

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:

**FY26 SCHEDULE A
THE CLASSIFICATION PLAN**

BOARD OR DEPARTMENT	GRADE NUMBER
<u>AIRPORT COMMISSION</u>	
Airport Manager	PT-35
Clerk	PT-25
Airport Maintenance Laborer	W-2
<u>ASSESSOR, BOARD OF</u>	
Full Time Member	S-25
Part Time Member	PT-30
Office Manager	S-12
Assessor	S-22E
Clerical Part Time	PT-6A
<u>AUDITOR</u>	
City Auditor	S-34B
Assistant City Auditor	S-22A
<u>CITY CLERK</u>	
City Clerk	S-22A
Assistant City Clerk	S-17A
Senior Clerk	S-10
Clerical-Part-Time	PT-6A
<u>COMMUNITY DEVELOPMENT OFFICE</u>	
Director	S-27
Project Coordinator	S-33A
Fiscal Compliance Officer	S-32
Grants Fiscal Manager and Events Coordinator	S-32
Housing Coordinator	S-31
Planning Coordinator	S-28
Technical Specialist	S-32

Special Projects Coordinator	PT-40
Community Planner	S-25

ELECTION & REGISTRATION

Registrar of Voters	PT-24
Census Workers-Part Time (In Office)	PT-3

FINANCE

Chief Administrative Officer	S-34B
Director of Purchasing	S-32
Chief Technology Officer	S-26A
Senior Systems Engineer	S-25

HEALTH DEPARTMENT

Board Members	PT-19
Clerk	PT-25
Health Inspector	S-9A
Transfer Station - HMEO-SHMEO Loader	S-36A
Transfer Station Laborer-Part Time	PT-5
Principal Clerk/Office Manager	S-11
Office Manager	S-10
Office Manager – Part Time	PT-10
Food Inspector	PT-36
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

Secretarial/Clerical-Part Time	PT-27
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LICENSE BOARD

Chairman	PT-27
Clerk	PT-25
Member	PT-23

MAYOR'S OFFICE

Executive Assistant to Mayor	S-20A
Grants and Procurement Specialist	S-34
Special Assistant to the Mayor	S-21A

ALL DEPARTMENTS

Clerical-Part-Time PT-6A

OFFICE OF TOURISM & CULTURAL DEVELOPMENT

Director of Tourism & Community Events S-35

PLANNING BOARD

Clerk PT-25

DEPARTMENT OF PUBLIC SAFETY

Fire Chief S-38
Deputy Fire Chief S-37
Police Chief S-39
Police Lieutenant S-38A
Commissioner of Public Safety S-26
Senior Clerk S-10
Part Time Clerk PT-6B
Business Manager S-20A
Head Dispatcher X
Dispatcher-Part Time PT-4
Dispatcher X-A
Dispatcher in Training Effective 7/1/2023 XT24
Dispatcher Certified Effective 7/1/2023 X24
Dispatcher Training Officer Effective 7/1/2023 XTO24
Head Dispatcher Effective 7/1/2023 XA24
Front Desk HQ Effective 7/1/2023 HQ24
Mechanic S-25

Fire Division

Fire Lieutenant F-4
Firefighter F-1
Fire Captain F-5
Master Mechanic F-2

Volunteer Fire Division

Volunteer Fire Coordinator PT-36

Inspection Division

Sealer of Weights & Measures/ Code Enforcement Officer S-17
Sealer of Weights & Measures S-1
Inspector of Plumbing & Gas Fittings S-17
Code Enforcement Officer S-17

Police Division

Police Sergeant P-4

Patrol Officer/Investigator	P-3
Patrol Officer	P-1
Court Officer	P-3A
Patrol Officer/K-9	P-K9
Patrol/ Animal Control Officer	P-3A
Animal Control Officer	S-12
Police Captain	P-5
<u>Public Buildings Division</u>	
Assistant Inspector of Buildings/Superintendent of Buildings	S-21
Maintenance Supervisor	S-22B
Principal Clerk	S-22B
Building Maintenance	Z-2A
Building Inspector	S-24
Building Maintenance Specialist	S-21B
Junior Building Custodian-Part Time	PT-2A
Spitzer Center Building Custodian	PT-7C
Building Custodian – Part Time	PT-2D
<u>Wire & Alarm Division</u>	
Inspector of Wires	S-9A
Assistant Inspector of Wires	S-17
<u>DEPARTMENT OF PUBLIC SERVICES</u>	
Commissioner of Public Services	S-27B
Assistant Commissioner of Public Services	S-34S
Principal Clerk/Office Manager	S-20A
Office Manager	S-10
Clerical-Part-Time	PT-10
<u>Council on Aging</u>	
Council on Aging Director	S-22B
Office Clerk	S-4C
COA Aide – Part Time	PT-6
Van Driver	Z-1
Van Driver-Sub	PT-16
<u>Engineering Division</u>	
Director of Engineering	S-34A
<u>Library Division</u>	
Librarian	S-23
Library Assistant	S-11A
Children's Librarian	S-13

