	\$ -
Advertising	\$ -	\$ 500.00	\$ 106.50	\$ 500.00	\$ 500.00
Clothing allowance	\$ 1,550.00	\$ 2,700.00	\$ 2,350.00	\$ 2,700.00	\$ 2,700.00
Dues and memberships	\$ -	\$ 1,300.00	\$ -	\$ 200.00	\$ 200.00
<b>TOTAL</b>	<b>\$ 3,452.52</b>	<b>\$ 5,700.00</b>	<b>\$ 5,787.14</b>	<b>\$ 6,600.00</b>	<b>\$ 6,600.00</b>

<b>RELOCATION</b>					
Emergency removals	\$ -	\$ 1,000.00	\$ -	\$ -	\$ -
<b>TOTAL</b>	<b>\$ -</b>	<b>\$ 1,000.00</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

<b>LABORATORY SUPPLIES</b>					
Laboratory fees	\$ -	\$ 500.00	\$ -	\$ -	\$ -
<b>TOTAL</b>	<b>\$ -</b>	<b>\$ 500.00</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

<b>SAFE WATER DRINKING ACT</b>					
Laboratory fees	\$ 23,235.68	\$ 18,000.00	\$ 21,000.00	\$ 25,000.00	\$ 25,000.00
Water samples	\$ -	\$ 3,000.00	\$ -	\$ -	\$ -
<b>TOTAL</b>	<b>\$ 23,235.68</b>	<b>\$ 21,000.00</b>	<b>\$ 21,000.00</b>	<b>\$ 25,000.00</b>	<b>\$ 25,000.00</b>

<b>TRANSFER STATION</b>					
Waste removal services	\$ 350,016.95	\$ 332,430.00	\$ 372,822.24	\$ 370,147.00	\$ 377,789.00
Vehicle, machine & scale Maintenance	\$ 33,178.40	\$ 25,000.00	\$ 67,607.76	\$ 20,000.00	\$ 27,500.00
Clothing and uniforms	\$ -	\$ 2,000.00	\$ -	\$ 2,000.00	\$ 2,000.00
Program/department supplies	\$ 6,889.99	\$ 5,000.00	\$ -	\$ 5,000.00	\$ 5,000.00
<b>TOTAL</b>	<b>\$ 390,085.34</b>	<b>\$ 364,430.00</b>	<b>\$ 440,430.00</b>	<b>\$ 397,147.00</b>	<b>\$ 412,289.00</b>

<b>TUBERCULOSIS</b>					
Medical and dental	\$ -	\$ 150.00	\$ -	\$ 150.00	\$ 150.00
Postage	\$ -	\$ 50.00	\$ -	\$ 50.00	\$ 50.00
<b>TOTAL</b>	<b>\$ -</b>	<b>\$ 200.00</b>	<b>\$ -</b>	<b>\$ 200.00</b>	<b>\$ 200.00</b>

<b>VISITING NURSES</b>					
Berkshire Health Alliance	\$ 8,075.00	\$ 8,075.00	\$ 8,997.00	\$ 8,075.00	\$ 9,000.00
<b>TOTAL</b>	<b>\$ 8,075.00</b>	<b>\$ 8,075.00</b>	<b>\$ 8,997.00</b>	<b>\$ 8,075.00</b>	<b>\$ 9,000.00</b>
<b>TOTAL FOR HEALTH INSPECTION SERVICES</b>	<b>\$ 587,381.09</b>	<b>\$ 542,885.00</b>	<b>\$ 611,656.50</b>	<b>\$ 582,239.00</b>	<b>\$ 603,730.00</b>

CITY OF NORTH ADAMS  
FY 2021 DEPARTMENTAL BUDGET

2F. POLICE	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Police Chief	\$ 80,267.39	\$ 81,505.00	\$ 59,244.10	\$ 87,500.00	\$ 87,500.00
Lieutenants (S-37)	\$ 64,277.70	\$ 74,705.00	\$ 5,769.52	\$ 78,860.00	\$ 75,754.00
Sergeants P-4	\$ 173,990.55	\$ 257,417.00	\$ 200,914.69	\$ 140,335.00	\$ 284,395.00
Officer in Charge	\$ 7,189.26	\$ 7,500.00	\$ 7,522.86	\$ 7,500.00	\$ 7,500.00
Detectives (P-3)	\$ 231,443.25	\$ 123,618.00	\$ 193,579.12	\$ 196,666.00	\$ 129,420.00
Five day stipend	\$ 958.57	\$ 1,000.00	\$ -	\$ 1,000.00	\$ -
Patrolmen (P-1)	\$ 850,266.65	\$ 893,496.00	\$ 941,085.43	\$ 957,760.00	\$ 849,927.00
Reserve Patrolmen (PT-1B)	\$ 47,928.38	\$ 50,000.00	\$ 15,383.39	\$ 50,000.00	\$ 50,000.00
Matron services	\$ 1,437.85	\$ 1,500.00	\$ -	\$ 1,500.00	\$ -
Overtime	\$ 227,659.65	\$ 280,677.00	\$ 332,615.73	\$ 262,346.00	\$ 269,008.00
Holiday special	\$ 62,373.03	\$ 68,138.00	\$ 66,748.19	\$ 57,241.00	\$ 66,833.00
Court time	\$ 17,254.22	\$ 18,000.00	\$ 8,492.68	\$ 18,000.00	\$ 18,000.00
Training pay	\$ 2,004.69	\$ 2,000.00	\$ 750.00	\$ -	\$ 2,500.00
<b>TOTAL</b>	<b>\$ 1,767,051.17</b>	<b>\$ 1,859,556.00</b>	<b>\$ 1,832,105.71</b>	<b>\$ 1,858,708.00</b>	<b>\$ 1,840,837.00</b>

EXPENSES	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Investigations	\$ (5,200.00)	\$ 500.00	\$ -	\$ 1,000.00	\$ 1,000.00
Police academy tuition	\$ 8,250.00	\$ 6,000.00	\$ -	\$ 6,000.00	\$ 6,000.00
Police academy expenses	\$ 7,034.33	\$ 10,000.00	\$ 646.34	\$ 10,000.00	\$ 10,000.00
Office equipment and furnishings	\$ 207.60	\$ 4,000.00	\$ 3,469.19	\$ 4,000.00	\$ 4,000.00
Vehicles	\$ 37,612.79	\$ 40,000.00	\$ 34,894.44	\$ 40,000.00	\$ 40,000.00
Assessment center	\$ 3,265.00	\$ 6,000.00	\$ 6,545.00	\$ 6,000.00	\$ 6,000.00
Medical and dental	\$ 2,872.81	\$ 2,000.00	\$ 3,047.03	\$ 2,000.00	\$ 2,000.00
Data processing	\$ 1,044.11	\$ 2,500.00	\$ 1,144.86	\$ 2,500.00	\$ -
Services purchased and phones	\$ 7,887.05	\$ 6,000.00	\$ 9,223.69	\$ 6,000.00	\$ 6,000.00
Batteries	\$ 756.09	\$ 600.00	\$ 304.00	\$ 1,000.00	\$ -
Meals	\$ 370.71	\$ 550.00	\$ 845.07	\$ 600.00	\$ 600.00
Clothing and uniforms	\$ 25,050.00	\$ 21,600.00	\$ 21,600.00	\$ 21,600.00	\$ 21,600.00
Program/department supplies	\$ 5,861.80	\$ 3,000.00	\$ 8,193.22	\$ 3,000.00	\$ 3,000.00
Ammunition	\$ 9,553.48	\$ 10,000.00	\$ 9,064.09	\$ 10,000.00	\$ 10,000.00
Dues and memberships	\$ 1,773.49	\$ 2,000.00	\$ 1,570.49	\$ 2,000.00	\$ 2,000.00
Staff development and training	\$ 14,223.86	\$ 15,000.00	\$ 9,069.79	\$ 15,000.00	\$ 15,000.00
Prisoner care	\$ 2,762.18	\$ 3,000.00	\$ 2,707.31	\$ 3,500.00	\$ 3,500.00
<b>TOTAL</b>	<b>\$ 123,325.30</b>	<b>\$ 132,750.00</b>	<b>\$ 112,324.52</b>	<b>\$ 134,200.00</b>	<b>\$ 130,700.00</b>
<b>TOTAL FOR POLICE</b>	<b>\$ 1,890,376.47</b>	<b>\$ 1,992,306.00</b>	<b>\$ 1,944,430.23</b>	<b>\$ 1,992,908.00</b>	<b>\$ 1,971,537.00</b>

2G. PUBLIC PROPERTY AND BUILDINGS	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Part time Plumbing Inspector	\$ -	\$ 1,000.00	\$ -	\$ 1,000.00	\$ 1,000.00
Maintenance Supervisor (S-22B)	\$ 44,726.83	\$ 45,780.00	\$ 45,519.17	\$ 46,238.00	\$ 46,238.00
Part Time Custodian (Z-2A)	\$ 56,925.06	\$ 58,227.00	\$ 63,976.23	\$ 58,809.00	\$ 59,339.00
<b>TOTAL</b>	<b>\$ 101,651.89</b>	<b>\$ 105,007.00</b>	<b>\$ 109,495.40</b>	<b>\$ 106,047.00</b>	<b>\$ 106,577.00</b>
<b>EXPENSES</b>					
Training and certifications	\$ -	\$ 3,000.00	\$ 130.00	\$ 3,000.00	\$ 3,000.00
Building repairs	\$ 5,200.45	\$ 10,000.00	\$ 10,341.06	\$ 6,000.00	\$ 6,000.00
Elevators	\$ 14,818.75	\$ 18,200.00	\$ 20,705.77	\$ 22,500.00	\$ 25,000.00
Heating maintenance	\$ -	\$ -	\$ 3,232.44	\$ -	\$ -
Trash removal services	\$ 3,626.00	\$ 3,500.00	\$ 4,132.80	\$ 3,800.00	\$ 3,800.00
R&M services buildings	\$ 39,065.33	\$ 32,000.00	\$ 43,666.18	\$ 52,273.00	\$ 50,000.00
Clothing and uniforms	\$ 1,500.00	\$ 1,500.00	\$ 1,800.00	\$ 1,500.00	\$ 1,800.00
<b>TOTAL</b>	<b>\$ 64,210.53</b>	<b>\$ 68,200.00</b>	<b>\$ 84,008.25</b>	<b>\$ 89,073.00</b>	<b>\$ 89,600.00</b>
<b>TOTAL FOR PUBLIC PROPERTY AND BUILDINGS</b>	<b>\$ 165,862.42</b>	<b>\$ 173,207.00</b>	<b>\$ 193,503.65</b>	<b>\$ 195,120.00</b>	<b>\$ 196,177.00</b>

2H. INSPECTOR OF WEIGHTS AND MEASURES	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Department head	\$ -	\$ -	\$ -	\$ -	\$ -
<b>TOTAL</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

**TOTAL FOR WEIGHTS AND MEASURES**

CITY OF NORTH ADAMS  
FY 2021 DEPARTMENTAL BUDGET

2I. WIRE AND ALARM	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Inspector of Wires (S-9A)	\$ 56,520.07	\$ 57,375.00	\$ 57,374.81	\$ 57,949.00	\$ 57,949.00
Assistant Inspector of Wires (S-17)	\$ 37,701.27	\$ 42,917.00	\$ 43,526.25	\$ 43,346.00	\$ 43,346.00
Overtime	\$ 17,310.69	\$ 10,000.00	\$ 20,803.71	\$ 15,000.00	\$ 15,000.00
<b>TOTAL</b>	<b>\$ 111,532.03</b>	<b>\$ 110,292.00</b>	<b>\$ 121,704.77</b>	<b>\$ 116,295.00</b>	<b>\$ 116,295.00</b>
<b>EXPENSES</b>					
Vehicles	\$ 1,583.23	\$ 2,500.00	\$ 1,624.62	\$ 2,500.00	\$ 2,500.00
American flags	\$ 1,498.08	\$ 1,000.00	\$ 28.34	\$ 1,500.00	\$ 1,500.00
Fire alarm extension	\$ 2,869.64	\$ 4,000.00	\$ 1,454.45	\$ 2,900.00	\$ 2,900.00
Holiday lights	\$ 2,270.97	\$ -	\$ 2,374.87	\$ 2,500.00	\$ 2,500.00
General supplies	\$ 1,028.06	\$ 2,000.00	\$ 5,889.17	\$ 1,500.00	\$ 1,500.00
Clothing and uniforms	\$ 1,000.00	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00	\$ 1,200.00
Program/department supplies	\$ 1,600.02	\$ 1,000.00	\$ 504.17	\$ 1,000.00	\$ 1,000.00
Dues and memberships	\$ -	\$ 150.00	\$ -	\$ 150.00	\$ 150.00
<b>TOTAL</b>	<b>\$ 11,850.00</b>	<b>\$ 11,850.00</b>	<b>\$ 13,075.62</b>	<b>\$ 13,250.00</b>	<b>\$ 13,250.00</b>
<b>STREET/ TRAFFIC LIGHTING</b>					
Program/department supplies	\$ 4,248.56	\$ 6,300.00	\$ 6,299.92	\$ 5,200.00	\$ 5,200.00
<b>TOTAL</b>	<b>\$ 4,248.56</b>	<b>\$ 6,300.00</b>	<b>\$ 6,299.92</b>	<b>\$ 5,200.00</b>	<b>\$ 5,200.00</b>
<b>TOTAL FOR WIRE &amp; ALARM</b>	<b>\$ 127,630.59</b>	<b>\$ 128,442.00</b>	<b>\$ 141,080.31</b>	<b>\$ 134,745.00</b>	<b>\$ 134,745.00</b>



