



City of North Adams

In City Council

November 14, 2017

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, 2017 through December 30, 2017

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	-	-	-	-	-	-	-	-	-	24,085
S-1A	-	-	-	35,611	37,435	37,538	37,609	37,712	37,815	38,795
S-3	23,599	24,238	25,429	26,572	29,896	30,007	30,072	30,185	30,292	30,577
S-4C	26,357	27,119	28,264	29,516	31,883	31,988	32,062	32,169	32,274	32,562
S-6	26,862	27,677	28,857	30,020	32,815	32,922	32,992	33,098	33,207	33,493
S-7	27,211	27,982	29,194	30,496	34,144	34,250	34,322	34,431	34,538	34,823
S-7A	-	-	29,360	30,496	34,144	34,250	34,322	34,431	34,538	34,823
S-8	26,779	27,550	28,720	29,994	33,533	33,638	33,711	33,811	33,913	34,195
S-9	28,443	29,205	30,406	31,692	35,348	35,452	35,523	35,632	35,736	36,025
S-9A	51,131	52,154	53,197	54,261	56,244	57,369	58,517	59,687	60,881	62,098
S-10	29,062	29,773	30,934	32,243	35,895	36,003	36,073	36,179	36,287	36,576
S-10A	28,284	28,977	30,105	31,378	34,933	35,037	35,109	35,212	35,317	35,596
S-11	29,511	30,144	31,362	32,685	36,306	36,412	36,483	36,592	36,699	36,984
S-11A	-	-	-	-	32,630	32,745	32,849	33,003	33,108	33,444
S-12	29,910	30,952	32,283	33,607	37,728	37,836	37,906	38,015	38,122	38,408
S-13	31,181	32,228	33,574	34,876	38,631	38,736	38,808	38,916	39,022	39,309
S-14	31,051	32,071	33,364	34,638	36,678	36,786	36,856	36,964	37,072	37,356
S-14CO	30,218	31,212	32,472	33,711	35,698	35,800	35,872	35,975	36,079	36,357
S-17	40,836	42,071	43,310	44,548	52,637	52,740	52,810	52,914	53,019	53,294
S-17A	34,749	35,791	37,947	39,816	42,755	43,117	43,187	43,451	43,704	43,956
S-18	42,468	42,468	42,468	42,468	44,325	44,687	44,756	44,862	44,972	45,260
S-19	31,394	35,074	36,718	38,363	46,943	-	-	-	-	-
S-19A	-	-	38,533	40,038	44,193	44,297	44,366	44,473	44,578	45,299
S-20	38,110	39,354	40,875	42,734	46,106	46,207	46,279	46,381	46,486	46,758
S-20A	44,720	45,536	46,892	48,066	50,408	50,523	50,627	50,782	50,887	51,222
S-21	-	49,346	50,580	51,173	51,901	52,002	52,073	52,696	52,802	53,083
S-21A	-	-	-	46,297	47,616	47,719	47,791	47,894	48,001	48,279
S-21B	50,310	51,126	52,482	53,656	55,998	56,113	56,217	56,371	56,477	56,812
S-22	-	-	-	50,698	52,017	52,123	52,197	52,302	52,410	52,697

No.11, 596-1

An ordinance amending Chapter 2, Section 2-28(a) of the Revised Ordinances, Schedule B the Compensation Plan for FY'18.

IN CITY COUNCIL
November 14, 2017

VOTED: to pass to a second reading and publish as a municipal bulletin. Two abstentions.

