

AGREEMENT BETWEEN THE
CITY OF HAVERHILL

AND
THE HAVERHILL POLICE SUPERIOR AND EXECUTIVE OFFICERS UNION

This agreement modifies the existing collective bargaining agreement (7/1/2008 - 6/30/2011) for the term 7/1/2011 - 6/30/2012. All terms of the existing collective bargaining agreement are extended except as they are modified by this agreement. Unless otherwise provided, all provisions of this agreement become effective on the date the contract has been ratified both by the Union membership and funded (or otherwise approved) by City Council.

1. Wages

Effective 7/01/2011 - 2% increase to all pay steps and rank

2. Article XV (Clothing Allowance)

Replace Article XV with language below, increase all pay steps by \$1,750.00.

New "Article XV - Clothing

Each member of this Union will be responsible for the purchase of Chevrons, Gold Braid, Brass, and all other uniform markings that have to be applied to the uniform to differentiate the Superior officers' uniforms. It is hereby specifically agreed that any protective equipment required by an officer for the performance of his/her duty shall be supplied by the City. Any requirements for a new original issue or item of clothing or equipment prescribed by the Department shall be furnished to the members of the Department at the City's expense. This, however, shall not include items of clothing or equipment used by the members of the Department at their own request."

3. Article XXIII (3.) - Hazardous Duty Pay

Eliminate Article XXIII (3.) - Hazardous Duty pay, increase all pay steps by \$700.00.

4. Article XXXVII - Shooting and Legal Update Allowance

Eliminate Article XXXVII, increase all pay steps by \$500.00

5. Article XXIX - Educational Incentive

Amend Article XXIX D.- Educational Incentive as follows:

"The payments as described in paragraph B above shall be made in one annual payment, during November of each fiscal year."

6. In exchange for the agreeing to proposals 2, 3 and 4 above, the Union agrees to proposal 5, and further agrees to withdraw the arbitration demand filed regarding "weekly pay of educational benefits."

7.+8 (see next page).

7. The city agrees to supply to the members a health care plan and to pay the premium splits in the agreement dated February 18 2010. That plan shall be either the Value Plan currently in effect with city employees, or a new plan if a new plan is adopted by a PEC established by the city or mandated by law. In the event that the city, through a PEC or as otherwise allowed by legislative action, either changes the health care plan or joins the GIC, then the new plan adopted by the PEC or mandated by legislation or the GIC, shall supersede the existing plan.

8. Promotions, effective with the 2011 civil service examinations, the city may use an assessment center for the purpose of evaluation promotional candidates. The results the said assessment center shall compromise 40% of a candidates total score.

Union:

City:

Sgt [Signature]
Sgt [Signature]
Joseph [Signature]
[Signature]

[Signature]

Approved as to legality:

[Signature]

AGREEMENT BETWEEN THE

CITY OF HAVERHILL and

THE HAVERHILL POLICE SUPERIOR AND EXECUTIVE OFFICERS UNION

WHEREAS, only two individuals in the Haverhill Police Department passed the most recent Lieutenant's civil service examination; and

WHEREAS, the Haverhill Police Superior And Executive Officers Union ("Union") and the City of Haverhill wish to avoid litigation regarding the City's decision to not conduct an "assessment center" for potential promotions from the rank of Sergeant to Lieutenant at this time;

THEREFORE, the parties agree as follows:

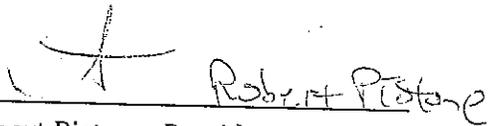
1. Should a vacancy in the rank of Lieutenant occur during the life of the present examination list, the City will conduct an assessment center in order to rank the candidates for that position.
2. As long as there is a candidate for promotion, the City agrees that it will not seek to administer a police promotional examination more than once every two years.
3. In the future, the City agrees that assessment centers will be used "Post-List Establishment" as described in Option "A" of the Massachusetts Human Resources Division guideline "Assessment Centers - Use in Civil Service Promotions," which guideline is attached hereto as appendix A.
4. The parties acknowledge that the Mayor shall at all times retain his discretion to not make a promotion off a civil service promotional list containing less than three (3) candidates.

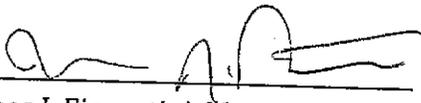
Agreed to this ___ Day of March, 2012.

