

Memorandum of Agreement
Between
The City of Haverhill and AFSCME Council 93 (WWTP Group)

Two year contract:

July 1, 2014 to June 30, 2015

July 1, 2015 to June 30, 2016

Wages

Replace Article VI: WAGES AND CLASSIFICATION with the following:

1.5% salary increase effective 7-1-2014

1.5% salary increase effective 7-1-2015

No retro pay

Add new section to Article VI: WAGES AND CLASSIFICATION:

Section 1B

No retroactive wages shall be due and owing to any person not employed at the time of the ratification of this agreement, or any subsequent agreement, unless said person left the employ of the City of Haverhill to become an active M.G.L. c. 32 retiree.

Medical Benefits language

Delete language in Article XII MEDICAL BENEFITS: Section 1 (paragraphs 1-10) and insert the following:

Health Insurance

The City of Haverhill shall provide employees the same health insurance benefits and coverage provided to all other municipal employees pursuant to MGL c. 32B. Employees hired before January 1, 2010 shall pay a twenty-five percent (25%) health insurance contribution for both PPO and HMO products. Employees hired on or after January 1, 2010 shall pay a thirty percent (30%) health insurance contribution for both PPO and HMO products.

Account under IRS Section 125. The maximum annual allowable amount to be deducted on a pre-tax basis for the Flexible Spending Account will be \$2,500 (\$2,550 per plan year beginning 7/1/15). The maximum annual allowable amount to be deducted on a pre-tax basis for the Medical Dependent Care Account will be \$5,000.

Health Reimbursement Account

The City will establish Health Reimbursement Accounts pursuant to the current MGL c. 32B PEC agreement.

Opt-Out Plan – A one-time opt out option

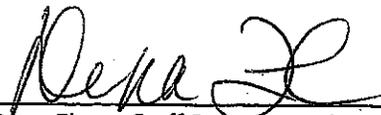
The City of Haverhill will provide a health insurance opt out option. Eligible employees who enroll in the program will receive a lump sum financial incentive payment. The amount will be \$1,500 for an individual and \$3,000 for a family. In order to be eligible for the program an employee must meet the following criteria: 1) the employee must have 24 consecutive months of enrollment in a City of Haverhill health plan, and 2) the employee must provide written proof of other (non-City of Haverhill) health coverage.

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Date: _____



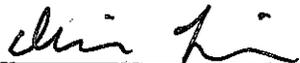
James J. Fiorentini, Mayor



Dena Fleno, Staff Representative
AFSCME Local 93



William D. Cox, Jr., City Solicitor



Isaiah Lewis, Union Steward

IN CITY COUNCIL: October 27 2015

PLACED ON FILE

Attest;



City Clerk



DOCUMENT 2-L

Personnel

CITY OF HAVERHILL

In Municipal Council October 27 2015

~~ORDERED~~ XX
MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIES

CHAPTER
AFSCME GROUP

BE IT ORDAINED by the City Council of the City of Haverhill that Document 11-B of 2014 is hereby amended as follows:

EFFECTIVE 7/1/2014 1.5% (Current employees)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$22.80	\$24.20	\$25.61	\$26.65	\$26.75	\$29.11
Senior WWTP Operator	\$22.80	\$24.20	\$25.61	\$26.65	\$26.75	\$29.11
Senior Maintenance Mechanic	\$22.80	\$24.20	\$25.61	\$26.65	\$27.85	\$29.11
WWTP Operator	\$19.65	\$20.71	\$21.80	\$22.60	\$23.76	\$24.79
Lab Technician	\$18.54	\$19.61	\$20.69	\$21.50	\$22.66	\$23.69
Maintenance Mechanic	\$20.12	\$21.34	\$22.59	\$23.76	\$24.97	
Mobile Equipment Operator	\$14.61	\$15.28	\$15.81	\$16.97	\$17.78	
WWTP Storekeeper	\$18.24	\$18.81	\$19.37	\$20.52	\$21.28	\$22.25
Maintenance Mechanic Helper	\$17.81	\$18.79	\$19.92	\$21.08	\$22.17	
Senior Collection Operator*	\$22.80	\$24.20	\$25.61	\$26.65	\$26.75	\$29.11
Collection Operator	\$18.54	\$19.61	\$20.69	\$21.50	\$22.66	\$23.69
Collection Operator/C.B. Cleaner	\$18.54	\$19.61	\$20.69	\$21.50	\$22.66	\$23.69
WWTP MEO-Cust./Laborer	\$14.61	\$15.28	\$15.81	\$16.97	\$17.78	
Shift A Sr. Operator	\$1,337.95					
Shift B Sr. Operator	\$1,418.99					
Shift C Sr. Operator	\$1,352.86					
Shift D Sr. Operator	\$1,391.28					

EFFECTIVE 7/1/2014 1.5% (For new hires after 7/1/10)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$22.14	\$23.50	\$24.86	\$25.88	\$27.04	\$28.26
Senior WWTP Operator	\$22.14	\$23.50	\$24.86	\$25.88	\$27.04	\$28.26
Senior Maintenance Mechanic	\$22.14	\$23.50	\$24.86	\$25.88	\$27.04	\$28.26
WWTP Operator	\$19.07	\$20.11	\$21.16	\$21.94	\$23.07	\$24.06
Lab Technician	\$18.00	\$19.04	\$20.09	\$20.87	\$22.00	\$23.00
Maintenance Mechanic	\$19.53	\$20.72	\$21.93	\$23.07	\$24.24	
Mobile Equipment Operator	\$14.19	\$14.84	\$15.35	\$16.48	\$17.26	
WWTP Storekeeper	\$17.71	\$18.27	\$18.80	\$19.92	\$20.66	