Attest, Benjamin J. Lamb
President
Marilyn Gomeau
Clerk

IN CITY COUNCIL
November 28, 2017

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

Attest, Benjamin J. Lamb
President
Marilyn Gomeau
Clerk

A True Copy
Attest, _____
City Clerk

Approved, November 29, 2017

Richard J. Alcombright
Mayor

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
S-22A	-	-	-	52,637	52,740	52,810	52,914	53,019	53,294	53,565
S-22B	-	-	-	40,468	41,787	41,896	41,968	42,072	42,182	42,471
S-22C	-	-	58,049	58,232	59,552	59,657	59,730	59,839	59,944	60,231
S-22D	-	-	-	46,181	47,466	47,570	47,871	47,968	47,968	47,968
S-22E	-	-	-	-	46,996	47,111	47,215	47,369	47,474	47,810
S-23	45,838	45,838	50,310	52,255	53,573	53,682	53,754	53,860	53,967	54,252
S-23A	-	-	-	37,503	38,788	38,892	38,962	39,066	39,171	39,452
S-24	-	-	-	51,971	57,904	58,007	58,076	58,179	58,283	58,561
S-24A	-	-	-	57,908	59,699	61,545	63,449	65,352	67,313	69,332
S-25	55,900	61,380	64,668	66,608	69,681	71,771	73,925	76,142	78,427	80,779
S-26	-	-	-	-	-	-	-	-	-	93,653
S-26A	-	-	-	78,559	79,906	79,982	80,055	80,160	80,269	80,555
S-26B	-	-	-	-	-	-	-	-	-	72,989
S-27	64,045	66,026	68,068	70,173	71,424	71,526	71,595	71,694	71,796	72,069
S-27A	-	-	-	64,979	66,297	66,401	66,476	66,582	66,689	66,971
S-27B	-	-	-	-	-	-	-	-	-	83,850
S-28	-	-	-	45,211	46,528	46,636	46,710	46,815	46,922	47,211
S-29	-	-	-	27,551	28,870	28,977	29,050	29,155	29,262	29,549
S-29A	-	-	29,214	29,360	31,702	31,817	31,921	32,075	32,180	32,516
S-31	-	-	-	59,946	61,231	61,334	61,405	61,509	61,613	61,890
S-32	-	-	-	41,163	42,480	42,588	42,659	42,767	42,876	43,162
S-33	-	-	-	69,863	71,150	71,254	72,016	72,121	72,226	72,506
S-33A	42,343	43,781	45,218	46,657	47,981	48,087	48,155	48,267	48,372	48,657
S-33B	-	-	-	75,236	78,879	78,982	79,410	79,515	79,621	79,899
S-34	59,704	60,263	60,598	60,844	61,699	61,814	62,042	63,182	63,296	65,406
S-34A	54,827	56,523	58,271	60,073	61,389	61,500	61,569	61,676	61,785	62,072
S-34B	-	-	-	67,080	69,422	69,537	69,641	69,795	69,900	70,236
S-35	-	-	-	36,904	38,220	38,325	38,394	38,498	38,601	38,879
S-36	-	-	-	-	-	-	-	-	-	19,304
S36A	34,946	35,645	36,358	37,085	38,939	39,718	40,512	41,323	42,149	42,992
S-37	-	-	-	65,747	67,067	67,173	67,241	67,346	67,451	67,726

PART II - Hourly Wage Scale

Grade #	1	2	3	4	5-10 Yrs.	11-15 Yrs.	16-20 Yrs	21-25 Yrs.	26-30 Yrs.	Maximum
W-1	13.58	14.10	14.79	16.01	17.29	17.35	17.39	17.54	17.60	17.82
W-2	14.03	14.62	15.35	16.58	17.80	17.85	17.88	17.93	18.02	18.28
W-2R	14.05	14.79	15.46	16.68	17.87	17.92	17.97	18.03	18.18	18.33
W-3	14.43	15.08	15.85	17.20	18.36	18.42	18.51	18.57	18.65	18.85
W-3A	-	-	-	17.70	18.85	18.92	18.98	19.07	19.12	19.33
W-3B	14.71	15.35	16.00	17.49	18.65	18.71	18.81	18.85	18.93	19.12
W-3C	14.83	15.53	16.28	17.70	18.85	18.92	18.98	19.07	19.12	19.33
W-4	15.70	16.39	17.04	18.38	19.55	19.62	19.70	19.80	19.88	20.06
W-4A	-	-	-	-	-	-	-	20.28	21.74	22.13
W-5	15.82	16.53	17.31	18.73	19.97	20.00	20.06	20.10	20.22	20.42
W-5A	-	-	-	19.23	20.36	20.46	20.50	20.56	20.69	20.89
W-5B	-	-	-	-	-	-	-	-	21.69	21.92
W-6	17.18	17.79	18.67	20.09	21.25	21.37	21.42	21.50	21.55	21.78
W-6M	-	-	-	20.09	21.25	21.37	21.42	21.50	21.55	21.78
W-P-A	-	-	-	10.77	10.96	11.10	11.34	11.59	13.03	13.42
X	-	-	-	15.42	16.23	16.29	17.45	18.19	19.02	19.97
X-A	14.09	14.76	15.13	15.25	15.48	15.57	15.93	16.69	17.51	18.47
Y-1	23.14	23.71	24.61	26.05	27.06	27.18	27.23	27.30	27.36	27.58
Y-2	18.80	19.28	19.76	20.26	20.76	21.29	21.81	22.36	22.92	23.49
Z-1	12.60	12.95	13.35	13.85	14.51	15.13	15.75	16.48	17.25	18.16
Z-2	11.57	11.92	12.42	13.55	14.93	15.51	16.20	16.89	17.65	18.54
Z-2A	13.57	13.85	14.12	14.41	15.13	15.43	15.74	16.05	16.37	16.70
Z-3	-	-	-	-	-	-	-	17.78	18.54	19.42
Z-3A	-	-	-	-	-	-	17.71	17.97	19.45	19.86
Z-3B	-	-	-	-	15.18	15.33	15.57	15.83	17.32	17.72
Z-4	-	-	-	-	-	11.97	12.22	12.72	14.47	14.87

PART III - Engineering Scale

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
E-1	-	-	-	35,609	36,934	37,038	37,112	37,218	37,325	37,610
E-2	-	-	-	38,010	39,328	39,435	39,509	39,613	39,723	40,010
E-2A	-	-	-	39,723	41,044	41,147	41,223	41,330	41,437	41,724
E-3	-	-	-	44,969	46,289	46,394	46,469	46,573	46,684	46,970

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	40,336.96	41,645.66	42,871.90	44,367.34	44,501.94	44,590.91	44,727.80	44,860.12	45,217.15
F-2	42,131.26	43,489.01	44,714.11	46,209.55	46,340.73	46,430.84	46,566.58	46,700.04	47,057.08
F-4	45,829.37	-	47,990.16	49,489.03	49,624.77	49,712.60	49,844.92	49,981.80	50,337.69
F-5	49,508.08	-	50,862.41	52,358.99	52,493.59	52,579.14	52,716.02	52,849.48	53,207.66

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

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

Grade #	minimum	2nd shift	3rd shift	Grade #	Step 1	2nd shift	3rd shift
P-1	39,913	42,707	43,106	P-1	40,984	43,853	44,263
P-K9	43,106	-	-	P-K9	44,263	-	-
P-2A	41,509	44,415	44,830	P-2A	42,618	45,602	46,028
P-2B	44,295	47,395	47,838	P-2B	45,366	48,542	48,996
P-3	45,715	48,915	49,373	P-3	46,868	50,149	50,618
P-3A	42,630	45,614	46,040	P-3A	43,717	46,777	47,214
P-4	49,572	53,042	53,538	P-4	-	-	-
Grade #	Step 2	2nd shift	3rd shift	Grade #	3-9 Yrs.	2nd shift	3rd shift
P-1	42,980	45,988	46,418	P-1	45,079	48,234	48,685
P-K9	46,418	-	-	P-K9	48,685	-	-
P-2A	44,614	47,737	48,183	P-2A	46,713	49,983	50,450
P-2B	47,362	50,677	51,151	P-2B	49,461	52,924	53,418
P-3	48,968	52,395	52,885	P-3	51,132	54,711	55,222
P-3A	45,697	48,895	49,352	P-3A	47,799	51,144	51,622
P-4	53,381	57,118	57,652	P-4	55,988	59,907	60,467
Grade #	10-14 Yrs.	2nd shift	3rd shift	Grade #	15-19 Yrs.	2nd shift	3rd shift
P-1	45,184	48,347	48,799	P-1	45,255	48,423	48,875
P-K9	48,799	-	-	P-K9	48,875	-	-
P-2A	46,819	50,096	50,564	P-2A	46,889	50,172	50,640
P-2B	49,567	53,037	53,532	P-2B	49,637	53,112	53,608
P-3	51,238	54,825	55,337	P-3	51,309	54,901	55,414
P-3A	47,904	51,257	51,736	P-3A	47,974	51,333	51,812
P-4	56,119	60,047	60,609	P-4	56,206	60,141	60,703
Grade #	20-24 Yrs.	2nd shift	3rd shift	Grade #	25-29 Yrs.	2nd shift	3rd shift
P-1	45,360	48,535	48,989	P-1	45,466	48,648	49,103
P-K9	48,989	-	-	P-K9	49,103	-	-
P-2A	46,995	50,284	50,754	P-2A	47,100	50,397	50,868
P-2B	49,743	53,225	53,722	P-2B	49,848	53,338	53,836
P-3	51,416	55,015	55,529	P-3	51,522	55,129	55,644
P-3A	48,080	51,446	51,926	P-3A	48,186	51,559	52,040
P-4	56,337	60,281	60,844	P-4	56,468	60,421	60,986
Grade #	maximum	2nd shift	3rd shift				
P-1	45,747	48,949	49,407				
P-K9	49,407	-	-				
P-2A	47,382	50,698	51,172				
P-2B	50,130	53,639	54,140				
P-3	51,807	55,433	55,951				
P-3A	48,467	51,860	52,344				
P-4	56,818	60,795	61,363				

PART VI - Part Time Salary Scale

Grade #	Hourly	Annually	
PT-1B	106.98	per diem + (3% differential)	110.19
PT-2		11.00	
PT-2A		11.00	
PT-2B		11.00	
PT-2C		11.02	
PT-2D		13.12	
PT-3		11.00	
PT-3A		11.00	
PT-3B		11.00	
PT-3C		11.00	
PT-3D		11.00	
PT-4		11.00	
PT-5		11.00	
PT-6		11.70	
PT-6A		16.40	
PT-7		13.00	
PT-7A		11.00	
PT-7B		11.21	
PT-7C		11.66	
PT-8		11.89	
PT-9		17.97	
PT-10		20.00	
PT-14		11.00	
PT-14A		14.63	
PT-16		11.41	
PT-17		11.15	
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 VII

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



City of North Adams

In City Council

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 December 31, 2017 through June 30, 2018

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	-	-	-	-	-	-	-	-	-	24,326
S-1A	-	-	-	35,968	37,809	37,913	37,985	38,089	38,193	39,183
S-3	23,835	24,480	25,683	26,838	30,195	30,307	30,373	30,487	30,595	30,883
S-4C	26,620	27,390	28,547	29,811	32,202	32,308	32,382	32,491	32,597	32,887
S-6	27,131	27,954	29,145	30,321	33,144	33,251	33,322	33,429	33,539	33,828
S-7	27,483	28,262	29,486	30,800	34,485	34,592	34,666	34,775	34,884	35,171
S-7A	-	-	29,653	30,800	34,485	34,592	34,666	34,775	34,884	35,171
S-8	27,047	27,825	29,007	30,293	33,868	33,975	34,048	34,150	34,252	34,537
S-9	28,727	29,497	30,710	32,009	35,701	35,806	35,878	35,988	36,093	36,385
S-9A	51,643	52,675	53,729	54,804	56,807	57,943	59,102	60,284	61,490	62,719
S-10	29,353	30,071	31,243	32,565	36,254	36,363	36,434	36,541	36,650	36,942
S-10A	28,567	29,267	30,406	31,691	35,282	35,387	35,461	35,564	35,671	35,952
S-11	29,806	30,446	31,676	33,011	36,669	36,776	36,848	36,958	37,066	37,354
S-11A	-	-	-	-	32,956	33,072	33,177	33,333	33,439	33,778
S-12	30,209	31,261	32,606	33,943	38,105	38,215	38,285	38,395	38,504	38,792
S-13	31,493	32,551	33,910	35,225	39,017	39,124	39,196	39,305	39,413	39,702
S-14	31,362	32,391	33,698	34,984	37,045	37,154	37,224	37,334	37,442	37,729
S-14CO	30,520	31,524	32,797	34,048	36,055	36,158	36,231	36,335	36,440	36,721
S-17	41,244	42,492	43,743	44,993	53,164	53,268	53,338	53,443	53,549	53,827
S-17A	35,097	36,149	38,326	40,214	43,183	43,548	43,619	43,886	44,141	44,396
S-18	42,893	42,893	42,893	42,893	44,768	45,134	45,203	45,310	45,422	45,712
S-19	31,708	35,425	37,086	38,746	47,413	-	-	-	-	-
S-19A	-	-	38,918	40,438	44,635	44,740	44,810	44,917	45,024	45,752
S-20	38,491	39,748	41,284	43,162	46,567	46,669	46,742	46,845	46,951	47,225
S-20A	45,167	45,991	47,361	48,547	50,912	51,028	51,133	51,289	51,395	51,734
S-21	-	49,839	51,086	51,685	52,420	52,522	52,594	53,222	53,330	53,614
S-21A	-	-	-	46,760	48,093	48,197	48,269	48,373	48,481	48,762
S-21B	50,813	51,637	53,007	54,192	56,558	56,674	56,779	56,935	57,041	57,380
S-22	-	-	-	51,205	52,537	52,644	52,719	52,825	52,935	53,224

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
S-22A	-	-	-	53,164	53,268	53,338	53,443	53,549	53,827	54,101
S-22B	-	-	-	40,873	42,205	42,315	42,388	42,493	42,604	42,895
S-22C	-	-	58,629	58,814	60,148	60,254	60,327	60,437	60,543	60,833
S-22D	-	-	-	46,643	47,940	48,045	48,350	48,447	48,447	48,447
S-22E	-	-	-	-	47,466	47,582	47,687	47,843	47,949	48,288
S-23	46,296	46,296	50,813	52,778	54,109	54,218	54,292	54,399	54,506	54,794
S-23A	-	-	-	37,878	39,176	39,281	39,352	39,457	39,563	39,846
S-24	-	-	-	52,491	58,483	58,587	58,657	58,761	58,866	59,146
S-24A	-	-	-	58,487	60,296	62,161	64,083	66,006	67,986	70,026
S-25	56,459	61,994	65,315	67,274	70,378	72,489	74,664	76,904	79,211	81,587
S-26	-	-	-	-	-	-	-	-	-	94,590
S-26A	-	-	-	79,345	80,705	80,782	80,856	80,962	81,071	81,360
S-26B	-	-	-	-	-	-	-	-	-	73,719
S-27	64,686	66,686	68,749	70,875	72,138	72,241	72,311	72,411	72,514	72,790
S-27A	-	-	-	65,629	66,960	67,065	67,141	67,248	67,356	67,641
S-27B	-	-	-	-	-	-	-	-	-	84,688
S-28	-	-	-	45,663	46,993	47,102	47,177	47,283	47,391	47,683
S-29	-	-	-	27,826	29,159	29,267	29,340	29,447	29,555	29,844
S-29A	-	-	29,506	29,653	32,019	32,135	32,240	32,396	32,502	32,841
S-31	-	-	-	60,545	61,844	61,948	62,019	62,124	62,229	62,509
S-32	-	-	-	41,575	42,905	43,014	43,086	43,194	43,305	43,594
S-33	-	-	-	70,562	71,862	71,967	72,736	72,842	72,948	73,231
S-33A	42,766	44,218	45,671	47,124	48,461	48,568	48,637	48,750	48,856	49,144
S-33B	-	-	-	75,988	79,668	79,772	80,204	80,311	80,417	80,698
S-34	60,301	60,865	61,204	61,453	62,316	62,432	62,662	63,814	63,929	66,060
S-34A	55,375	57,088	58,854	60,674	62,003	62,115	62,185	62,293	62,403	62,693
S-34B	-	-	-	67,750	70,116	70,232	70,337	70,493	70,599	70,938
S-35	-	-	-	37,273	38,602	38,708	38,778	38,883	38,987	39,268
S-36	-	-	-	-	-	-	-	-	-	19,497
S36A	35,295	36,001	36,721	37,456	39,329	40,115	40,917	41,736	42,571	43,422
S-37	-	-	-	66,405	67,737	67,845	67,913	68,020	68,126	68,403

PART II - Hourly Wage Scale

Grade #	1	2	3	4	5-10 Yrs.	11-15 Yrs.	16-20 Yrs	21-25 Yrs.	26-30 Yrs.	Maximum
W-1	13.71	14.25	14.93	16.17	17.47	17.52	17.57	17.72	17.77	18.00
W-2	14.17	14.77	15.50	16.75	17.98	18.02	18.06	18.11	18.20	18.46
W-2R	14.19	14.93	15.61	16.85	18.05	18.10	18.15	18.21	18.36	18.52
W-3	14.58	15.23	16.01	17.37	18.54	18.60	18.69	18.76	18.83	19.04
W-3A	-	-	-	17.88	19.04	19.11	19.17	19.26	19.32	19.52
W-3B	14.86	15.50	16.16	17.67	18.83	18.90	19.00	19.04	19.12	19.32
W-3C	14.98	15.69	16.44	17.88	19.04	19.11	19.17	19.26	19.32	19.52
W-4	15.86	16.55	17.21	18.57	19.74	19.82	19.89	19.99	20.08	20.26
W-4A	-	-	-	-	-	-	-	20.49	21.96	22.36
W-5	15.98	16.70	17.48	18.92	20.17	20.20	20.26	20.30	20.42	20.63
W-5A	-	-	-	19.42	20.56	20.66	20.70	20.77	20.90	21.10
W-5B	-	-	-	-	-	-	-	-	21.91	22.14
W-6	17.36	17.96	18.86	20.29	21.46	21.58	21.63	21.71	21.76	21.99
W-6M	-	-	-	20.29	21.46	21.58	21.63	21.71	21.76	21.99
W-P-A	-	-	-	10.88	11.07	11.21	11.45	11.70	13.16	13.55
X	-	-	-	15.58	16.39	16.45	17.62	18.38	19.21	20.17
X-A	14.23	14.91	15.28	15.40	15.64	15.72	16.09	16.86	17.68	18.65
Y-1	23.37	23.95	24.85	26.31	27.33	27.45	27.51	27.57	27.63	27.86
Y-2	18.99	19.47	19.96	20.46	20.97	21.50	22.03	22.58	23.15	23.72
Z-1	12.73	13.08	13.48	13.99	14.66	15.28	15.91	16.64	17.42	18.34
Z-2	11.69	12.04	12.55	13.69	15.07	15.66	16.36	17.06	17.83	18.72
Z-2A	13.71	13.98	14.26	14.55	15.28	15.58	15.89	16.21	16.54	16.87
Z-3	-	-	-	-	-	-	-	17.95	18.72	19.61
Z-3A	-	-	-	-	-	-	17.89	18.15	19.65	20.05
Z-3B	-	-	-	-	15.33	15.48	15.73	15.99	17.49	17.90
Z-4	-	-	-	-	-	12.09	12.34	12.85	14.61	15.02

PART III - Engineering Scale

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
E-1	-	-	-	35,965	37,303	37,408	37,483	37,590	37,699	37,987
E-2	-	-	-	38,390	39,721	39,829	39,904	40,009	40,121	40,410
E-2A	-	-	-	40,121	41,454	41,558	41,635	41,743	41,852	42,141
E-3	-	-	-	45,419	46,752	46,858	46,934	47,039	47,151	47,440

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	40,740.33	42,062.12	43,300.62	44,811.01	44,946.96	45,036.82	45,175.07	45,308.72	45,669.32
F-2	42,552.57	43,923.90	45,161.25	46,671.65	46,804.14	46,895.15	47,032.25	47,167.04	47,527.65
F-4	46,287.66	-	48,470.06	49,983.92	50,121.02	50,209.72	50,343.37	50,481.62	50,841.07
F-5	50,003.16	-	51,371.03	52,882.58	53,018.53	53,104.93	53,243.18	53,377.98	53,739.74

