



CITY OF NORTH ADAMS, MASSACHUSETTS

Office of the City Clerk

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**North Adams City Council Meeting**

**June 9, 2020**

Pursuant to Governor Baker's March 12, 2020 Order Suspending Certain Provisions of the Open Meeting Law, G.L. c. 30A, §18, and the Governor's March 15, 2020 Order imposing strict limitation on the number of people that may gather in one place, this meeting of the North Adams City Council will be conducted via remote, no in-person attendance of members of the public will be permitted, This meeting can be viewed live on the Northern Berkshire Community Television station and will be posted to their website as soon as possible

I hereby notify that at twelve noon today, June 3, 2020, the following items of business have been filed with this office and will be acted upon at the regular meeting in the City Council Chambers at City Hall, Tuesday Evening June 9, 2020 at seven-thirty o'clock according to Section 8, Rules and Orders of the City Council.

Deborah M. Pedercini  
City Clerk

**AGENDA**

**REGULAR MEETING OF THE CITY COUNCIL**  
June 9, 2020

Roll Call  
Moment of silent remembrance  
The Pledge  
Approval of the minutes of May 26, 2020

- 11,882** Mayor's communication #30 requesting time to give an update on the COVID-19 pandemic.
- 11,852-1** Communication submitted by Council President regarding the appointments to the Diversity, Equity and Inclusion Working Group.
- 11,852** Communication submitted by Councilors Lamb, Blackmer and Sweeney regarding establishing a working group to improve the lives of members of the community, which was postponed at the meeting of March 24, 2020.

- 11,860** Communication submitted by the North Adams Traffic Commission recommending stop signs at the intersection of East Main, Pleasant and Miner Streets, which was postponed at the meeting of March 24, 2020.
- 11,851** Communication submitted by Councilor Moulton regarding public safety issues on Route 2 wall and building, which was postponed at the meeting of March 24, 2020.
- 9,513-28** Mayor's communication #27 regarding the Transfer Station rates for FY' 2021.
- 9,513-28** An Ordinance amending Chapter 7, Section 7-11 of the Revised Ordinances of the City of North Adams, entitled Public Services, Disposal of Waste at Transfer Station.
- 11,883** Mayor's communication #28 presenting the City's FY'2021 Classification Plan.
- 11,883** An Ordinance amending Chapter 2, Section 2-27 of the Revised Ordinances, Schedule A, Classification Plan FY'2021.
- 11,883-1** Mayor's communication #29 presenting the City's FY'2021 Compensation Plan.
- 11,883-1** An Ordinance amending Chapter 2, Section 2-28(a), of the Revised Ordinances, Schedule B, Compensation Plan FY'2021.

#### LICENSES

#### MAYOR'S CONCERNS

#### LIAISON UPDATES AND COUNCILOR CONCERNS

#### CORRESPONDENCE



# Office of the City Council

## City of North Adams

10 Main Street Room 109  
North Adams, Massachusetts 01247  
(413) 662-3015

June 9, 2020

Dear Fellow City Councilors,

At our February 11, 2020 meeting, the North Adams City Council approved the creation of a working group on Diversity, Equity and Inclusion with members to be appointed by the City Council President. The group is charged with implementing a workshop and education toolbox for the entire City Council and others in the City Administration “to help us build a consistent basic understanding and awareness around the important aspects of diversity, equity and inclusion, in the context of our duties and responsibilities as City Councilors;” and the “development of a Statement of Equitable Practice, aligned with the work of the National League of Cities, to be signed by each member of the Council upon completion of the Diversity, Equity and Inclusion workshop(s).”

Per my role as the appointing body, the following are members who have agreed to serve in this capacity:

Benjamin Lamb, City Councilor (Working Group Coordinator)

Jessica Sweeney, City Councilor

Lisa Blackmer, City Councilor

Karen Ruiz Leon, Berkshire Community College

Glenda Matos Carter / Amber Besaw (Proxy), Northern Berkshire Community Coalition

Michael Obasahan, Massachusetts College of Liberal Arts

Alicia Canary, River Street Art Project

Khalil Paul, Resident

Isamaya Hagstrom, MCLA Student Intern

In particular, I wish to thank Councilors Lamb, Blackmer and Sweeney for their interest in taking on this work and to Councilor Lamb for coordinating communication with appointees.