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Maintenance Mechanic Helper	\$17.29	\$18.24	\$19.34	\$20.47	\$21.52	
Senior Collection Operator*	\$22.14	\$23.50	\$24.86	\$25.88	\$25.97	\$28.26
Collection Operator	\$18.00	\$19.04	\$20.09	\$20.87	\$22.00	\$23.00
Collection Operator/C.B. Cleaner	\$18.00	\$19.04	\$20.09	\$20.87	\$22.00	\$23.00
WWTP MEO-Cust./Laborer	\$14.19	\$14.84	\$15.35	\$16.48	\$17.26	
Shift A Sr. Operator	\$1,292.71					
Shift B Sr. Operator	\$1,368.44					
Shift C Sr. Operator	\$1,306.58					
Shift D Sr. Operator	\$1,343.91					

EFFECTIVE 7/1/2015 1.5% (Current employees)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$23.15	\$24.56	\$25.99	\$27.05	\$27.15	\$29.55
Senior WWTP Operator	\$23.15	\$24.56	\$25.99	\$27.05	\$27.15	\$29.55
Senior Maintenance Mechanic	\$23.15	\$24.56	\$25.99	\$27.05	\$28.27	\$29.55
WWTP Operator	\$19.94	\$21.02	\$22.13	\$22.94	\$24.12	\$25.16
Lab Technician	\$18.82	\$19.90	\$21.00	\$21.83	\$23.00	\$24.04
Maintenance Mechanic	\$20.42	\$21.66	\$22.93	\$24.11	\$25.34	
Mobil Equipment Operator	\$14.83	\$15.51	\$16.04	\$17.22	\$18.05	
WWTP Storekeeper	\$18.51	\$19.10	\$19.66	\$20.83	\$21.60	\$22.58
Maintenance Mechanic Helper	\$18.08	\$19.07	\$20.22	\$21.40	\$22.50	
Senior Collection Operator*	\$23.15	\$24.56	\$25.99	\$27.05	\$27.15	\$29.55
Collection Operator	\$18.82	\$19.90	\$21.00	\$21.83	\$23.00	\$24.04
Collection Operator/C.B. Cleaner	\$18.82	\$19.90	\$21.00	\$21.83	\$23.00	\$24.04
WWTP MEO-Cust./Laborer	\$14.83	\$15.51	\$16.04	\$17.22	\$18.05	
Shift A Sr. Operator	\$1,358.01					
Shift B Sr. Operator	\$1,440.27					
Shift C Sr. Operator	\$1,373.15					
Shift D Sr. Operator	\$1,412.14					

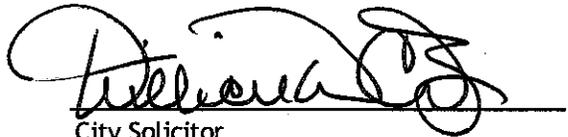
EFFECTIVE 7/1/2015 1.5% (For new hires after 7/1/10)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$22.47	\$23.85	\$25.24	\$26.26	\$27.44	\$28.69
Senior WWTP Operator	\$22.47	\$23.85	\$25.24	\$26.26	\$27.44	\$28.69
Senior Maintenance Mechanic	\$22.47	\$23.85	\$25.24	\$26.26	\$27.44	\$28.69
WWTP Operator	\$19.36	\$20.41	\$21.48	\$22.27	\$23.42	\$24.42

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Lab Technician	\$18.27	\$19.32	\$20.40	\$21.19	\$22.33	\$23.34
Maintenance Mechanic	\$19.82	\$21.03	\$22.26	\$23.42	\$24.61	
Mobil Equipment Operator	\$14.40	\$15.06	\$15.58	\$16.73	\$17.52	
WWTP Storekeeper	\$17.97	\$18.54	\$19.09	\$20.22	\$20.97	
Maintenance Mechanic Helper	\$17.55	\$18.51	\$19.63	\$20.77	\$21.85	
Senior Collection Operator*	\$22.47	\$23.85	\$25.24	\$26.26	\$26.36	\$28.69
Collection Operator	\$18.27	\$19.32	\$20.40	\$21.19	\$22.33	\$23.34
Collection Operator/C.B. Cleaner	\$18.27	\$19.32	\$20.40	\$21.19	\$22.33	\$23.34
WWTP MEO-Cust./Laborer	\$14.40	\$15.06	\$15.58	\$16.73	\$17.52	
Shift A Sr. Operator	\$1,312.10					
Shift B Sr. Operator	\$1,388.96					
Shift C Sr. Operator	\$1,326.17					
Shift D Sr. Operator	\$1,364.06					

Approved as to legality:



 City Solicitor

PLACED ON FILE for at least 10 days

Attest:



 City Clerk

IN CITY COUNCIL: November 10 2015

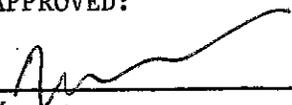
PASSED

Attest:



 City Clerk

APPROVED:



 Mayor