

No. 12,387-1

An Ordinance to Amend the Revised Ordinances of the City of North Adams under Chapter 2, Section 27 with the Fiscal Year 2025 Classification Plan.

IN CITY COUNCIL

June 25, 2024

VOTED: by Rollcall vote to Adopt.
(8) Yeas: (Councilors Blackmer, Bona, Breen, Fitch, Morrow, Oleskiewicz, Sapienza & Wilkinson); (0) Nays (0) Abstained.

Attest, Bryan Sapienza
President

 Tina Marie Leonasio
City Clerk

Approved, August 15, 2024

 Jennifer A. Macksey
Mayor

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, 2024 through June 30, 2025**

2.0% Increase

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	-	-	-	-	-	-	-	-	-	30,432
S-1A	-	-	-	39,327	41,340	41,454	41,533	41,646	41,760	42,843
S-3	30,432	30,888	31,351	31,822	32,299	32,784	33,275	33,774	34,281	34,795
S-4C	30,432	30,888	31,351	31,822	32,299	32,784	33,275	33,774	34,281	34,795
S-6	30,432	30,888	31,351	31,822	32,299	32,784	33,275	33,774	34,281	34,795
S-7	30,432	30,888	31,351	31,822	32,299	32,784	33,275	33,774	34,281	34,795
S-7A	-	-	32,423	33,677	37,706	37,823	37,903	38,023	38,141	38,456
S-8	30,432	30,888	31,351	31,822	32,299	32,784	33,275	33,774	34,281	34,795
S-9	31,410	32,252	33,578	34,998	39,035	39,150	39,229	39,349	39,464	39,783
S-9A	56,465	57,595	58,747	59,922	62,112	63,354	64,621	65,914	67,232	68,577
S-10	32,094	32,879	34,161	35,607	39,640	39,759	39,836	39,954	40,072	40,392
S-10A	31,235	32,000	33,246	34,651	38,577	38,692	38,772	38,886	39,002	39,309
S-11	32,589	33,289	34,634	36,094	40,093	40,211	40,290	40,409	40,528	40,843
S-11A	-	-	-	-	36,034	36,161	36,276	36,446	36,562	36,933
S-12	33,030	34,181	35,651	37,113	41,664	41,783	41,860	41,981	42,100	42,414
S-13	34,434	35,591	37,077	38,514	42,661	42,777	42,856	42,976	43,093	43,409
S-14	34,291	35,417	36,845	38,251	40,504	40,624	40,701	40,820	40,939	41,253
S-14CO	33,371	34,468	35,860	37,228	39,422	39,535	39,614	39,728	39,843	40,150
S-17	45,096	46,460	47,828	49,195	58,129	58,242	58,319	58,434	58,550	58,853
S-17A	38,375	39,525	41,906	43,970	47,216	47,615	47,692	47,984	48,263	48,542
S-18	46,899	47,602	48,316	49,041	49,776	50,523	51,281	52,050	52,831	53,623
S-19	34,669	38,733	40,549	42,365	54,101	54,912	55,736	56,572	57,421	58,282
S-19A	-	-	42,553	44,214	48,804	48,918	48,995	49,112	49,228	50,025
S-20	42,086	43,460	45,139	47,192	50,916	51,027	51,107	51,220	51,336	51,636
S-20A	49,385	50,286	51,784	53,080	55,667	55,794	55,909	56,079	56,195	56,566
S-21	-	54,494	55,857	56,511	57,315	57,427	57,505	58,193	58,310	58,621
S-21A	-	-	-	51,127	52,584	52,698	52,777	52,890	53,009	53,316
S-21B	55,558	56,460	57,957	59,253	61,840	61,967	62,082	62,252	62,368	62,739
S-22	-	-	-	55,987	57,444	57,561	57,642	57,758	57,878	58,194
Grade #	1	2	3	4	5-9 Yrs.	10-14 Yrs.	15-19 Yrs	20-24 Yrs.	25-29 Yrs.	Maximum
S-22A	-	-	-	58,129	58,242	58,319	58,434	58,550	58,853	59,153
S-22B	40,787	42,048	43,349	44,690	46,147	46,267	46,346	46,461	46,582	46,902
S-22C	-	-	64,104	64,307	65,765	65,881	65,961	66,081	66,197	66,514
S-22D	-	-	-	50,999	52,417	52,532	52,866	52,972	53,766	54,573
S-22E	-	-	-	-	51,899	52,026	52,141	52,311	52,427	52,798
S-23	50,620	50,620	55,558	57,706	59,162	59,282	59,362	59,479	59,597	59,912
S-23A	-	-	-	41,416	42,834	42,949	43,027	43,142	43,258	43,568
S-24	-	-	-	57,393	63,945	64,059	64,135	64,249	64,364	64,670
S-24A	-	-	-	63,949	65,927	67,966	70,068	72,170	74,335	76,565
S-25	61,731	67,783	71,415	73,557	76,950	79,259	81,637	84,086	86,608	89,207
S-26	-	-	-	-	-	-	-	-	-	103,423
S-26A	-	-	-	86,755	88,243	88,326	88,407	88,523	88,643	88,959
S-26B	-	-	-	-	-	-	-	-	-	80,604
S-27	70,727	72,914	75,169	77,494	78,875	78,988	79,064	79,173	79,287	79,588
S-27A	-	-	-	71,758	73,213	73,328	73,411	73,528	73,647	73,958
S-27B	-	-	-	-	-	-	-	-	-	100,351
S-28	-	-	-	49,927	51,381	51,501	51,583	51,699	51,817	52,136
S-29	-	-	-	30,425	31,882	32,000	32,081	32,197	32,315	32,631
S-29A	-	-	32,262	32,423	35,009	35,136	35,251	35,421	35,538	35,908