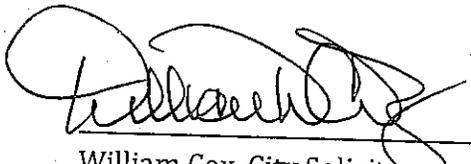
CITY OF HAVERHILL

HAVERHILL POLICE SUPERIOR AND
EXECUTIVE OFFICERS UNION


Alan R. DeNaro, Chief of Police


Robert Pistone, President


James J. Fiorentini, Mayor


William Cox, City Solicitor

APPENDIX A

Massachusetts Human Resources Division
Organizational Development Group/Civil Service Unit
One Ashburton Place, Third Floor
Boston, MA 02108
Voice: 617-727-3777; Fax: 617-727-0399

ASSESSMENT CENTERS – USE IN CIVIL SERVICE PROMOTIONS

- A. POST-LIST ESTABLISHMENT – will have no affect on the relative ranking of the individuals on the eligible list. Primarily used to select the best candidate among the top three individuals who sign a certification as willing to accept. May also be used as a mechanism to garner reasons for selection if someone other than the highest person on the list is promoted.

No delegation agreement is required. HRD, at the appointing authority's request, will assist in the assessment center development process. There is no requirement that HRD be involved in the assessment center process.

Process:

Municipal department participates in HRD's written examination and education and experience rating process.

HRD establishes the eligible list based on these two examination components plus applicable statutory preferences.

Appointing authority requisitions a certification to fill vacancies and the certification is issued. Appointing authority conducts local assessment center activities.

The promotion is made and submitted to HRD for review and approval.

- B. ASSESSMENT CENTER USED AS A WEIGHTED, GRADED EXAMINATION COMPONENT - may have an affect on the relative ranking of individuals on the eligible list. HRD will be in attendance during the administration of the assessment center.

Process:

Appointing authority sends a written request to the Personnel Administrator to include an assessment center as a weighted, graded examination component of the promotional selection process.

HRD issues a delegation agreement to the appointing authority.

Process:

Appointing authority sends a written request to the Personnel Administrator indicating that s/he desires to use an assessment center process as the sole ranking device from which to produce an eligible list.

HRD issues a delegation agreement to the appointing authority.

Appointing authority hires a qualified consultant, approved by HRD, to work with the appointing authority and HRD to: determine the attributes to be evaluated by the assessment center which are based on job analysis data; design, develop, and construct the assessment center exercises; administer and score the assessment center exercises which includes determination of an appropriate scoring scheme and training of the assessors; and establish the eligible list.

Appointing authority issues an examination announcement indicating the attributes that will be evaluated in the assessment center.

Individuals indicate their interest in participating in the assessment center to the appointing authority.

Assessment center is conducted and consultant works with HRD to establish the eligible list.

Eligible list is forwarded to the appointing authority who may issue a certification whenever a vacancy occurs and approve the promotion. The only time that HRD must be involved in this promotional process is when someone other than the highest ranked individual is promoted. Then, the reasons for bypass or selection must be sent to HRD for review and approval before the promotion may be enacted.

Cautionary note: You may want to discuss this examination type with your union representatives since some consider this process a change in working conditions and, therefore, bargainable.

All statutory eligibility provisions (Four or more individuals permanently appointed in the next lower grade for one year must apply. If that does not occur, the process is postponed and opened up to individuals permanently appointed for one year in the next lower grade) and preferences (veterans or 25 years of service points) apply.

AGREEMENT BETWEEN THE
CITY OF HAVERHILL

and
THE HAVERHILL POLICE SUPERIOR AND EXECUTIVE OFFICERS UNION

This agreement modifies the existing collective bargaining agreement (7/1/05 – 6/30/08 Agreement) for the term 7/1/2008 – 6/30/2011. All terms of the existing collective bargaining are extended except as they are modified by this agreement. Unless otherwise provided, all provisions of this agreement become effective on the date the contract has been ratified both by the Union membership and funded (or otherwise approved) by City Council.

1. WAGES

a. 7/1/08 – 0%

7/1/09 – 0%

7/1/10 – 0%

b. Effective 7/01/10, the following stipends will be incorporated into the base pay of members of the bargaining unit and be paid on a weekly basis, but will not apply to the calculation of overtime, Educational Incentive, or Longevity:

Clothing Allowance (Article XV)

Hazardous Duty Pay (Article XXIII (3.))

