



Haverhill

Human Resources Department, Room 306

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Sheila Pelczar, HR Technician – spelczar@cityofhaverhill.com

TO: Mayor James J. Fiorentini
FROM: Denise McClanahan, HR Director
DATE: December 31, 2014
RE: Salary Ordinance & MOA submission

Attached please find an ordinance and Memorandum of Agreement for the Teamsters Engineering Group as a result of their recent negotiations. Please submit these documents to the next City Council meeting for action.

dIm

copy submitted for 1-6-15 mtg



DOCUMENT

CITY OF HAVERHILL

In Municipal Council

ORDERED:

MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIES

CHAPTER
ENGINEERING GROUP

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

EFFECTIVE 7/1/2012 1.5%	STEP 1	STEP 2	STEP 3
Jr. Draftsperson	\$ 606.68	\$ 645.00	\$ 699.77
Sr. Engineering Aide	\$ 736.31	\$ 772.39	\$ 825.25
Assistant Civil Engineer	\$ 876.65	\$ 939.74	\$ 1,083.76

EFFECTIVE 7/1/2013 1.5%	STEP 1	STEP 2	STEP 3
Jr. Draftsperson	\$ 615.78	\$ 654.68	\$ 710.27
Sr. Engineering Aide	\$ 747.36	\$ 783.98	\$ 837.62
Assistant Civil Engineer	\$ 889.80	\$ 953.83	\$ 1,100.01

Add new Section 4 under Article VII: WAGES

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

Approved as to legality:

City Solicitor

BACK UP COPY
Personnel

67-N



DOCUMENT 67-N

CITY OF HAVERHILL

In Municipal Council December 7 2010

ORDERED:

MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIES

CHAPTER
ENGINEERING GROUP

BE IT ORDAINED by the City Council of the City of Haverhill that Document 51-K of 2005 is hereby amended as follows:

EFFECTIVE 7/1/2008	0%
EFFECTIVE 7/1/2009	0%
EFFECTIVE 7/1/2010	0%
EFFECTIVE 7/1/11	2%

	Step 1	Step 2	Step 3
Jr. Draftsperson	\$ 597.71	\$ 635.47	\$ 689.43
Sr. Engineering Aide	\$ 725.43	\$ 760.98	\$ 813.05
Assistant Civil Engineer	\$ 863.69	\$ 925.85	\$ 1,067.74

Add the following new section (Section 4) to Article VII Wages:

Effective January 1, 2011 All employees who are bargaining unit members, who are members as of January 1, shall receive one hundred and twenty-five dollars (\$125) per year.

Amend Article XIII - Medical Benefits - Section 1 by deleting the 2nd & 3rd paragraphs and in its place insert the following:

It is agreed that as of July 1, 2010 the Employer shall pay eighty percent (80%) of the cost of a health maintenance organization, and the Employee shall pay twenty percent (20%). As of July 1, 2011, it is agreed that the Employer shall pay seventy-five (75%) of the cost of a health maintenance organization and the Employee shall pay twenty-five (25%) percent.

As of June 2005, all new employees hired or re-hired after said date shall pay twenty-five percent (25%) of the cost of a health maintenance organization and the Employer shall pay seventy-five percent (75%), unless otherwise negotiated.

New employees hired after January 1, 2010 shall pay a **thirty percent (30%)** Employee Health Insurance Contribution rate for both the PPO and HMO products.

Approved as to legality:

City Solicitor

PLACED ON FILE for at least 10 days

Attest: *Mr. Stary*

City Clerk

*Auditor
Personnel
Engineer*

IN CITY COUNCIL: December 21 2010

PASSED

Attest: *Mr. Stary*

APPROVED:

IA _____

Memorandum of Agreement
Between
The City of Haverhill and
Engineering Group
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 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.

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Article XIII: 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.

Delete from contract:

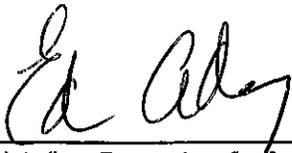
Both parties understand and agree that the city, apart from this contract, is currently negotiating with the Public Employee Commission (PEC) to join the Group Insurance Commission (GIC). Both parties also understand that there is currently legislation pending before the State legislature that will allow 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: 12/12/14

James J. Fiorentini, Mayor



Ed Adley, Teamsters Business Agent

William D. Cox, Jr., City Solicitor

WJC