## *Public Services*





## **Public Services Summary**

### *Public Services Description*

Public Services encompasses the City's public works and public infrastructure functions, as well as programs focused on providing services to and supporting quality of life for, North Adams residents and visitors. This includes the following departments and offices:

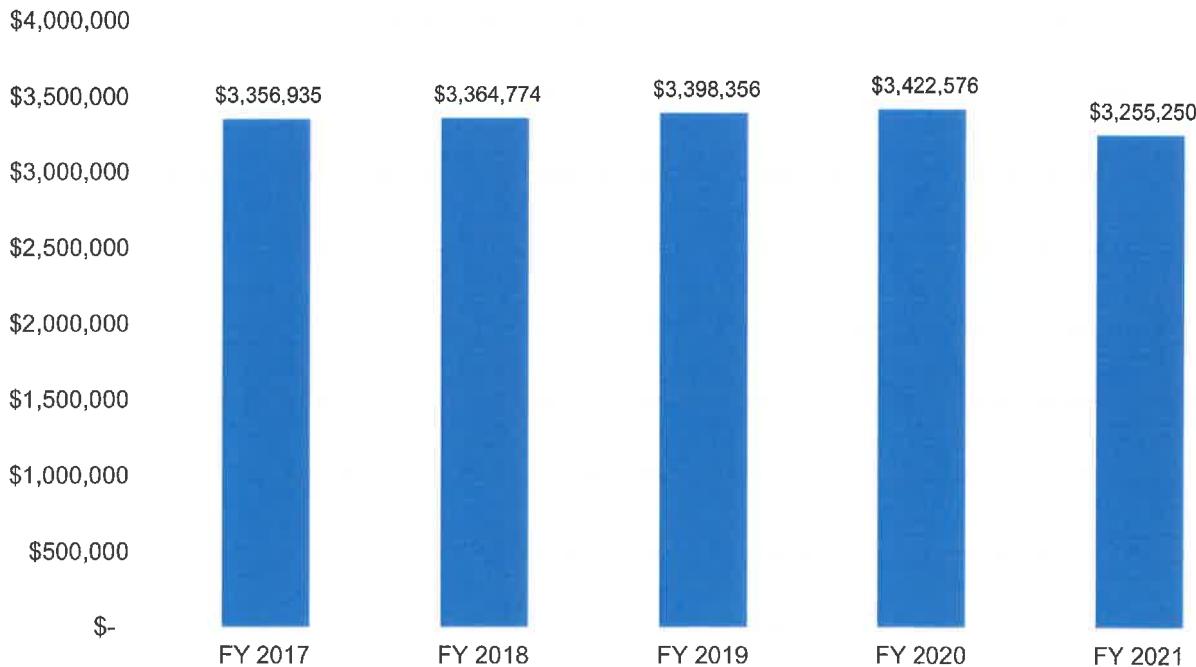
- Public Services (Highways, Parks and Recreation, Water Department)
- Airport
- Council on Aging/Mary Spitzer Senior Center
- North Adams Public Library
- Veterans' Services

### *Expenses*

FY 2020 Adopted	FY 2021 Proposed	\$ Change	% Change
\$3,422,576	\$3,249,384	(\$173,192)	(5.34%)

### *Budget trend*

**Public Services Budget Trend FY 2017-2021**



CITY OF NORTH ADAMS  
FY 2021 DEPARTMENTAL BUDGET

**3. PUBLIC SERVICES**

3A. PUBLIC SERVICES ADMINISTRATION	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Superintendent (S-27B)	\$ 82,989.74	\$ 85,535.00	\$ 85,534.80	\$ 86,390.00	\$ 86,390.00
Assistant Superintendent (S-34)	\$ 62,134.19	\$ 63,056.00	\$ 63,056.24	\$ 63,687.00	\$ 63,687.00
Seasonal Worker (S)	\$ 89,107.30	\$ 92,920.00	\$ 94,428.05	\$ 92,920.00	\$ -
Principal Clerk (S-12)	\$ 44,924.50	\$ 38,486.00	\$ 47,506.11	\$ 30,816.00	\$ 30,816.00
Part Time Clerk (PT-2D)	\$ 91.37	\$ 12,120.00	\$ 9,482.48	\$ 12,241.00	\$ 12,241.00
<b>TOTAL</b>	<b>\$ 279,247.10</b>	<b>\$ 292,117.00</b>	<b>\$ 300,007.68</b>	<b>\$ 286,054.00</b>	<b>\$ 193,134.00</b>
<b>TOTAL FOR PUBLIC SERVICES ADMINISTRATION</b>	<b>\$ 279,247.10</b>	<b>\$ 292,117.00</b>	<b>\$ 300,007.68</b>	<b>\$ 286,054.00</b>	<b>\$ 193,134.00</b>
3B. AIRPORT	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Airport Manager (PT-35)	\$ 6,000.00	\$ 6,000.00	\$ 4,500.00	\$ 6,000.00	\$ 6,000.00
Airport Maintenance	\$ -	\$ -	\$ -	\$ 33,332.00	\$ 24,960.00
<b>TOTAL</b>	<b>\$ 6,000.00</b>	<b>\$ 6,000.00</b>	<b>\$ 4,500.00</b>	<b>\$ 39,332.00</b>	<b>\$ 30,960.00</b>
<b>EXPENSES</b>					
Cost of aviation fuel	\$ -	\$ -	\$ -	\$ 70,920.00	\$ 70,920.00
Tree expense	\$ -	\$ 1,000.00	\$ -	\$ -	\$ -
Postage	\$ 243.82	\$ 150.00	\$ 111.89	\$ 250.00	\$ 250.00
Services purchased & fuel farm maintenance	\$ 8,762.91	\$ 6,000.00	\$ 9,214.63	\$ 12,000.00	\$ 9,500.00
Parts and accessories	\$ 272.76	\$ 2,000.00	\$ 903.65	\$ 500.00	\$ 500.00
Repairs	\$ 1,251.75	\$ 4,000.00	\$ 1,118.96	\$ 2,000.00	\$ 2,000.00
Secretarial	\$ 1,199.89	\$ 1,200.00	\$ 1,200.16	\$ 1,200.00	\$ 1,200.00
<b>TOTAL</b>	<b>\$ 11,731.13</b>	<b>\$ 14,350.00</b>	<b>\$ 12,549.29</b>	<b>\$ 86,870.00</b>	<b>\$ 84,370.00</b>
<b>TOTAL FOR AIRPORT</b>	<b>\$ 17,731.13</b>	<b>\$ 20,350.00</b>	<b>\$ 17,049.29</b>	<b>\$ 126,202.00</b>	<b>\$ 115,330.00</b>
3C. CEMETERY	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Working Foreman (W-5A)	\$ -	\$ 44,276.00	\$ 40,305.12	\$ 44,923.00	\$ 44,923.00
Laborer (S) (W-3A)	\$ 109,558.60	\$ 76,316.00	\$ 70,900.48	\$ 76,122.00	\$ 77,640.00
Overtime	\$ 17,626.75	\$ 6,000.00	\$ 14,558.01	\$ -	\$ -
<b>TOTAL</b>	<b>\$ 127,185.35</b>	<b>\$ 126,592.00</b>	<b>\$ 125,763.61</b>	<b>\$ 121,045.00</b>	<b>\$ 122,563.00</b>
<b>EXPENSES</b>					
Equipment - parts and accessories	\$ 13,527.84	\$ 10,000.00	\$ 9,701.93	\$ 10,000.00	\$ 10,000.00
Clothing and expenses	\$ 1,950.00	\$ 1,950.00	\$ 1,950.00	\$ 1,950.00	\$ 1,950.00
<b>TOTAL</b>	<b>\$ 15,477.84</b>	<b>\$ 11,950.00</b>	<b>\$ 11,651.93</b>	<b>\$ 11,950.00</b>	<b>\$ 11,950.00</b>
<b>TOTAL FOR CEMETERY</b>	<b>\$ 142,663.19</b>	<b>\$ 138,542.00</b>	<b>\$ 137,415.54</b>	<b>\$ 132,995.00</b>	<b>\$ 134,513.00</b>
3D. COUNCIL ON AGING	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Director (S-22B)	\$ 21,093.12	\$ 43,030.00	\$ 21,515.00	\$ 43,460.00	\$ 43,460.00
Part Time Clerk (PT-6)	\$ 16,553.00	\$ 12,290.00	\$ 16,355.92	\$ 16,500.00	\$ 16,500.00
Van Driver (Z-1)	\$ 67,948.00	\$ 56,316.00	\$ 65,989.60	\$ 68,000.00	\$ 68,000.00
Aide	\$ 5,069.50	\$ 7,500.00	\$ 6,212.00	\$ 7,500.00	\$ 7,500.00
<b>TOTAL</b>	<b>\$ 110,663.62</b>	<b>\$ 119,136.00</b>	<b>\$ 110,072.52</b>	<b>\$ 135,460.00</b>	<b>\$ 135,460.00</b>
<b>EXPENSES</b>					
Communication lines and equipment	\$ 152.19	\$ 600.00	\$ -	\$ 600.00	\$ 600.00
Vehicles	\$ -	\$ 2,000.00	\$ -	\$ 2,000.00	\$ 2,000.00
Other technical assistance	\$ -	\$ 600.00	\$ 125.00	\$ 600.00	\$ 600.00
Printing	\$ -	\$ 200.00	\$ -	\$ 200.00	\$ 200.00
Services purchased	\$ 400.00	\$ -	\$ 80.60	\$ -	\$ -
General custodial supplies	\$ 439.58	\$ 650.00	\$ 839.55	\$ 650.00	\$ 650.00
Program/department supplies	\$ 481.00	\$ 250.00	\$ 365.00	\$ 250.00	\$ 250.00
<b>TOTAL</b>	<b>\$ 1,472.77</b>	<b>\$ 4,300.00</b>	<b>\$ 1,410.15</b>	<b>\$ 4,300.00</b>	<b>\$ 4,300.00</b>
<b>TOTAL FOR COUNCIL ON AGING</b>	<b>\$ 112,136.39</b>	<b>\$ 123,436.00</b>	<b>\$ 111,482.67</b>	<b>\$ 139,760.00</b>	<b>\$ 139,760.00</b>