S-31	-	-	-	66,199	67,619	67,733	67,811	67,925	68,040	68,346
S-32	-	-	-	45,458	46,912	47,031	47,110	47,228	47,349	47,665
S-33	-	-	-	77,152	78,573	78,688	79,529	79,645	79,761	80,071
S-33A	46,760	48,348	49,936	51,525	52,986	53,104	53,179	53,303	53,419	53,733
S-33B	-	-	-	83,085	83,640	84,660	85,680	86,700	87,720	88,740
S-34	65,932	66,550	66,920	67,192	68,136	68,262	68,514	69,773	69,899	72,229
S-34A	60,547	62,419	64,350	66,340	67,793	67,916	67,992	68,111	68,230	68,548
S-34B	-	-	-	75,000	76,664	76,791	76,906	77,077	77,193	77,563
S-34S	-	-	-	-	-	-	-	-	-	73,611
S-35	-	-	-	40,754	42,207	42,323	42,400	42,514	42,628	42,935
S-36	-	-	-	-	-	-	-	-	-	21,318
S36A	38,592	39,364	40,151	40,954	43,002	43,862	44,739	45,634	46,546	47,477
S-37	79,996	81,196	82,452	-	-	-	-	-	-	-
S-38	91,035	92,401	93,787	95,194	-	-	-	-	-	-