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

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

Grade #	minimum	2nd shift	3rd shift	Grade #	Step 1	2nd shift	3rd shift
P-1	39,913	42,707	43,106	P-1	40,984	43,853	44,263
P-K9	43,106	-	-	P-K9	44,263	-	-
P-2A	41,509	44,415	44,830	P-2A	42,618	45,602	46,028
P-2B	44,295	47,395	47,838	P-2B	45,366	48,542	48,996
P-3	45,715	48,915	49,373	P-3	46,868	50,149	50,618
P-3A	42,630	45,614	46,040	P-3A	43,717	46,777	47,214
P-4	49,572	53,042	53,538	P-4	-	-	-
Grade #	Step 2	2nd shift	3rd shift	Grade #	3-9 Yrs.	2nd shift	3rd shift
P-1	42,980	45,988	46,418	P-1	45,079	48,234	48,685
P-K9	46,418	-	-	P-K9	48,685	-	-
P-2A	44,614	47,737	48,183	P-2A	46,713	49,983	50,450
P-2B	47,362	50,677	51,151	P-2B	49,461	52,924	53,418
P-3	48,968	52,395	52,885	P-3	51,132	54,711	55,222
P-3A	45,697	48,895	49,352	P-3A	47,799	51,144	51,622
P-4	53,381	57,118	57,652	P-4	55,988	59,907	60,467
Grade #	10-14 Yrs.	2nd shift	3rd shift	Grade #	15-19 Yrs.	2nd shift	3rd shift
P-1	45,184	48,347	48,799	P-1	45,255	48,423	48,875
P-K9	48,799	-	-	P-K9	48,875	-	-
P-2A	46,819	50,096	50,564	P-2A	46,889	50,172	50,640
P-2B	49,567	53,037	53,532	P-2B	49,637	53,112	53,608
P-3	51,238	54,825	55,337	P-3	51,309	54,901	55,414
P-3A	47,904	51,257	51,736	P-3A	47,974	51,333	51,812
P-4	56,119	60,047	60,609	P-4	56,206	60,141	60,703
Grade #	20-24 Yrs.	2nd shift	3rd shift	Grade #	25-29 Yrs.	2nd shift	3rd shift
P-1	45,360	48,535	48,989	P-1	45,466	48,648	49,103
P-K9	48,989	-	-	P-K9	49,103	-	-
P-2A	46,995	50,284	50,754	P-2A	47,100	50,397	50,868
P-2B	49,743	53,225	53,722	P-2B	49,848	53,338	53,836
P-3	51,416	55,015	55,529	P-3	51,522	55,129	55,644
P-3A	48,080	51,446	51,926	P-3A	48,186	51,559	52,040
P-4	56,337	60,281	60,844	P-4	56,468	60,421	60,986
Grade #	maximum	2nd shift	3rd shift				
P-1	45,747	48,949	49,407				
P-K9	49,407	-	-				
P-2A	47,382	50,698	51,172				
P-2B	50,130	53,639	54,140				
P-3	51,807	55,433	55,951				
P-3A	48,467	51,860	52,344				
P-4	56,818	60,795	61,363				

PART VI - Part Time Salary Scale

Grade #	Hourly	Annually
PT-1B	106.98	per diem + (3% differential) 110.19
PT-2		11.00
PT-2A		11.00
PT-2B		11.00
PT-2C		11.02
PT-2D		13.12
PT-3		11.00
PT-3A		11.00
PT-3B		11.00
PT-3C		11.00
PT-3D		11.00
PT-4		11.00
PT-5		11.00
PT-6		11.70
PT-6A		16.40
PT-7		13.00
PT-7A		11.00
PT-7B		11.21
PT-7C		11.66
PT-8		11.89
PT-9		17.97
PT-10		20.00
PT-14		11.00
PT-14A		14.63
PT-16		11.41
PT-17		11.15
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 VII

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