Shooting and Legal Update Allowance (Article XXXVII)

2. USE OF CIVILIANS TO HANDLE DETAILS ON CITY RUN PROJECTS

On all City run projects, including projects run by or for the Water and Waste Water Departments, the City may hire civilian flagmen to direct traffic. On a project in which the City in the exercise of its discretion determines to use a police detail then members of the bargaining unit shall continue to participate in such assignments.

3. HEALTH INSURANCE

The City's contribution to the HMO will be 75% and the employee contribution will be 25%. For employees hired after July 1, 2010, the split will be 70%/30%.

The HMO/PPO provided will be the "Blue Cross/Blue Shield Value Option Plan." Co-payments will be as described on Exhibit A. hereto.

The union agrees that it will support and vote at the PEC and at the IAC for the City's entrance to the GIC at current premium contribution rates and that this agreement to participate in the Blue Cross/ Blue Shield Value Option Plan shall not operate to limit the City in any rights it may hereafter be granted with respect to Health Insurance plan design.

4. EDUCATIONAL INCENTIVE

Replace current Article XXIX with the following:

ARTICLE XXIX

EDUCATIONAL INCENTIVE

- A. It is the intent of both parties that the City's obligation to make educational incentive payments under the so-called Quinn Bill be phased out, and, accordingly, only those bargaining unit members who are on the active payroll of the Haverhill Police Department on February 7, 2010 and active members this bargaining unit on February 7, 2010 shall be entitled to payments. Members are entitled to payments only at the educational level they are receiving on February 7, 2010, and no further educational incentives shall be granted for education obtained after February 7, 2010.
- B. During the phase out period of the Quinn Bill payments, the City shall pay to bargaining unit members eligible as set forth above, educational incentive payments according to the following schedule:
- 10% for an Associate's degree in law enforcement or 60 points earned towards a Baccalaureate degree in law enforcement from an accredited institution.
 - 20% for a Baccalaureate degree in law enforcement from an accredited institution.
 - 25% for a Master's degree in law enforcement or for a degree in law from an accredited institution.
- C. The payments as described in paragraph B above shall be made by the City regardless of whether the State reimburses the City for all or any portion of the

payments and regardless of any legislative changes to G.L. c. 41, §108L, including, but not limited to, potential legislative changes that authorize the City to modify such payments. No eligible member shall receive any educational incentive payment greater than that specified in this Article.

- D. The payments as described in paragraph B above shall be made in weekly installments commencing 7/1/2010. The weekly installment payments will not affect overtime, longevity, holiday pay, or other contractual payments tied to weekly base pay.

- E. In the event that a member of the bargaining unit who is not eligible for payment of education incentive benefits pursuant to paragraphs A and B above, obtains such benefits notwithstanding the Contract language of paragraphs A and B above, through any forum, and thus avoids the intended Quinn Bill phase out, then such person(s) shall not be paid in accordance with Wage Scale A but shall be paid in accordance with Wage Scales B-D. Wage Scale A applies to persons receiving payment in accordance with the intended Quinn Bill phase out set forth in paragraphs A and B above; Wage Scale B shall apply to persons who obtain benefits as a result of an Associate's Degree and is 10% below Wage Scale A; Wage Scale C shall apply to persons who obtain benefits as a result of a Bachelor's Degree and is 15% below Wage Scale A; Wage Scale D shall apply to persons who obtain benefits of a Master's Degree or equivalent and is 20% below Wage Scale A.

The Union will not support or finance or encourage any litigation to avoid or undermine the Quinn Bill phase-out.

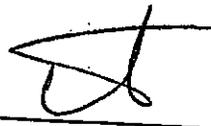
5. FURLOUGH DAYS

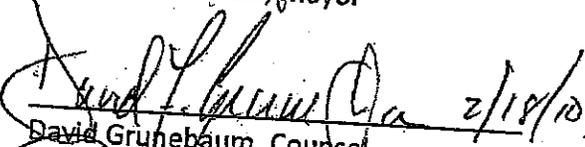
In the event that any other unionized City employees are furloughed in Fiscal Year 2011 (7/1/10-6/30/11), then the Union will agree to be furloughed for no more than 5 days. Upon separation from employment, employees will be reimbursed for lost wages from the furlough days. The Union will cooperate with the Chief of Police to schedule furlough days off.

