



# Haverhill

Human Resources Department, Room 306

Phone: (978) 374-2357 Fax: (978) 374-2343

Denise McClanahan, HR Director – [dmcclanahan@cityofhaverhill.com](mailto:dmcclanahan@cityofhaverhill.com)

Sheila Pelczar, HR Technician – [spelczar@cityofhaverhill.com](mailto:spelczar@cityofhaverhill.com)

TO: Mayor James J. Fiorentini  
FROM: Denise McClanahan, HR Director  
DATE: October 2, 2015  
RE: Salary Ordinance & MOA submission

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

dIm

*Submitted to Council 10-6-15*

Memorandum of Agreement  
Between  
THE CITY OF HAVERHILL and THE INSPECTIONAL & NURSING SERVICES GROUP – Teamsters Local #170

**Two year contract:**

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

**Wages**

**General wage increase as follows:**

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

**Position upgrade**

Sanitary Inspector position shall be upgraded to Sr. Sanitary Inspector upon receipt of Soil Evaluator license provided by the State.

**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."

**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.

Date:

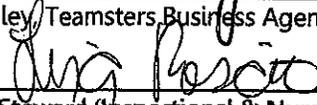
9/28/15

James J. Fiorentini, Mayor

William D. Cox, Jr., City Solicitor



Ed Adley, Teamsters Business Agent



Shop Steward (Inspectional & Nursing Services Group)



DOCUMENT

CITY OF HAVERHILL

In Municipal Council

ORDERED:

MUNICIPAL ORDINANCE  
AN ORDINANCE RELATING TO SALARIES

CHAPTER  
INSPECTIONAL & NURSING SERVICES GROUP

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

**EFFECTIVE 7/1/2014 1.5%**

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5			
Local Building Inspector	\$ 47,393.09	\$ 49,295.90	\$ 51,198.72	\$ 53,246.68	\$ 55,376.53			
	STEP 1	STEP 2	STEP 3					
Sr. Sanitary Inspector	\$ 942.13	\$ 970.24	\$ 997.54					
	STEP 1	STEP 2	STEP 3	STEP 4				
Sanitary Inspector	\$ 803.39	\$ 828.22	\$ 914.69	\$ 942.12				
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
Community Health Coordinator	\$ 869.51	\$ 869.51	\$ 898.47	\$ 939.25	\$ 980.27	\$ 1,021.13	\$ 1,062.05	
Nurse Leader	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	
	\$ 1,103.24	\$ 1,144.04	\$ 1,184.96	\$ 1,226.01	\$ 1,266.94	\$ 1,307.84	\$ 1,348.81	
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
Public Health Nurse	\$ 836.09	\$ 836.09	\$ 863.92	\$ 976.39	\$ 942.56	\$ 981.85	\$ 1,021.20	
	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	
	\$ 1,060.81	\$ 1,100.04	\$ 1,139.39	\$ 1,178.85	\$ 1,218.21	\$ 1,257.54	\$ 1,296.94	
	STEP 1							
Rehabilitation Specialist	\$ 827.91							

**EFFECTIVE 7/1/2015 1.5%**

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5			
Local Building Inspector	\$ 48,103.99	\$ 50,035.34	\$ 51,966.70	\$ 54,045.38	\$ 56,207.18			
	STEP 1	STEP 2	STEP 3					
Sr. Sanitary Inspector	\$ 956.27	\$ 984.79	\$ 1,012.51					
	STEP 1	STEP 2	STEP 3	STEP 4				
Sanitary Inspector	\$ 815.44	\$ 840.64	\$ 928.41	\$ 956.25				
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
Community Health Coordinator	\$ 882.55	\$ 882.55	\$ 911.94	\$ 953.34	\$ 994.97	\$ 1,036.45	\$ 1,077.98	
Nurse Leader	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	
	\$ 1,119.79	\$ 1,161.20	\$ 1,202.74	\$ 1,244.40	\$ 1,285.95	\$ 1,327.46	\$ 1,369.05	
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
Public Health Nurse	\$ 848.63	\$ 848.63	\$ 876.88	\$ 991.04	\$ 956.70	\$ 996.58	\$ 1,036.52	
	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	
	\$ 1,076.72	\$ 1,116.54	\$ 1,156.48	\$ 1,196.53	\$ 1,236.49	\$ 1,276.41	\$ 1,316.39	
	STEP 1							
Rehabilitation Specialist	\$ 840.32							

Approved as to legality:

\_\_\_\_\_  
City Solicitor