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	15.61	15.97	16.74	18.12	19.71	19.77	19.81	19.99	20.04	20.31
W-2	15.88	16.55	17.38	18.77	20.28	20.33	20.37	20.42	20.53	20.81
W-2R	15.91	16.74	17.50	18.88	20.35	20.41	20.47	20.54	20.71	20.88
W-3	16.34	17.07	17.94	19.47	20.91	20.98	21.08	21.15	21.24	21.47
W-3A	-	-	-	20.04	21.47	21.54	21.62	21.71	21.77	22.01
W-3B	16.66	17.38	18.11	19.80	21.24	21.31	21.42	21.47	21.55	21.77
W-3C	16.79	17.58	18.43	20.04	21.47	21.54	21.62	21.71	21.77	22.01
W-4	17.77	18.55	19.29	20.81	22.25	22.33	22.43	22.54	22.63	22.83
W-4A	-	-	-	-	-	-	-	23.08	24.74	25.19
W-5	17.91	18.71	19.59	21.20	22.74	22.77	22.83	22.87	23.01	23.24
W-5A	-	-	-	21.76	23.17	23.28	23.33	23.40	23.55	23.77
W-5B	-	-	-	-	-	-	-	-	24.68	24.93
W-6	19.45	20.13	21.14	22.74	24.17	24.31	24.37	24.46	24.52	24.77
W-6M	-	-	-	22.74	24.17	24.31	24.37	24.46	24.52	24.77
W-7	-	-	-	24.82	26.25	26.39	26.45	26.54	26.60	26.89
W-P-A	-	-	-	15.61	15.61	15.61	15.61	15.61	15.61	15.61
X	-	-	-	16.78	17.66	17.72	18.98	19.80	20.70	21.73
X-A	-	-	-	-	-	-	-	18.43	19.33	20.39
Y-1	25.56	26.19	27.17	28.77	29.88	30.01	30.08	30.15	30.21	30.46
Y-2	20.76	21.29	21.82	22.37	22.93	23.51	24.09	24.69	25.31	25.94
Y-2M	30.60	31.21	31.84	32.47	33.12	33.78	34.46	35.15	35.85	36.57
Z-1	15.61	15.85	16.07	16.31	16.65	16.91	17.17	17.43	17.69	18.21
Z-2	15.61	15.61	15.61	15.61	16.48	17.12	17.89	18.66	19.49	20.17
Z-2A	15.61	15.97	16.74	18.12	19.71	19.77	19.69	19.86	19.92	20.18
Z-3	-	-	-	-	-	-	-	19.63	20.47	21.13
Z-3A	-	-	-	-	-	-	19.56	19.84	21.48	21.60
Z-3B	-	-	-	-	16.77	16.93	17.20	17.48	19.12	19.28
Z-4	-	-	-	-	-	15.61	15.61	15.61	15.98	16.42

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	-	-	-	39,325.08	40,786.74	40,902.00	40,983.60	41,100.90	41,218.20	41,533.38
E-2	-	-	-	41,975.04	43,430.58	43,548.90	43,631.52	43,744.74	43,867.14	44,183.34
E-2A	-	-	-	43,867.14	45,325.74	45,437.94	45,523.62	45,640.92	45,760.26	46,076.46
E-3	-	-	-	49,660.74	51,118.32	51,234.60	51,318.24	51,432.48	51,553.86	51,870.06

PART IV - Fire Scale

Grade #	Minimum	Step 1	Maximum	3-9 Yrs.	10-14 Yrs.	15-19 Yrs.	20-24 Yrs.	25-29 Yrs.	30 -Yrs.
F-1	45,218.00	46,685.00	48,059.00	49,659.00	50,034.00	50,124.00	50,264.00	50,404.00	50,784.00
F-2	47,229.00	48,751.00	50,124.00	51,724.00	52,099.00	52,189.00	52,329.00	52,469.00	52,849.00
F-4	51,375.00	-	53,797.00	55,397.00	55,772.00	55,862.00	56,002.00	56,142.00	56,522.00
F-5	55,498.00	-	57,017.00	58,617.00	58,992.00	59,082.00	59,222.00	59,362.00	59,742.00

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:

PART V - Police Scale (second shift differential 8% - third shift differential 9%)

Grade #	8%		9%	Grade #	Step 1	8%	9%
	minimum	2nd shift	3rd shift			2nd shift	3rd shift
P-1	45,625	49,275	49,731	P-1	45,931	49,606	50,065
P-K9	49,275	53,217	53,710	P-K9	49,606	53,574	54,071
P-2A	47,450	51,246	51,720	P-2A	47,762	51,583	52,061
P-2B	50,634	54,685	55,191	P-2B	50,842	54,909	55,418
P-3	52,258	56,438	56,961	P-3	52,525	56,727	57,252
P-3A	48,730	52,629	53,116	P-3A	48,993	52,913	53,403
P-4	56,666	61,199	61,766	P-4	-	-	-
Grade #	Step 2	2nd shift	3rd shift	Grade #	3-9 Yrs.	2nd shift	3rd shift
P-1	49,131	53,061	53,553	P-1	51,530	55,653	56,168
P-K9	53,061	57,306	57,836	P-K9	55,653	60,105	60,661
P-2A	50,998	55,078	55,588	P-2A	53,399	57,671	58,205
P-2B	54,140	58,471	59,013	P-2B	56,540	61,063	61,628
P-3	55,976	60,454	61,013	P-3	58,449	63,125	63,710
P-3A	52,236	56,415	56,937	P-3A	54,639	59,010	59,557
P-4	61,020	65,902	66,512	P-4	64,000	69,120	69,760
Grade #	10-14 Yrs.	2nd shift	3rd shift	Grade #	15-19 Yrs.	2nd shift	3rd shift
P-1	51,651	55,783	56,299	P-1	51,731	55,870	56,387
P-K9	55,783	60,245	60,804	P-K9	55,870	60,339	60,898
P-2A	53,519	57,801	58,336	P-2A	53,600	57,888	58,424
P-2B	56,661	61,193	61,760	P-2B	56,741	61,280	61,848
P-3	58,571	63,257	63,842	P-3	58,652	63,344	63,931
P-3A	54,760	59,141	59,688	P-3A	54,840	59,227	59,776
P-4	64,150	69,282	69,924	P-4	64,250	69,390	70,033
Grade #	20-24 Yrs.	2nd shift	3rd shift	Grade #	25-29 Yrs.	2nd shift	3rd shift
P-1	51,852	56,000	56,519	P-1	51,972	56,130	56,650
P-K9	56,000	60,480	61,040	P-K9	56,130	60,621	61,182
P-2A	53,720	58,018	58,555	P-2A	53,841	58,148	58,687
P-2B	56,862	61,410	61,979	P-2B	56,982	61,541	62,111
P-3	58,774	63,476	64,064	P-3	58,896	63,608	64,197
P-3A	54,961	59,358	59,907	P-3A	55,081	59,488	60,039
P-4	64,400	69,552	70,196	P-4	64,550	69,714	70,359
Grade #	maximum	2nd shift	3rd shift				
P-1	52,294	56,478	57,001				
P-K9	56,478	60,996	61,561				
P-2A	54,163	58,496	59,037				
P-2B	57,304	61,888	62,461				
P-3	59,221	63,958	64,551				
P-3A	55,403	59,835	60,389				
P-4	64,949	70,145	70,795				

Dispatch Scale		8%			9%		
		1st Shift	2nd Shift	3rd Shift	1st Shift	2nd Shift	3rd Shift
XT24	Dispatcher in Training	\$	19.18	\$	20.71	\$	20.91
X24	Dispatcher-Certified	\$	20.40	\$	22.03	\$	22.24
XTO24	Dispatcher Training Officer	\$	22.39	\$	24.18	\$	24.40
XA24	Head Dispatcher	\$	24.05	\$	25.97	\$	26.21
HQ24	Front Desk HQ	\$	17.32	\$	18.71	\$	18.88

PART VI - Part Time Salary Scale

Grade #	Hourly	Annually
PT-2	15.30	2%
PT-2A	15.30	
PT-2B	15.30	
PT-2C	15.30	
PT-2D	15.30	
PT-3	15.30	
PT-3A	15.30	
PT-3B	15.30	
PT-3C	15.30	
PT-3D	15.30	
PT-4	15.30	
PT-5	15.81	
PT-6	15.30	
PT-6A	16.98	
PT-7	15.30	
PT-7A	15.30	
PT-7B	15.30	
PT-7C	15.30	
PT-8	15.30	
PT-9	18.33	
PT-10	21.32	
PT-14	15.30	
PT-14A	15.30	
PT-16	15.30	
PT-17	15.30	
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		1,920.00
PT-32		10,000.00
PT-33	15.00 (per day weekdays)	25.00 (per day Sat., Sun., Holidays)
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		28,050.00

PART VII

Position	Salary
City Councilor	3,121.00
City Council President	3,745.00
City Solicitor	1,000.00
Mayor	101,959.00