CITY OF NORTH ADAMS  
FY 2021 DEPARTMENTAL BUDGET

3E. ENGINEERING	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>EXPENSES</b>					
Contracted services	\$ 28,043.03	\$ 30,000.00	\$ 28,824.47	\$ 30,000.00	\$ 30,000.00
<b>TOTAL</b>	<b>\$ 28,043.03</b>	<b>\$ 30,000.00</b>	<b>\$ 28,824.47</b>	<b>\$ 30,000.00</b>	<b>\$ 30,000.00</b>
<b>TOTAL FOR ENGINEERING</b>	<b>\$ 28,043.03</b>	<b>\$ 30,000.00</b>	<b>\$ 28,824.47</b>	<b>\$ 30,000.00</b>	<b>\$ 30,000.00</b>
3F. HIGHWAYS	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Working foreman (men) (W-5)	\$ 87,166.40	\$ 89,836.00	\$ 83,948.66	\$ 46,230.00	\$ 47,157.00
Laborers	\$ 522,196.17	\$ 505,192.00	\$ 543,769.62	\$ 560,836.00	\$ 515,600.00
Overtime	\$ 149,561.83	\$ 85,000.00	\$ 129,241.33	\$ 110,000.00	\$ 110,000.00
<b>TOTAL</b>	<b>\$ 758,924.40</b>	<b>\$ 680,028.00</b>	<b>\$ 756,959.61</b>	<b>\$ 717,066.00</b>	<b>\$ 672,757.00</b>
<b>EXPENSES</b>					
Building maintenance	\$ -	\$ 10,000.00	\$ 14,421.86	\$ 10,000.00	\$ 10,000.00
Flood control	\$ -	\$ 5,000.00	\$ 674.34	\$ 5,000.00	\$ 5,000.00
Highway	\$ 166,597.98	\$ 120,000.00	\$ 149,542.89	\$ 120,000.00	\$ 120,000.00
Sewer maintenance	\$ 625.00	\$ -	\$ 3.60	\$ -	\$ -
Sewer pumping station	\$ 11,522.23	\$ 15,000.00	\$ 16,362.14	\$ 15,000.00	\$ 15,000.00
Signs and pavement marking	\$ 1,559.86	\$ 15,000.00	\$ 4,069.46	\$ 15,000.00	\$ 15,000.00
Clothing and uniforms	\$ 650.00	\$ 11,700.00	\$ 11,700.00	\$ 11,700.00	\$ 11,700.00
<b>TOTAL</b>	<b>\$ 180,955.07</b>	<b>\$ 176,700.00</b>	<b>\$ 196,774.29</b>	<b>\$ 176,700.00</b>	<b>\$ 176,700.00</b>
<b>SNOW AND ICE</b>					
Snow and ice removal	\$ 331,139.07	\$ 175,000.00	\$ 310,249.17	\$ 200,000.00	\$ 200,000.00
<b>TOTAL</b>	<b>\$ 331,139.07</b>	<b>\$ 175,000.00</b>	<b>\$ 310,249.17</b>	<b>\$ 200,000.00</b>	<b>\$ 200,000.00</b>
<b>TOTAL FOR HIGHWAYS</b>	<b>\$ 1,271,018.54</b>	<b>\$ 1,031,728.00</b>	<b>\$ 1,263,983.07</b>	<b>\$ 1,093,766.00</b>	<b>\$ 1,049,457.00</b>
3G. LIBRARY	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Part Time Clerk	\$ 88,061.75	\$ 61,744.00	\$ 92,958.88	\$ 68,484.00	\$ 68,484.00
Librarian (S-23)	\$ 53,851.36	\$ 54,650.00	\$ 59,904.72	\$ 55,197.00	\$ 55,197.00
Children's Librarian (S-13)	\$ -	\$ 34,249.00	\$ 45,394.17	\$ 35,933.00	\$ 35,933.00
Assistant Director (S-33A)	\$ 43,343.70	\$ 46,127.00	\$ -	\$ 46,589.00	\$ 46,589.00
Librarian 1 (S-11)	\$ 36,496.99	\$ 37,437.00	\$ 37,382.02	\$ 37,811.00	\$ 37,811.00
Professional Assistant (S-11)	\$ 30,300.16	\$ 31,992.00	\$ 31,371.08	\$ 32,312.00	\$ 32,312.00
<b>TOTAL</b>	<b>\$ 252,053.96</b>	<b>\$ 266,199.00</b>	<b>\$ 267,010.87</b>	<b>\$ 276,326.00</b>	<b>\$ 276,326.00</b>
<b>EXPENSES</b>					
Office equipment and supplies	\$ 9,682.55	\$ 5,150.00	\$ 8,157.95	\$ 6,000.00	\$ 6,000.00
Videos	\$ 4,487.28	\$ 5,356.00	\$ 3,077.02	\$ 5,000.00	\$ 5,000.00
Periodicals	\$ 5,404.94	\$ 5,356.00	\$ 6,429.27	\$ 5,120.00	\$ 5,120.00
Audio books	\$ 3,997.02	\$ 5,356.00	\$ 2,880.09	\$ 5,000.00	\$ 5,000.00
Library supplies - general library books	\$ 32,296.68	\$ 32,960.00	\$ 34,208.44	\$ 32,000.00	\$ 32,000.00
Department supplies contracts and services	\$ 5,391.79	\$ 8,961.00	\$ 9,202.14	\$ 6,000.00	\$ 6,000.00
Children's books	\$ 11,791.85	\$ 18,540.00	\$ 11,256.93	\$ 17,000.00	\$ 17,000.00
Dues and memberships	\$ 750.00	\$ 1,545.00	\$ 445.00	\$ 800.00	\$ 800.00
<b>TOTAL</b>	<b>\$ 73,802.11</b>	<b>\$ 83,224.00</b>	<b>\$ 75,656.84</b>	<b>\$ 76,920.00</b>	<b>\$ 76,920.00</b>
<b>TOTAL FOR LIBRARY</b>	<b>\$ 325,856.07</b>	<b>\$ 349,423.00</b>	<b>\$ 342,667.71</b>	<b>\$ 353,246.00</b>	<b>\$ 353,246.00</b>

CITY OF NORTH ADAMS  
FY 2021 DEPARTMENTAL BUDGET

3H. PARKS AND RECREATION	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Working Foreman (W-5A)	\$ 42,532.00	\$ 43,858.00	\$ 43,690.40	\$ 44,501.00	\$ 45,387.00
Laborer (S) (W-3)	\$ 58,788.80	\$ 69,269.00	\$ 68,151.20	\$ 73,551.00	\$ 77,998.00
Part Time Laborer (retired)	\$ -	\$ -	\$ -	\$ -	\$ -
Overtime	\$ 8,233.16	\$ -	\$ 3,813.07	\$ -	\$ -
<b>TOTAL</b>	<b>\$ 109,553.96</b>	<b>\$ 113,127.00</b>	<b>\$ 115,654.67</b>	<b>\$ 118,052.00</b>	<b>\$ 123,385.00</b>
<b>EXPENSES</b>					
Secretarial/clerical	\$ -	\$ 600.00	\$ 1,200.00	\$ -	\$ -
Equipment - parts and accessories	\$ -	\$ -	\$ 70.55	\$ -	\$ -
Grounds keeping supplies	\$ 13,251.34	\$ 10,000.00	\$ 18,927.63	\$ 15,000.00	\$ 15,000.00
Clothing and uniforms	\$ 1,950.00	\$ 1,950.00	\$ 1,300.00	\$ 1,950.00	\$ 1,950.00
<b>TOTAL</b>	<b>\$ 15,201.34</b>	<b>\$ 12,550.00</b>	<b>\$ 21,498.18</b>	<b>\$ 16,950.00</b>	<b>\$ 16,950.00</b>
<b>TOTAL FOR PARKS AND RECREATION</b>	<b>\$ 124,755.30</b>	<b>\$ 125,677.00</b>	<b>\$ 137,152.85</b>	<b>\$ 135,002.00</b>	<b>\$ 140,335.00</b>
3I. WINDSOR LAKE	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Seasonal Worker (PT-14)	\$ -	\$ 10,000.00	\$ -	\$ 10,000.00	\$ 10,000.00
Park Manager (PT-39)	\$ 27,165.61	\$ 23,000.00	\$ 32,999.98	\$ 23,000.00	\$ 23,000.00
<b>TOTAL</b>	<b>\$ 27,165.61</b>	<b>\$ 33,000.00</b>	<b>\$ 32,999.98</b>	<b>\$ 33,000.00</b>	<b>\$ 33,000.00</b>
<b>EXPENSES</b>					
Trash removal services	\$ 1,665.00	\$ 2,300.00	\$ 2,506.70	\$ 2,300.00	\$ 2,300.00
Advertising	\$ 178.10	\$ 1,000.00	\$ 200.00	\$ 1,000.00	\$ 1,000.00
Grounds keeping supplies	\$ 11,220.78	\$ 6,000.00	\$ 9,746.75	\$ 10,000.00	\$ 10,000.00
Clothing and uniforms	\$ -	\$ 500.00	\$ -	\$ 500.00	\$ 500.00
Program/department supplies	\$ 982.02	\$ 1,000.00	\$ 370.73	\$ 1,000.00	\$ 1,000.00
Windsor Lake improvement	\$ 1,335.16	\$ 2,000.00	\$ -	\$ 2,000.00	\$ 2,000.00
<b>TOTAL</b>	<b>\$ 15,381.06</b>	<b>\$ 12,800.00</b>	<b>\$ 12,824.18</b>	<b>\$ 16,800.00</b>	<b>\$ 16,800.00</b>
<b>TOTAL FOR WINDSOR LAKE</b>	<b>\$ 42,546.67</b>	<b>\$ 45,800.00</b>	<b>\$ 45,824.16</b>	<b>\$ 49,800.00</b>	<b>\$ 49,800.00</b>
3J. VETERANS SERVICES	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Benefits Agent (S-19)	\$ 47,186.82	\$ 47,887.00	\$ 47,887.08	\$ 48,366.00	\$ 48,366.00
Assistant Benefits Agent (S-4C)	\$ 31,999.52	\$ 32,524.00	\$ 32,523.92	\$ 32,849.00	\$ 32,849.00
<b>TOTAL</b>	<b>\$ 79,186.34</b>	<b>\$ 80,411.00</b>	<b>\$ 80,411.00</b>	<b>\$ 81,215.00</b>	<b>\$ 81,215.00</b>
<b>EXPENSES</b>					
Dues and memberships	\$ 110.00	\$ 100.00	\$ 115.00	\$ 100.00	\$ 100.00
Cemeteries	\$ 1,566.00	\$ 200.00	\$ -	\$ 200.00	\$ 200.00
Flags and supplies	\$ 5,742.04	\$ 4,100.00	\$ 3,150.00	\$ 4,100.00	\$ 4,100.00
<b>TOTAL</b>	<b>\$ 7,418.04</b>	<b>\$ 4,400.00</b>	<b>\$ 3,265.00</b>	<b>\$ 4,400.00</b>	<b>\$ 4,400.00</b>
<b>BENEFITS</b>					
Veterans benefits	\$ 510,975.18	\$ 575,000.00	\$ 490,763.84	\$ 575,000.00	\$ 450,000.00
<b>TOTAL</b>	<b>\$ 510,975.18</b>	<b>\$ 575,000.00</b>	<b>\$ 490,763.84</b>	<b>\$ 575,000.00</b>	<b>\$ 450,000.00</b>
<b>TOTAL FOR VETERANS SERVICES</b>	<b>\$ 597,579.56</b>	<b>\$ 659,811.00</b>	<b>\$ 574,439.84</b>	<b>\$ 660,615.00</b>	<b>\$ 535,615.00</b>

CITY OF NORTH ADAMS  
FY 2021 DEPARTMENTAL BUDGET

3K. WATER DEPARTMENT	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>SALARIES</b>					
Laborer (Y - 1, Y - 2)	\$ 106,955.72	\$ 90,066.00	\$ 96,968.74	\$ 81,224.00	\$ 140,277.00
Overtime	\$ 21,056.98	\$ 15,000.00	\$ 12,051.42	\$ -	\$ -
Part Time Laborer (retired)	\$ -	\$ 22,436.00	\$ 18,143.73	\$ 21,003.00	\$ 21,003.00
<b>TOTAL</b>	<b>\$ 128,012.70</b>	<b>\$ 127,502.00</b>	<b>\$ 127,163.89</b>	<b>\$ 102,227.00</b>	<b>\$ 161,280.00</b>
<b>EXPENSES</b>					
Equipment - parts and accessories	\$ 81,427.01	\$ 80,000.00	\$ 89,122.82	\$ 85,000.00	\$ 90,000.00
Clothing and uniforms	\$ 1,300.00	\$ 1,300.00	\$ 650.00	\$ 1,950.00	\$ 1,950.00
Water meter purchase	\$ 1,202.06	\$ 5,000.00	\$ 5,342.50	\$ 5,000.00	\$ 5,000.00
Property taxes	\$ 7,998.14	\$ 8,000.00	\$ 8,725.65	\$ 8,000.00	\$ 9,000.00
<b>TOTAL</b>	<b>\$ 91,927.21</b>	<b>\$ 94,300.00</b>	<b>\$ 103,840.97</b>	<b>\$ 99,950.00</b>	<b>\$ 105,950.00</b>
<b>TOTAL FOR WATER DEPARTMENT</b>	<b>\$ 219,939.91</b>	<b>\$ 221,802.00</b>	<b>\$ 231,004.86</b>	<b>\$ 202,177.00</b>	<b>\$ 267,230.00</b>
<b>WATER FILTRATION PLANT SALARIES</b>					
Labor	\$ 99,804.13	\$ 102,878.00	\$ 100,593.20	\$ 103,859.00	\$ 103,864.00
Overtime	\$ 6,538.97	\$ 3,000.00	\$ 2,711.16	\$ 6,000.00	\$ 6,000.00
<b>TOTAL</b>	<b>\$ 106,343.10</b>	<b>\$ 105,878.00</b>	<b>\$ 103,304.36</b>	<b>\$ 109,859.00</b>	<b>\$ 109,864.00</b>
<b>EXPENSES</b>					
Trash	\$ 771.77	\$ 800.00	\$ 800.00	\$ 800.00	\$ 800.00
PM services/materials	\$ 9,942.37	\$ 10,000.00	\$ 11,134.86	\$ 10,000.00	\$ 32,000.00
Clothing	\$ 1,300.00	\$ 1,300.00	\$ 2,600.00	\$ 1,300.00	\$ 1,300.00
Repairs	\$ 18,138.39	\$ 20,000.00	\$ 27,824.45	\$ 20,000.00	\$ 22,000.00
Chemicals	\$ 66,761.27	\$ 66,000.00	\$ 62,839.76	\$ 71,000.00	\$ 75,000.00
<b>TOTAL</b>	<b>\$ 96,913.80</b>	<b>\$ 98,100.00</b>	<b>\$ 105,199.07</b>	<b>\$ 103,100.00</b>	<b>\$ 131,100.00</b>
<b>TOTAL FOR WATER FILTRATION PLANT</b>	<b>\$ 203,256.90</b>	<b>\$ 203,978.00</b>	<b>\$ 208,503.43</b>	<b>\$ 212,959.00</b>	<b>\$ 240,964.00</b>
<b>TOTAL FOR WATER DEPARTMENT</b>	<b>\$ 423,196.81</b>	<b>\$ 425,780.00</b>	<b>\$ 439,508.29</b>	<b>\$ 415,136.00</b>	<b>\$ 508,194.00</b>