Head Cataloguer	S-13
Professional Grade Assistant	S-11
Sub-professional Assistant-Grade II	S-6
Assistant Library Director	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 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

General Foreman	W-7
Working General Forman/Laborer	W-6
Mechanic /Laborer	W-6M
Working Foreman-Laborer	W-5A
CDL Truck Driver/ Equipment Operator/Laborer	W-5
Equipment Operator (No CDL)/Laborer	W-4
CDL Truck Driver (No Hoisting License)/Laborer	W-4
Non CDL Truck Driver/Laborer	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

General Foreman	W-7
Water Working Foreman/Laborer	W-6
Water Assistant Foreman/Laborer	W-5A
Water System Maintenance/Laborer	W-4
Water Meter Reader/Laborer	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
Water Master Mechanic	Y-2
Water Filtration Mechanic	Y-2M

Parks & Recreation Division

Park Maintenance Man	W-2R
Working Foreman-Park Maintenance Man	W-5
Rink Manager	S-9A
Head Lifeguard	PT-6
Lifeguard	PT-14
Rink Assistant – Part-Time	PT-17
Campground Manager – Part Time	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

Veterans' Benefits Agent/District Director	S-19A
Office Clerk	S-4C
Assistant Benefits Clerk	S-12
Part-Time Clerk	PT-6A

TRAFFIC & PARKING CONTROL DEPARTMENT

Traffic Control Officer

S-3

Hearings Officer

PT-29

TREASURER

Chief Financial Officer / Treasurer / Tax Collector

S-22C

Assistant City Treasurer / Tax Collector

S-17A

Payroll Administrator/Collections Clerk

S-17A

Principal Clerk

S-13

Senior Clerk

S-6

Office Clerk

S-4C

Junior Clerk

S-3

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, 2025 through June 30, 2026