Thank you.

Councilor Paul Hopkins



CITY OF NORTH ADAMS, MASSACHUSETTS

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

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Communication #	Subject	Date
27	Transfer Station Rates for Fiscal Year 2021	June 9, 2020

Honorable Members of the City Council  
North Adams, Massachusetts

Dear Honorable Councilors:

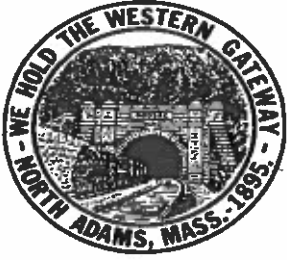
Submitted for your consideration is an Ordinance that will set the transfer station rates for Fiscal Year 2021.

I request that the Council adopt this Ordinance as presented.

Respectfully submitted,

Thomas W. Bernard  
Mayor

TWB/me



## City of North Adams, Massachusetts

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June 1, 2020

Mayor Thomas Bernard  
10 Main Street  
North Adams MA 01247

RE: Transfer Station

The City of North Adams continues to operate a transfer station that services not only the City of North Adams but all of Northern Berkshire County. As has been the practice in the past I am recommending an annual adjustment to the rates in order to keep the facility operating properly.

I am asking that you and the City Council increase the scale rate to \$.0667 per pound (\$133.45 per ton) for general refuse, building materials and debris. All other fees will remain the same and we will be maintaining the current operational hours and days at the transfer station.

I have included a breakdown of how I arrived at the cost. I respectfully request that you present the accompanying Ordinance for adoption by the North Adams City Council.

Sincerely,

Michael J. Canales  
North Adams City Administrator  
10 Main Street  
North Adams, MA 01247  
Phone: (413) 672-0011  
Email: [mcanales@northadams-ma.gov](mailto:mcanales@northadams-ma.gov)

Small Scale Transfer Station

Expenses

	Rate	Total Cost/Ton	Tonnage	Waste Disposal
FY 2021 Contract	\$ 78.71	\$ 94.45	4,000.00	\$ 377,789.65
Contingency		20% Enviromental and Fuel (Surcharges) Trash from City Parks, Main Street, illegal dumping 2 Bags / Sticker & Recycling		
Salaries	\$ 86,737.38			
Electric	\$ 5,000.00			
Miscellaneous	\$ 25,000.00			
Supplies	\$ 5,000.00			
Clothing	\$ 2,000.00			
Fuel	\$ 2,500.00			
Health Insurance	\$ 20,136.00			
FICA	\$ 1,257.69			
Pension	\$ 3,385.35			
	\$ 151,016.42			
Engineering	\$ 5,000.00			
	\$ 5,000.00			
Waste Disposal	\$ 377,789.65	71%		
TOTAL	\$ 533,806.07			

Foreman			
Rate	\$		20.29
Hours	\$		40.00
Total Cost	\$		42,316.82
Laborers (Second person Saturdays)			
Rate	\$		20.00
Hours	\$		10.50
Total Cost	\$		10,949.40
Scale Operators & Monitors			
Rate	\$		13.50
Hours	\$		44.00
Total Cost	\$		30,971.16
Overtime			
	\$		2,500.00

Income

	Scale Rate	Tonnage	Per Pound Fee	Total
FY 2021	\$ 133.45	4,000.00	\$ 0.0667	\$ 533,806.07

Bag Cost

Size	Cost/Bag	Average Weight	Total Cost/Bag	Retail Price
33 gallon	\$ 0.25	2.20	\$ 2.45	\$ 2.50
15 gallon	\$ 0.13	1.00	\$ 1.13	\$ 1.25

A 33-gallon bag will typically hold about 35 pounds of waste.  
A 15-gallon bag will typically hold about 15 pounds of waste.

