



# City of North Adams

In City Council

June 12, 2018

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>
<b><u>AIRPORT COMMISSION</u></b>	
<i>Airport Manager</i>	<i>PT-35</i>
<i>Clerk</i>	<i>PT-25</i>
<b><u>ASSESSOR, BOARD OF</u></b>	
<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>
<i>Assessor</i>	<i>S-22E</i>
<i>Acting Full Time Member</i>	<i>S-22B</i>
<i>Principal Clerk/ Office Manager</i>	<i>S-11</i>
<i>Principal Clerk</i>	<i>S-9</i>
<i>Senior Clerk</i>	<i>S-6</i>
<i>Office Clerk</i>	<i>S-4C</i>
<i>Junior Clerk</i>	<i>S-3</i>
<i>Clerical Part Time</i>	<i>PT-2C</i>
<b><u>AUDITOR</u></b>	
<i>City Auditor</i>	<i>S-22A</i>
<i>Assistant City Auditor</i>	<i>S-17A</i>
<i>Business Manager</i>	<i>S-26B</i>
<i>Office Clerk</i>	<i>S-4C</i>
<i>Junior Clerk</i>	<i>S-3</i>

CITY CLERK

<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

COMMUNITY DEVELOPMENT OFFICE

<i>Director</i>	S-27
<i>Special Projects Coordinator</i>	S-27
<i>Fiscal &amp; Compliance Officer</i>	S-12
<i>Administrative Assistant</i>	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

ELECTION & REGISTRATION

<i>Registrar of Voters</i>	PT-24
Census Workers-Part Time (In Office)	PT-3

FINANCE

<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

HEALTH DEPARTMENT

<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
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LAW DEPARTMENT

<i>Secretarial/Clerical-Part Time</i>	<i>PT-27</i>
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LICENSE BOARD

<i>Chairman</i>	<i>PT-27</i>
<i>Clerk</i>	<i>PT-25</i>
<i>Member</i>	<i>PT-23</i>

MAYOR'S OFFICE

<i>Administrative Assistant to Mayor</i>	<i>S-20A</i>
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>	<i>S-35</i>
Clerical - Part Time	PT-2C
Trolley Driver (Seasonal)	PT-6A

PLANNING BOARD

<i>Clerk</i>	<i>PT-25</i>
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DEPARTMENT OF PUBLIC SAFETY

<i>Senior Clerk &amp; Stenographer</i>	<i>S-10</i>
<i>Fire Director</i>	<i>S-33B</i>
<i>Police Director</i>	<i>S-33B</i>
<i>Police Lieutenant</i>	<i>S-37</i>
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
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Fire Division

<i>Fire Lieutenant</i>	F-4
<i>Firefighter</i>	F-1
Fire Captain	F-5
Master Mechanic	F-2

Volunteer Fire Division

Volunteer Fire Coordinator	PT-36
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Inspection Division

<i>Sealer of Weights &amp; Measures/ Code Enforcement Officer</i>	S-17
Sealer of Weights & Measures	S-1
Inspector of Plumbing & Gas Fittings	S-17
Code Enforcement Officer	S-17

