



Haverhill

Human Resources Department, Room 306

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TO: Mayor James J. Fiorentini
FROM: Denise McClanahan, HR Director
RE: MOA & Salary Ordinance
DATE: August 20, 2015

Attached please find a salary ordinance and Memorandum of Agreement for the Highway/Park Department Group (Laborers-Local #175) as a result of their recent negotiations. Please submit these documents to the next City Council meeting for action.

Submitted
8/21 for
Council mtg
8/25

Memorandum of Agreement
Between
The City of Haverhill and The Highway/Park Department Group – Laborers – Local 175

Two year contract:

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

Wages

Replace Article VII: WAGES AND LONGEVITY Section 1 (Appendix A, B, & C) with the following:

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 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."

Storm Coordinator duties

Replace current language in Appendix A Section 2 with the following:

When the Highway General Foreperson is not on duty during severe weather events, as determined by the Highway Superintendent/designee a Highway Working Foreperson position shall be paid an extra \$ 1.00 per hour differential for acting as Storm Coordinator.

Meal Allowance

Increase meal allowance to \$12.50 per occurrence of event

Safety Officer

Increase rate from \$.25 per hour to \$1.00 per hour.

Union will be responsible for training of such individuals.

Tool Allowance

Increase tool allowance to \$500 per year for eligible employees (Mechanic, Welder and Truck Maintenance Man).

DPW Director will consider and/or approve any purchases for the department over \$500.

OT pay

Employees shall have the option of choosing payment at time and one-half rate for OT worked or take "time due".

O/C Stipend

Minimum of 4 hours

4 hour rest period

The City will provide a 4 hour rest period to be paid at straight time to those employees who have worked 24 hrs of overtime during long duration snow storms.

MASON

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

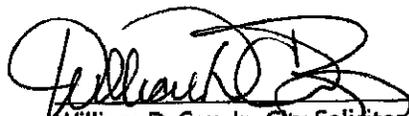
The City of Haverhill will provide a health insurance opt out option. Eligible employees who enroll in the program will receive a lump sum financial incentive payment. The amount will be \$1,500 for an individual and \$3,000 for a family. In order to be eligible for the program an employee must meet 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.

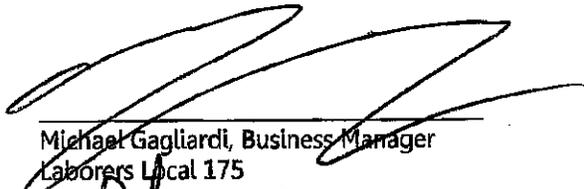
Effective date

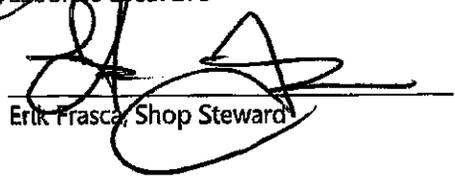
All proposals (except wage proposal and No Retro Pay) will become effective upon ratification by the Union group and approval by City Council.

Date: 8/18/15


James J. Fiorentini, Mayor


William D. Cox, Jr., City Solicitor


Michael Gagliardi, Business Manager
Laborers Local 175


Erik Frasca, Shop Steward



DOCUMENT

CITY OF HAVERHILL

In Municipal Council

ORDERED:

MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIES

CHAPTER
HIGHWAY/PARK DEPARTMENT

BE IT ORDAINED by the City Council of Haverhill that Document 82-B of 2013 is hereby amended as follows:

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
EFFECTIVE 7/1/14 1.5%						
Assistant Highway Superintendent	\$ 1,198.52	\$ 1,255.06	\$ 1,311.56	\$ 1,369.86	\$ 1,423.26	\$ 1,463.61
General Foreperson	\$ 23.70	\$ 25.46	\$ 26.06	\$ 27.21	\$ 28.28	
Working Foreperson (Garage)	\$ 22.43	\$ 24.19	\$ 24.80	\$ 25.93	\$ 27.04	
Working Foreperson (Traffic)	\$ 20.43	\$ 22.21	\$ 22.81	\$ 23.93	\$ 25.05	
Working Foreperson	\$ 19.78	\$ 21.57	\$ 22.16	\$ 23.27	\$ 24.40	
Welder	\$ 18.00	\$ 19.23	\$ 20.43	\$ 21.56		
ME Repairperson	\$ 18.00	\$ 19.23	\$ 20.43	\$ 21.56		
Mason	\$ 18.00	\$ 19.23	\$ 20.43	\$ 21.56		
MEO B&G (Front End) Loader & BG Sweeper	\$ 16.48	\$ 17.74	\$ 18.91	\$ 20.05		
MEO LHS Crane Operator	\$ 16.48	\$ 17.74	\$ 18.91	\$ 20.05		
PW Craftsperson	\$ 16.48	\$ 17.74	\$ 18.91	\$ 20.05		
Yardperson/Dispatcher	\$ 16.25	\$ 17.16	\$ 18.28	\$ 19.38		
MEO L&H (Sidewalk Plow)	\$ 16.25	\$ 17.16	\$ 18.28	\$ 19.38		
PW Maintenance Person	\$ 16.25	\$ 17.16	\$ 18.28	\$ 19.38		
Spray Painter	\$ 16.25	\$ 17.16	\$ 18.28	\$ 19.38		
MEO Laborer	\$ 15.65	\$ 16.57	\$ 17.68	\$ 18.80		
Laborer	\$ 15.18	\$ 16.09	\$ 17.19	\$ 18.33		
Highway/Park Maintenance Person	\$ 15.18	\$ 16.09	\$ 17.19	\$ 18.31		
Stores Delivery Person/Houseworker	\$ 13.56	\$ 13.95	\$ 14.36	\$ 14.36		
General Foreperson	\$ 23.71	\$ 25.47	\$ 26.06	\$ 27.21	\$ 28.29	
Working Foreperson/Tree	\$ 19.77	\$ 21.57	\$ 22.15	\$ 23.28	\$ 24.10	
Working Foreperson/Park Mntce Craftsperson	\$ 19.77	\$ 21.57	\$ 22.15	\$ 23.28	\$ 24.41	
Park Maintenance Craftsperson (Skylift Operator)	\$ 16.48	\$ 17.74	\$ 18.93	\$ 20.04		
Senior Groundswoker	\$ 16.24	\$ 17.16	\$ 18.29	\$ 19.37		
MEO LHS	\$ 16.24	\$ 17.16	\$ 18.29	\$ 19.37		
MEO/Groundswoker/Laborer	\$ 15.66	\$ 16.57	\$ 17.67	\$ 18.80		
Groundswoker	\$ 15.18	\$ 16.09	\$ 17.19	\$ 18.32		
Solid Waste Recycling Coordinator	\$ 942.13	\$ 970.24	\$ 997.54			
EFFECTIVE 7/1/15 1.5%						
Assistant Highway Superintendent	\$ 1,216.50	\$ 1,273.89	\$ 1,331.23	\$ 1,390.41	\$ 1,444.60	\$ 1,485.56
General Foreperson	\$ 24.05	\$ 25.84	\$ 26.46	\$ 27.62	\$ 28.70	
Working Foreperson (Garage)	\$ 22.77	\$ 24.55	\$ 25.17	\$ 26.32	\$ 27.45	
Working Foreperson (Traffic)	\$ 20.74	\$ 22.54	\$ 23.15	\$ 24.29	\$ 25.43	
Working Foreperson	\$ 20.08	\$ 21.89	\$ 22.49	\$ 23.62	\$ 24.77	
Welder	\$ 18.27	\$ 19.52	\$ 20.74	\$ 21.88		
ME Repairperson	\$ 18.27	\$ 19.52	\$ 20.74	\$ 21.88		
Mason	\$ 18.27	\$ 19.52	\$ 20.74	\$ 21.88		
MEO B&G (Front End) Loader & BG Sweeper	\$ 16.73	\$ 18.01	\$ 19.20	\$ 20.35		
MEO LHS Crane Operator	\$ 16.73	\$ 18.01	\$ 19.20	\$ 20.35		
PW Craftsperson	\$ 16.73	\$ 18.01	\$ 19.20	\$ 20.35		

Yardperson/Dispatcher	\$ 16.49	\$ 17.42	\$ 18.55	\$ 19.67	
MEO L&H (Sidewalk Plow)	\$ 16.49	\$ 17.42	\$ 18.55	\$ 19.67	
PW Maintenance Person	\$ 16.49	\$ 17.42	\$ 18.55	\$ 19.67	
Spray Painter	\$ 16.49	\$ 17.42	\$ 18.55	\$ 19.67	
MEO Laborer	\$ 15.88	\$ 16.81	\$ 17.94	\$ 19.08	
Laborer	\$ 15.40	\$ 16.33	\$ 17.45	\$ 18.60	
Highway/Park Maintenance Person	\$ 15.40	\$ 16.33	\$ 17.45	\$ 18.58	
Stores Delivery Person/Houseworker	\$ 13.76	\$ 14.16	\$ 14.58	\$ 14.58	
General Foreperson	\$ 24.06	\$ 25.85	\$ 26.46	\$ 27.62	\$ 28.71
Working Foreperson/Tree	\$ 20.07	\$ 21.90	\$ 22.48	\$ 23.63	\$ 24.46
Working Foreperson/Park Mntce Craftsperson	\$ 20.07	\$ 21.90	\$ 22.48	\$ 23.63	\$ 24.77
Park Maintenance Craftsperson (Skylift Operator)	\$ 16.73	\$ 18.01	\$ 19.21	\$ 20.34	
Senior Groundswoker	\$ 16.48	\$ 17.42	\$ 18.56	\$ 19.66	
MEO LHS	\$ 16.48	\$ 17.42	\$ 18.56	\$ 19.66	
MEO/Groundswoker/Laborer	\$ 15.89	\$ 16.81	\$ 17.93	\$ 19.08	
Groundswoker	\$ 15.40	\$ 16.33	\$ 17.45	\$ 18.59	
Solid Waste Recycling Coordinator	\$ 956.27	\$ 984.79	\$ 1,012.51		

Amend Appendix A Section 2 by deleting the words beginning with "Working Foreman (Traffic)" and ending with "Storm Coordinator" and in its place thereof insert the following:

When the Highway General Foreperson is not on duty during severe weather events, as determined by the Highway Superintendent/designee, a Highway Working Foreperson position shall be paid an extra \$1.00 per hour differential for acting as Storm Coordinator.

Amend Appendix A Section 3. Tool Allowance by the following:

Delete the rate of \$350 per year and insert in its place \$500 per year

Amend Article VII: Wages Section 5. Training Officer

Delete the rate of \$.25 per hour and insert in its place \$1.00 per hour

Amend Article VII: Wages Section 8: Meal Allowance

Delete the allowance of \$10.00 and insert in its place \$12.50

Approved as to legality:

City Solicitor