

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**

BOARD OR DEPARTMENT	GRADE NUMBER
<u>AIRPORT COMMISSION</u>	
<i>Airport Manager</i>	<i>PT-35</i>
<i>Clerk</i>	<i>PT-25</i>
<i>Airport Maintenance Laborer</i>	<i>W-2</i>
<u>ASSESSOR, BOARD OF</u>	
<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>
<u>AUDITOR</u>	
<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>Project Coordinator</i>	S-33A
<i>Fiscal Compliance Officer & 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

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 & 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 & Stenographer</i>	<i>S-10</i>
<i>Fire Chief</i>	<i>S-33B</i>
<i>Police Chief</i>	<i>S-38</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 & 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>Maintenance Supervisor</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>	W-6
<i>Mechanic /Laborer</i>	W-6M
<i>Working Foreman – Laborer</i>	W-5A
<i>CDL Truck Driver/ Equipment Operator/Laborer</i>	W-5
<i>Equipment Operator (No CDL)/Laborer</i>	W-4
<i>CDL Truck Driver (No Hoisting License)/Laborer</i>	W-4
<i>Non CDL Truck Driver/Laborer</i>	W-3
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 – SHEMA-Loader	W-3A
Water System Maintenance Man – HMEM-SHMEM	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

Chief Financial Officer / Treasurer / Tax Collector

S-22C

Assistant City Treasurer / Tax Collector

S-17A

Principal Clerk

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

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, 2019 through December 28, 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	-	-	-	-	-	-	-	-	-	24,815
S-1A	-	-	-	36,691	38,569	38,675	38,749	38,855	38,961	39,971
S-3	24,314	24,973	26,199	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

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	-	-	-	15.73	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

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
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

Grade #	Minimum	Step 1	Maximum	3-10 Yrs.	10-15 Yrs.	15-20 Yrs.	20-25 Yrs.	25-30 Yrs.	30 -Yrs.
F-1	41,974.80	43,336.64	44,612.67	46,168.83	46,308.90	46,401.48	46,543.92	46,681.62	47,053.15
F-2	43,841.96	45,254.84	46,529.68	48,085.84	48,222.35	48,316.12	48,457.37	48,596.25	48,967.78
F-4	47,690.22	-	49,938.75	51,498.48	51,639.73	51,731.13	51,868.82	52,011.26	52,381.61
F-5	51,518.31	-	52,927.63	54,484.97	54,625.04	54,714.07	54,856.51	54,995.39	55,368.10

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	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	-	-	-
Grade #	Step 2	2nd shift	3rd shift	Grade #	3-9 Yrs.	2nd shift	3rd shift
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
Grade #	10-14 Yrs.	2nd shift	3rd shift	Grade #	15-19 Yrs.	2nd shift	3rd shift
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
Grade #	20-24 Yrs.	2nd shift	3rd shift	Grade #	25-29 Yrs.	2nd shift	3rd shift
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
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				

PART VI - Part Time Salary Scale

Grade #	Hourly	Annually	
PT-1B	106.98	per diem + (3% differential)	110.19
PT-2		12.00	
PT-2A		12.00	
PT-2B		12.00	
PT-2C		12.00	
PT-2D		13.12	
PT-3		12.00	
PT-3A		12.00	
PT-3B		12.00	
PT-3C		12.00	
PT-3D		12.00	
PT-4		12.00	
PT-5		12.00	
PT-6		12.00	
PT-6A		16.40	
PT-7		13.00	
PT-7A		12.00	
PT-7B		12.00	
PT-7C		12.00	
PT-8		12.00	
PT-9		17.97	
PT-10		20.00	
PT-14		12.00	
PT-14A		14.63	
PT-16		12.00	
PT-17		12.00	
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

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 29, 2019 through June 30, 2020**

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	24,314	24,973	26,199	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

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	-	-	-	15.73	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

Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
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

Grade #	Minimum	Step 1	Maximum	3-10 Yrs.	10-15 Yrs.	15-20 Yrs.	20-25 Yrs.	25-30 Yrs.	30 -Yrs.
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

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	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	-	-	-
Grade #	Step 2	2nd shift	3rd shift	Grade #	3-9 Yrs.	2nd shift	3rd shift
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
Grade #	10-14 Yrs.	2nd shift	3rd shift	Grade #	15-19 Yrs.	2nd shift	3rd shift
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
Grade #	20-24 Yrs.	2nd shift	3rd shift	Grade #	25-29 Yrs.	2nd shift	3rd shift
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
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				

PART VI - Part Time Salary Scale

Grade #	Hourly	Annually	
PT-1B	106.98	per diem + (3% differential)	110.19
PT-2		12.75	
PT-2A		12.75	
PT-2B		12.75	
PT-2C		12.75	
PT-2D		13.12	
PT-3		12.75	
PT-3A		12.75	
PT-3B		12.75	
PT-3C		12.75	
PT-3D		12.75	
PT-4		12.75	
PT-5		12.75	
PT-6		12.75	
PT-6A		16.40	
PT-7		13.00	
PT-7A		12.75	
PT-7B		12.75	
PT-7C		12.75	
PT-8		12.75	
PT-9		17.97	
PT-10		20.00	
PT-14		12.75	
PT-14A		14.63	
PT-16		12.75	
PT-17		12.75	
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	88,470.00 effective January 1, 2020