Police Division

<i>Police Sergeant</i>	P-4
<i>Patrolman/Investigator</i>	P-3
<i>Patrolman</i>	P-1
<i>Reserve Patrolman</i>	PT-1B
<i>Court Officer</i>	P-3A
<i>Dispatcher</i>	X-A
<i>Animal Control Officer</i>	S29-A
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>	S-24A
<i>Assistant Inspector of Buildings/Superintendent of Buildings</i>	S-21
<i>Junior Building Custodian</i>	S-22B
<i>Principal Clerk</i>	S-22B
<i>Building Maintenance</i>	Z-2A
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>	S-9A
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>	S-27B
<i>Assistant Commissioner of Public Services</i>	S-34
<i>Principal Clerk/Office Manager</i>	S-12
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>	S-22B
<i>Office Clerk</i>	S-4C
<i>COA Aide – Part Time</i>	PT-6
<i>Van Driver</i>	Z-1
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>	S-23
<i>Library Assistant</i>	S-11A
<i>Children's Librarian</i>	S-13
<i>Head Cataloguer</i>	S-13
<i>Professional Grade Assistant</i>	S-11
<i>Sub-professional Assistant-Grade II</i>	S-6
<i>Assistant Library Director</i>	S-33A
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>	W-6
<i>Water Assistant Foreman/Laborer</i>	W-5A
<i>Water System Maintenance/Laborer</i>	W-4
<i>Water Meter Reader/Laborer</i>	W-4
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>	W-2R
<i>Working Foreman-Park Maintenance Man</i>	W-5
<i>Rink Manager</i>	S-9A
<i>Head Lifeguard</i>	PT-6
<i>Lifeguard</i>	PT-14
<i>Rink Assistant – Part-Time</i>	PT-17
<i>Campground Manager – Part Time</i>	PT-39
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>	S-19
<i>Office Clerk</i>	S-4C
<i>Part-Time Clerk</i>	PT-2D
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>	S-3
<i>Hearings Officer</i>	PT-29
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
<i>Clerk-Computer Operator</i>	S-10
<i>Clerk-Bookkeeper</i>	S-7
<i>Senior Clerk</i>	S-6
<i>Office Clerk</i>	S-4C
<i>Junior Clerk</i>	S-3
<i>Treasurer's Clerk-Part-Time</i>	PT-2B
<i>Health Administrator</i>	PT-27





CITY OF NORTH ADAMS, MASSACHUSETTS

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

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Communication #	Subject	Date
36	City of North Adams Fiscal Year 2019 Compensation Plan for July 1, 2018 – December 31, 2018	June 12, 2018

Honorable Members of the City Council  
North Adams, Massachusetts

As part of the annual budget process I present for your consideration the City's Compensation Plan for July 1, 2018 – December 31, 2018. This plan reflects changes in certain salary grades that represent contractual increases for the police, fire, and public services departments. Additionally, I have included an increase for non-union staff in the FY 2019 budget.

This Compensation Plan reflects the following negotiated increases:

- Police officers will receive a 2% increase effective July 1, 2018
- Firefighters will receive a 1% increase effective July 1, 2018; firefighters will receive an additional 1% increase on January 1, 2019, and this will be reflected in the Compensation Plan for January 1 – June 30, 2019, to be presented under a separate communication
- Department of Public Services employees will receive a 1% increase effective July 1, 2018; public services employees will receive an additional 1% increase on January 1, 2019, and this will be reflected in the Compensation Plan for January 1 – June 30, 2019, to be presented under a separate communication
- Non-union employees will receive a 1% increase effective July 1, 2018.

The contractual increases for the police, fire, and public services departments were agreed upon last year as part of a three year agreement with the unions. I am grateful to all our union and non-unit employees for their hard work and service to the City as well as to its residents and visitors.

I request adoption of this Compensation Plan as presented.  
Respectfully submitted,

