

Memorandum of Agreement
Between
THE CITY OF HAVERHILL and THE CITY HALL CLERKS GROUP – Teamsters Local #170

Three year contract:

July 1, 2014 to June 30, 2015
July 1, 2015 to June 30, 2016
July 1, 2016 to June 30, 2017

Wages

General wage increase as follows:

1.5% salary increase effective 7-1-2014
1.5% salary increase effective 7-1-2015
1.75% salary increase effective 7-1-2016

No retro pay

Add new paragraph to Article VII: WAGES AND LONGEVITY Section 1:

"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 all language in Article XIV MEDICAL BENEFITS: Section 1 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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New member

Add position of Computer Operator to contract and salary ordinance

Bereavement Leave

Add "significant other" to Bereavement Leave section.

Professional Development

Increase from \$500 yearly to \$10 per week (\$520).

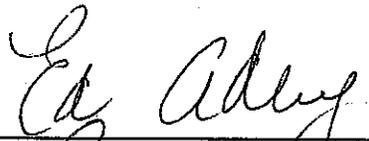
Notary Stipend

The City of Haverhill will provide a \$100 yearly stipend for clerks who maintain a notary license and advertise the availability to all customers. The City will reimburse clerks for payment of the application fee. The City will pay for the record book and up to \$25 for a notary stamp.

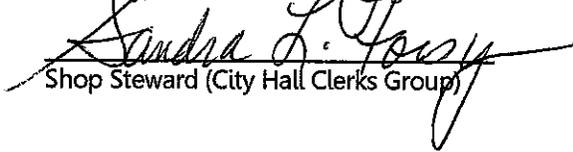
Date: 2/8/16

James J. Fiorentini, Mayor

William D. Cox, Jr., City Solicitor



Ed Adley, Teamsters Business Agent



Sandra L. Goss
Shop Steward (City Hall Clerks Group)

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MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIES

CHAPTER
CITY HALL CLERKS

BE IT ORDAINED by the City Council of the City of Haverhill that Document 11-F of 2014 is hereby amended by the following:

Amend ARTICLE IX: WAGES and LONGEVITY to read as follows:

EFFECTIVE 7/1/2014 1.5%	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Principal Clerk	\$ 573.35	\$ 589.88	\$ 606.90	\$ 624.43	\$ 642.52	\$ 661.10	\$ 680.20	\$ 699.87
Head Clerk/Account Clerk	\$ 612.36	\$ 630.35	\$ 648.91	\$ 668.00	\$ 687.65	\$ 707.93	\$ 728.72	\$ 750.13
Office Manager/Office Account Clerk	\$ 644.55	\$ 663.51	\$ 683.05	\$ 703.20	\$ 723.90	\$ 745.25	\$ 767.15	\$ 789.66
Head Admin Clerk/Supervisor of Benefits	\$ 685.39	\$ 706.21	\$ 727.70	\$ 749.81	\$ 772.63	\$ 796.16	\$ 819.53	\$ 843.59
Chief Admin Clerk	\$ 723.10	\$ 745.07	\$ 767.72	\$ 791.06	\$ 815.13	\$ 839.94	\$ 864.60	\$ 890.00

EFFECTIVE 7/1/2015 1.5%	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Principal Clerk	\$ 581.95	\$ 598.73	\$ 616.00	\$ 633.79	\$ 652.15	\$ 671.02	\$ 690.41	\$ 710.37
Head Clerk/Account Clerk	\$ 621.55	\$ 639.80	\$ 658.64	\$ 678.02	\$ 697.96	\$ 718.55	\$ 739.65	\$ 761.38
Office Manager/Office Account Clerk	\$ 654.21	\$ 673.47	\$ 693.29	\$ 713.75	\$ 734.76	\$ 756.43	\$ 778.66	\$ 801.51
Head Admin Clerk/Supervisor of Benefits	\$ 695.67	\$ 716.80	\$ 738.61	\$ 761.06	\$ 784.22	\$ 808.10	\$ 831.82	\$ 856.24
Chief Admin Clerk	\$ 733.94	\$ 756.24	\$ 779.23	\$ 802.92	\$ 827.35	\$ 852.54	\$ 877.57	\$ 903.35
Computer Operator								\$ 897.98

EFFECTIVE 7/1/2016 1.75%	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Principal Clerk	\$ 592.13	\$ 609.20	\$ 626.78	\$ 644.88	\$ 663.57	\$ 682.76	\$ 702.49	\$ 722.80
Head Clerk/Account Clerk	\$ 632.42	\$ 651.00	\$ 670.17	\$ 689.89	\$ 710.18	\$ 731.13	\$ 752.60	\$ 774.70
Office Manager/Office Account Clerk	\$ 665.66	\$ 685.25	\$ 705.43	\$ 726.24	\$ 747.62	\$ 769.67	\$ 792.29	\$ 815.54
Head Admin Clerk/Supervisor of Benefits	\$ 707.84	\$ 729.35	\$ 751.54	\$ 774.38	\$ 797.94	\$ 822.24	\$ 846.38	\$ 871.23
Chief Admin Clerk	\$ 746.79	\$ 769.48	\$ 792.87	\$ 816.97	\$ 841.83	\$ 867.46	\$ 892.92	\$ 919.16
Computer Operator								\$ 913.69

Amend ARTICLE IX: WAGES AND LONGEVITY SECTION 3. Professional Development

Effective July 1, 2016 change the amount of Professional Development from \$500 per year to \$10 per week (\$520/year).

Add to ARTICLE IX: WAGES AND LONGEVITY New Section 4. Notary Stipend

The City of Haverhill will provide a \$100 yearly stipend for clerks who maintain a notary license and advertise the availability to all customers. The City will reimburse clerks for payment of the application fee. The City will pay for the record book and up to \$25 for a notary stamp.

Approved as to legality:

City Solicitor