

Memorandum of Agreement
Between
The City of Haverhill
And
AFSCME, Council 93, Local 949/AFL-CIO

1. Terms: Effective from July 1, 2012 through June 30, 2013
Effective from July 1, 2013 through June 30, 2014

2. Wages: General wage increase as follows:

Effective July 1, 2012	1.5%
Effective July 1, 2013	1.5%

3. Bi-weekly Payroll

The City reserves the right to change its weekly payroll process to a bi-weekly basis for the employees of the City of Haverhill. The City will provide written notice to the Union ninety (90) days prior to implementation of the bi-weekly process.

4. Time and Attendance Software

The City reserves the right to implement a time and attendance software program to help monitor employee time and attendance, which will simplify timecard and attendance tracking, data entry and time-off approval processing. The City will provide written notice to the Union ninety (90) days prior to the implementation of this software.

5. Article XII:

Health Reimbursement Account

Plan requirements are subject to change if there are plan design changes to the eligible health plans offered. All full-time employees are eligible for the existing health insurance offerings by the City of Haverhill.

Delete from contract:

Both parties understand and agree that the city, apart from this contract, is currently negotiating with the Public Employee Commission (PEC) to join the Group Insurance Commission (GIC). Both parties also understand that there is currently legislation pending before the State legislature that will allow cities to join the GIC.

In the event that the city joins the GIC during the term of this contract and in the event that the city's percentage contribution is 80% or less, the parties agree that as of the date the city joins the GIC, the union members will receive an additional 2% pay increase.

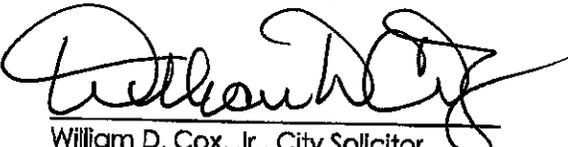
Date: January 15, 2014



James J. Florentini, Mayor



Jim Breslin, AFSCME Agent



William D. Cox, Jr., City Solicitor



James Beyelaqua, Shop Steward



DOCUMENT 11-B

CITY OF HAVERHILL

In Municipal Council January 28 2014

ORDERED:MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIESCHAPTER
AFSCME GROUP

BE IT ORDAINED by the City Council of the City of Haverhill that Document 67-G of 2010 is hereby amended as follows:

EFFECTIVE 7/1/2012 1.5%

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$22.13	\$23.49	\$24.86	\$25.87	\$25.97	\$28.26
Senior WWTP Operator	\$22.13	\$23.49	\$24.86	\$25.87	\$25.97	\$28.26
Senior Maintenance Mechanic	\$22.13	\$23.49	\$24.86	\$25.87	\$27.03	\$28.26
WWTP Operator	\$19.07	\$20.11	\$21.16	\$21.94	\$23.07	\$24.06
Lab Technician	\$18.00	\$19.03	\$20.09	\$20.87	\$22.00	\$22.99
Maintenance Mechanic	\$19.53	\$20.72	\$21.93	\$23.06	\$24.24	
Mobil Equipment Operator	\$14.18	\$14.84	\$15.34	\$16.47	\$17.26	
WWTP Storekeeper	\$17.70	\$18.26	\$18.80	\$19.92	\$20.65	
Maintenance Mechanic Helper	\$17.29	\$18.24	\$19.34	\$20.46	\$21.52	
Senior Collection Operator*	\$22.13	\$23.49	\$24.86	\$25.87	\$25.97	\$28.26
Collection Operator	\$18.00	\$19.03	\$20.09	\$20.87	\$22.00	\$22.99
Collection Operator/C.B. Cleaner	\$176.34	\$19.03	\$20.09	\$20.87	\$22.00	\$22.99
WWTP MEO-Cust./Laborer	\$14.18	\$14.83	\$15.34	\$16.47	\$17.26	
Shift A Sr. Operator	\$1,298.69					
Shift B Sr. Operator	\$1,377.36					
Shift C Sr. Operator	\$1,313.17					
Shift D Sr. Operator	\$1,350.46					

FOR NEW HIRES AFTER 7/1/10 RATES EFFECTIVE 7/1/2012 1.5%

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$21.49	\$22.81	\$24.13	\$25.12	\$26.24	\$27.44
Senior WWTP Operator	\$21.49	\$22.81	\$24.13	\$25.12	\$26.24	\$27.44
Senior Maintenance Mechanic	\$21.49	\$22.81	\$24.13	\$25.12	\$26.24	\$27.44
WWTP Operator	\$18.51	\$19.52	\$20.54	\$21.30	\$22.39	\$23.36
Lab Technician	\$17.48	\$18.48	\$19.51	\$20.26	\$21.36	\$22.32
Maintenance Mechanic	\$18.96	\$20.12	\$21.29	\$22.39	\$23.53	
Mobil Equipment Operator	\$13.77	\$14.40	\$14.90	\$16.00	\$16.75	
WWTP Storekeeper	\$17.19	\$17.73	\$18.25	\$19.34	\$20.05	
Maintenance Mechanic Helper	\$16.78	\$17.70	\$18.77	\$19.87	\$20.89	
Senior Collection Operator*	\$21.49	\$22.81	\$24.13	\$25.12	\$25.21	\$27.44