Capitol Income

Type of Sticker	Estimated Cost/Vehicle	Number Sold	Income
Resident	\$ 60.00	1000	\$ 60,000.00
Non-Resident	\$ 80.00	300	\$ 24,000.00
Commercial	\$ 85.00	100	\$ 8,500.00
	TOTAL		\$ 92,500.00

Cost Change

Americans discard 4.43 pounds of garbage/day (EPA Facts and Figures).  
Family of Four 3.2339 Tons of Solid Waste

	Scale	Sticker	Yearly Cost	Difference Old to New
Old Rate	\$126.59	\$ 60.00	\$ 469.38	
New Rate	\$ 133.45	\$ 60.00	\$ 491.57	\$ 22.19

	cost/pound	pounds	total
Commercial	\$0.0633	124.04	\$7.85
Commercial	\$0.0667	124.04	\$8.28
		Difference:	\$0.43

	Scale Rate	Cost/pound	Pounds /\$6.00	Cost/150 pounds
Scale	\$ 133.45	\$ 0.0667	89.92	\$10.01



# City of North Adams

In City Council

June 9, 2020

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

That Chapter 7 entitled Department of Public Services, Section 7-11 entitled Disposal of Waste at Transfer Station; charges, be and is hereby amended under paragraph (b) (4) Rates, paragraph (c) (5) Rates and paragraph (e) (4) Rates as follows:

By deleting the following:

Paragraph (b) (4) Rates

Paragraph (c) (5) Rates

Paragraph (e) (4) Rates

and inserting in place thereof the following:

General refuse: \$0.0667 per pound effective July 1, 2020

Brush and cord wood: \$6 per cubic yard

Building materials and debris: \$0.0667 per pound

Metal, excluding appliances: \$0.06 per pound

Appliances: \$50 per appliance

Recyclable material: no charge

Compost material: no charge

Car tires: \$4 per tire

Car tires with rims: \$6

Truck tires equal to or smaller than size 1100-20: \$20 each

Truck tires larger than size 1100-20: \$35 each

Truck tires with rims: \$10 per tire in addition to the above listed charges.

Non-compacting material: \$15 per piece

Wood: \$0.10 per pound, minimum charge \$2

Minimum scale charge: \$6



CITY OF NORTH ADAMS, MASSACHUSETTS

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

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Communication #	Subject	Date
28	City of North Adams Fiscal Year 2021 Classification Plan	June 9, 2020

Honorable Members of the City Council  
North Adams, Massachusetts

Dear Honorable Councilors:

I present for your consideration the City's Classification Plan for Fiscal Year 2021. The plan reflects no changes from the Fiscal Year 2020 plan. With adoption by the Council this plan will take effect on July 1, 2020, and remain in effect until June 30, 2021, unless otherwise amended.

I request adoption of the Classification Plan as presented.

Respectfully submitted,

Thomas W. Bernard  
Mayor

TWB/me





# City of North Adams

In City Council

June 9, 2020

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>AIRPORT COMMISSION</b>	
<i>Airport Manager</i>	<i>PT-35</i>
<i>Clerk</i>	<i>PT-25</i>
<i>Airport Maintenance Laborer</i>	<i>W-2</i>
<b>ASSESSOR, BOARD OF</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>AUDITOR</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>Project Coordinator</i>	S-33A
<i>Fiscal Compliance Officer &amp; 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
LAW DEPARTMENT	
<i>Secretarial/Clerical - Part Time</i>	<i>PT-27</i>
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>
DEPARTMENT OF PUBLIC SAFETY	
<i>Senior Clerk &amp; 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

