

## City of Pittsfield

[Ord. No. 1072, 9-17-2013; Ord. No. 1080, § I, 6-10-2014; Ord. No. 1084, § I, 8-12-2014; Ord. No. 1086, § I, 10-28-2014; Ord. No. 1087, § I, 10-28-2014; Ord. No. 1089, § I, 11-25-2014; Ord. No. 1170, § I, 6-28-2016; Ord. No. 1184, § I, 4-11-2017; Ord. No. 1185, § I, 4-25-2017; Ord. No. 1194, § I, 9-12-2017; § 1, 9-12-2017; Ord. No. 1196, I, 9-12-2017; Ord. No. 1197, § I, 9-26-2017; Ord. No. 1200, § I, 2-13-2018; Ord. No. 1201, § I, 2-13-2018; Ord. No. 1205, § I, 6-12-2018; Ord. No. 1208, § I, 8-14-2018; Ord. No. 1213, § I, 2-26-2019; Ord. No. 1216, § I, 3-26-2019; Ord. No. 1218, § I, 6-11-2019; Ord. No. 1224, § I, 2-25-2020; Ord. No. 1227, § I, 8-11-2020; Ord. No. 1235, § I, 3-9-2021; Ord. No. 1241, § I, 10-12-2021; Ord. No. 1242, § I, 10-12-2021; Ord. No. 1251, § I, 7-12-2022; Ord. No. 1252, § I, 8-9-2022, eff. 1-1-2023; Ord. No. 1255, § I, 9-27-2022; Ord. No. 1257, § I, 2-28-2023; Ord. No. 1270, § I, 10-10-2023; Ord. No. 1272, § I, 12-12-2023; Ord. No. 1276, § I, 5-14-2024]

**Management/Department Head Classification:**

Title	Salary Grade
Police Chief	M-12
Fire Chief	M-11
Commissioner of Public Services and Public Utilities	M-10
Director of Finance and Administration/Treasurer	M-9
Director of Community Development	M-9
City Solicitor	M-9
Business Development Manager	M-9
Director of Human Resources	M-9
Special Projects Manager	M-9
Assistant City Solicitor	M-8
City Engineer	M-8
Director of Building Maintenance	M-8
DPSU Business Manager	M-8
Chief Assessor	M-8
Chief Diversity Officer	M-7
City Clerk	M-7
Library Director	M-7
Director of Public Health	M-7
Building Commissioner	M-7
Chief Information Officer	M-7
Social Worker	M-6
IT Support Specialist II	M-6
Tax Collector	M-6
City Accountant	M-6
Purchasing Agent	M-6
City Planner	M-6
Airport Manager	M-6
Parks, Open Space and Natural Resources Program Manager	M-6
Community Development and Housing Program Manager	M-6
Assessor	M-6
Public Health Nurse Manager	M-6
Police Finance and Administration Manager	M-6
IT Business Analyst I	M-5
Director of Council on Aging	M-5
Director of Cultural Development	M-5
Director of Administration Services	M-4
Veteran's Agent	M-4
Director of RSVP	M-4

**Management Salary Schedule:**

<b>Grade</b>	<b>Minimum</b>		<b>Midpoint</b>		<b>Maximum</b>
<b>M-1</b>	\$45,795.35	\$49,230.00	\$52,664.66	\$56,099.31	\$59,533.96
<b>M-2</b>	\$50,375.00	\$54,153.13	\$57,931.26	\$61,709.39	\$65,487.51
<b>M-3</b>	\$55,412.26	\$59,568.19	\$63,724.11	\$67,880.03	\$72,035.94
<b>M-4</b>	\$60,955.09	\$65,526.72	\$70,098.36	\$74,669.99	\$79,241.62
<b>M-5</b>	\$67,051.47	\$72,080.31	\$77,109.18	\$82,138.05	\$87,166.89
<b>M-6</b>	\$73,760.42	\$79,292.46	\$84,824.48	\$90,356.51	\$95,888.56
<b>M-7</b>	\$81,133.63	\$87,218.66	\$93,303.67	\$99,388.71	\$105,473.72
<b>M-8</b>	\$89,247.36	\$95,940.93	\$102,634.48	\$109,328.02	\$116,021.58
<b>M-9</b>	\$98,171.73	\$105,534.62	\$112,897.49	\$120,260.38	\$127,623.26
<b>M-10</b>	\$107,983.00	\$116,081.74	\$124,180.46	\$132,279.19	\$140,377.91
<b>M-11</b>	\$118,785.73	\$127,694.66	\$136,603.59	\$145,512.53	\$154,421.46
<b>M-12</b>	\$137,638.50	\$147,961.39	\$158,284.28	\$168,607.16	\$178,930.05
	<b>Learning</b>		<b>Achieving</b>		<b>Exceeding</b>