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	-	-	-	-	-	-	-	-	-	31,345
S-1A	-	-	-	40,506	42,580	42,697	42,779	42,896	43,013	44,128
S-3	31,345	31,815	32,292	32,776	33,268	33,767	34,274	34,788	35,310	35,839
S-4C	31,345	31,815	32,292	32,776	33,268	33,767	34,274	34,788	35,310	35,839
S-6	31,345	31,815	32,292	32,776	33,268	33,767	34,274	34,788	35,310	35,839
S-7	31,345	31,815	32,292	32,776	33,268	33,767	34,274	34,788	35,310	35,839
S-7A	-	-	33,395	34,687	38,837	38,957	39,040	39,163	39,286	39,610
S-8	31,345	31,815	32,292	32,776	33,268	33,767	34,274	34,788	35,310	35,839
S-9	32,352	33,220	34,586	36,048	40,206	40,325	40,406	40,529	40,648	40,977
S-9A	58,159	59,323	60,509	61,719	63,975	65,255	66,560	67,891	69,249	70,634
S-10	33,057	33,866	35,186	36,675	40,829	40,951	41,032	41,152	41,274	41,604
S-10A	32,172	32,960	34,243	35,691	39,734	39,853	39,935	40,052	40,172	40,489
S-11	33,567	34,288	35,673	37,177	41,296	41,417	41,498	41,622	41,744	42,068
S-11A	-	-	-	-	37,115	37,246	37,364	37,540	37,659	38,041
S-12	34,021	35,206	36,721	38,226	42,914	43,037	43,116	43,240	43,363	43,687
S-13	35,467	36,658	38,189	39,670	43,941	44,061	44,142	44,265	44,386	44,712
S-14	35,319	36,479	37,950	39,399	41,720	41,843	41,922	42,045	42,167	42,490
S-14CO	34,372	35,502	36,936	38,345	40,604	40,721	40,803	40,920	41,038	41,355
S-17	46,449	47,854	49,263	50,671	59,873	59,990	60,068	60,187	60,306	60,619
S-17A	39,526	40,711	43,163	45,289	48,632	49,043	49,123	49,424	49,711	49,998
S-18	48,306	49,030	49,766	50,512	51,270	52,039	52,819	53,612	54,416	55,232
S-19	35,709	39,895	41,766	43,636	55,724	56,560	57,408	58,269	59,143	60,030
S-19A	-	-	43,829	45,541	50,268	50,386	50,465	50,586	50,705	51,525
S-20	43,349	44,764	46,493	48,608	52,444	52,558	52,641	52,756	52,876	53,185
S-20A	50,867	51,795	53,337	54,673	57,337	57,468	57,586	57,762	57,881	58,263
S-21	-	56,129	57,533	58,207	59,035	59,150	59,230	59,939	60,060	60,380
S-21A	-	-	-	52,661	54,162	54,279	54,360	54,477	54,599	54,916
S-21B	57,225	58,153	59,696	61,031	63,695	63,826	63,944	64,120	64,239	64,621
S-22	-	-	-	57,666	59,167	59,288	58,795	59,491	59,614	59,940
Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
S-22A	-	-	-	59,873	59,990	60,068	60,187	60,306	60,619	60,928
S-22B	42,010	43,310	44,649	46,030	47,531	47,655	47,737	47,855	47,980	48,309
S-22C	-	-	75,000	77,000	79,000	81,000	83,000	85,000	87,000	88,000
S-22D	-	-	-	52,529	53,990	54,108	54,451	54,561	55,379	56,210
S-22E	-	-	-	-	53,456	53,587	53,705	53,880	54,000	54,382
S-23	52,138	52,138	57,225	59,438	60,937	61,060	61,143	61,264	61,385	61,709
S-23A	-	-	-	42,658	44,119	44,237	44,318	44,436	44,555	44,875
S-24	-	-	-	59,115	65,863	65,980	66,059	66,176	66,294	66,610
S-24A	-	-	-	65,868	67,905	70,005	72,170	74,335	76,565	78,862
S-25	63,583	69,817	73,557	75,764	79,259	81,637	84,086	86,608	89,207	91,883
S-26	-	-	-	-	-	-	-	-	-	106,526
S-26A	-	-	-	89,357	90,890	90,976	91,059	91,178	91,302	91,627
S-26B	-	-	-	-	-	-	-	-	-	83,022
S-27	82,000	84,460	86,000	88,000	89,000	90,000	91,000	92,000	93,000	94,000
S-27A	-	-	-	73,911	75,410	75,528	75,613	75,734	75,856	76,177
S-27B	-	-	-	-	-	-	-	-	-	110,240
S-28	-	-	-	51,425	52,923	53,046	53,130	53,250	53,372	53,700
S-29	-	-	-	31,338	32,838	32,960	33,043	33,163	33,285	33,610

S-29A	-	-	33,230	33,395	36,059	36,190	36,309	36,484	36,604	36,985
S-31	-	-	-	68,185	69,648	69,765	69,845	69,963	70,082	70,397
S-32	-	-	-	47,000	48,319	48,442	48,523	48,645	48,770	49,095
S-33	-	-	-	79,466	80,930	81,048	81,914	82,034	82,153	82,473
S-33A	48,163	49,798	51,434	53,070	54,576	54,697	54,774	54,902	55,021	55,345
S-33B	-	-	-	85,577	86,149	87,200	88,250	89,301	90,352	91,402
S-34	67,910	68,546	68,928	69,207	70,180	70,310	70,569	71,867	71,996	74,396
S-34A	62,363	64,292	66,281	68,330	69,827	69,953	70,032	70,154	70,277	70,604
S-34B	-	-	-	77,250	78,964	79,095	79,213	79,389	79,508	79,890
S-34S	-	-	-	-	-	-	-	-	-	84,490
S-35	-	-	-	41,976	43,473	43,593	43,672	43,790	43,907	44,223
S-36	-	-	-	-	-	-	-	-	-	21,958
S36A	39,749	40,544	41,355	42,182	44,292	45,177	46,081	47,003	47,943	48,901
S-37	84,444			-	-	-	-	-	-	-
S-38	96,100				-	-	-	-	-	-
S-38A	85,750								-	-
S-39	115,000.00									