## *North Adams Public Schools*





## **North Adams Public Schools Summary**

### *North Adams Public Schools Description*

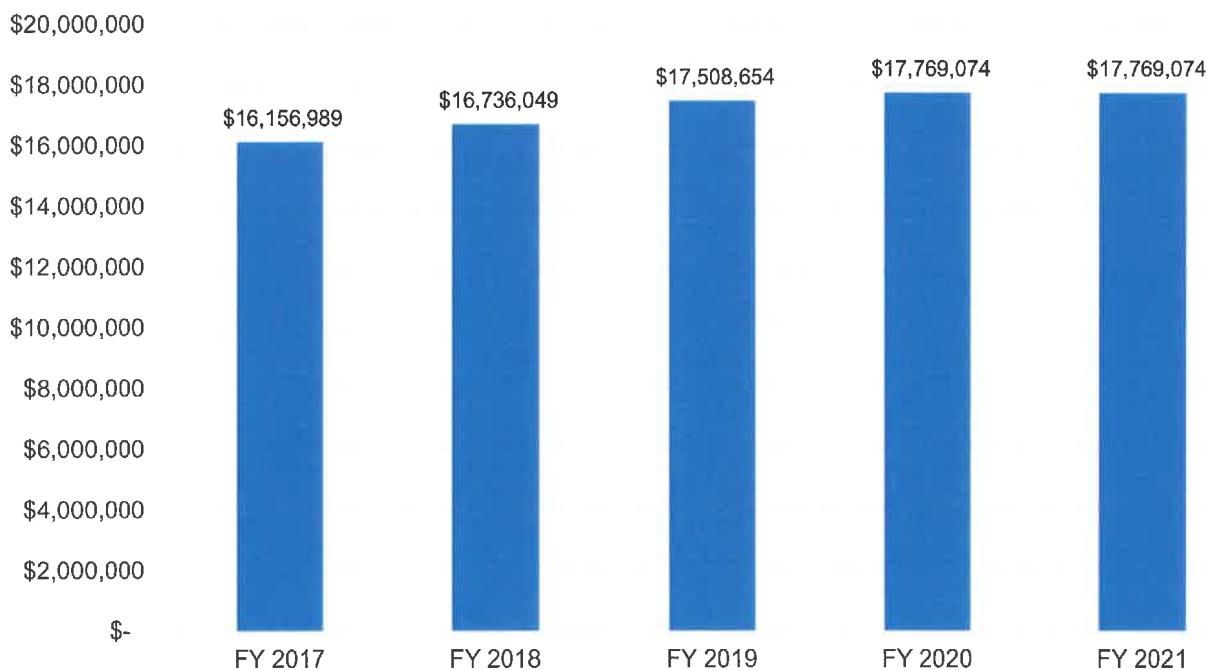
The mission of the North Adams Public Schools is to help every child learn every day in every classroom and empower all students to recognize and optimize their full potential. The North Adams Public Schools district consists of three elementary schools (Brayton, Colegrove Park, and Greylock) and a comprehensive high school (Drury), governed by an elected School Committee. The major funding mechanism for the school district is Chapter 70 education aid appropriated through the state budget process.

### *Expenses*

FY 2020 Adopted	FY 2021 Proposed	\$ Change	% Change
\$17,796,074	\$17,796,074	\$0	0%

### *Budget trend*

**North Adams Public Schools Budget Trend FY 2017-2021**



CITY OF NORTH ADAMS  
FY 2021 DEPARTMENTAL BUDGET

4. SCHOOLS	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>4A. SCHOOLS</b>					
SALARIES	\$ 12,848,238.96	13,238,256.00	13,201,109.69	13,503,021.00	13,503,021.00
EXPENSES	\$ 3,887,809.87	4,182,405.00	4,307,544.34	4,266,053.00	4,266,053.00
<b>TOTAL FOR SCHOOLS</b>	<b>\$ 16,736,048.83</b>	<b>\$ 17,420,661.00</b>	<b>\$ 17,508,654.03</b>	<b>\$ 17,769,074.00</b>	<b>\$ 17,769,074.00</b>

## *Pensions*





## Pension Summary

### Pension Description

The North Adams Contributory Retirement Board is one of 104 Massachusetts Public Pension Systems in the Commonwealth overseen by the Public Employee Retirement Administration Commission (PERAC). The City's annual appropriation to the retirement board represents a fixed cost based on the board's assessment.

### Expenses

FY 2020 Adopted	FY 2021 Assessed	\$ Change	% Change
\$2,949,557	\$3,077,869	\$128,312	4.56%

### Budget trend

Pension Assessment Trend FY 2017-2021



CITY OF NORTH ADAMS  
FY 2021 DEPARTMENTAL BUDGET

5. PENSIONS	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
<b>5A. PENSIONS</b>					
SALARIES	\$ 2,674,964.00	\$ 2,813,381.00	\$ 2,813,381.00	\$ 2,949,557.00	\$ 3,077,869.00
<b>TOTAL FOR PENSIONS</b>	<b>\$ 2,674,964.00</b>	<b>\$ 2,813,381.00</b>	<b>\$ 2,813,381.00</b>	<b>\$ 2,949,557.00</b>	<b>\$ 3,077,869.00</b>

## *Unclassified Expenses*





## Unclassified Expense Summary

### *Unclassified Expense Description*

The Unclassified budget category primarily includes non-discretionary expenses such as health insurance, general insurance, the city's share of employee payroll taxes, and assessments for the Hoosac Water Quality District and the Northern Berkshire Regional Vocational School (McCann). The Unclassified category also includes expenses not otherwise allocated to another major budget area.

### *Expenses*

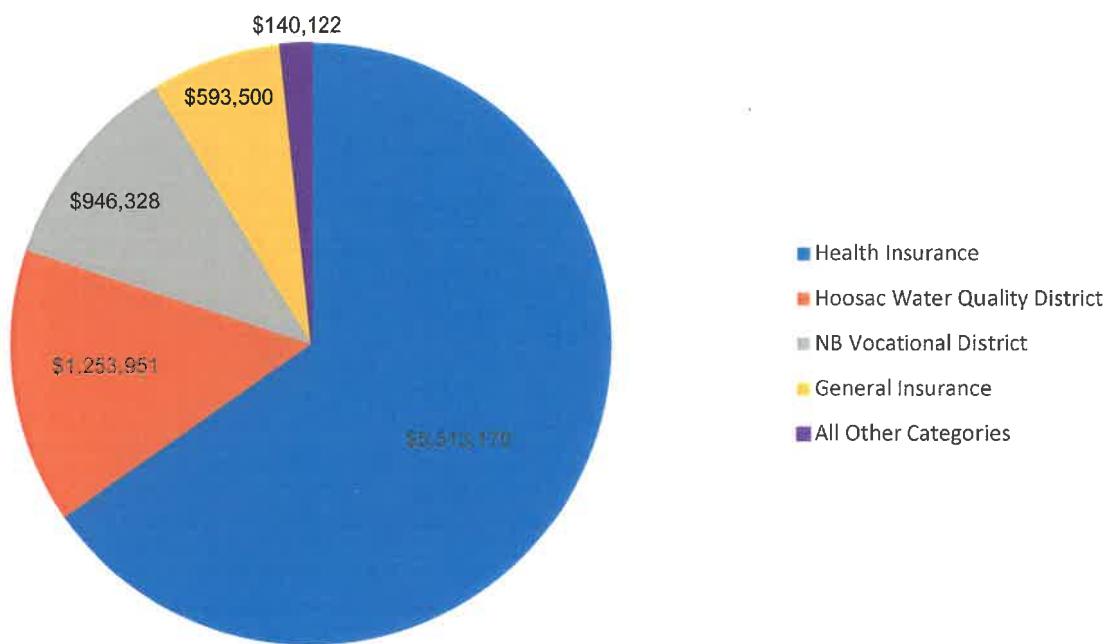
FY 2020 Adopted	FY 2021 Proposed	\$ Change	% Change
\$8,327,459	\$8,475,421	\$147,962	1.82%

### *Budget trend*

Unclassified Expense Budget Trend FY 2017-2021



*Unclassified Expenses by Major Category*



CITY OF NORTH ADAMS  
FY 2021 DEPARTMENTAL BUDGET

6. UNCLASSIFIED EXPENSES

UNCLASSIFIED EXPENSE CATEGORIES	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
Medical insurance	\$ 4,494,767.01	\$ 4,649,433.00	\$ 4,869,253.46	\$ 4,881,905.00	\$ 4,946,170.00
MEDEX	\$ 502,784.69	\$ 530,324.00	\$ 521,838.42	\$ 540,930.00	\$ 595,350.00
Hoosac Water Quality District Assessment	\$ 1,176,447.18	\$ 1,191,536.00	\$ 1,191,535.07	\$ 1,253,951.00	\$ 1,253,951.00
Northern Berkshire Vocational District	\$ 931,875.00	\$ 964,872.00	\$ 964,872.00	\$ 927,143.00	\$ 946,328.00
General insurance	\$ 347,432.25	\$ 340,000.00	\$ 331,388.92	\$ 340,000.00	\$ 340,000.00
Workers' Compensation	\$ 131,254.40	\$ 130,000.00	\$ 113,737.97	\$ 135,000.00	\$ 148,500.00
FICA - city share	\$ 94,466.55	\$ 104,438.00	\$ 100,670.71	\$ 103,908.00	\$ 105,000.00
Litigation account	\$ 5,000.00	\$ 5,000.00	\$ 4,655.00	\$ 5,000.00	\$ 5,000.00
Audit	\$ 39,000.00	\$ 39,000.00	\$ 39,000.00	\$ 40,000.00	\$ 41,000.00
Ordinance revision	\$ 1,022.14	\$ 900.00	\$ 1,768.89	\$ 1,000.00	\$ 1,500.00
Labor negotiation	\$ 9,599.45	\$ 11,000.00	\$ 9,600.00	\$ 11,000.00	\$ 11,000.00
Berkshire Regional Planning Commission Assessment	\$ 10,395.83	\$ 10,656.00	\$ 9,455.73	\$ 10,922.00	\$ 10,922.00
Office of Community Development Salaries	\$ 46,688.81	\$ 61,877.00	\$ 48,644.07	\$ -	\$ -
Office of Community Development Expenses	\$ 1,384.85	\$ 4,600.00	\$ 4,879.85	\$ -	\$ -
Annual Report	\$ 2,728.75	\$ 3,000.00	\$ -	\$ 3,000.00	\$ 3,000.00
Tree Warden	\$ -	\$ 500.00	\$ -	\$ 500.00	\$ 500.00
Traffic Commission	\$ -	\$ 500.00	\$ -	\$ 500.00	\$ 500.00
Commission on Disability	\$ -	\$ 1,200.00	\$ -	\$ 1,200.00	\$ 1,200.00
Employee training	\$ 12,672.90	\$ 5,000.00	\$ 5,000.00	\$ 10,000.00	\$ 10,000.00
In-state travel	\$ 2,997.58	\$ 3,000.00	\$ 3,328.32	\$ 3,000.00	\$ 3,000.00
Historical Commission	\$ -	\$ 500.00	\$ -	\$ 500.00	\$ 500.00
Memorial Day	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00
Sister City	\$ -	\$ 500.00	\$ -	\$ 500.00	\$ 500.00
Unemployment compensation	\$ 954.08	\$ 20,000.00	\$ 4,295.82	\$ 10,000.00	\$ 6,000.00
Life Insurance	\$ 19,000.00	\$ 19,000.00	\$ 16,928.51	\$ 19,000.00	\$ 17,000.00
Reserve account	\$ -	\$ 10,000.00		\$ 25,000.00	\$ 25,000.00
<b>TOTAL UNCLASSIFIED EXPENSES</b>	<b>\$ 7,833,971.47</b>	<b>\$ 8,110,336.00</b>	<b>\$ 8,244,352.74</b>	<b>\$ 8,327,459.00</b>	<b>\$ 8,475,421.00</b>



## *Capital Expenses*





## **Capital Expense Summary**

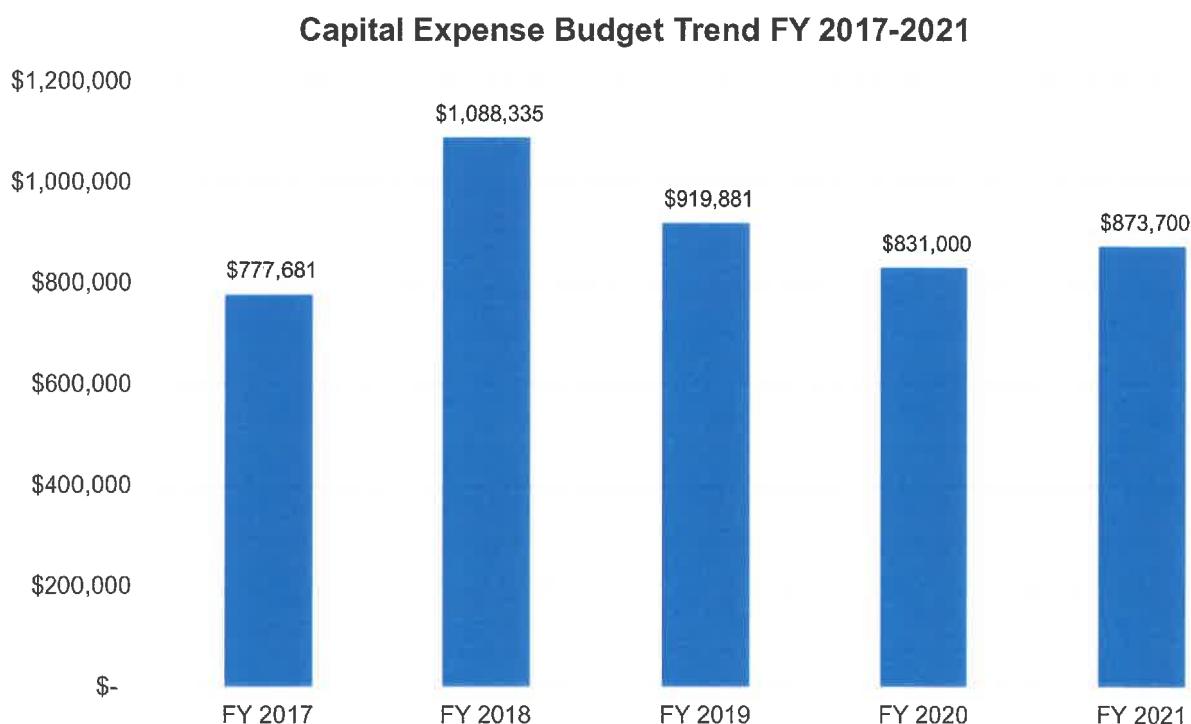
### *Capital Expense Description*

The Capital Expense budget consists primarily of utility costs including the electricity, natural gas and fuel costs associated with operating the city's public buildings as well as the city vehicle fleet, along with road paving expenses outside of the funding provided by the Commonwealth through the Chapter 90 program. The category also includes office supplies and furnishings and telecommunications equipment that traditionally has not been covered under the Information Technology department budget, along with other purchased services not otherwise allocated to another major budget area.

### *Expenses*

FY 2020 Adopted	FY 2021 Proposed	\$ Change	% Change
\$831,000	\$873,700	\$42,700	5.51%

### *Budget trend*



CITY OF NORTH ADAMS  
FY 2021 DEPARTMENTAL BUDGET

7. CAPITAL EXPENSES

CAPITAL EXPENSE CATEGORIES	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
Electricity	\$ 602,900.11	\$ 370,000.00	\$ 268,972.96	\$ 390,000.00	\$ 400,000.00
Natural and bottled gas	\$ 154,797.73	\$ 100,000.00	\$ 156,201.24	\$ 125,000.00	\$ 150,000.00
Office equipment and furnishings	\$ 9,095.80	\$ 10,000.00	\$ 12,293.21	\$ 10,000.00	\$ 10,000.00
Communication lines and equipment	\$ 42,506.27	\$ 46,000.00	\$ 43,582.32	\$ 46,000.00	\$ 46,000.00
Copier leases and maintenance	\$ 30,999.68	\$ 15,000.00	\$ 138,943.91	\$ 15,000.00	\$ 5,000.00
Office supplies	\$ 28,323.58	\$ 25,000.00	\$ 26,082.59	\$ 25,000.00	\$ 25,000.00
Gas and oil	\$ 179,355.45	\$ 175,000.00	\$ 193,275.82	\$ 180,000.00	\$ 195,000.00
Road paving	\$ 40,356.40	\$ 30,000.00	\$ 65,968.76	\$ 40,000.00	\$ 40,000.00
Elevators	\$ -	\$ -	\$ 2,655.26	\$ -	\$ 2,700.00
Demolition	\$ -	\$ 4,000.00	\$ 11,905.40	\$ -	\$ -
<b>TOTAL CAPITAL EXPENSES</b>	<b>\$ 1,088,335.02</b>	<b>\$ 775,000.00</b>	<b>\$ 919,881.47</b>	<b>\$ 831,000.00</b>	<b>\$ 873,700.00</b>

## *Municipal Interest and Debt*





## Municipal Interest and Debt Summary

### *Municipal Interest and Debt Description*

Municipal Interest includes payments on long term debt such as X, while the Debt category encompasses principal costs associated with that debt. The City's current debt obligations include:

- Colegrove Park Elementary School
- 2017 Capital borrowing including engineering and new street sweeper
- 2018 Capital borrowing to support investments in fleet vehicles for Public Services and Inspection Services

### *Interest Expenses*

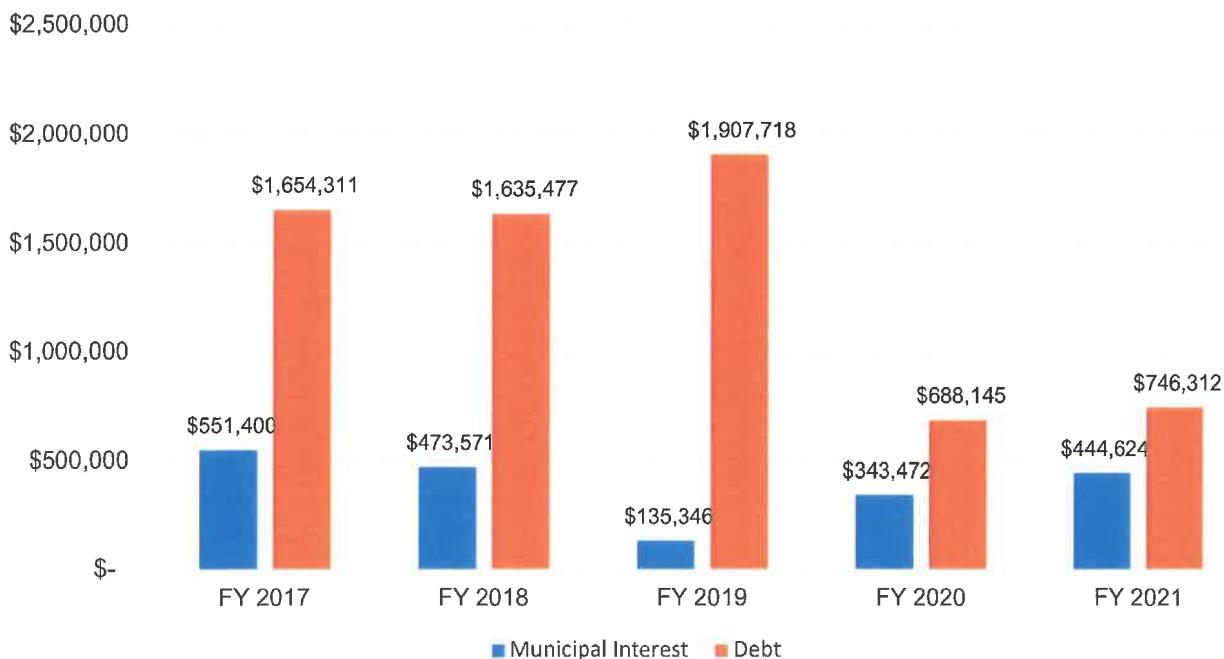
FY 2020 Adopted	FY 2021 Proposed	\$ Change	% Change
\$343,472	\$444,624	\$101,152	27.84%

### *Debt Expenses*

FY 2020 Adopted	FY 2021 Proposed	\$ Change	% Change
\$688,145	\$746,312	\$58,167	3.46%

### *Budget trend*

**Municipal Interest and Debt Expense Trend FY 2017-2021**



**CITY OF NORTH ADAMS**  
**FY 2021 DEPARTMENTAL BUDGET**

**8. MUNICIPAL INTEREST**

INTEREST CATEGORIES	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
Bond interest on short-term debt	\$ 68,692.50	\$ 44,165.00	\$ 1,750.00	\$ 83,164.00	\$ -
Interest on long-term debt	\$ 43,081.59	\$ -	\$ -	\$ -	\$ -
Interest on short-term debt	\$ 16,484.05	\$ -	\$ 42,622.99	\$ -	\$ -
Interest on long term debt	\$ 345,312.89	\$ 319,129.00	\$ 90,973.21	\$ 260,308.00	\$ 444,624.00
<b>TOTAL INTEREST EXPENSE</b>	<b>\$ 473,571.03</b>	<b>\$ 363,294.00</b>	<b>\$ 135,346.20</b>	<b>\$ 343,472.00</b>	<b>\$ 444,624.00</b>

**9. RETIREMENT OF DEBT**

DEBT CATEGORY	FY 2018 ACTUAL	FY 2019 ADOPTED	FY 2019 ACTUAL	FY 2020 ADOPTED	FY 2021 PROPOSED
Maturing principal on long-term debt	\$ 1,225,476.77	\$ 1,679,341.00	\$ 1,629,340.68	\$ 614,145.00	\$ 746,312.00
Principal on serial notes	\$ 410,000.00	\$ -	\$ 278,377.50	\$ 74,000.00	\$ -
<b>TOTAL DEBT EXPENSE</b>	<b>\$ 1,635,476.77</b>	<b>\$ 1,679,341.00</b>	<b>\$ 1,907,718.18</b>	<b>\$ 688,145.00</b>	<b>\$ 746,312.00</b>

## *FY 2021 Estimated Revenue*





**City Of North Adams**
**FY21 Estimated Revenue**

<b>Local Receipts</b>	<b>FY18 ACTUAL</b>	<b>FY19 ADOPTED</b>	<b>FY19 ACTUAL</b>	<b>FY20 ADOPTED</b>	<b>FY21 PROPOSED</b>
Motor Vehicle Excise Tax	\$ 1,113,430.36	\$ 1,129,122.00	\$ 1,187,030.00	\$ 1,140,413.00	\$ 1,127,679.00
Other Excise Trailers	\$ 31,653.00	\$ 30,000.00	\$ 30,438.00	\$ 30,000.00	\$ 30,438.00
Room Occupancy	\$ 322,324.63	\$ 309,400.00	\$ 378,976.00	\$ 330,383.00	\$ 132,642.00
Meals Tax	\$ 206,817.37	\$ 206,571.00	\$ 217,578.00	\$ 212,768.00	\$ 163,184.00
Cannabis Tax	\$ -	\$ -	\$ -	\$ 15,000.00	\$ -
Penalties & Interest On Taxes	\$ 213,309.79	\$ 220,829.00	\$ 281,334.00	\$ 220,829.00	\$ 267,267.00
Payment In Lieu Of Taxes	\$ 82,536.35	\$ 30,000.00	\$ 14,945.00	\$ 25,000.00	\$ 14,945.00
Charges On Transfer Station	\$ 448,537.07	\$ 465,771.00	\$ 446,035.00	\$ 495,392.00	\$ 506,526.00
Charges On Water	\$ 1,628,230.74	\$ 1,580,014.00	\$ 1,712,435.00	\$ 1,580,014.00	\$ 1,626,813.00
Charges On Sewer	\$ 1,069,918.37	\$ 1,078,208.00	\$ 1,095,187.00	\$ 1,078,208.00	\$ 1,040,428.00
Charges On Pub Safety/Pub Services	\$ 121,830.33	\$ 169,888.00	\$ 141,659.00	\$ 121,830.00	\$ 141,659.00
Avgas & Lease	\$ -	\$ -	\$ -	\$ 95,988.00	\$ -
Charges On General Government	\$ 51,076.00	\$ 44,314.00	\$ 61,530.00	\$ 44,314.00	\$ 61,530.00
Charges On Cemetery Miscellaneous	\$ 53,095.00	\$ 57,640.00	\$ 57,846.00	\$ 57,640.00	\$ 57,846.00
Charges On Parks & Recreation	\$ 203,731.86	\$ 213,949.00	\$ 203,989.00	\$ 213,949.00	\$ 203,989.00
Charges On Libraries	\$ 9,578.16	\$ 13,690.00	\$ 8,260.00	\$ 13,827.00	\$ 8,260.00
Other Miscellaneous	\$ 297,387.30	\$ 421,887.00	\$ 309,606.00	\$ 299,540.00	\$ 309,606.00
School Tuition	\$ 592,903.14	\$ 561,814.00	\$ 504,300.00	\$ 561,814.00	\$ 353,010.00
Licenses & Permits	\$ 240,174.48	\$ 322,901.00	\$ 275,367.00	\$ 290,611.00	\$ 275,367.00
Rental Of Public Property	\$ 89,450.00	\$ 65,057.00	\$ 87,624.00	\$ 89,057.00	\$ 87,624.00
Fines & Forfeits	\$ 93,267.80	\$ 74,865.00	\$ 97,501.00	\$ 82,352.00	\$ 97,501.00
Investment Income	\$ 5,702.75	\$ 8,166.00	\$ 6,031.00	\$ 5,716.00	\$ 6,031.00
Non Recurring	\$ 50,633.02	\$ 57,093.00	\$ 37,711.00	\$ -	\$ 37,711.00
<b>Total Local Receipts</b>	<b>\$ 6,925,587.52</b>	<b>\$ 7,061,179.00</b>	<b>\$ 7,155,382.00</b>	<b>\$ 7,004,645.00</b>	<b>\$ 6,550,056.00</b>
<b>Real Estate Taxes</b>	<b>\$ 16,142,282.00</b>	<b>\$ 17,521,052.00</b>	<b>\$ 17,337,036.00</b>	<b>\$ 17,745,355.00</b>	<b>\$ 18,405,776.00</b>
<b>State Aid</b>					
Education	\$ 13,843,924.00	\$ 14,221,478.00	\$ 13,961,391.00	\$ 14,195,586.00	\$ 14,195,586.00
General	\$ 5,007,160.00	\$ 5,155,048.00	\$ 5,126,026.00	\$ 5,290,776.00	\$ 5,290,776.00
<b>Total State Aid</b>	<b>\$ 18,851,084.00</b>	<b>\$ 19,376,526.00</b>	<b>\$ 19,087,417.00</b>	<b>\$ 19,486,362.00</b>	<b>\$ 19,486,362.00</b>
<b>Other Financing Sources</b>					
Ofs	\$ -	\$ -	\$ 498,150.00	\$ -	\$ -
Ofs/Municipal Access Technology	\$ 30,000.00	\$ -	\$ -	\$ -	\$ -
Ofs/Transfer Station	\$ 50,000.00	\$ -	\$ -	\$ -	\$ -
Ofs/Windsor Mill	\$ 35,000.00	\$ -	\$ -	\$ -	\$ -
<b>Total Revenue</b>	<b>\$ 42,033,953.52</b>	<b>\$ 43,958,757.00</b>	<b>\$ 44,077,985.00</b>	<b>\$ 44,247,496.00</b>	<b>\$ 44,442,194.00</b>



## *Budget Recap*



**FY21 PROPOSED****1. GENERAL GOVERNMENT****1A. ADMINISTRATIVE OFFICER**

SALARIES	\$	71,525.00
EXPENSES	\$	150.00
<b>TOTAL FOR ADMINISTRATIVE OFFICER</b>	<b>\$</b>	<b>71,675.00</b>

**1B. ASSESSOR**

SALARIES	\$	95,264.00
EXPENSES	\$	28,175.00
<b>TOTAL FOR ASSESSOR</b>	<b>\$</b>	<b>123,439.00</b>

**1C. AUDITOR**

SALARIES	\$	79,410.00
EXPENSES	\$	100.00
<b>TOTAL FOR AUDITOR</b>	<b>\$</b>	<b>79,510.00</b>

**1D. BOARD OF APPEALS**

EXPENSES	\$	1,600.00
<b>TOTAL FOR BOARD OF APPEALS</b>	<b>\$</b>	<b>1,600.00</b>

**1E. CITY CLERK**

SALARIES	\$	101,389.00
EXPENSES	\$	3,250.00
<b>TOTAL FOR CITY CLERK</b>	<b>\$</b>	<b>104,639.00</b>

**1F. CITY COUNCIL**

SALARIES	\$	27,600.00
EXPENSES	\$	8,320.00
<b>TOTAL FOR CITY COUNCIL</b>	<b>\$</b>	<b>35,920.00</b>

**1G. ELECTION AND REGISTRATION**

SALARIES	\$	11,800.00
EXPENSES	\$	9,475.00
<b>TOTAL FOR ELECTION AND REGISTRATION</b>	<b>\$</b>	<b>21,275.00</b>

**1H. OFFICE OF COMMUNITY DEVELOPMENT**

SALARIES	\$	37,486.00
EXPENSES	\$	3,100.00
<b>TOTAL FOR OFFICE OF COMMUNITY DEVELOPMENT</b>	<b>\$</b>	<b>40,586.00</b>

**1I. LAW DEPARTMENT**

SALARIES	\$	-
EXPENSES	\$	35,000.00
<b>TOTAL FOR LAW DEPARTMENT</b>	<b>\$</b>	<b>35,000.00</b>

**1J. LICENSE COMMISSION**

SALARIES	\$	2,000.00
EXPENSES	\$	2,000.00
<b>TOTAL FOR LICENSE COMMISSION</b>	<b>\$</b>	<b>4,000.00</b>

**1K. MAYOR**

SALARIES	\$	137,992.00
EXPENSES	\$	3,500.00
<b>TOTAL FOR MAYOR</b>	<b>\$</b>	<b>141,492.00</b>

**1L. INFORMATION TECHNOLOGY**

SALARIES	\$	138,533.00
EXPENSES	\$	125,016.00
<b>TOTAL FOR INFORMATION TECHNOLOGY</b>	<b>\$</b>	<b>263,549.00</b>

**1M. OFFICE OF TOURISM**

SALARIES	\$	39,378.00
EXPENSES	\$	12,800.00
<b>TOTAL FOR OFFICE OF TOURISM</b>	<b>\$</b>	<b>52,178.00</b>

	FY21 PROPOSED
<b>1N. PLANNING BOARD</b>	
EXPENSES	\$ 5,200.00
<b>TOTAL FOR PLANNING BOARD</b>	<b>\$ 5,200.00</b>
<b>1O. TRAFFIC AND PARKING CONTROL</b>	
SALARIES	\$ -
EXPENSES	\$ -
<b>TOTAL FOR TRAFFIC AND PARKING CONTROL</b>	<b>\$ -</b>
<b>1P. TREASURER AND COLLECTOR</b>	
BOND CERTIFICATION/PRINTING	\$ 1,000.00
FORECLOSURE COST	\$ 12,100.00
SERVICE CHARGES & FEES	\$ 1,500.00
SALARIES	\$ 176,322.00
EXPENSES	\$ 43,000.00
<b>TOTAL FOR TREASURER AND COLLECTOR</b>	<b>\$ 233,922.00</b>
<b>1Q. VITAL STATISTICS</b>	
EXPENSES	\$ 2,000.00
<b>TOTAL FOR VITAL STATISTICS</b>	<b>\$ 2,000.00</b>
<b>TOTAL FOR GENERAL GOVERNMENT</b>	<b>\$ 1,215,985.00</b>

**FY21 PROPOSED****2. PUBLIC SAFETY****2A. PUBLIC SAFETY ADMINISTRATION**

SALARIES	\$	51,936.00
EXPENSES	\$	4,500.00
<b>TOTAL FOR PUBLIC SAFETY ADMINISTRATION</b>	<b>\$</b>	<b>56,436.00</b>

**2B. BUILDING INSPECTOR**

SALARIES	\$	250,374.00
EXPENSES	\$	5,600.00
<b>TOTAL FOR BUILDING INSPECTOR</b>	<b>\$</b>	<b>255,974.00</b>

**2C. ANIMAL CONTROL**

SALARIES	\$	38,871.00
EXPENSES	\$	8,910.00
<b>TOTAL FOR ANIMAL CONTROL</b>	<b>\$</b>	<b>47,781.00</b>

**2D. FIRE**

SALARIES	\$	1,796,517.00
EXPENSES	\$	84,970.00
<b>TOTAL FOR FIRE</b>	<b>\$</b>	<b>1,881,487.00</b>

**2E. HEALTH INSPECTION SERVICES**

SALARIES	\$	150,641.00
EXPENSES	\$	6,600.00
LABORATORY SUPPLIES	\$	-
RELOCATION	\$	-
SAFE WATER DRINKING ACT	\$	25,000.00
TRANSFER STATION	\$	412,289.00
TUBERCULOSIS	\$	200.00
VISITING NURSES	\$	9,000.00
<b>TOTAL FOR HEALTH INSPECTION SERVICES</b>	<b>\$</b>	<b>603,730.00</b>

**2F. POLICE**

SALARIES	\$	1,840,837.00
EXPENSES	\$	130,700.00
<b>TOTAL FOR POLICE</b>	<b>\$</b>	<b>1,971,537.00</b>

**2G. PUBLIC PROPERTY AND BUILDINGS**

SALARIES	\$	106,577.00
EXPENSES	\$	89,600.00
<b>TOTAL FOR PUBLIC PROPERTY AND BUILDINGS</b>	<b>\$</b>	<b>196,177.00</b>

**2H. INSPECTOR OF WEIGHTS AND MEASURES**

SALARIES	\$	-
EXPENSES	\$	-
<b>TOTAL FOR WEIGHTS AND MEASURES</b>	<b>\$</b>	<b>-</b>

**2I. WIRE AND ALARM**

SALARIES	\$	116,295.00
EXPENSES	\$	13,250.00
STREET/TRAFFIC LIGHTING	\$	5,200.00
<b>TOTAL FOR WIRE &amp; ALARM</b>	<b>\$</b>	<b>134,745.00</b>
<b>TOTAL FOR PUBLIC SAFETY</b>	<b>\$</b>	<b>5,147,867.00</b>

FY21 PROPOSED

**3. PUBLIC SERVICES****3A. PUBLIC SERVICES ADMINISTRATION**

SALARIES	\$	193,134.00
EXPENSES	\$	-
<b>TOTAL FOR PUBLIC SERVICES ADMINISTRATION</b>	<b>\$</b>	<b>193,134.00</b>

**3B. AIRPORT**

SALARIES	\$	30,960.00
EXPENSES	\$	84,370.00
<b>TOTAL FOR AIRPORT</b>	<b>\$</b>	<b>115,330.00</b>

**3C. CEMETERY**

SALARIES	\$	122,563.00
EXPENSES	\$	11,950.00
<b>TOTAL FOR CEMETERY</b>	<b>\$</b>	<b>134,513.00</b>

**3D. COUNCIL ON AGING**

SALARIES	\$	135,460.00
EXPENSES	\$	4,300.00
<b>TOTAL FOR COUNCIL ON AGING</b>	<b>\$</b>	<b>139,760.00</b>

**3E. ENGINEERING**

EXPENSES	\$	30,000.00
<b>TOTAL FOR ENGINEERING</b>	<b>\$</b>	<b>30,000.00</b>

**3F. HIGHWAYS**

SALARIES	\$	672,757.00
EXPENSES	\$	176,700.00
SNOW & ICE	\$	200,000.00
<b>TOTAL FOR HIGHWAYS</b>	<b>\$</b>	<b>1,049,457.00</b>

**3G. LIBRARY**

SALARIES	\$	276,326.00
EXPENSES	\$	76,920.00
<b>TOTAL FOR LIBRARY</b>	<b>\$</b>	<b>353,246.00</b>

**3H. PARKS AND RECREATION**

SALARIES	\$	123,385.00
EXPENSES	\$	16,950.00
<b>TOTAL FOR PARKS AND RECREATION</b>	<b>\$</b>	<b>140,335.00</b>

**3I. WINDSOR LAKE**

SALARIES	\$	33,000.00
EXPENSES	\$	16,800.00
<b>TOTAL FOR WINDSOR LAKE</b>	<b>\$</b>	<b>49,800.00</b>

**3J. VETERANS SERVICES**

SALARIES	\$	81,215.00
EXPENSES	\$	4,400.00
VETERANS' BENEFITS	\$	450,000.00
<b>TOTAL FOR VETERANS SERVICES</b>	<b>\$</b>	<b>535,615.00</b>

**3K. WATER DEPARTMENT**

SALARIES	\$	271,144.00
EXPENSES	\$	237,050.00
<b>TOTAL FOR WATER DEPARTMENT</b>	<b>\$</b>	<b>508,194.00</b>

**TOTAL FOR PUBLIC SERVICES**

	<b>\$</b>	<b>3,249,384.00</b>
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FY21 PROPOSED

#### **4. SCHOOL DEPARTMENT**

##### **4A. SCHOOLS**

SALARIES	\$ 13,503,021.00
EXPENSES	\$ 4,266,053.00
<b>TOTAL FOR SCHOOLS</b>	<b>\$ 17,769,074.00</b>

#### **5. PENSIONS**

##### **5A. PENSIONS**

RETIREMENT CONTRIBUTION	\$ 3,077,869.00
<b>TOTAL FOR PENSIONS</b>	<b>\$ 3,077,869.00</b>

#### **6. UNCLASSIFIED**

MEDICAL INSURANCE	\$ 4,946,170.00
MEDEX	\$ 595,350.00
H.W.Q.D. ASSESSMENT	\$ 1,253,951.00
N BERKSHIRE VOCATIONAL	\$ 946,328.00
GENERAL INSURANCE	\$ 340,000.00
WORKERS COMPENSATION	\$ 148,500.00
FICA - CITY'S SHARE	\$ 105,000.00
LITIGATION ACCOUNT	\$ 5,000.00
AUDIT	\$ 41,000.00
ORDINANCE REVISION	\$ 1,500.00
LABOR NEGOTIATION	\$ 11,000.00
REGIONAL PLANNING	\$ 10,922.00
ANNUAL REPORT	\$ 3,000.00
TREE WARDEN	\$ 500.00
TRAFFIC COMMISSION	\$ 500.00
IN STATE TRAVEL	\$ 3,000.00
COMMISSION ON DISABILITY	\$ 1,200.00
EMPLOYEE TRAINING	\$ 10,000.00
HISTORICAL COMMISSION	\$ 500.00
MEMORIAL DAY	\$ 3,500.00
SISTER CITY	\$ 500.00
UNEMPLOYMENT COMP	\$ 6,000.00
LIFE INSURANCE	\$ 17,000.00
RESERVE ACCOUNT	\$ 25,000.00
<b>TOTAL FOR UNCLASSIFIED</b>	<b>\$ 8,475,421.00</b>

#### **7. CAPITAL**

##### **CAPITAL**

EXPENSES	\$ 873,700.00
<b>TOTAL FOR CAPITAL</b>	<b>\$ 873,700.00</b>

#### **8. INTEREST**

##### **INTEREST**

INTEREST ON SHORT-TERM DEBT	\$ 444,624.00
INTEREST ON LONG-TERM DEBT	\$ -
<b>TOTAL FOR INTEREST</b>	<b>\$ 444,624.00</b>

#### **9. DEBT**

##### **DEBT**

RETIREMENT OF DEBT	\$ 746,312.00
<b>TOTAL FOR DEBT</b>	<b>\$ 746,312.00</b>

	FY21 PROPOSED
<b>RECAPITULATION BY CATEGORY</b>	
1. GENERAL GOVERNMENT	\$ 1,215,985.00
2. PUBLIC SAFETY	\$ 5,147,867.00
3. PUBLIC SERVICES	\$ 3,249,384.00
4. SCHOOL DEPARTMENT	\$ 17,769,074.00
5. PENSIONS	\$ 3,077,869.00
6. UNCLASSIFIED	\$ 8,475,421.00
7. CAPITAL	\$ 873,700.00
8. INTEREST	\$ 444,624.00
9. DEBT	\$ 746,312.00
<b>AMOUNTS TO BE APPROPRIATED FOR OPERATIONS</b>	<b>\$ 41,000,236.00</b>
<b>SUMMARY OF AMOUNTS TO BE RAISED AND APPROPRIATED</b>	
<b>AMOUNTS TO BE APPROPRIATED FOR OPERATIONS</b>	<b>\$ 41,000,236.00</b>
\$ CHANGE FROM PRIOR YEAR	\$ 194,698.00
% CHANGE	0.49%
CHERRY SHEET OFFSETS (APPROPRIATION)	\$ 347,387.00
OVERLAY ALLOWANCE (APPROPRIATION)	\$ 160,000.00
LOCAL RECEIPTS REVENUE	\$ (6,550,056.00)
REAL ESTATE REVENUE	\$ (18,405,776.00)
STATE AID CHAPTER 70 SCHOOLS	\$ (14,195,586.00)
STATE AID UNRESTRICTED	\$ (5,290,776.00)
OFS/ MUNICIPAL ACCESS TECHNOLOGY	\$ -
OFS/TRANSFER STATION	\$ -
OFS/WINDSOR MILL	\$ -
STATE ASSESSMENTS	\$ 2,934,571.00
<b>TOTAL AMOUNTS TO BE RAISED</b>	<b>\$ (41,000,236.00)</b>
<b>DIFFERENCE</b>	<b>\$ 0.00</b>



## *Appendices*





## *Appendix A: Schedule A: The Classification Plan*



# **City of North Adams**

In City Council

June 9, 2020

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>
AIRPORT COMMISSION	
<i>Airport Manager</i>	<i>PT-35</i>
<i>Clerk</i>	<i>PT-25</i>
<i>Airport Maintenance Laborer</i>	<i>W-2</i>
ASSESSOR, BOARD OF	
<i>Full Time Member</i>	<i>S-22A</i>
<i>Part Time Member</i>	<i>PT-30</i>
<i>Office Manager</i>	<i>S-12</i>
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	
<i>City Auditor</i>	<i>S-22A</i>
<i>Assistant City Auditor</i>	<i>S-17A</i>
Business Manager	S-26B
Office Clerk	S-4C
Junior Clerk	S-3

<b>CITY CLERK</b>	
<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
<b>COMMUNITY DEVELOPMENT OFFICE</b>	
<i>Director</i>	S-27
<i>Project Coordinator</i>	S-33A
<i>Fiscal Compliance Officer &amp; Procurement</i>	S-32
Administrative Assistant	S-11
Office Clerk	S-4C
Junior Clerk	S-3
Housing Coordinator	S-31
Planning Coordinator	S-28
Technical Specialist	S-32
Assistant Director	S-34A
<b>ELECTION &amp; REGISTRATION</b>	
<i>Registrar of Voters</i>	PT-24
Census Workers - Part Time (In Office)	PT-3
<b>FINANCE</b>	
<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
<b>HEALTH DEPARTMENT</b>	
<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>	PT-27
LICENSE BOARD	
<i>Chairman</i>	PT-27
<i>Clerk</i>	PT-25
<i>Member</i>	PT-23
MAYOR'S OFFICE	
<i>Administrative Assistant to Mayor</i>	S-20A
Secretary	S-20
Office Clerk	S-4C
Junior Clerk	S-3
Clerical - Part Time	PT-2C
OFFICE OF TOURISM & CULTURAL DEVELOPMENT	
<i>Director of Tourism &amp; Community Events</i>	S-35
Clerical - Part Time	PT-2C
Trolley Driver (Seasonal)	PT-6A
PLANNING BOARD	
<i>Clerk</i>	PT-25
DEPARTMENT OF PUBLIC SAFETY	
<i>Senior Clerk &amp; Stenographer</i>	S-10
<i>Fire Chief</i>	S-33B
<i>Police Chief</i>	S-38
<i>Police Lieutenant</i>	S-37
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	
<i>Fire Lieutenant</i>	<i>F-4</i>
<i>Firefighter</i>	<i>F-1</i>
Fire Captain	F-5
Master Mechanic	F-2
Volunteer Fire Division	
Volunteer Fire Coordinator	PT-36
Inspection Division	
<i>Sealer of Weights &amp; Measures/Code Enforcement Officer</i>	<i>S-17</i>
Sealer of Weights & Measures	S-1
Inspector of Plumbing & Gas Fittings	S-17
Code Enforcement Officer	S-17
Police Division	
<i>Police Sergeant</i>	<i>P-4</i>
<i>Patrolman/Investigator</i>	<i>P-3</i>
<i>Patrolman</i>	<i>P-1</i>
<i>Reserve Patrolman</i>	<i>PT-1B</i>
<i>Court Officer</i>	<i>P-3A</i>
<i>Dispatcher</i>	<i>X-A</i>
<i>Animal Control Officer</i>	<i>S29-A</i>
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	
<i>Director of Inspection Services</i>	<i>S-24A</i>
<i>Assistant Inspector of Buildings/Superintendent of Buildings</i>	<i>S-21</i>
<i>Maintenance Supervisor</i>	<i>S-22B</i>
<i>Principal Clerk</i>	<i>S-22B</i>
<i>Building Maintenance</i>	<i>Z-2A</i>
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>	<i>S-9A</i>
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>	<i>S-27B</i>
<i>Assistant Commissioner of Public Services</i>	<i>S-34</i>
<i>Principal Clerk/Office Manager</i>	<i>S-12</i>
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>	<i>S-22B</i>
<i>Office Clerk</i>	<i>S-4C</i>
<i>COA Aide - Part Time</i>	<i>PT-6</i>
<i>Van Driver</i>	<i>Z-1</i>
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>	<i>S-23</i>
<i>Library Assistant</i>	<i>S-11A</i>
<i>Children's Librarian</i>	<i>S-13</i>
<i>Head Cataloguer</i>	<i>S-13</i>
<i>Professional Grade Assistant</i>	<i>S-11</i>
<i>Sub - Professional Assistant - Grade II</i>	<i>S-6</i>
<i>Assistant Library Director</i>	<i>S-33A</i>
Professional Grade Assistant-Half Time	S-9
Sub - Professional Assistant - Grade I	S-6
Office Clerk	S-4C
Library Assistant - Part Time	PT-7A

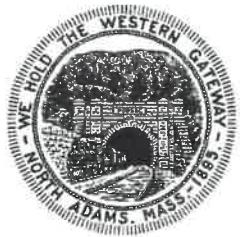
Library Division (Continued)	
Library Page - Part Time	PT-7A
Library Ref. Aide	PT-2A
Children's Assistant	PT-7B
Library Aide - Part Time	PT-7B
Library Helper	PT-2B
Streets & Facilities Division	
<i>Working General Foreman/Laborer</i>	<i>W-6</i>
<i>Mechanic Laborer</i>	<i>W-6M</i>
<i>Working Foreman/Laborer</i>	<i>W-5A</i>
<i>CDL Truck Driver/Equipment Operator/Laborer</i>	<i>W-5</i>
<i>Equipment Operator (No CDL)/Laborer</i>	<i>W-4</i>
<i>CDL Truck Driver (No Hoisting License)/Laborer</i>	<i>W-4</i>
<i>Non CDL Truck Driver/Laborer</i>	<i>W-3</i>
Working Foreman - Cemetery Laborer	W-5
Working Foreman - Master Mechanic	W-6M
Working Foreman - Yardman	W-5A
Laborer HMEO-SHMEO - Loader	W-3A
Laborer HMEO-SHMEO - Group A Equipment	W-3B
Laborer HMEO-SHMEO	W-3
Laborer Motor Equipment Operator	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>Water Working Foreman/Laborer</i>	<i>W-6</i>
<i>Water Assistant Foreman/Laborer</i>	<i>W-5A</i>
<i>Water System Maintenance/Laborer</i>	<i>W-4</i>
<i>Water Meter Reader/Laborer</i>	<i>W-4</i>
Working Foreman Water System Laborer	W-5B
Water Meter Reader & Repairman - Cross Connection	W-4A
Operator 1	Y-1
Operator 2	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>	<i>W-2R</i>
<i>Working Foreman - Park Maintenance Man</i>	<i>W-5</i>
<i>Rink Manager</i>	<i>S-9A</i>
<i>Head Lifeguard</i>	<i>PT-6</i>
<i>Lifeguard</i>	<i>PT-14</i>
<i>Rink Assistant - Part Time</i>	<i>PT-17</i>
<i>Campground Manager - Part Time</i>	<i>PT-39</i>
Parks & Recreation Director	S-14CO
Working Foreman	S-21A
Park Maintenance Craftsman	W-3B
Park Laborer (Seasonal)	PT-3A
Secretary	PT-26
Park Policeman	PT-4
Senior Rink Assistant - Part Time	PT-8
Campground Assistant - Part Time	PT-3D
Veterans' Division	
<i>Veterans' Benefits Agent</i>	<i>S-19</i>
<i>Office Clerk</i>	<i>S-4C</i>
<i>Part Time Clerk</i>	<i>PT-2D</i>
Veterans' Benefits Agent - Part Time	PT-38
Veterans' Benefits Investigator	S-13
Junior Clerk	S-3
TRAFFIC & PARKING CONTROL DEPARTMENT	
<i>Traffic Control Officer</i>	<i>S-3</i>
<i>Hearings Officer</i>	<i>PT-29</i>
Parking Clerk	S-4C
Junior Clerk	S-3

**TREASURER**

<i>Chief Financial Officer/Treasurer/Tax Collector</i>	S-22C
<i>Assistant City Treasurer/Tax Collector</i>	S-17A
<i>Principal Clerk</i>	S-13
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-6A
Health Administrator	PT-27

## Appendix B: Schedule B – The Compensation Plan



# City of North Adams

In City Council

June 9, 2020

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, 2020 through June 30, 2021**

**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	-	-	-	-	-	-	-	-	-	24,815
S-1A	-	-	-	36,691	38,569	38,675	38,749	38,855	38,961	39,971
S-3	26,396	26,396	26,396	27,378	30,802	30,916	30,983	31,099	31,210	31,504
S-4C	27,155	27,941	29,120	30,411	32,849	32,957	33,033	33,144	33,252	33,548
S-6	27,676	28,516	29,731	30,930	33,810	33,919	33,992	34,101	34,213	34,508
S-7	28,035	28,830	30,079	31,420	35,178	35,288	35,362	35,474	35,585	35,878
S-7A	-	-	30,249	31,420	35,178	35,288	35,362	35,474	35,585	35,878
S-8	27,591	28,384	29,590	30,902	34,549	34,657	34,732	34,836	34,941	35,231
S-9	29,305	30,090	31,327	32,652	36,419	36,526	36,600	36,711	36,818	37,117
S-9A	52,681	53,734	54,809	55,905	57,949	59,108	60,290	61,496	62,725	63,980
S-10	29,943	30,675	31,871	33,220	36,983	37,094	37,166	37,276	37,386	37,685
S-10A	29,141	29,855	31,018	32,328	35,991	36,098	36,173	36,279	36,388	36,674
S-11	30,405	31,058	32,312	33,675	37,406	37,515	37,589	37,701	37,811	38,105
S-11A	-	-	-	-	33,618	33,737	33,844	34,003	34,111	34,457
S-12	30,816	31,890	33,261	34,625	38,871	38,983	39,054	39,167	39,278	39,571
S-13	32,126	33,205	34,592	35,933	39,802	39,910	39,984	40,095	40,205	40,500
S-14	31,992	33,043	34,375	35,687	37,789	37,901	37,973	38,084	38,195	38,487
S-14CO	31,134	32,158	33,456	34,732	36,779	36,885	36,959	37,065	37,172	37,459
S-17	42,073	43,346	44,622	45,897	54,232	54,338	54,410	54,517	54,625	54,908
S-17A	35,802	36,876	39,097	41,023	44,051	44,423	44,496	44,768	45,028	45,288
S-18	43,755	43,755	43,755	43,755	45,668	46,041	46,112	46,221	46,335	46,631
S-19	32,345	36,137	37,831	39,525	48,366	-	-	-	-	-
S-19A	-	-	39,700	41,251	45,532	45,639	45,711	45,820	45,929	46,671
S-20	39,265	40,547	42,114	44,029	47,503	47,607	47,682	47,786	47,895	48,175
S-20A	46,075	46,916	48,313	49,522	51,936	52,054	52,161	52,320	52,429	52,774
S-21	-	50,841	52,113	52,723	53,473	53,578	53,651	54,292	54,402	54,692
S-21A	-	-	-	47,700	49,059	49,165	49,239	49,345	49,456	49,742
S-21B	51,834	52,675	54,072	55,282	57,695	57,814	57,921	58,080	58,188	58,533
S-22	-	-	-	52,234	53,593	53,702	53,779	53,887	53,999	54,293

<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>
S-22A	-	-	-	54,232	54,338	54,410	54,517	54,625	54,908	55,188
S-22B	38,053	39,230	40,443	41,694	43,054	43,165	43,240	43,347	43,460	43,758
S-22C	-	-	59,808	59,996	61,357	61,465	61,540	61,652	61,760	62,056
S-22D	-	-	-	47,580	48,904	49,011	49,322	49,421	49,421	49,421
S-22E	-	-	-	-	48,420	48,539	48,646	48,805	48,913	49,259
S-23	47,227	47,227	51,834	53,838	55,196	55,308	55,383	55,492	55,602	55,896
S-23A	-	-	-	38,639	39,963	40,070	40,143	40,250	40,358	40,647
S-24	-	-	-	53,546	59,659	59,765	59,836	59,942	60,049	60,335
S-24A	-	-	-	59,663	61,508	63,410	65,371	67,333	69,353	71,433
S-25	57,593	63,240	66,628	68,627	71,792	73,946	76,165	78,450	80,803	83,227
S-26	-	-	-	-	-	-	-	-	-	96,491
S-26A	-	-	-	80,940	82,328	82,406	82,481	82,589	82,701	82,996
S-26B	-	-	-	-	-	-	-	-	-	75,201
S-27	65,986	68,027	70,130	72,299	73,588	73,693	73,765	73,866	73,972	74,253
S-27A	-	-	-	66,948	68,306	68,413	68,490	68,600	68,710	69,000
S-27B	-	-	-	-	-	-	-	-	-	86,390
S-28	-	-	-	46,580	47,937	48,049	48,125	48,233	48,344	48,641
S-29	-	-	-	28,386	29,745	29,855	29,930	30,038	30,149	30,444
S-29A	-	-	30,100	30,249	32,662	32,781	32,888	33,047	33,155	33,501
S-31	-	-	-	61,762	63,087	63,193	63,265	63,372	63,480	63,765
S-32	-	-	-	42,411	43,768	43,878	43,952	44,062	44,175	44,470
S-33	-	-	-	71,980	73,306	73,413	74,198	74,306	74,414	74,703
S-33A	43,626	45,107	46,589	48,071	49,435	49,544	49,614	49,730	49,838	50,132
S-33B	-	-	-	77,516	81,269	81,375	81,817	81,925	82,033	82,320
S-34	61,513	62,089	62,434	62,688	63,569	63,687	63,922	65,096	65,214	67,387
S-34A	56,488	58,235	60,037	61,893	63,249	63,363	63,435	63,545	63,657	63,953
S-34B	-	-	-	69,112	71,525	71,644	71,751	71,910	72,018	72,364
S-35	-	-	-	38,022	39,378	39,486	39,558	39,665	39,771	40,057
S-36	-	-	-	-	-	-	-	-	-	19,889
S36A	36,005	36,725	37,459	38,209	40,119	40,922	41,740	42,575	43,426	44,295
S-37	-	-	-	67,740	69,099	69,208	69,278	69,387	69,495	69,778
S-38										87,500

**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	14.13	14.68	15.39	16.66	17.99	18.05	18.10	18.25	18.31	18.55
W-2	14.60	15.22	15.97	17.26	18.52	18.57	18.60	18.66	18.75	19.02
W-2R	14.62	15.39	16.08	17.36	18.59	18.65	18.69	18.76	18.92	19.08
W-3	15.02	15.69	16.49	17.90	19.10	19.17	19.26	19.32	19.40	19.62
W-3A	-	-	-	18.42	19.62	19.68	19.75	19.84	19.90	20.11
W-3B	15.31	15.97	16.65	18.20	19.40	19.47	19.57	19.62	19.70	19.90
W-3C	15.43	16.16	16.94	18.42	19.62	19.68	19.75	19.84	19.90	20.11
W-4	16.34	17.05	17.73	19.13	20.34	20.42	20.50	20.60	20.69	20.87
W-4A	-	-	-	-	-	-	-	21.10	22.62	23.03
W-5	16.46	17.20	18.01	19.49	20.78	20.81	20.87	20.91	21.04	21.25
W-5A	-	-	-	20.00	21.18	21.28	21.33	21.40	21.53	21.73
W-5B	-	-	-	-	-	-	-	-	22.57	22.81
W-6	17.88	18.51	19.43	20.91	22.11	22.23	22.29	22.37	22.42	22.66
W-6M	-	-	-	20.91	22.11	22.23	22.29	22.37	22.42	22.66
W-P-A	-	-	-	11.10	11.29	11.44	11.68	11.94	13.42	13.82
X	-	-	-	15.89	16.72	16.78	17.98	18.75	19.60	20.58
X-A	14.51	15.21	15.59	15.71	15.95	16.04	16.42	17.20	18.04	19.03
Y-1	23.84	24.43	25.35	26.84	27.88	28.00	28.06	28.13	28.19	28.42
Y-2	19.37	19.86	20.36	20.87	21.39	21.93	22.47	23.04	23.61	24.20
Z-1	13.50	13.50	13.75	14.27	14.95	15.58	16.23	16.98	17.77	18.71
Z-2	13.50	13.50	13.50	13.96	15.38	15.98	16.69	17.40	18.19	19.10
Z-2A	13.99	14.27	14.55	14.84	15.58	15.90	16.21	16.54	16.87	17.21
Z-3	-	-	-	-	-	-	-	18.31	19.10	20.01
Z-3A	-	-	-	-	-	-	18.25	18.51	20.04	20.46
Z-3B	-	-	-	-	15.64	15.79	16.05	16.31	17.84	18.26
Z-4	-	-	-	-	-	13.50	13.50	13.50	14.91	15.32

**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	-	-	-	36,688	38,053	38,160	38,236	38,346	38,456	38,750
E-2	-	-	-	39,161	40,519	40,630	40,706	40,813	40,927	41,222
E-2A	-	-	-	40,927	42,287	42,393	42,472	42,582	42,693	42,988
E-3	-	-	-	46,332	47,692	47,800	47,877	47,985	48,099	48,394

**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	42,394.55	43,770.01	45,058.80	46,630.52	46,771.99	46,865.50	47,009.36	47,148.43	47,523.68
F-2	44,280.38	45,707.39	46,994.98	48,566.70	48,704.58	48,799.28	48,941.95	49,082.21	49,457.46
F-4	48,167.13	-	50,438.14	52,013.46	52,156.13	52,248.44	52,387.51	52,531.37	52,905.42
F-5	52,033.49	-	53,456.90	55,029.82	55,171.29	55,261.21	55,405.07	55,545.34	55,921.79

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

<b>Grade #</b>	<b>minimum</b>	<b>2nd shift</b>	<b>3rd shift</b>	<b>Grade #</b>	<b>Step 1</b>	<b>2nd shift</b>	<b>3rd shift</b>
P-1	41,938	44,873	45,293	P-1	42,219	45,174	45,597
P-K9	45,293	-	-	P-K9	45,597	-	-
P-2A	43,615	46,668	47,104	P-2A	43,902	46,975	47,415
P-2B	46,542	49,800	50,265	P-2B	46,733	50,004	50,472
P-3	48,034	51,397	51,877	P-3	48,280	51,660	52,143
P-3A	44,792	47,928	48,376	P-3A	45,034	48,186	48,637
P-4	52,087	55,733	56,253	P-4	-	-	-
<b>Grade #</b>	<b>Step 2</b>	<b>2nd shift</b>	<b>3rd shift</b>	<b>Grade #</b>	<b>3-9 Yrs.</b>	<b>2nd shift</b>	<b>3rd shift</b>
P-1	45,160	48,321	48,773	P-1	47,366	50,681	51,155
P-K9	48,773	-	-	P-K9	51,155	-	-
P-2A	46,877	50,158	50,627	P-2A	49,083	52,519	53,010
P-2B	49,764	53,248	53,746	P-2B	51,970	55,608	56,128
P-3	51,452	55,053	55,568	P-3	53,725	57,486	58,023
P-3A	48,015	51,376	51,856	P-3A	50,223	53,739	54,241
P-4	56,089	60,015	60,576	P-4	58,828	62,946	63,534
<b>Grade #</b>	<b>10-14 Yrs.</b>	<b>2nd shift</b>	<b>3rd shift</b>	<b>Grade #</b>	<b>15-19 Yrs.</b>	<b>2nd shift</b>	<b>3rd shift</b>
P-1	47,476	50,800	51,275	P-1	47,550	50,879	51,354
P-K9	51,275	-	-	P-K9	51,354	-	-
P-2A	49,194	52,638	53,129	P-2A	49,268	52,717	53,209
P-2B	52,081	55,727	56,248	P-2B	52,155	55,806	56,328
P-3	53,837	57,606	58,144	P-3	53,912	57,686	58,225
P-3A	50,334	53,858	54,361	P-3A	50,408	53,937	54,441
P-4	58,966	63,093	63,683	P-4	59,058	63,192	63,782
<b>Grade #</b>	<b>20-24 Yrs.</b>	<b>2nd shift</b>	<b>3rd shift</b>	<b>Grade #</b>	<b>25-29 Yrs.</b>	<b>2nd shift</b>	<b>3rd shift</b>
P-1	47,661	50,998	51,474	P-1	47,772	51,116	51,594
P-K9	51,474	-	-	P-K9	51,594	-	-
P-2A	49,379	52,835	53,329	P-2A	49,490	52,954	53,449
P-2B	52,266	55,925	56,447	P-2B	52,377	56,043	56,567
P-3	54,024	57,806	58,346	P-3	54,136	57,926	58,467
P-3A	50,519	54,055	54,560	P-3A	50,630	54,174	54,680
P-4	59,195	63,339	63,931	P-4	59,333	63,486	64,080
<b>Grade #</b>	<b>maximum</b>	<b>2nd shift</b>	<b>3rd shift</b>				
P-1	48,068	51,433	51,913				
P-K9	51,913	-	-				
P-2A	49,785	53,270	53,768				
P-2B	52,673	56,360	56,887				
P-3	54,435	58,245	58,789				
P-3A	50,926	54,490	55,000				
P-4	59,700	63,879	64,476				

**PART VI - Part Time Salary Scale**

Grade #	Hourly	Annually	
PT-1B	108.00	per diem + (3% differential)	111.24
PT-2	12.75		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-2A	12.75		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-2B	12.75		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-2C	12.75		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-2D	13.12		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-3	12.75		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-3A	12.75		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-3B	12.75		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-3C	12.75		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-3D	12.75		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-4	12.75		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-5	12.75		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-6	12.75		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-6A	16.40		
PT-7	13.00		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-7A	12.75		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-7B	12.75		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-7C	12.75		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-8	12.75		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-9	17.97		
PT-10	20.00		
PT-14	12.75		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-14A	14.63		
PT-16	12.75		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-17	12.75		13.50 <b>Effective Jan. 1, 2021 through June 30, 2021</b>
PT-18A		100	
PT-19		750	
PT-23		500	
PT-24		600	
PT-25		1,200	
PT-26		500	
PT-27		1,000	
PT-28		1,000	
PT-29		1,500	
PT-30		1,800	
PT-32		10,000	
PT-33	15.00 (per day weekdays)	25.00 (per day Sat., Sun., Holidays)	
PT-34		3,065	
PT-35		6,000	
PT-36		4,000	
PT-37		26,657	
PT-38	225.00 (weekly)		
PT-39		23,000	

**PART VI - Part Time Salary Scale**

<b>Position</b>	<b>Salary</b>
City Councilor	3,000.00
City Council President	3,600.00
City Solicitor	1,000.00
Mayor	88,470.00 effective January 1, 2020

## Appendix C: Reserve Account Summary

<b>Account</b>	<b>Account Name</b>	<b>Current Balance</b>	<b>Annual Revenue</b>	<b>Description</b>
022 0022 1030 0571	Municipal Access Tech Fund	\$336,113.43	\$36,700.00	Funds received from Spectrum to support technology improvements for the city.
022 0022 1030 0780	Parking Meter Reserve	\$235,747.54	\$70,700.00	Funds collected from meters and permits, primarily used to fund cruisers for North Adams Police Department.
022 0022 1030 0785	Landfill Reserve	\$405,501.05	\$106,247.00	Funds collected from transfer station permits for capital projects.
022 0022 1030 1001	Sale of Land Account	\$657,618.91	\$0	Funds received from the sale of city owned land.
029 0029 1030 0620	Sale of Cemetery Lots	\$133,894.42	\$12,525.00	Funds collected for the sale of cemetery lots has been appropriated for cemetery expenses.
084 0084 1030 0675	Cemetery Perpetual Care	\$40,379.53	\$0	Interest on the perpetual care account that is used to maintain and repair sites at the city's cemeteries.
084 0084 1030 0821	Tinker	\$41,610.56	\$8,000.00	Interest on the Tinker Fund account that is used to maintain and repair Tinker site and the area around the site.
085 0085 1070 0990	Stabilization	\$606,778.87	Variable	Funds held to provide for emergencies and unforeseen expenses.
<b>Total Reserves</b>		<b>\$2,457,644.31</b>	<b>\$234,172.00</b>	