**Non-Union/Non-Management Employee Classification:**

<b>Title</b>	<b>Salary Grade</b>
Seasonal/Interns	1
Matrons	1
Kitchen Coordinator	2
Van Driver	2
COA Custodian	2
Activity Leader	2
COA Administrative Assistant (I)	2
COA Administrative Assistant (II)	3
RSVP Administrative Assistant	3
RSVP Volunteer Coordinator	3
Buyer	4
Executive Assistant to Police Chief	4
Outreach Program Assistant	5
Senior Day Program Coordinator	5
Assistant Clerk of Registrations/Elections	6
Executive Administrative Assistant (Police)	7
Airport Maintenance Technician	8
Deputy Purchasing Agent	9
Legal Assistant	9
Executive Assistant to Mayor	10
Administrative Coordinator	10
Human Resources Specialist	11
Grant Administrator	11
Crime Analyst	12/70
Emergency Co-Responder	12/75
Assistant Airport Manager	13

**Chapter 16, Attachment 1: Human Resources Classification Compensation Schedules  
Non-Union/Non-Management Employee Salary Schedule 7.1.2024**

<b>Grade 1</b>	Hourly only								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$17.46	\$18.04	\$18.62	\$19.20	\$19.78	\$20.37	\$20.95	\$21.53	\$22.11	\$22.69

<b>Grade 2</b>	(37.5 hours)								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$18.62	\$19.18	\$19.75	\$20.35	\$20.96	\$21.59	\$22.23	\$22.90	\$23.59	\$24.29
\$36,309	\$37,398	\$38,520	\$39,676	\$40,866	\$42,092	\$43,355	\$44,655	\$45,995	\$47,375

<b>Grade 3</b>	(35 hours)								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$20.95	\$21.58	\$22.22	\$22.89	\$23.58	\$24.28	\$25.01	\$25.76	\$26.54	\$27.33
\$38,124	\$39,268	\$40,446	\$41,659	\$42,909	\$44,196	\$45,522	\$46,888	\$48,295	\$49,743

<b>Grade 4</b>	(35 hours)								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$22.11	\$22.77	\$23.46	\$24.16	\$24.89	\$25.63	\$26.40	\$27.19	\$28.01	\$28.85
\$40,242	\$41,449	\$42,693	\$43,974	\$45,293	\$46,652	\$48,051	\$49,493	\$50,978	\$52,507

<b>Grade 5</b>	(37.5 Hours)								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$22.11	\$22.77	\$23.46	\$24.16	\$24.89	\$25.63	\$26.40	\$27.19	\$28.01	\$28.85
\$43,117	\$44,410	\$45,742	\$47,115	\$48,528	\$49,984	\$51,483	\$53,028	\$54,619	\$56,257

<b>Grade 6</b>	(35 hours)								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$24.44	\$25.17	\$25.93	\$26.70	\$27.51	\$28.33	\$29.18	\$30.06	\$30.96	\$31.89
\$44,478	\$45,813	\$47,187	\$48,603	\$50,061	\$51,562	\$53,109	\$54,703	\$56,344	\$58,034

<b>Grade 7</b>	(35 hours)								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$25.60	\$26.37	\$27.16	\$27.98	\$28.82	\$29.68	\$30.57	\$31.49	\$32.43	\$33.41
\$46,596	\$47,994	\$49,434	\$50,917	\$52,444	\$54,018	\$55,638	\$57,307	\$59,027	\$60,797

<b>Grade 8</b>	(40 hours)								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$23.27	\$23.97	\$24.69	\$25.43	\$26.20	\$26.98	\$27.79	\$28.63	\$29.48	\$30.37
\$48,412	\$49,864	\$51,360	\$52,901	\$54,488	\$56,122	\$57,806	\$59,540	\$61,326	\$63,166

<b>Grade 9</b>	(35 hours)								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$26.77	\$27.57	\$28.40	\$29.25	\$30.13	\$31.03	\$31.96	\$32.92	\$33.91	\$34.92
\$48,714	\$50,176	\$51,681	\$53,231	\$54,828	\$56,473	\$58,167	\$59,912	\$61,710	\$63,561

<b>Grade 10</b>	(35 hours)								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$27.93	\$28.77	\$29.63	\$30.52	\$31.44	\$32.38	\$33.35	\$34.35	\$35.38	\$36.44
\$50,832	\$52,357	\$53,928	\$55,546	\$57,212	\$58,928	\$60,696	\$62,517	\$64,393	\$66,325

**Chapter 16, Attachment 1: Human Resources Classification Compensation Schedules  
Non-Union/Non-Management Employee Salary Schedule 7.1.2024**

<b>Grade 11</b>	(35 hours)								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$29.09	\$29.97	\$30.87	\$31.79	\$32.75	\$33.73	\$34.74	\$35.78	\$36.85	\$37.96
\$52,950	\$54,539	\$56,175	\$57,860	\$59,596	\$61,384	\$63,225	\$65,122	\$67,076	\$69,088

<b>Grade 12/70</b>	(35 hours)								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$31.42	\$32.36	\$33.33	\$34.33	\$35.36	\$36.43	\$37.52	\$38.64	\$39.80	\$41.00
\$57,186	\$58,902	\$60,669	\$62,489	\$64,364	\$66,295	\$68,283	\$70,332	\$72,442	\$74,615

<b>Grade 12/75</b>	(37.5 hours)								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$29.33	\$30.21	\$31.11	\$32.05	\$33.01	\$34.00	\$35.02	\$36.07	\$37.15	\$38.26
\$57,186	\$58,902	\$60,669	\$62,489	\$64,364	\$66,295	\$68,283	\$70,332	\$72,442	\$74,615

<b>Grade 13</b>	(40 hours)								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
\$27.93	\$28.77	\$29.63	\$30.52	\$31.44	\$32.38	\$33.35	\$34.35	\$35.38	\$36.44
\$58,094	\$59,837	\$61,632	\$63,481	\$65,385	\$67,347	\$69,367	\$71,448	\$73,592	\$75,799

Chapter 16, Attachment 1: Human Resources Classification & Compensation Schedules

**Miscellaneous Rates**

Assessors Board Chairperson	\$2,000/yr.
City Council, each member	\$8,000/yr.
City Council, President	\$10,000/yr.
City Physician	\$12,000/yr.
Clerk of the Board of Health	\$1,500/yr.
Clerk of the City Council	\$4,000/yr.
Clerk of Committees	\$2,880/yr.
Management Agency (part-time)	
Election Inspectors	
• City election	\$195
• State/federal election	\$210
Election Clerks	
• City election	\$208
• State/federal election	\$224
Election Wardens	
• City election	\$221
• State/federal election	\$238
Fence Viewer	\$400/yr.
Inspector of Animals	\$4,500/yr.
Mayor	\$119,313/yr.
<i>(Annual increases shall be adjusted in July of each year and shall be based upon the annual change in the Consumer Price Index for All Urban Consumers for the prior January.)</i>	
School Committee	\$4,000/yr.
<i>(No benefits. Mayor shall not receive compensation for their membership on the School Committee)</i>	