PART II - Hourly Wage Scale

			3	4	5-10 Yrs.	11-15 Yrs.	16-20 Yrs	21-25 Yrs.	26-30 Yrs.	Maximum
Grade #	1	2	20.41	21.77	23.32	23.38	23.42	23.60	23.65	23.91
W-1	19.30	19.65	21.04	22.40	23.88	23.93	23.97	24.02	24.13	24.41
W-2	19.57	20.23	21.16	22.51	23.95	24.01	24.06	24.14	24.30	24.47
W-2R	19.60	20.41	21.59	23.09	24.50	24.57	24.66	24.74	24.82	25.05
W-3	20.02	20.73		23.64	25.05	25.12	25.19	25.29	25.35	25.58
W-3A			21.76	23.41	24.82	24.89	25.00	25.05	25.13	25.35
W-3B	20.33	21.04	22.07	23.64	25.05	25.12	25.19	25.29	25.35	25.58
W-3C	20.46	21.24	22.91	24.40	25.81	25.90	25.99	26.09	26.19	26.38
W-4	21.42	22.19						26.63	28.26	28.69
W-4A			23.21	24.78	26.29	26.32	26.38	26.42	26.56	26.79
W-5	21.56	22.34		25.34	26.71	26.83	26.87	26.94	27.09	27.30
W-5A									28.19	28.44
W-5B			24.72	26.30	27.70	27.83	27.89	27.98	28.04	28.29
W-6	23.07	23.74		26.30	27.70	27.83	27.89	27.98	28.04	28.29
W-6M				28.34	29.74	29.87	29.93	30.02	30.08	30.36
W-7			-	17.11	18.01	18.08	19.36	20.19	21.11	22.16
X	-	-		-	-	-	-	18.80	19.72	20.80
X-A	-	-	27.72	29.34	30.48	30.61	30.68	30.75	30.82	31.07
Y-1	26.07	26.71	22.26	22.82	23.38	23.98	24.57	25.19	25.82	26.46
Y-2	21.17	21.72	32.47	33.12	33.78	34.46	35.15	35.85	36.57	37.30
Y-2M	31.21	31.84	16.40	16.64	16.98	17.24	17.51	17.78	18.04	18.57
Z-1	15.92	16.16	15.92	15.92	16.81	17.47	18.25	19.03	19.88	20.57
Z-2	15.92	15.92	17.07	18.49	20.10	20.16	20.08	20.26	20.32	20.58
Z-2A	15.92	16.29	-	-	-	-	-	20.02	20.88	21.55
Z-3	-	-	-	-	-	-	19.95	20.24	21.91	22.03
Z-3A	-	-	-	-	17.10	17.27	17.54	17.83	19.51	19.67
Z-3B	-	-	-	-	-	15.92	15.92	15.92	16.30	16.75
Z-4	-	-								

PART III - Engineering Scale

			3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
Grade #	1	2	-	40,504.83	42,010.34	42,129.06	42,213.11	42,333.93	42,454.75	42,779.38
E-1	-	-	-	43,234.29	44,733.50	44,855.37	44,940.47	45,057.08	45,183.15	45,508.84
E-2	-	-	-	45,183.15	46,685.51	46,801.08	46,889.33	47,010.15	47,133.07	47,458.75
E-2A	-	-	-	51,150.56	52,651.87	52,771.64	52,857.79	52,975.45	53,100.48	53,426.16
E-3	-	-								

PART IV - Fire Scale

			Maximum	3-9 Yrs.	10-14 Yrs.	15-19 Yrs.	20-24 Yrs.	25-29 Yrs.	30 -Yrs.
Grade #	Minimum	Step 1	51,233.66	52,833.66	53,208.66	53,298.66	53,438.66	53,578.66	53,958.66
F-1	48,204.33	49,768.27	53,435.17	55,035.17	55,410.17	55,500.17	55,640.17	55,780.17	56,160.17
F-2	50,348.58	51,971.15	60,548.35	62,148.35	62,523.35	62,613.35	62,753.35	62,893.35	63,273.35
F-4	57,966.11	-	60,782.65	62,382.65	62,757.65	62,847.65	62,987.65	63,127.65	63,507.65
F-5	59,164.17	-							

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 8% - third shift differential 9%)