Fire Division	
<i>Fire Lieutenant</i>	<i>F-4</i>
<i>Firefighter</i>	<i>F-1</i>
Fire Captain	F-5
Master Mechanic	F-2
Volunteer Fire Division	
Volunteer Fire Coordinator	PT-36
Inspection Division	
<i>Sealer of Weights &amp; Measures/Code Enforcement Officer</i>	<i>S-17</i>
Sealer of Weights & Measures	S-1
Inspector of Plumbing & Gas Fittings	S-17
Code Enforcement Officer	S-17
Police Division	
<i>Police Sergeant</i>	<i>P-4</i>
<i>Patrolman/Investigator</i>	<i>P-3</i>
<i>Patrolman</i>	<i>P-1</i>
<i>Reserve Patrolman</i>	<i>PT-1B</i>
<i>Court Officer</i>	<i>P-3A</i>
<i>Dispatcher</i>	<i>X-A</i>
<i>Animal Control Officer</i>	<i>S29-A</i>
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>	<i>S-24A</i>
<i>Assistant Inspector of Buildings/Superintendent of Buildings</i>	<i>S-21</i>
<i>Maintenance Supervisor</i>	<i>S-22B</i>
<i>Principal Clerk</i>	<i>S-22B</i>
<i>Building Maintenance</i>	<i>Z-2A</i>
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-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

*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





CITY OF NORTH ADAMS, MASSACHUSETTS

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

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Communication #	Subject	Date
29	City of North Adams Fiscal Year 2021 Compensation Plan	June 9, 2020

Honorable Members of the City Council  
North Adams, Massachusetts

Dear Honorable Councilors:

I present for your consideration the City's Compensation Plan for Fiscal Year 2021. With adoption by the Council this plan will take effect on July 1, 2020, and remain in effect until June 30, 2021, unless otherwise amended.

I request adoption of the Compensation Plan as presented.

Respectfully submitted,

Thomas W. Bernard  
Mayor

TWB/me



# City of North Adams

In City Council

June 9, 2020

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, 2020 through June 30, 2021

#### 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	26,396	26,396	26,396	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**

<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	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	-	-	-	15.89	16.72	16.78	17.98	18.75	19.60	20.58
X-A	14.51	15.21	15.59	15.71	15.95	16.04	16.42	17.20	18.04	19.03
Y-1	23.84	24.43	25.35	26.84	27.88	28.00	28.06	28.13	28.19	28.42
Y-2	19.37	19.86	20.36	20.87	21.39	21.93	22.47	23.04	23.61	24.20
Z-1	13.50	13.50	13.75	14.27	14.95	15.58	16.23	16.98	17.77	18.71
Z-2	13.50	13.50	13.50	13.96	15.38	15.98	16.69	17.40	18.19	19.10
Z-2A	13.99	14.27	14.55	14.84	15.58	15.90	16.21	16.54	16.87	17.21
Z-3	-	-	-	-	-	-	-	18.31	19.10	20.01
Z-3A	-	-	-	-	-	-	18.25	18.51	20.04	20.46
Z-3B	-	-	-	-	15.64	15.79	16.05	16.31	17.84	18.26
Z-4	-	-	-	-	-	13.50	13.50	13.50	14.91	15.32

**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	-	-	-	36,688	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**

<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	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

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

Grade #	minimum	2nd shift	3rd shift
P-1	41,938	44,873	45,293
P-K9	45,293	-	-
P-2A	43,615	46,668	47,104
P-2B	46,542	49,800	50,265
P-3	48,034	51,397	51,877
P-3A	44,792	47,928	48,376
P-4	52,087	55,733	56,253
Grade #	Step 2	2nd shift	3rd shift
P-1	45,160	48,321	48,773
P-K9	48,773	-	-
P-2A	46,877	50,158	50,627
P-2B	49,764	53,248	53,746
P-3	51,452	55,053	55,568
P-3A	48,015	51,376	51,856
P-4	56,089	60,015	60,576
Grade #	10-14 Yrs.	2nd shift	3rd shift
P-1	47,476	50,800	51,275
P-K9	51,275	-	-
P-2A	49,194	52,638	53,129
P-2B	52,081	55,727	56,248
P-3	53,837	57,606	58,144
P-3A	50,334	53,858	54,361
P-4	58,966	63,093	63,683
Grade #	20-24 Yrs.	2nd shift	3rd shift
P-1	47,661	50,998	51,474
P-K9	51,474	-	-
P-2A	49,379	52,835	53,329
P-2B	52,266	55,925	56,447
P-3	54,024	57,806	58,346
P-3A	50,519	54,055	54,560
P-4	59,195	63,339	63,931
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

