



Haverhill

Human Resources Department, Room 306

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Denise McClanahan, HR Director – dmcclanahan@cityofhaverhill.com

Sheila Pelczar, HR Technician – spelczar@cityofhaverhill.com

TO: Mayor James J. Fiorentini
FROM: Denise McClanahan, HR Director
DATE: February 6, 2015
RE: Salary Ordinance & MOA submission

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

dln

Submitted for 2-10-15 mtg.

Memorandum of Agreement
Between
The City of Haverhill
and
The Water Purification Teamsters Group Local #170

Article VII: Wages

Terms: Two year contract: July 1, 2014 to June 30, 2015
July 1, 2015 to June 30, 2016

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

Add new paragraph to Article VII: WAGES

"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."

Delete all language in Section 1. Article XIII MEDICAL BENEFIT 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: December 10, 2014

James J. Fiorentini, Mayor

William D. Cox, Jr., City Solicitor



Ed Adley, Teamsters Business Agent

Joe Remmes, Shop Steward

accepted 1/26/15

2-D

Personnel



DOCUMENT 2-D

CITY OF HAVERHILL

In Municipal Council February 10 2015

~~ORDINANCE~~

MUNICIPAL ORDINANCE
ORDINANCE RELATING TO SALARIES

CHAPTER
WATER PURIFICATION GROUP

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

EFFECTIVE 7/1/14 (For current employees as of 7/1/10)

	Step 1	Step 2	Step 3
Water Treatment Plant Operator	\$ 25.74	\$ 26.76	\$ 28.01
Chief Pumping Station Operator	\$ 21.52	\$ 23.89	
Class IV Water Treatment Plant Operator (Full with TCH)	\$ 23.08	\$ 24.01	
Class IV Water Treatment Plant Operator (In training or without TCH)	\$ 22.39	\$ 23.31	
Class III Water Treatment Plant Operator (Full with TCH)	\$ 22.39	\$ 23.31	
Class III Water Treatment Plant Operator (In training or without TCH)	\$ 21.78	\$ 22.64	
Class II Water Treatment Plant Operator	\$ 18.73	\$ 19.58	
Class I Water Treatment Plant Operator	\$ 17.20	\$ 19.98	
Maintenance Man/Operator	\$ 17.01	\$ 19.81	
Custodian/Operator	\$ 17.01	\$ 19.81	
Electrician/Carpenter	\$ 26.34	\$ 27.52	\$ 28.68
Laboratory Technician (No Certification)	\$ 19.64	\$ 20.44	
Laboratory Technician (Grade IV Full with TCH)	\$ 23.08	\$ 24.01	
Laboratory Technician (Grade IV In training or without TCH)	\$ 22.39	\$ 23.31	
Laboratory Technician (Grade III Full with TCH)	\$ 22.39	\$ 23.31	
Laboratory Technician (Grade III In training or without TCH)	\$ 21.78	\$ 22.64	
Maintenance Man	\$ 15.24	\$ 17.53	
Custodian	\$ 13.98	\$ 16.31	

EFFECTIVE 7/1/14 (For new hires after 7/1/10)

	Step 1	Step 2	Step 3
Water Treatment Plant Operator	\$ 24.99	\$ 25.97	\$ 27.20
Chief Pumping Station Operator	\$ 20.89	\$ 23.19	
Class IV Water Treatment Plant Operator (Full with TCH)	\$ 22.41	\$ 23.31	
Class IV Water Treatment Plant Operator (In training or without TCH)	\$ 21.74	\$ 22.63	
Class III Water Treatment Plant Operator (Full with TCH)	\$ 21.74	\$ 22.63	
Class III Water Treatment Plant Operator (In training or without TCH)	\$ 21.14	\$ 21.98	
Class II Water Treatment Plant Operator	\$ 18.18	\$ 19.01	
Class I Water Treatment Plant Operator	\$ 16.71	\$ 19.39	
Maintenance Man/Operator	\$ 16.51	\$ 19.23	
Custodian/Operator	\$ 16.51	\$ 19.23	
Electrician/Carpenter	\$ 24.99	\$ 25.97	
Laboratory Technician (No Certification)	\$ 19.07	\$ 19.84	
Laboratory Technician (Grade IV Full with TCH)	\$ 22.41	\$ 23.31	
Laboratory Technician (Grade IV In training or without TCH)	\$ 21.74	\$ 22.63	
Laboratory Technician (Grade III Full with TCH)	\$ 21.74	\$ 22.63	
Laboratory Technician (Grade III In training or without TCH)	\$ 21.14	\$ 21.98	
Maintenance Man	\$ 14.80	\$ 17.02	
Custodian	\$ 13.57	\$ 15.83	