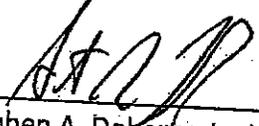
6. USE OF CIVILIANS TO ANSWER TELEPHONES OR PERFORM DISPATCH FUNCTIONS

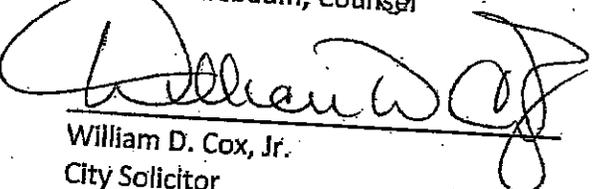
The association has no objection to the City being allowed to use civilians to handle dispatch functions at the Police Station.

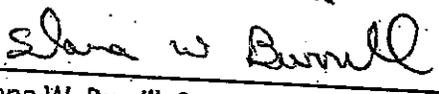

James J. Fiorentini, Mayor

 2-18-10
Robert P. Pistone, Jr., President

 2/18/10
David Grunebaum, Counsel

 2/18/10
Stephen A. Doherty, Jr., Vice President


William D. Cox, Jr.
City Solicitor

 2/18/10
Dana W. Burrill, Secretary/Treasurer

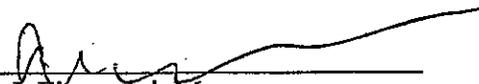
 2/18/10
Brian Decker, Counsel
Sandulli and Grace

City of Haverhill

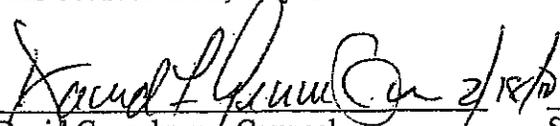
Haverhill Superior and Executive Officers
Association

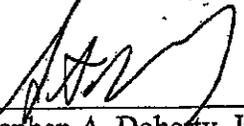
Side Letter to Superior Officers Agreement of 2/17/10

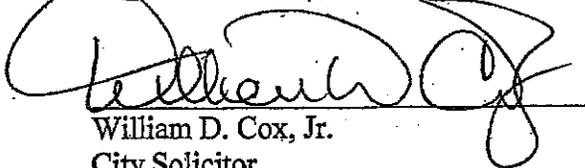
Any member of the bargaining unit who, as of 1/1/10, has 30 or more credits towards an Associates Degree, is currently enrolled in an Associates Degree program and anticipates obtaining his Associates Degree as of 6/1/12, shall be eligible for educational incentive at the Associates Degree level upon obtaining his Associates Degree.

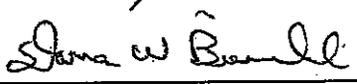

James J. Fiorentini, Mayor

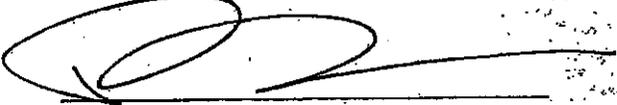
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 2/18/10
Dana W. Burrill, Secretary/Treasurer


Brian Decker, Counsel
Sandulli and Grace

City of Haverhill

**Haverhill Superior and Executive
Officers Association**

Memorandum of Agreement between the City of Haverhill and the Haverhill Superior and Executive Officers subject to ratification by the union and funding by the Haverhill City Council.

The parties agree on a collective bargaining agreement for the contract term of July 1, 2002-June 30, 2005 and for a term of July 1, 2005 through June 30, 2008. Except as modified herein all terms of existing agreement shall continue.

Under Article XXIII: Salaries

EFFECTIVE 7/1/2002 0%

EFFECTIVE 7/1/2003 0%

EFFECTIVE 7/1/2004 Increase base wage rates by 1%

EFFECTIVE 1/1/2005 Increase base wage rates by 2%

EFFECTIVE 7/1/2005 Increase base wage rates by 1.5%

Amend Article XIX Hospitalization Coverage to read as follows:

Effective 7/1/05 It is agreed that the Employer shall pay eighty-five percent (85%) of the cost of a health maintenance organization and the Employee shall pay fifteen percent (15%).

EFFECTIVE 1/1/2006 Increase base wage rates by 2%

Effective January 1, 2006 Every member of the Bargaining Unit will receive a differential of one-half percent (0.5%) computed on their annual salary. paid weekly.

EFFECTIVE 6/30/2006 Increase base wage rates by 2%

EFFECTIVE 1/1/08 Increase base wage rates by 2%

Effective June 30, 2006 Every member of the Bargaining Unit will receive a differential of one percent (1%) computed on their annual salary. paid weekly.