11-B
2014
Salaries
AFSCME
was 14.44%
Treatment plant

Collection Operator	\$17.48	\$18.48	\$19.51	\$20.26	\$21.36	\$22.32
Collection Operator /C.B. Cleaner	\$17.48	\$18.48	\$19.51	\$20.26	\$21.36	\$22.32
WWTP MEO-Cust./Laborer	\$13.77	\$14.40	\$14.90	\$16.00	\$16.75	
Shift A Sr. Operator	\$1,254.78					
Shift B Sr. Operator	\$1,328.29					
Shift C Sr. Operator	\$1,268.24					
Shift D Sr. Operator	\$1,304.48					

EFFECTIVE 7/1/2013 1.5%

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$22.47	\$23.84	\$25.23	\$26.26	\$26.35	\$28.68
Senior WWTP Operator	\$22.47	\$23.84	\$25.23	\$26.26	\$26.35	\$28.68
Senior Maintenance Mechanic	\$22.47	\$23.84	\$25.23	\$26.26	\$27.44	\$28.68
WWTP Operator	\$19.36	\$20.41	\$21.48	\$22.27	\$23.41	\$24.42
Lab Technician	\$18.27	\$19.32	\$20.39	\$21.18	\$22.32	\$23.34
Maintenance Mechanic	\$19.82	\$21.03	\$22.26	\$23.41	\$24.60	
Mobil Equipment Operator	\$14.40	\$15.06	\$15.57	\$16.72	\$17.52	
WWTP Storekeeper	\$17.97	\$18.54	\$19.08	\$20.22	\$20.96	\$21.92
Maintenance Mechanic Helper	\$17.55	\$18.51	\$19.63	\$20.77	\$21.84	
Senior Collection Operator*	\$22.47	\$23.84	\$25.23	\$26.26	\$26.35	\$28.68
Collection Operator	\$18.27	\$19.32	\$20.39	\$21.18	\$22.32	\$23.34
Collection Operator /C.B. Cleaner	\$178.98	\$19.32	\$20.39	\$21.18	\$22.32	\$23.34
WWTP MEO-Cust./Laborer	\$14.40	\$15.05	\$15.57	\$16.72	\$17.52	
Shift A Sr. Operator	\$1,318.17					
Shift B Sr. Operator	\$1,398.02					
Shift C Sr. Operator	\$1,332.86					
Shift D Sr. Operator	\$1,370.71					

FOR NEW HIRES AFTER 7/1/10 RATES EFFECTIVE 7/1/2013 1.5%

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$21.82	\$23.15	\$24.49	\$25.49	\$26.64	\$27.85
Senior WWTP Operator	\$21.82	\$23.15	\$24.49	\$25.49	\$26.64	\$27.85
Senior Maintenance Mechanic	\$21.82	\$23.15	\$24.49	\$25.49	\$26.64	\$27.85
WWTP Operator	\$18.79	\$19.81	\$20.85	\$21.62	\$22.73	\$23.71
Lab Technician	\$17.74	\$18.76	\$19.80	\$20.56	\$21.68	\$22.66
Maintenance Mechanic	\$19.24	\$20.42	\$21.61	\$22.73	\$23.89	
Mobil Equipment Operator	\$13.98	\$14.62	\$15.12	\$16.24	\$17.00	
WWTP Storekeeper	\$17.44	\$18.00	\$18.53	\$19.63	\$20.35	

FOR BACKUP
REFERENCE

11-B
2014
Salaries
AFSCME
Wastewater
Treatment
plant

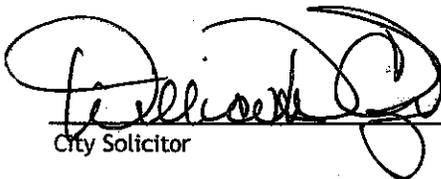
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CITY OF HAVERTHILL
FEBRUARY 25 2014
AM JUNGREYAN

Maintenance Mechanic Helper	\$17.03	\$17.97	\$19.05	\$20.17	\$21.21	
Senior Collection Operator*	\$21.82	\$23.15	\$24.49	\$25.49	\$25.59	\$27.85
Collection Operator	\$17.74	\$18.76	\$19.80	\$20.56	\$21.68	\$22.66
Collection Operator/C.B. Cleaner	\$17.74	\$18.76	\$19.80	\$20.56	\$21.68	\$22.66
WWTP MEO-Cust./Laborer	\$13.98	\$14.62	\$15.12	\$16.24	\$17.00	
Shift A Sr. Operator	\$1,273.61					
Shift B Sr. Operator	\$1,348.21					
Shift C Sr. Operator	\$1,287.27					
Shift D Sr. Operator	\$1,324.05					

Add the following paragraph to Section 12 of Article V: HOURS OF WORK & OVERTIME

The position of the Senior Maintenance Mechanic shall include a standby provision. The Senior Maintenance Mechanic shall be officially on standby twenty-four (24) hours per day to keep abreast of arising problems and to coordinate the solution of them. In exchange for the extra duties the amount of \$1.00 per hour shall be added to the current Senior Maintenance Mechanic's salary. This change shall take effect upon the passage of Memorandum of Agreement by the Haverhill City Council.

Approved as to legality:



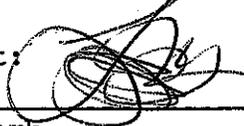
City Solicitor

PLACED ON FILE for at least 10 days

Attest: 

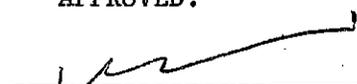
City Clerk

IN CITY COUNCIL: February 25 2014

PASSED
Attest: 

City Clerk

APPROVED:



Mayor