Thomas W. Bernard  
Mayor



# City of North Adams

## In City Council

June 12, 2018

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, 2018 through December 31, 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	-	-	-	-	-	-	-	-	-	24,569
S-1A	-	-	-	36,327	38,187	38,292	38,365	38,470	38,575	39,575
S-3	24,073	24,725	25,940	27,107	30,497	30,610	30,676	30,791	30,901	31,192
S-4C	26,886	27,664	28,832	30,109	32,524	32,631	32,706	32,816	32,923	33,216
S-6	27,402	28,233	29,437	30,624	33,475	33,583	33,655	33,763	33,874	34,166
S-7	27,758	28,545	29,781	31,108	34,830	34,938	35,012	35,123	35,232	35,523
S-7A	-	-	29,950	31,108	34,830	34,938	35,012	35,123	35,232	35,523
S-8	27,318	28,103	29,297	30,596	34,207	34,314	34,388	34,491	34,595	34,882
S-9	29,015	29,792	31,017	32,329	36,058	36,164	36,237	36,348	36,454	36,749
S-9A	52,159	53,202	54,266	55,352	57,375	58,522	59,693	60,887	62,104	63,347
S-10	29,646	30,372	31,556	32,891	36,617	36,726	36,798	36,907	37,016	37,311
S-10A	28,853	29,560	30,710	32,008	35,635	35,741	35,815	35,920	36,027	36,311
S-11	30,104	30,750	31,992	33,342	37,035	37,144	37,217	37,327	37,437	37,728
S-11A	-	-	-	-	33,286	33,403	33,509	33,667	33,774	34,116
S-12	30,511	31,574	32,932	34,282	38,486	38,597	38,667	38,779	38,889	39,180
S-13	31,808	32,876	34,249	35,577	39,408	39,515	39,588	39,698	39,807	40,099
S-14	31,675	32,715	34,035	35,334	37,415	37,526	37,597	37,707	37,817	38,106
S-14CO	30,826	31,840	33,125	34,388	36,415	36,520	36,593	36,698	36,804	37,088
S-17	41,657	42,917	44,180	45,443	53,695	53,800	53,871	53,977	54,084	54,365
S-17A	35,448	36,511	38,710	40,617	43,615	43,983	44,055	44,325	44,582	44,840
S-18	43,322	43,322	43,322	43,322	45,216	45,586	45,655	45,763	45,876	46,169
S-19	32,025	35,779	37,456	39,134	47,887	-	-	-	-	-
S-19A	-	-	39,307	40,842	45,081	45,188	45,258	45,367	45,474	46,209
S-20	38,876	40,146	41,697	43,593	47,033	47,135	47,210	47,313	47,421	47,698
S-20A	45,619	46,451	47,835	49,032	51,421	51,539	51,645	51,802	51,909	52,252
S-21	-	50,338	51,597	52,201	52,944	53,048	53,119	53,755	53,863	54,150
S-21A	-	-	-	47,228	48,574	48,678	48,751	48,856	48,966	49,250
S-21B	51,321	52,153	53,537	54,734	57,124	57,241	57,347	57,505	57,612	57,954
S-22	-	-	-	51,717	53,062	53,171	53,246	53,353	53,464	53,756

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
S-22A	-	-	-	53,695	53,800	53,871	53,977	54,084	54,365	54,642
S-22B	37,676	38,841	40,043	41,281	42,627	42,738	42,811	42,918	43,030	43,324
S-22C	-	-	59,215	59,402	60,749	60,857	60,931	61,041	61,148	61,442
S-22D	-	-	-	47,109	48,420	48,526	48,834	48,932	48,932	48,932
S-22E	-	-	-	-	47,941	48,058	48,164	48,322	48,429	48,771
S-23	46,759	46,759	51,321	53,305	54,650	54,761	54,835	54,943	55,051	55,342
S-23A	-	-	-	38,257	39,567	39,673	39,745	39,851	39,958	40,245
S-24	-	-	-	53,016	59,068	59,173	59,244	59,349	59,455	59,738
S-24A	-	-	-	59,072	60,899	62,782	64,724	66,666	68,666	70,726
S-25	57,023	62,614	65,968	67,947	71,082	73,214	75,410	77,673	80,003	82,403
S-26	-	-	-	-	-	-	-	-	-	95,536
S-26A	-	-	-	80,138	81,512	81,590	81,664	81,771	81,882	82,174
S-26B	-	-	-	-	-	-	-	-	-	74,456
S-27	65,332	67,353	69,436	71,584	72,860	72,964	73,034	73,135	73,240	73,518
S-27A	-	-	-	66,285	67,630	67,736	67,812	67,920	68,030	68,317
S-27B	-	-	-	-	-	-	-	-	-	85,535
S-28	-	-	-	46,119	47,463	47,573	47,649	47,756	47,865	48,160
S-29	-	-	-	28,104	29,450	29,560	29,634	29,741	29,851	30,142
S-29A	-	-	29,801	29,950	32,339	32,456	32,563	32,720	32,827	33,169
S-31	-	-	-	61,151	62,462	62,567	62,639	62,745	62,851	63,134
S-32	-	-	-	41,991	43,334	43,444	43,517	43,626	43,738	44,030
S-33	-	-	-	71,268	72,580	72,686	73,463	73,570	73,677	73,964
S-33A	43,194	44,661	46,127	47,595	48,945	49,054	49,123	49,237	49,345	49,635
S-33B	-	-	-	76,748	80,465	80,570	81,007	81,114	81,221	81,505
S-34	60,904	61,474	61,816	62,067	62,940	63,056	63,289	64,452	64,568	66,720
S-34A	55,929	57,659	59,442	61,281	62,623	62,736	62,807	62,916	63,027	63,320
S-34B	-	-	-	68,428	70,817	70,935	71,041	71,198	71,305	71,647
S-35	-	-	-	37,646	38,988	39,095	39,166	39,272	39,377	39,661
S-36	-	-	-	-	-	-	-	-	-	19,692
S36A	35,648	36,361	37,089	37,830	39,722	40,516	41,327	42,153	42,996	43,856
S-37	-	-	-	67,069	68,415	68,523	68,593	68,700	68,807	69,088