EFFECTIVE 7/1/15 (For current employees as of 7/1/10)

	Step 1	Step 2	Step 3
Water Treatment Plant Operator	\$ 26.13	\$ 27.16	\$ 28.43
Chief Pumping Station Operator	\$ 21.84	\$ 24.25	
Class IV Water Treatment Plant Operator (Full with TCH)	\$ 23.43	\$ 24.38	
Class IV Water Treatment Plant Operator (In training or without TCH)	\$ 22.73	\$ 23.66	
Class III Water Treatment Plant Operator (Full with TCH)	\$ 22.73	\$ 23.66	
Class III Water Treatment Plant Operator (In training or without TCH)	\$ 22.11	\$ 22.98	



CITY OF HAVERHILL

ORDERED

Class II Water Treatment Plant Operator	\$	19.01	\$	19.87	
Class I Water Treatment Plant Operator	\$	17.46	\$	20.27	
Maintenance Man/Operator	\$	17.27	\$	20.11	
Custodian/Operator	\$	17.27	\$	20.11	
Electrician/Carpenter	\$	26.73	\$	27.93	\$ 29.11
Laboratory Technician (No Certification)	\$	19.93	\$	20.75	
Laboratory Technician (Grade IV Full with TCH)	\$	23.43	\$	24.38	
Laboratory Technician (Grade IV In training or without TCH)	\$	22.73	\$	23.66	
Laboratory Technician (Grade III Full with TCH)	\$	22.73	\$	23.66	
Laboratory Technician (Grade III In training or without TCH)	\$	22.11	\$	22.98	
Maintenance Man	\$	15.46	\$	17.79	
Custodian	\$	14.19	\$	16.56	

EFFECTIVE 7/1/15 (For new hires after 7/1/10)					
Class II Water Treatment Plant Operator		Step 1	Step 2	Step 3	
Chief Pumping Station Operator	\$	25.36	\$ 26.36	\$ 27.61	
Class IV Water Treatment Plant Operator (Full with TCH)	\$	21.20	\$ 23.54		
Class IV Water Treatment Plant Operator (In training or without TCH)	\$	22.75	\$ 23.66		
Class IV Water Treatment Plant Operator (In training or without TCH)	\$	22.07	\$ 22.97		
Class III Water Treatment Plant Operator (Full with TCH)	\$	22.07	\$ 22.97		
Class III Water Treatment Plant Operator (In training or without TCH)	\$	21.46	\$ 22.31		
Class II Water Treatment Plant Operator	\$	18.45	\$ 19.30		
Class I Water Treatment Plant Operator	\$	16.96	\$ 19.68		
Maintenance Man/Operator	\$	16.76	\$ 19.52		
Custodian/Operator	\$	16.76	\$ 19.52		
Electrician/Carpenter	\$	25.36	\$ 26.36		
Laboratory Technician (No Certification)	\$	19.36	\$ 20.14		
Laboratory Technician (Grade IV Full with TCH)	\$	22.75	\$ 23.66		
Laboratory Technician (Grade IV In training or without TCH)	\$	22.07	\$ 22.97		
Laboratory Technician (Grade III Full with TCH)	\$	22.07	\$ 22.97		
Laboratory Technician (Grade III In training or without TCH)	\$	21.46	\$ 22.31		
Maintenance Man	\$	15.02	\$ 17.28		
Custodian	\$	13.77	\$ 16.07		

Approved as to legality:

City Solicitor

PLACED ON FILE for at least 10 days

Attest:
City Clerk

IN CITY COUNCIL: February 24 2015

PASSED
Attest:
City Clerk

APPROVED:

Mayor