Amend Article XIX Hospitalization Coverage to read as follows:

Effective 7/1/2006 It is agreed that the Employer shall pay eighty percent (80%) of the cost of a health maintenance organization and the Employee shall pay twenty percent (20%).

Amend Article XIX Hospitalization Coverage to read as follows:

Effective upon passage - It is agreed that all new employees shall pay twenty-five percent (25%) of the cost of a health maintenance organization and the Employer shall pay seventy-five percent (75%).

Canadian Drugs:

Upon ratification and acceptance the Union agrees that its members may participate in the City's Canadian Prescription Drug Program.

Health Insurance Co-pays:

Upon ratification and at such time as the Mayor shall determine the health insurance co-pays for office visits shall increase from \$5.00 to \$10.00 and emergency room visits shall increase from \$25.00 to \$50.00.

Civilian Dispatchers:

The city may use civilian dispatchers provided that there shall always be one sworn officer on dispatch and further provided that the minimum staff on patrol as determined by the Chief shall not be changed to cover for an absent dispatcher.

Residency:

All police officers hired on or before 2/10/04 shall be exempt from the City's residency requirements, however, must still comply with residency requirements as set by state law.

Private Duty Details:

Effective upon ratification the hourly rate of pay shall be increased by \$1.00; Effective January 1, 2007 the hourly rate of pay shall be increased by an additional \$1.00.

Longevity:

Those portions of the agreement pertaining to "Senior Stipend" shall be deleted however, bargaining unit members currently participating in the senior stipend may complete their participation. Effective upon ratification a new step shall be added to longevity as follows: "30 years ... 3% of base wage"

Training Pay:

Upon ratification the current stipend of \$10.00 per week shall be counted as regular compensation. The current 8 hour off the clock training shall hereafter be on the clock and officers not on the day shift, may be reassigned to the day shift for said 8 hours of training as may be designated by the Chief of Police each fiscal year

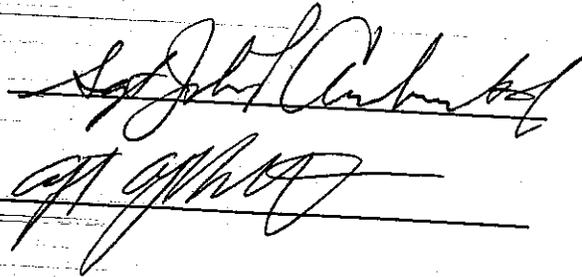
Litigation:

All pending litigation filed by the union relating to "must fill" shall be withdrawn with prejudice. All "must fill" language in the contract shall be deleted. Effective 1/1/07 increase base wage rates by 1%

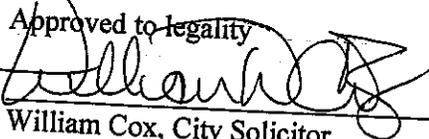
Reopener:

In the event that any City union (excluding the School Department Unions) shall settle for greater increase in compensation in FY07 or FY08, the City and Union agree to reopen compensation negotiation.





Approved to legality


William Cox, City Solicitor

63-C



DOCUMENT 63-C

Personnel

CITY OF HAVERHILL

In Municipal Council August 8 2006

ORDERED:

MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIES

CHAPTER
SUPERIOR OFFICERS

BE IT ORDAINED by the City Council of the City of Haverhill that Document 9Y of 2001 as amended is hereby further amended as follows:

By adding under Article XXIII Section 1. Salaries the following:

"EFFECTIVE 7/1/2002	0%			
EFFECTIVE 7/1/2003	0%			
EFFECTIVE 7/1/2004 1%		STEP 1	STEP 2	STEP 3
CAPTAIN		\$ 1,077.21	\$ 1,142.83	\$ 1,183.96
LIEUTENANT		\$ 976.35	\$ 1,035.76	\$ 1,073.04
SERGEANT		\$ 904.86	\$ 959.86	\$ 994.42
EFFECTIVE 1/1/2005 2%		STEP 1	STEP 2	STEP 3
CAPTAIN		\$ 1,098.75	\$ 1,165.68	\$ 1,207.64
LIEUTENANT		\$ 995.87	\$ 1,056.47	\$ 1,094.51
SERGEANT		\$ 922.96	\$ 979.06	\$ 1,014.30
EFFECTIVE 7/1/2005 1.5%		STEP 1	STEP 2	STEP 3
CAPTAIN		\$ 1,115.23	\$ 1,183.17	\$ 1,225.76
LIEUTENANT		\$ 1,010.81	\$ 1,072.32	\$ 1,110.92
SERGEANT		\$ 936.80	\$ 993.75	\$ 1,029.52
EFFECTIVE 1/1/2006 2%		STEP 1	STEP 2	STEP 3
CAPTAIN		\$ 1,137.54	\$ 1,206.83	\$ 1,250.27
LIEUTENANT		\$ 1,031.03	\$ 1,093.76	\$ 1,133.14
SERGEANT		\$ 955.54	\$ 1,013.62	\$ 1,050.11
EFFECTIVE 6/30/2006 2%		STEP 1	STEP 2	STEP 3
CAPTAIN		\$ 1,160.29	\$ 1,230.97	\$ 1,275.28
LIEUTENANT		\$ 1,051.65	\$ 1,115.64	\$ 1,155.80
SERGEANT		\$ 974.65	\$ 1,033.89	\$ 1,071.11
Effective immediately add \$10 training stipend to base*		STEP 1	STEP 2	STEP 3
CAPTAIN		\$ 1,170.29	\$ 1,240.97	\$ 1,285.28
LIEUTENANT		\$ 1,061.65	\$ 1,125.64	\$ 1,165.80
SERGEANT		\$ 984.65	\$ 1,043.89	\$ 1,081.11
EFFECTIVE 1/1/2007 1%		STEP 1	STEP 2	STEP 3
CAPTAIN		\$ 1,181.99	\$ 1,253.38	\$ 1,298.13
LIEUTENANT		\$ 1,072.27	\$ 1,136.90	\$ 1,177.46
SERGEANT		\$ 994.49	\$ 1,054.33	\$ 1,091.92

SALS
Superior &
Police
Officers
63-C

EFFECTIVE 1/1/2008 2%	STEP 1	STEP 2	STEP 3
CAPTAIN	\$ 1,205.63	\$ 1,278.44	\$ 1,324.09
LIEUTENANT	\$ 1,093.71	\$ 1,159.63	\$ 1,201.01
SERGEANT	\$ 1,014.38	\$ 1,075.42	\$ 1,113.76 "

Effective immediately amend Article XII Section 1 as follows:

Delete: "A rate of thirty-six (\$36) dollars per hour." **Insert in its place thereof:** "A rate of thirty-seven (\$37) dollars per hour."

Effective 1/1/07 amend Article XII Section 1 as follows:

Delete: "A rate of thirty-seven (\$37) dollars per hour." **Insert in its place thereof:** "A rate of thirty-eight (\$38) dollars per hour."

Effective immediately amend Article XXIII by inserting the following:

"Employees will refrain from charging the City for travel time to the annual NERPE training. Officers not on the day shift may be reassigned to the day shift for said 8 hours of training as may be designated by the Chief of Police each fiscal year.

*This is in exchange for the modification/changes in the Training Pay paragraph."

Effective upon passage amend Article XXIII Section 2 to add the following:

Insert after the words "25 years \$1200" the following: "30 years - 3% of base wage"

Also amend the section as follows (2nd paragraph):

"The provisions of this paragraph will remain in effect for those Bargaining Unit members currently receiving the Senior Stipend benefit, who shall not be eligible to receive the thirty (30) year longevity payment. Otherwise this paragraph is stricken in its entirety. "

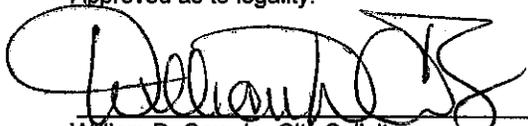
Amend Article XXX Differentials to add the following:

"Effective January 1, 2006 every member of the Bargaining Unit will receive a shift differential of one-half percent (0.5%) computed on their base wages (to be paid weekly)."

Effective 6/30/06 delete the above Article XXX Differentials amendment and insert in its place thereof:

"Effective June 30, 2006 Every member of the Bargaining Unit will receive a shift differential of one percent (1%) computed on their base wages (to be paid weekly)."

