

Memorandum of Agreement  
Between  
The City of Haverhill and The Conservation Officers, Animal Control Officers, Police Mechanics  
(Motor Equipment Repairmen), Police Building Maintenance Craftsmen/Custodians and Public  
Property Building Custodian Group – Teamsters Local #170

**Two year contract:**                    July 1, 2014 to June 30, 2015  
    July 1, 2015 to June 30, 2016

**WAGES**

**Article VII: WAGES AND LONGEVITY**

- Section 2. Animal Control Officers
- Section 3. Police Mechanics
- Section 4. Police Building Maintenance Craftsmen/Custodian
- Section 5. Building Custodian

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

**NO RETRO PAY**

**Add new paragraph to Article VII: WAGES AND LONGEVITY**

~~"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."~~

**STEP LANGUAGE**

**Delete language in Section 5: Article VII : WAGES AND LONGEVITY** beginning with "Step raises shall be twelve (12) months" and ending with "This may constitute a period of up to eighteen (18) months". Insert in its place the following: "Step raises shall be six (6) months apart from date of hire advancement."

**Replace all language listed in contract as Dog Officer/Dog Officers to Animal Control Officer/Animal Control Officers**

**MEDICAL BENEFITS LANGUAGE**

**Delete all language in Section 1. Article XVI MEDICAL BENEFITS 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**

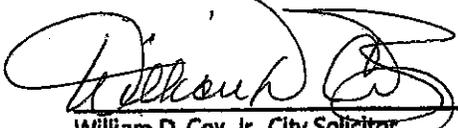
The City will establish Health Reimbursement Accounts pursuant to the current MGL c. 32B PEC agreement.

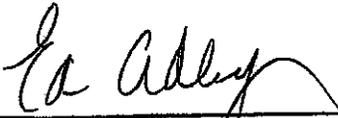
**Opt-Out Plan - A one-time opt out option**

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.

Date: May 14 2015

\_\_\_\_\_  
James J. Fiorentini, Mayor

  
\_\_\_\_\_  
William D. Cox, Jr., City Solicitor

  
\_\_\_\_\_  
Ed Adley, Teamsters Business Agent

  
\_\_\_\_\_  
Shop Steward



DOCUMENT  
**CITY OF HAVERHILL**

In Municipal Council

**ORDERED**  
MUNICIPAL ORDINANCE  
AN ORDINANCE RELATING TO SALARIES

CHAPTER  
CONSERVATION OFFICERS, DOG OFFICERS,  
POLICE MECHANICS (ME REPAIRMEN), POLICE  
BUILDING MAINTENANCE CRAFTSMEN/CUSTODIAN  
AND PUBLIC PROPERTY BUILDING CUSTODIAN GROUP

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

<b>EFFECTIVE 7/1/2014 1.5%</b>	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Senior Conservation Officer	\$ 1,034.29	\$ 1,100.31				
Conservation Officer	\$ 887.13	\$ 943.76				
Senior Animal Control Officer	\$ 633.79	\$ 669.10				
Animal Control Officer	\$ 553.24	\$ 588.54				
Police Mechanics (Motor Equipment Repairmen)	\$ 17.95	\$ 19.24	\$ 20.43	\$ 21.56		
Police Bldg Mtnce Craftsperson/Custodian	\$ 679.99	\$ 720.79				
Custodian	\$ 542.44	\$ 558.30	\$ 574.63	\$ 591.46	\$ 608.78	\$ 626.65

<b>EFFECTIVE 7/1/2015 1.5%</b>	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Senior Conservation Officer	\$ 1,049.80	\$ 1,116.81				
Conservation Officer	\$ 900.44	\$ 957.92				
Senior Animal Control Officer	\$ 643.29	\$ 679.14				
Animal Control Officer	\$ 561.54	\$ 597.37				
Police Mechanics (Motor Equipment Repairmen)	\$ 18.21	\$ 19.53	\$ 20.74	\$ 21.89		
Police Bldg Mtnce Craftsperson/Custodian	\$ 690.19	\$ 731.60				
Custodian	\$ 550.57	\$ 566.67	\$ 583.25	\$ 600.34	\$ 617.91	\$ 636.05

Approved as to legality:

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City Solicitor

MUNICIPAL ORDINANCE  
 AN ORDINANCE RELATING TO SALARIES

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 POLICE MECHANICS (ME REPAIRMEN), POLICE  
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