



Haverhill

Human Resources Department, Room 306

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TO: Mayor James J. Fiorentini

FROM: Mary Carrington, Human Resources Director

DATE: April 4, 2014

RE: Salary Ordinance & MOA submission

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

MC/dlm

Conf

Section 6. 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.

Section 7. Mileage

Mileage - Increase the travel mileage to \$.44/ mile.

ARTICLE X: SICK AND BEREAVEMENT LEAVE

Section 16. Furlough Days – Any outstanding furlough days owed to members will be compensated before the end of the 2014 fiscal year.

Delete Section in its entirety

ARTICLE XIII: MEDICAL BENEFITS

Section 1. Health Insurance

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 (PEC). 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.

Article XIV: Safety and Defective Equipment Safety

City will provide a vest or jacket, at the City's expense and discretion which identifies employees of the Inspectional Services Department. The City will also provide an Identification Badge.

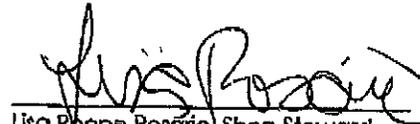
Date: January 16, 2014

James J. Fiorentini, Mayor

William D. Cox, Jr., City Solicitor



Ed Adley, Teamsters Business Agent



Lisa Roope Rosario, Shop Steward

Amend Appendix I, II, III (Professional Development sections) by the following:

Effective July 1, 2012 - Increase the amount of Professional Development Allowance from \$350 to \$500 per year. This shall not be paid by separate check.

Effective upon passage amend Appendix I, II, IV Travel Allowance sections by the following:

Mileage reimbursement rate will be at \$0.44¢ per mile.

Effective upon passage add to Appendix III "Section 3. Travel Allowance" and the following wording:

\$200 per month will be granted for members using their own vehicles on a monthly basis. Mileage reimbursement rate will be at 44¢ per mile. The City will make every effort to provide city vehicles for such employees.

Effective upon passage amend Appendix III by adding "Section 3. Out of Grade" and the following wording:

When the Local Building Inspector is assigned to or serves in the absence of the Building Inspector, he/she shall be paid an out-of-grade rate of \$10 per day.

Effective upon passage add to Appendix IA "Section 2. Travel Allowance" and the following wording:

\$200 per month will be granted for members using their own vehicles on a monthly basis. Mileage reimbursement rate will be at 44¢ per mile. The City will make every effort to provide city vehicles for such employees.

Effective 7/1/14 add to Appendix IA "Section 3. Professional Development" and the following wording:

Effective July 1, 2014, the Rehabilitation Specialist position will become eligible for the Professional Development allowance of \$500 per year. This shall not be paid by separate check. This includes a boot allowance.

Effective upon passage amend Article X - SICK AND BEREAVEMENT LEAVE Section 16. Furlough Days

Any outstanding furlough days owed to members will be compensated before the end of the 2014 fiscal year.

Approved as to legality:

City Solicitor