Approved as to legality:



William D. Cox, Jr., City Solicitor

PLACED ON FILE for at least 10 days

Attest: 

City Clerk



Personnel

CITY OF HAVERHILL

In Municipal Council July 24 2001

~~FORWARDED~~

MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIES

CHAPTER
HAVERHILL SUPERIOR
AND EXECUTIVE OFFICERS

BE IT ORDAINED by the City Council of the City of Haverhill that Document 17-M of 1999 as amended is hereby further amended by the following:

ARTICLE XXIII (Section 1. Salaries)

CAPTAIN	STEP I	STEP II	STEP III
07/01/2000	\$ 1,035.47	\$ 1,098.55	\$ 1,138.10
07/01/2001	\$ 1,066.54	\$ 1,131.51	\$ 1,172.24
LIEUTENANT			
07/01/2000	\$ 938.52	\$ 995.63	\$ 1,031.48
07/01/2001	\$ 966.68	\$ 1,025.50	\$ 1,062.42
SERGEANT			
07/01/2000	\$ 869.81	\$ 922.68	\$ 955.89
07/01/2001	\$ 895.90	\$ 950.36	\$ 984.57

Step I is for temporary or acting positions. Step II is for a permanent appointment.
Step II to Step III is one year.

ARTICLE XXIII (Section 3. Hazardous Duty Pay)

Effective July 1, 2001 - Seven Hundred Dollars (\$700) will be paid per annum.

Effective upon passage by the City Council

Approved as to legality:

City Solicitor

PLACED ON FILE for at least 10 days

Attest:

City Clerk

IN CITY COUNCIL: August 14 2001

PASSED

Attest:

Assistant City Clerk

APPROVED:

Mayor

*City Clerk
Personnel
Police
Auditor*

MEMORANDUM OF AGREEMENT
 BETWEEN
 THE CITY OF HAVERHILL
 AND
 THE HAVERHILL SUPERIOR AND EXECUTIVE OFFICERS

The parties agree on a collective bargaining agreement for the contract term of July 1, 2000 - June 30, 2002.

Appendix A - Captains

July 1, 2000 2%	<u>Step I</u>	<u>Step II</u>	<u>Step III</u>
Captain	\$1,035.47	\$1,098.55	\$1,138.10
July 1, 2001 3%	<u>Step I</u>	<u>Step II</u>	<u>Step III</u>
Captain	\$1,066.54	\$1,131.51	\$1,172.24

Appendix B - Lieutenants

July 1, 2000 2%	<u>Step I</u>	<u>Step II</u>	<u>Step III</u>
Lieutenant	\$938.52	\$995.63	\$1,031.48
July 1, 2001 3%	<u>Step I</u>	<u>Step II</u>	<u>Step III</u>
Lieutenant	\$966.68	\$1,025.50	\$1,062.42

Appendix C - Sergeants

July 1, 2000 2%	<u>Step I</u>	<u>Step II</u>	<u>Step III</u>
Sergeant	\$869.81	\$922.68	\$955.89
July 1, 2001 3%	<u>Step I</u>	<u>Step II</u>	<u>Step III</u>
Sergeant	\$895.90	\$950.36	\$984.57

Step I is for temporary or acting positions
 Step II is for a permanent appointment
 Step II to Step III is one year

Hazardous Duty Pay

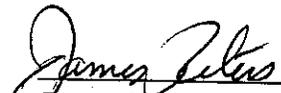
Article XXII - #3

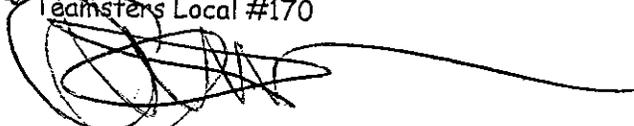
Effective July 1, 2001 Hazardous Duty Pay will be increased by \$50 to a total of \$700 per annum.

Superior & Executive Officers Memorandum of Agreement

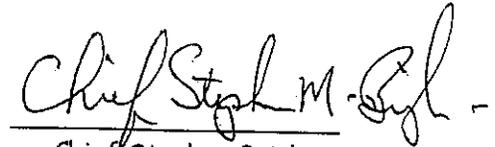
Reopener

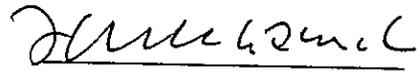
If other Public Safety Units execute a collective bargaining agreement which provides a greater than 2% or 3% salary increase for FY 01 and FY 02, the Superior and Executive Officers shall have the right to open and renegotiate its agreement.