**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	-	-	-	10.77	10.96	11.10	11.34	11.59	13.03	13.42
X	-	-	-	15.73	16.56	16.62	17.80	18.56	19.41	20.37
X-A	14.37	15.06	15.43	15.55	15.79	15.88	16.25	17.03	17.86	18.84
Y-1	23.61	24.19	25.10	26.57	27.60	27.72	27.78	27.85	27.91	28.14
Y-2	19.18	19.67	20.16	20.66	21.18	21.71	22.25	22.81	23.38	23.96
Z-1	12.85	13.21	13.62	14.13	14.80	15.43	16.07	16.81	17.60	18.52
Z-2	11.80	12.16	12.67	13.82	15.23	15.82	16.53	17.23	18.01	18.91
Z-2A	13.85	14.12	14.41	14.69	15.43	15.74	16.05	16.37	16.70	17.04
Z-3	-	-	-	-	-	-	-	18.13	18.91	19.81
Z-3A	-	-	-	-	-	-	18.06	18.33	19.84	20.25
Z-3B	-	-	-	-	15.49	15.64	15.89	16.15	17.67	18.08
Z-4	-	-	-	-	-	12.21	12.47	12.98	14.76	15.17

**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	-	-	-	36,325	37,676	37,782	37,858	37,966	38,076	38,366
E-2	-	-	-	38,774	40,118	40,228	40,303	40,409	40,522	40,814
E-2A	-	-	-	40,522	41,869	41,974	42,051	42,161	42,270	42,562
E-3	-	-	-	45,873	47,220	47,327	47,403	47,510	47,622	47,914

**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	41,147.73	42,482.74	43,733.62	45,259.12	45,396.43	45,487.19	45,626.82	45,761.80	46,126.02
F-2	42,978.10	44,363.14	45,612.86	47,138.36	47,272.18	47,364.10	47,502.57	47,638.71	48,002.93
F-4	46,750.54	-	48,954.76	50,483.75	50,622.23	50,711.82	50,846.80	50,986.43	51,349.48
F-5	50,503.20	-	51,884.74	53,411.40	53,548.71	53,635.98	53,775.62	53,911.76	54,277.13

