

Memorandum of Agreement
Between
The City of Haverhill
And
The City Hall Clerks
Teamsters, Local #170

Article IX: WAGES AND LONGEVITY

Two year contract: July 1, 2012 to June 30, 2013
July 1, 2013 to June 30, 2014

1.5 % salary increase effective 7-1-2012

1.5 % salary increase effective 7-1-2013

Section 3. Professional Development Allowance for Clerical Employees – Effective July 1, 2012 increase the amount of Professional Development from \$350 to \$500 per year

Section 4. 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 which shall not be sooner than July 1, 2014.

Section 5. 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.

Mileage - Increase the travel mileage to \$.44/ mile effective July 1, 2013.

Article XIII: SICK AND BEREAVEMENT LEAVE

Section 16: Furlough Days – Any outstanding furlough days will be compensated on or after July 1, 2013 at the applicable rate. After the furlough days are paid out, Section 16 shall be deleted in its entirety.

Article VII: HOURS OF WORK AND OVERTIME

Section 5. Inclement weather language –

If the Mayor reduces staffing due to a snow emergency the members who remain on the job as a "skeleton crew" will be allotted compensatory time for the time spend on the job after the declared snow emergency. This compensatory time will be paid at time and one-half.

Article XV: MEDICAL BENEFITS

Section 1. Health Reimbursement Account

Delete the following:

The City will establish a Health Reimbursement Account to reimburse co-payments that exceed \$250 per individual and \$400 per family, per calendar year, that are incurred as a result of the following co-payments: \$250 per inpatient hospitalization and \$150 for outpatient surgery.

Replace with the following:

Health Reimbursement Account

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

Article XV: 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.

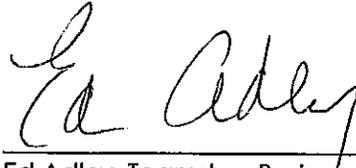
In the event that the city joins the GIC during the term of this contract, both parties agree that this will not be a violation of this contract.

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: April 18, 2014

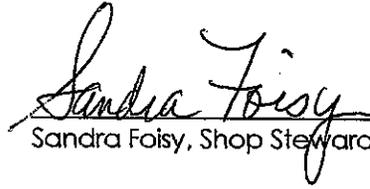
James J. Fiorentini, Mayor

William D. Cox, Jr., City Solicitor



Ed Adley, Teamsters Business Agent

Patricia Noonan, Shop Steward



Sandra Foisy, Shop Steward



DOCUMENT

CITY OF HAVERHILL

In Municipal Council

ORDERED:

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 67-O of 2010 is hereby amended by the following:

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

EFFECTIVE 7/1/2012 1.5%	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Principal Clerk	\$556.52	\$572.57	\$589.10	\$606.11	\$623.67	\$641.70	\$660.25	\$679.34
Head Clerk/Account Clerk	\$594.39	\$611.85	\$629.87	\$648.40	\$667.47	\$687.17	\$707.34	\$728.12
Office Manager/Office Account Clerk	\$625.64	\$644.05	\$663.01	\$682.57	\$702.66	\$723.39	\$744.64	\$766.50
Head Admin Clerk/Supervisor of Benefits	\$665.28	\$685.49	\$706.35	\$727.82	\$749.96	\$772.80	\$795.49	\$818.84
Chief Admin Clerk	\$701.88	\$723.21	\$745.19	\$767.85	\$791.21	\$815.30	\$839.23	\$863.89

EFFECTIVE 7/1/2013 1.5%	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Principal Clerk	\$564.87	\$581.16	\$597.93	\$615.20	\$633.02	\$651.33	\$670.15	\$689.53
Head Clerk/Account Clerk	\$603.31	\$621.03	\$639.32	\$658.13	\$677.49	\$697.47	\$717.95	\$739.04
Office Manager/Office Account Clerk	\$635.02	\$653.71	\$672.95	\$692.81	\$713.20	\$734.24	\$755.81	\$778.00
Head Admin Clerk/Supervisor of Benefits	\$675.26	\$695.77	\$716.94	\$738.73	\$761.21	\$784.39	\$807.42	\$831.12
Chief Admin Clerk	\$712.41	\$734.06	\$756.37	\$779.37	\$803.08	\$827.53	\$851.82	\$876.85

Amend ARTICLE IX: WAGES AND LONGEVITY SECTION 3. Professional Development
Effective July 1, 2012 change the amount of Professional Development from \$350 to \$500 per year.

Add to ARTICLE IX: WAGES AND LONGEVITY new Section 6. Mileage
Mileage - Increase the travel mileage to \$.44/mile effective July 1, 2013.

Amend ARTICLE XII: SICK AND BEREAVEMENT LEAVE SECTION 16: Furlough Days
Any outstanding furlough days will be compensated on or after July 1, 2013 at the applicable rate. After the furlough days are paid out, Section 16 shall be deleted in its entirety.

Approved as to legality:

City Solicitor