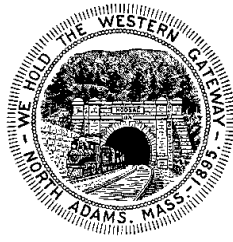
Grade #	Step 1	2nd shift	3rd shift
P-1	42,219	45,174	45,597
P-K9	45,597	-	-
P-2A	43,902	46,975	47,415
P-2B	46,733	50,004	50,472
P-3	48,280	51,660	52,143
P-3A	45,034	48,186	48,637
P-4	-	-	-
Grade #	3-9 Yrs.	2nd shift	3rd shift
P-1	47,366	50,681	51,155
P-K9	51,155	-	-
P-2A	49,083	52,519	53,010
P-2B	51,970	55,608	56,128
P-3	53,725	57,486	58,023
P-3A	50,223	53,739	54,241
P-4	58,828	62,946	63,534
Grade #	15-19 Yrs.	2nd shift	3rd shift
P-1	47,550	50,879	51,354
P-K9	51,354	-	-
P-2A	49,268	52,717	53,209
P-2B	52,155	55,806	56,328
P-3	53,912	57,686	58,225
P-3A	50,408	53,937	54,441
P-4	59,058	63,192	63,782
Grade #	25-29 Yrs.	2nd shift	3rd shift
P-1	47,772	51,116	51,594
P-K9	51,594	-	-
P-2A	49,490	52,954	53,449
P-2B	52,377	56,043	56,567
P-3	54,136	57,926	58,467
P-3A	50,630	54,174	54,680
P-4	59,333	63,486	64,080

**PART VI - Part Time Salary Scale**

<b>Grade #</b>	<b>Hourly</b>	<b>Annually</b>	
PT-1B	108.00	per diem + (3% differential)	111.24
PT-2	12.75		13.50
PT-2A	12.75		13.50
PT-2B	12.75		13.50
PT-2C	12.75		13.50
PT-2D	13.12		13.50
PT-3	12.75		13.50
PT-3A	12.75		13.50
PT-3B	12.75		13.50
PT-3C	12.75		13.50
PT-3D	12.75		13.50
PT-4	12.75		13.50
PT-5	12.75		13.50
PT-6	12.75		13.50
PT-6A	16.40		
PT-7	13.00		13.50
PT-7A	12.75		13.50
PT-7B	12.75		13.50
PT-7C	12.75		13.50
PT-8	12.75		13.50
PT-9	17.97		
PT-10	20.00		
PT-14	12.75		13.50
PT-14A	14.63		
PT-16	12.75		13.50
PT-17	12.75		13.50
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	

<b>Position</b>	<b>Salary</b>
City Councilor	3,000.00
City Council President	3,600.00
City Solicitor	1,000.00
Mayor	88,470.00 effective January 1, 2020





CITY OF NORTH ADAMS, MASSACHUSETTS

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

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Communication #	Subject	Date
30	COVID-19 Update	June 9, 2020

Honorable Members of the City Council  
North Adams, Massachusetts

Dear Honorable Councilors:

I request time on the agenda of the June 9, 2020, meeting of the North Adams City Council to provide an update, as well as to address questions and concerns from the Council, regarding the city and regional response to the COVID-19 pandemic.

Respectfully submitted,

A handwritten signature in black ink that reads 'Thomas W. Bernard'. The signature is written in a cursive style with a large initial 'T'.

Thomas W. Bernard  
Mayor

TWB/me