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	40,711	43,561	43,968	P-1	40,984	43,853	44,263
P-K9	43,968	-	-	P-K9	44,263	-	-
P-2A	42,339	45,303	45,727	P-2A	42,618	45,602	46,028
P-2B	45,181	48,343	48,795	P-2B	45,366	48,542	48,996
P-3	46,630	49,894	50,360	P-3	46,868	50,149	50,618
P-3A	43,482	46,526	46,961	P-3A	43,717	46,777	47,214
P-4	50,563	54,103	54,608	P-4	-	-	-
Grade #	Step 2	2nd shift	3rd shift	Grade #	3-9 Yrs.	2nd shift	3rd shift
P-1	43,839	46,908	47,347	P-1	45,980	49,199	49,659
P-K9	47,347	-	-	P-K9	49,659	-	-
P-2A	45,506	48,691	49,147	P-2A	47,648	50,983	51,459
P-2B	48,309	51,691	52,174	P-2B	50,451	53,982	54,487
P-3	49,947	53,443	53,943	P-3	52,154	55,805	56,327
P-3A	46,610	49,873	50,339	P-3A	48,755	52,167	52,655
P-4	54,449	58,260	58,805	P-4	57,108	61,105	61,676
Grade #	10-14 Yrs.	2nd shift	3rd shift	Grade #	15-19 Yrs.	2nd shift	3rd shift
P-1	46,088	49,314	49,775	P-1	46,160	49,391	49,853
P-K9	49,775	-	-	P-K9	49,853	-	-
P-2A	47,755	51,098	51,576	P-2A	47,827	51,175	51,653
P-2B	50,558	54,097	54,603	P-2B	50,630	54,174	54,680
P-3	52,263	55,921	56,444	P-3	52,335	55,999	56,522
P-3A	48,862	52,283	52,771	P-3A	48,934	52,359	52,849
P-4	57,241	61,248	61,821	P-4	57,331	61,344	61,917
Grade #	20-24 Yrs.	2nd shift	3rd shift	Grade #	25-29 Yrs.	2nd shift	3rd shift
P-1	46,267	49,506	49,969	P-1	46,375	49,621	50,085
P-K9	49,969	-	-	P-K9	50,085	-	-
P-2A	47,935	51,290	51,769	P-2A	48,042	51,405	51,886
P-2B	50,738	54,289	54,797	P-2B	50,845	54,404	54,913
P-3	52,444	56,115	56,640	P-3	52,553	56,232	56,757
P-3A	49,042	52,474	52,965	P-3A	49,149	52,590	53,081
P-4	57,464	61,487	62,061	P-4	57,598	61,630	62,206
Grade #	maximum	2nd shift	3rd shift				
P-1	46,662	49,928	50,395				
P-K9	50,395	-	-				
P-2A	48,329	51,712	52,196				
P-2B	51,132	54,712	55,223				
P-3	52,843	56,542	57,070				
P-3A	49,436	52,897	53,391				
P-4	57,954	62,011	62,591				

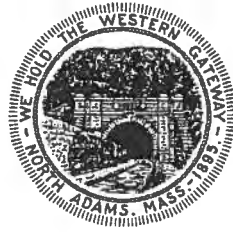
**PART VI - Part Time Salary Scale**

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**

<b>Position</b>	<b>Salary</b>
City Councilor	3,000.00
City Council President	3,600.00
City Solicitor	1,000.00
Mayor	84,470.00



CITY OF NORTH ADAMS, MASSACHUSETTS

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

Communication #	Subject	Date
37	City of North Adams Fiscal Year 2019 Compensation Plan for January 1 – June 30, 2019	June 12, 2018

Honorable Members of the City Council  
North Adams, Massachusetts

As part of the annual budget process I present for your consideration the City's Compensation Plan for January 1 – June 30, 2019. This plan reflects changes in certain salary grades that represent contractual increases for the police, fire, and public services departments. Additionally, I have included an increase for non-union staff in the FY 2019 budget.

This Compensation Plan reflects the following negotiated increases:

- Police officers received a 2% increase effective July 1, 2018, as reflected in the Compensation Plan for July 1, 2018 – December 31, 2018
- Firefighters will receive an additional 1% increase on January 1, 2019, in addition to the 1% increase reflected in the Compensation Plan for July 1, 2018 – December 31, 2018
- Department of Public Services employees will receive a 1% increase on January 1, 2019, in addition to the 1% increase reflected in the Compensation Plan for July 1, 2018 – December 31, 2018
- Non-union employees received a 1% increase effective July 1, 2018, as reflected in the Compensation Plan for July 1, 2018 – December 31, 2018

The contractual increases for the police, fire, and public services departments were agreed upon last year as part of a three year agreement with the unions. I am grateful to all our union and non-unit employees for their hard work and service to the City as well as to its residents and visitors.

