



# City of North Adams

In City Council

May 25, 2021

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

That PART II - Hourly Wage Scale of 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 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	14.34	14.90	15.62	16.91	18.26	18.32	18.37	18.53	18.58	18.82
W-2	14.82	15.44	16.21	17.51	18.80	18.85	18.88	18.94	19.03	19.31
W-2R	14.84	15.62	16.33	17.62	18.87	18.93	18.97	19.04	19.20	19.36
W-3	15.24	15.93	16.74	18.17	19.39	19.45	19.55	19.61	19.69	19.91
W-3A	-	-	-	18.69	19.91	19.98	20.05	20.14	20.20	20.41
W-3B	15.54	16.21	16.90	18.48	19.69	19.76	19.87	19.91	19.99	20.20
W-3C	15.67	16.41	17.19	18.69	19.91	19.98	20.05	20.14	20.20	20.41
W-4	16.58	17.31	17.99	19.41	20.64	20.72	20.80	20.91	21.00	21.18
W-4A	-	-	-	-	-	-	-	21.42	22.96	23.38
W-5	16.71	17.46	18.28	19.78	21.09	21.12	21.18	21.23	21.35	21.57
W-5A	-	-	-	20.30	21.50	21.60	21.65	21.72	21.86	22.06
W-5B	-	-	-	-	-	-	-	-	22.91	23.15
W-6	18.15	18.78	19.72	21.22	22.44	22.56	22.62	22.70	22.76	23.00
W-6M	-	-	-	21.22	22.44	22.56	22.62	22.70	22.76	23.00
W-P-A	-	-	-	11.26	11.46	11.61	11.86	12.12	13.62	14.03

AND BE IT FURTHER ORDAINED That PART IV - Fire Scale of the aforesaid Schedule B be and is hereby amended to read as follows:

#### PART IV - Fire Scale

Grade #	Minimum	Step 1	Maximum	3-10 Yrs.	10-15 Yrs.	15-20 Yrs.	20-25 Yrs.	25-30 Yrs.	30 -Yrs.
F-1	43,030.47	44,426.56	45,734.68	47,329.98	47,473.57	47,568.48	47,714.50	47,855.66	48,236.53
F-2	44,944.59	46,393.00	47,699.90	49,295.20	49,435.15	49,531.27	49,676.08	49,818.45	50,199.32
F-4	48,889.63	-	51,194.71	52,793.67	52,938.47	53,032.17	53,173.32	53,319.34	53,699.00
F-5	52,813.99	-	54,258.76	55,855.27	55,998.86	56,090.12	56,236.15	56,378.52	56,760.61

**AND BE IT FURTHER ORDAINED** That PART V – Police Scale of the aforesaid Schedule B be and is hereby amended to read as follows:

**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	42,567	45,546	45,972	P-1	42,852	45,852	46,281
P-K9	45,972	-	-	P-K9	46,281	-	-
P-2A	44,269	47,368	47,811	P-2A	44,561	47,680	48,126
P-2B	47,240	50,547	51,019	P-2B	47,434	50,754	51,229
P-3	48,755	52,168	52,655	P-3	49,004	52,435	52,925
P-3A	45,464	48,647	49,101	P-3A	45,709	48,909	49,366
P-4	52,868	56,569	57,097	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	45,838	49,046	49,505	P-1	48,076	51,441	51,922
P-K9	49,505	-	-	P-K9	51,922	-	-
P-2A	47,580	50,911	51,386	P-2A	49,819	53,307	53,805
P-2B	50,511	54,047	54,552	P-2B	52,750	56,442	56,970
P-3	52,223	55,879	56,401	P-3	54,531	58,348	58,894
P-3A	48,735	52,146	52,634	P-3A	50,977	54,545	55,055
P-4	56,930	60,915	61,485	P-4	59,710	63,890	64,487
<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	48,189	51,562	52,044	P-1	48,264	51,642	52,125
P-K9	52,044	-	-	P-K9	52,125	-	-
P-2A	49,932	53,427	53,926	P-2A	50,007	53,507	54,007
P-2B	52,863	56,563	57,092	P-2B	52,938	56,643	57,173
P-3	54,645	58,470	59,017	P-3	54,721	58,551	59,098
P-3A	51,089	54,665	55,176	P-3A	51,164	54,746	55,257
P-4	59,850	64,040	64,638	P-4	59,943	64,139	64,739
<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	48,376	51,763	52,246	P-1	48,489	51,883	52,368
P-K9	52,246	-	-	P-K9	52,368	-	-
P-2A	50,119	53,628	54,129	P-2A	50,232	53,748	54,251
P-2B	53,050	56,764	57,294	P-2B	53,163	56,884	57,416
P-3	54,834	58,673	59,221	P-3	54,948	58,794	59,344
P-3A	51,277	54,866	55,379	P-3A	51,389	54,987	55,500
P-4	60,083	64,289	64,890	P-4	60,223	64,439	65,041
<b>Grade #</b>	<b>Maximum</b>	<b>2nd shift</b>	<b>3rd shift</b>				
P-1	48,789	52,204	52,692				
P-K9	52,692	-	-				
P-2A	50,532	54,069	54,575				
P-2B	53,463	57,205	57,740				
P-3	55,251	59,119	59,671				
P-3A	51,689	55,308	55,825				
P-4	60,596	64,837	65,443				