Effective July 1, 2025 through June 30, 2026

Grade #	Academy	2nd shift	3rd shift	Grade #	Year 1	2nd shift	3rd shift
P-1	46,607	-	-	P-1	48,927	52,841	53,330
P-K9	-	-	-	P-K9	52,841	57,068	57,596
P-3	-	-	-	P-3	55,287	59,710	60,263
P-3A	-	-	-	P-3A	51,862	56,011	56,530
P-4	-	-	-	P-4	60,669	65,522	66,129
P-4A	-	-	-	P-4A	-	-	-
Grade #	Year 2	2nd shift	3rd shift	Grade #	Year 3	2nd shift	3rd shift
P-1	51,373	55,483	60,477	P-1	52,914	57,148	57,677
P-K9	55,483	59,922	63,276	P-K9	57,148	61,719	62,291
P-3	58,052	62,696	59,357	P-3	59,793	64,577	65,175
P-3A	54,456	58,812	69,436	P-3A	56,089	60,576	61,137
P-4	63,703	68,799	73,602	P-4	65,614	70,863	71,519
P-4A	67,525	72,927		P-4A	69,551	75,115	75,810
Grade #	Year 4	2nd shift	3rd shift	Grade #	Year 5	2nd shift	3rd shift
P-1	54,501	58,861	64,159	P-1	56,136	60,627	61,189
P-K9	58,861	63,570	67,129	P-K9	60,627	65,477	66,084
P-3	61,586	66,513	62,970	P-3	63,434	68,509	69,143
P-3A	57,771	62,393	73,664	P-3A	59,505	64,265	64,860
P-4	67,581	72,988	78,083	P-4	69,609	75,178	75,874
P-4A	71,636	77,367		P-4A	73,786	79,688	80,426
Grade #	Years 6-10	2nd shift	3rd shift	Grade #	Years 11-14	2nd shift	3rd shift
P-1	57,820	62,446	68,066	P-1	60,712	65,569	66,176
P-K9	62,446	67,442	71,217	P-K9	65,569	70,815	71,470
P-3	65,337	70,564	66,806	P-3	68,605	74,093	74,779
P-3A	61,289	66,193	78,150	P-3A	64,355	69,503	70,147
P-4	71,697	77,433	82,839	P-4	75,283	81,306	82,058
P-4A	75,999	82,079		P-4A	79,800	86,184	86,982
Grade #	Maximum	2nd shift	3rd shift				
P-1	62,533	67,535	73,613				
P-K9	67,535	72,938	77,021				
P-3	70,662	76,315	72,250				
P-3A	66,285	71,587	84,519				
P-4	77,540	83,744	89,590				
P-4A	82,193	88,768					

			0.08	0.09
		1st Shift	2nd Shift	3rd Shift
Dispatch Scale		19.76	21.33	21.54
XT24	Dispatcher in Training	21.01	22.69	22.91
X24	Dispatcher-Certified	23.06	24.91	25.13
XTO24	Dispatcher Training Officer	24.77	26.75	27.00
XA24	Head Dispatcher	17.84	19.27	19.45
HQ24	Front Desk HQ			

PART VI - Part Time Salary Scale

Grade #	Hourly	Annually
PT-2	15.76	
PT-2A	15.76	
PT-2B	15.76	
PT-2C	15.76	
PT-2D	15.76	
PT-3	15.76	
PT-3A	15.76	
PT-3B	15.76	
PT-3C	15.76	
PT-3D	15.76	
PT-4	15.76	
PT-5	16.28	
PT-6	15.76	
PT-6A	18.00	
PT-6B	20.00	
PT-7	15.76	
PT-7A	15.76	
PT-7B	15.76	
PT-7C	15.76	
PT-8	15.76	
PT-9	18.88	
PT-10	21.96	
PT-14	15.76	
PT-14A	15.76	
PT-16	15.76	
PT-17	15.76	
PT-18A		100.00
PT-19		750.00
PT-23		500.00
PT-24		600.00
PT-25		1,200.00
PT-26		500.00
PT-27		1,000.00
PT-28		1,000.00
PT-29		1,500.00
PT-30		1,800.00 (per day Sat., Sun., Holidays)
PT-32		10,000.00
PT-33	15.00 (per day weekdays)	25.00
PT-34		3,065.00
PT-35		15,000.00
PT-36		4,000.00
PT-37		26,656.87
PT-38	225.00 (weekly)	
PT-39		28,900.00
PT-40	42.00	

PART VII

Position	Salary	
City Councilor	3,215.00	Effective 7/1/2025
City Council President	3,857.35	Effective 7/1/2025
City Solicitor	1,000.00	
Mayor	105,017.77	Effective 7/1/2025