I request adoption of this Compensation Plan as presented.  
Respectfully submitted,

Thomas W. Bernard  
Mayor



# City of North Adams

## In City Council

June 12, 2018

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 January 1, 2019 through June 30, 2019

#### 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	-	-	-	-	-	-	-	-	-	24,569
S-1A	-	-	-	36,327	38,187	38,292	38,365	38,470	38,575	39,575
S-3	24,073	24,725	25,940	27,107	30,497	30,610	30,676	30,791	30,901	31,192
S-4C	26,886	27,664	28,832	30,109	32,524	32,631	32,706	32,816	32,923	33,216
S-6	27,402	28,233	29,437	30,624	33,475	33,583	33,655	33,763	33,874	34,166
S-7	27,758	28,545	29,781	31,108	34,830	34,938	35,012	35,123	35,232	35,523
S-7A	-	-	29,950	31,108	34,830	34,938	35,012	35,123	35,232	35,523
S-8	27,318	28,103	29,297	30,596	34,207	34,314	34,388	34,491	34,595	34,882
S-9	29,015	29,792	31,017	32,329	36,058	36,164	36,237	36,348	36,454	36,749
S-9A	52,159	53,202	54,266	55,352	57,375	58,522	59,693	60,887	62,104	63,347
S-10	29,646	30,372	31,556	32,891	36,617	36,726	36,798	36,907	37,016	37,311
S-10A	28,853	29,560	30,710	32,008	35,635	35,741	35,815	35,920	36,027	36,311
S-11	30,104	30,750	31,992	33,342	37,035	37,144	37,217	37,327	37,437	37,728
S-11A	-	-	-	-	33,286	33,403	33,509	33,667	33,774	34,116
S-12	30,511	31,574	32,932	34,282	38,486	38,597	38,667	38,779	38,889	39,180
S-13	31,808	32,876	34,249	35,577	39,408	39,515	39,588	39,698	39,807	40,099
S-14	31,675	32,715	34,035	35,334	37,415	37,526	37,597	37,707	37,817	38,106
S-14CO	30,826	31,840	33,125	34,388	36,415	36,520	36,593	36,698	36,804	37,088
S-17	41,657	42,917	44,180	45,443	53,695	53,800	53,871	53,977	54,084	54,365
S-17A	35,448	36,511	38,710	40,617	43,615	43,983	44,055	44,325	44,582	44,840
S-18	43,322	43,322	43,322	43,322	45,216	45,586	45,655	45,763	45,876	46,169
S-19	32,025	35,779	37,456	39,134	47,887	-	-	-	-	-
S-19A	-	-	39,307	40,842	45,081	45,188	45,258	45,367	45,474	46,209
S-20	38,876	40,146	41,697	43,593	47,033	47,135	47,210	47,313	47,421	47,698
S-20A	45,619	46,451	47,835	49,032	51,421	51,539	51,645	51,802	51,909	52,252
S-21	-	50,338	51,597	52,201	52,944	53,048	53,119	53,755	53,863	54,150
S-21A	-	-	-	47,228	48,574	48,678	48,751	48,856	48,966	49,250
S-21B	51,321	52,153	53,537	54,734	57,124	57,241	57,347	57,505	57,612	57,954
S-22	-	-	-	51,717	53,062	53,171	53,246	53,353	53,464	53,756