James Peters
Teamsters Local #170


Ashod Amirian
City Solicitor

7/18/01
Date


Chief Stephen Brighi
Haverhill Police Department


James A. Rurak
Mayor

May 4, 2000

**Memorandum of Agreement between the City of Haverhill and Teamsters
Local 437**

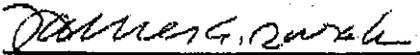
Superior and Executive Officers Contract to change as follows:

The City shall:

- 1) Make permanent appointments of Parolisi, Wrenn, Florent
- 2) Gariepy as Acting Patrol Commander
- 3) Leeman as Acting Jump Shift Lieutenant

The Union agrees subject to ratification of these changes:

- 1) If a Captain makes Deputy Chief, the Union will allow the Deputy to assume responsibilities of a Patrol Commander until such time Captain Brown wishes to go to days or retires.
- 2) If a Lieutenant makes Deputy Chief, the Union agrees to have four Captains until Captain Brown retires or goes to days at which time the mid-night shift will be commanded by a Lieutenant. Either four captains, three lieutenants and ten sergeants, or, three captains, four lieutenants, and ten sergeants. (See attached chart.)
- 3) The Union withdraws the current unfair Labor Practice and Arbitration including any differential liability to the City.


MAYOR JAMES A. RURAK


JAMES PETERS, Secretary/Treas.

1. Salaries

Appendix A – Captains			
July 1, 1998 \$10.00 + 3%	<u>Step I</u>	<u>Step II</u>	
Captain	\$985.60	\$1045.64	
January 1, 1999 + 3 rd Step	<u>Step I</u>	<u>Step II</u>	<u>Step III</u>
Captain	\$985.60	\$1045.64	\$1083.28
July 1, 1999 3%	<u>Step I</u>	<u>Step II</u>	<u>Step III</u>
Captain	\$1015.17	\$1077.01	\$1115.78

Step I is for temporary or acting positions; Step II is for a permanent appointment.
Step II to Step III is one year.

1. Salaries

Appendix B – Lieutenants			
July 1, 1998 \$10.00 + 3%	<u>Step I</u>	<u>Step II</u>	
Lieutenant	\$893.32	\$947.68	
Acting Lieutenant	\$860.63	\$912.96	
January 1, 1999 + 3 rd Step	<u>Step I</u>	<u>Step II</u>	<u>Step III</u>
Lieutenant	\$893.32	\$947.68	\$ 981.80
Acting Lieutenant	\$860.63	\$912.96	\$ 945.83
July 1, 1999 3%	<u>Step I</u>	<u>Step II</u>	<u>Step III</u>
Lieutenant	\$920.12	\$976.11	\$ 1,011.25
Acting Lieutenant	\$886.45	\$940.35	\$ 974.20

Step I is for temporary or acting positions; Step II is for a permanent appointment.
Step II to Step III is one year.

1. Salaries

Appendix C – Sergeants			
July 1, 1998 \$10.00 + 3%	<u>Step I</u>	<u>Step II</u>	
Sergeant	\$827.91	\$878.24	
January 1, 1999 + 3 rd Step	<u>Step I</u>	<u>Step II</u>	<u>Step III</u>
Sergeant	\$827.91	\$878.24	\$909.86
July 1, 1999 3%	<u>Step I</u>	<u>Step II</u>	<u>Step III</u>
Sergeant	\$852.75	\$904.59	\$937.15

Step I is for temporary or acting positions; Step II is for a permanent appointment.
Step II to Step III is one year.

9/20/01

Personnel



DOCUMENT 9

CITY OF HAVERHILL

In Municipal Council January 9 2001

ORDERED:

MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIES

CHAPTER
HAVERHILL SUPERIOR
AND EXECUTIVE OFFICERS

BE IT ORDAINED by the City Council of the City of Haverhill that Document 17-M of 1999 as amended is hereby further amended as follows:

Delete after the words "DETAIL RATE" the following:

"A rate of twenty-seven (\$27) dollars per hour effective 4.29.99 with a four (4) hour minimum.

The Union agrees to negotiate practices and policies of a combined dispatch with the fire department for the operation of the public safety dispatch system. When the goal is achieved and the Chief is satisfied he shall submit a favorable recommendation to the Mayor for an increase of the detail rate to twenty eight dollars (\$28)."

Insert in its place the following:

"A rate of thirty dollars (\$30) per hour with a four (4) hour minimum.

After eight (8) hours, details will no longer be paid in continuing increments of four (4) hours. Unplanned hours in excess of eight (8) or hours in excess of those initially scheduled and requested by the vendor shall be compensated at the rate of 1 1/2 times the detail rate."

Effective upon passage by the City Council

Approved as to legality:

City Solicitor

PLACED ON FILE for at least 10 days

Attest: *Barbara E. MacKinnon*

City Clerk

IN CITY COUNCIL: January 23 2001
PASSED

APPROVED: