



# 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



**PART II - Hourly Wage Scale**

<b>Grade #</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5-10 Yrs.</b>	<b>11-15 Yrs.</b>	<b>16-20 Yrs</b>	<b>21-25 Yrs.</b>	<b>26-30 Yrs.</b>	<b>Maximum</b>
W-1	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%)**

Grade #	minimum	2nd shift	3rd shift
P-1	41,938	44,873	45,293
P-K9	45,293	-	-
P-2A	43,615	46,668	47,104
P-2B	46,542	49,800	50,265
P-3	48,034	51,397	51,877
P-3A	44,792	47,928	48,376
P-4	52,087	55,733	56,253
Grade #	Step 2	2nd shift	3rd shift
P-1	45,160	48,321	48,773
P-K9	48,773	-	-
P-2A	46,877	50,158	50,627
P-2B	49,764	53,248	53,746
P-3	51,452	55,053	55,568
P-3A	48,015	51,376	51,856
P-4	56,089	60,015	60,576
Grade #	10-14 Yrs.	2nd shift	3rd shift
P-1	47,476	50,800	51,275
P-K9	51,275	-	-
P-2A	49,194	52,638	53,129
P-2B	52,081	55,727	56,248
P-3	53,837	57,606	58,144
P-3A	50,334	53,858	54,361
P-4	58,966	63,093	63,683
Grade #	20-24 Yrs.	2nd shift	3rd shift
P-1	47,661	50,998	51,474
P-K9	51,474	-	-
P-2A	49,379	52,835	53,329
P-2B	52,266	55,925	56,447
P-3	54,024	57,806	58,346
P-3A	50,519	54,055	54,560
P-4	59,195	63,339	63,931
Grade #	maximum	2nd shift	3rd shift
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

Grade #	Step 1	2nd shift	3rd shift
P-1	42,219	45,174	45,597
P-K9	45,597	-	-
P-2A	43,902	46,975	47,415
P-2B	46,733	50,004	50,472
P-3	48,280	51,660	52,143
P-3A	45,034	48,186	48,637
P-4	-	-	-
Grade #	3-9 Yrs.	2nd shift	3rd shift
P-1	47,366	50,681	51,155
P-K9	51,155	-	-
P-2A	49,083	52,519	53,010
P-2B	51,970	55,608	56,128
P-3	53,725	57,486	58,023
P-3A	50,223	53,739	54,241
P-4	58,828	62,946	63,534
Grade #	15-19 Yrs.	2nd shift	3rd shift
P-1	47,550	50,879	51,354
P-K9	51,354	-	-
P-2A	49,268	52,717	53,209
P-2B	52,155	55,806	56,328
P-3	53,912	57,686	58,225
P-3A	50,408	53,937	54,441
P-4	59,058	63,192	63,782
Grade #	25-29 Yrs.	2nd shift	3rd shift
P-1	47,772	51,116	51,594
P-K9	51,594	-	-
P-2A	49,490	52,954	53,449
P-2B	52,377	56,043	56,567
P-3	54,136	57,926	58,467
P-3A	50,630	54,174	54,680
P-4	59,333	63,486	64,080

**PART VI - Part Time Salary Scale**

<b>Grade #</b>	<b>Hourly</b>	<b>Annually</b>	
PT-1B	108.00	per diem + (3% differential)	111.24
PT-2	12.75		13.50
PT-2A	12.75		13.50
PT-2B	12.75		13.50
PT-2C	12.75		13.50
PT-2D	13.12		13.50
PT-3	12.75		13.50
PT-3A	12.75		13.50
PT-3B	12.75		13.50
PT-3C	12.75		13.50
PT-3D	12.75		13.50
PT-4	12.75		13.50
PT-5	12.75		13.50
PT-6	12.75		13.50
PT-6A	16.40		
PT-7	13.00		13.50
PT-7A	12.75		13.50
PT-7B	12.75		13.50
PT-7C	12.75		13.50
PT-8	12.75		13.50
PT-9	17.97		
PT-10	20.00		
PT-14	12.75		13.50
PT-14A	14.63		
PT-16	12.75		13.50
PT-17	12.75		13.50
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	

<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