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
S-22A	-	-	-	53,695	53,800	53,871	53,977	54,084	54,365	54,642
S-22B	37,676	38,841	40,043	41,281	42,627	42,738	42,811	42,918	43,030	43,324
S-22C	-	-	59,215	59,402	60,749	60,857	60,931	61,041	61,148	61,442
S-22D	-	-	-	47,109	48,420	48,526	48,834	48,932	48,932	48,932
S-22E	-	-	-	-	47,941	48,058	48,164	48,322	48,429	48,771
S-23	46,759	46,759	51,321	53,305	54,650	54,761	54,835	54,943	55,051	55,342
S-23A	-	-	-	38,257	39,567	39,673	39,745	39,851	39,958	40,245
S-24	-	-	-	53,016	59,068	59,173	59,244	59,349	59,455	59,738
S-24A	-	-	-	59,072	60,899	62,782	64,724	66,666	68,666	70,726
S-25	57,023	62,614	65,968	67,947	71,082	73,214	75,410	77,673	80,003	82,403
S-26	-	-	-	-	-	-	-	-	-	95,536
S-26A	-	-	-	80,138	81,512	81,590	81,664	81,771	81,882	82,174
S-26B	-	-	-	-	-	-	-	-	-	74,456
S-27	65,332	67,353	69,436	71,584	72,860	72,964	73,034	73,135	73,240	73,518
S-27A	-	-	-	66,285	67,630	67,736	67,812	67,920	68,030	68,317
S-27B	-	-	-	-	-	-	-	-	-	85,535
S-28	-	-	-	46,119	47,463	47,573	47,649	47,756	47,865	48,160
S-29	-	-	-	28,104	29,450	29,560	29,634	29,741	29,851	30,142
S-29A	-	-	29,801	29,950	32,339	32,456	32,563	32,720	32,827	33,169
S-31	-	-	-	61,151	62,462	62,567	62,639	62,745	62,851	63,134
S-32	-	-	-	41,991	43,334	43,444	43,517	43,626	43,738	44,030
S-33	-	-	-	71,268	72,580	72,686	73,463	73,570	73,677	73,964
S-33A	43,194	44,661	46,127	47,595	48,945	49,054	49,123	49,237	49,345	49,635
S-33B	-	-	-	76,748	80,465	80,570	81,007	81,114	81,221	81,505
S-34	60,904	61,474	61,816	62,067	62,940	63,056	63,289	64,452	64,568	66,720
S-34A	55,929	57,659	59,442	61,281	62,623	62,736	62,807	62,916	63,027	63,320
S-34B	-	-	-	68,428	70,817	70,935	71,041	71,198	71,305	71,647
S-35	-	-	-	37,646	38,988	39,095	39,166	39,272	39,377	39,661
S-36	-	-	-	-	-	-	-	-	-	19,692
S36A	35,648	36,361	37,089	37,830	39,722	40,516	41,327	42,153	42,996	43,856
S-37	-	-	-	67,069	68,415	68,523	68,593	68,700	68,807	69,088

**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	13.85	14.39	15.08	16.33	17.64	17.70	17.74	17.90	17.95	18.18
W-2	14.31	14.92	15.66	16.92	18.16	18.21	18.24	18.29	18.38	18.65
W-2R	14.34	15.08	15.77	17.02	18.23	18.28	18.33	18.39	18.55	18.70
W-3	14.72	15.38	16.17	17.55	18.72	18.79	18.88	18.95	19.02	19.23
W-3A	-	-	-	18.06	19.23	19.30	19.36	19.45	19.51	19.72
W-3B	15.01	15.66	16.32	17.85	19.02	19.09	19.19	19.23	19.31	19.51
W-3C	15.13	15.85	16.61	18.06	19.23	19.30	19.36	19.45	19.51	19.72
W-4	16.02	16.72	17.38	18.75	19.94	20.02	20.09	20.19	20.28	20.46
W-4A	-	-	-	-	-	-	-	20.69	22.18	22.58
W-5	16.14	16.86	17.66	19.10	20.37	20.40	20.46	20.50	20.62	20.83
W-5A	-	-	-	19.61	20.77	20.87	20.91	20.98	21.11	21.31
W-5B	-	-	-	-	-	-	-	-	22.13	22.36
W-6	17.53	18.14	19.05	20.50	21.67	21.79	21.85	21.93	21.98	22.21
W-6M	-	-	-	20.50	21.67	21.79	21.85	21.93	21.98	22.21
W-P-A	-	-	-	10.88	11.07	11.21	11.45	11.70	13.16	13.55
X	-	-	-	15.73	16.56	16.62	17.80	18.56	19.41	20.37
X-A	14.37	15.06	15.43	15.55	15.79	15.88	16.25	17.03	17.86	18.84
Y-1	23.61	24.19	25.10	26.57	27.60	27.72	27.78	27.85	27.91	28.14
Y-2	19.18	19.67	20.16	20.66	21.18	21.71	22.25	22.81	23.38	23.96
Z-1	12.85	13.21	13.62	14.13	14.80	15.43	16.07	16.81	17.60	18.52
Z-2	11.80	12.16	12.67	13.82	15.23	15.82	16.53	17.23	18.01	18.91
Z-2A	13.85	14.12	14.41	14.69	15.43	15.74	16.05	16.37	16.70	17.04
Z-3	-	-	-	-	-	-	-	18.13	18.91	19.81
Z-3A	-	-	-	-	-	-	18.06	18.33	19.84	20.25
Z-3B	-	-	-	-	15.49	15.64	15.89	16.15	17.67	18.08
Z-4	-	-	-	-	-	12.21	12.47	12.98	14.76	15.17

**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	-	-	-	36,325	37,676	37,782	37,858	37,966	38,076	38,366
E-2	-	-	-	38,774	40,118	40,228	40,303	40,409	40,522	40,814
E-2A	-	-	-	40,522	41,869	41,974	42,051	42,161	42,270	42,562
E-3	-	-	-	45,873	47,220	47,327	47,403	47,510	47,622	47,914

**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	41,559.21	42,907.57	44,170.96	45,711.71	45,850.40	45,942.06	46,083.09	46,219.42	46,587.28
F-2	43,407.88	44,806.77	46,068.99	47,609.75	47,744.91	47,837.74	47,977.60	48,115.10	48,482.95
F-4	47,218.04	-	49,444.31	50,988.59	51,128.45	51,218.94	51,355.27	51,496.30	51,862.98
F-5	51,008.23	-	52,403.59	53,945.52	54,084.20	54,172.34	54,313.37	54,450.88	54,819.91

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	40,711	43,561	43,968	P-1	40,984	43,853	44,263
P-K9	43,968	-	-	P-K9	44,263	-	-
P-2A	42,339	45,303	45,727	P-2A	42,618	45,602	46,028
P-2B	45,181	48,343	48,795	P-2B	45,366	48,542	48,996
P-3	46,630	49,894	50,360	P-3	46,868	50,149	50,618
P-3A	43,482	46,526	46,961	P-3A	43,717	46,777	47,214
P-4	50,563	54,103	54,608	P-4	-	-	-
Grade #	Step 2	2nd shift	3rd shift	Grade #	3-9 Yrs.	2nd shift	3rd shift
P-1	43,839	46,908	47,347	P-1	45,980	49,199	49,659
P-K9	47,347	-	-	P-K9	49,659	-	-
P-2A	45,506	48,691	49,147	P-2A	47,648	50,983	51,459
P-2B	48,309	51,691	52,174	P-2B	50,451	53,982	54,487
P-3	49,947	53,443	53,943	P-3	52,154	55,805	56,327
P-3A	46,610	49,873	50,339	P-3A	48,755	52,167	52,655
P-4	54,449	58,260	58,805	P-4	57,108	61,105	61,676
Grade #	10-14 Yrs.	2nd shift	3rd shift	Grade #	15-19 Yrs.	2nd shift	3rd shift
P-1	46,088	49,314	49,775	P-1	46,160	49,391	49,853
P-K9	49,775	-	-	P-K9	49,853	-	-
P-2A	47,755	51,098	51,576	P-2A	47,827	51,175	51,653
P-2B	50,558	54,097	54,603	P-2B	50,630	54,174	54,680
P-3	52,263	55,921	56,444	P-3	52,335	55,999	56,522
P-3A	48,862	52,283	52,771	P-3A	48,934	52,359	52,849
P-4	57,241	61,248	61,821	P-4	57,331	61,344	61,917
Grade #	20-24 Yrs.	2nd shift	3rd shift	Grade #	25-29 Yrs.	2nd shift	3rd shift
P-1	46,267	49,506	49,969	P-1	46,375	49,621	50,085
P-K9	49,969	-	-	P-K9	50,085	-	-
P-2A	47,935	51,290	51,769	P-2A	48,042	51,405	51,886
P-2B	50,738	54,289	54,797	P-2B	50,845	54,404	54,913
P-3	52,444	56,115	56,640	P-3	52,553	56,232	56,757
P-3A	49,042	52,474	52,965	P-3A	49,149	52,590	53,081
P-4	57,464	61,487	62,061	P-4	57,598	61,630	62,206
Grade #	maximum	2nd shift	3rd shift				
P-1	46,662	49,928	50,395				
P-K9	50,395	-	-				
P-2A	48,329	51,712	52,196				
P-2B	51,132	54,712	55,223				
P-3	52,843	56,542	57,070				
P-3A	49,436	52,897	53,391				
P-4	57,954	62,011	62,591				



**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**

<b>Position</b>	<b>Salary</b>
City Councilor	3,000.00
City Council President	3,600.00
City Solicitor	1,000.00
Mayor	84,470.00