

No. 11,883-1

An ordinance amending Chapter 2,  
Section 2-28 (a), Schedule B, Compensation  
Plan FY' 2021.

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IN CITY COUNCIL  
June 9, 2020

VOTED: to pass to a second reading and post  
as a municipal bulletin as required  
by law.

Attest, Paul J. Hopkins  
President

Deborah M. Pedercini  
Clerk

A True Copy  
Attest,

Clerk

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IN CITY COUNCIL  
June 23, 2020

The Ordinance was adopted by yea and nay  
vote, eight yeas, no nays.

Attest, Paul J. Hopkins  
President

Deborah M. Pedercini  
Clerk

Approved, June 24, 2020

Thomas W. Bernard  
Mayor



# 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**

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	-	-	-	15.89	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	48,095	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	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	108.00	per diem + (3% differential)	111.24
PT-2	12.75		
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		13.50
PT-7	13.00		
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		13.50
PT-10	20.00		
PT-14	12.75		
PT-14A	14.63		13.50
PT-16	12.75		
PT-17	12.75		13.50
PT-18A			13.50
PT-19		100	
PT-23		750	
PT-24		500	
PT-25		600	
PT-26		1,200	
PT-27		500	
PT-28		1,000	
PT-29		1,000	
PT-30		1,500	
PT-32		1,800	
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	

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