

Memorandum of Agreement
Between
The City of Haverhill
And
The Water Purification Teamster Group

1. Terms: Effective from July 1, 2012 through June 30, 2013
Effective from July 1, 2013 through June 30, 2014

2. Wages: General wage increase as follows:

Effective July 1, 2012 1.5%
Effective July 1, 2013 1.5%

Effective 7/1/2012
(For current employees as of 7/1/2010)

Electrician/Carpenter	Step 1	Step 2	Step 3
	\$25.58	\$26.71	\$27.84

For the current employee, step 2 shall be effective 7-1-2012 and step 3 will be effective 7-1-2013
The general wage increase (stated above) shall apply to the pay rates.

Article VII: Section 2

The City reserves the right to provide and maintain uniforms instead of paying a clothing allowance. If the City provides and maintains uniforms, the City agrees to pay those employees a boot allowance of \$100.00 per fiscal year. The City will provide written notice to the Union ninety (90) days prior to implementation. The uniforms are City property and must be returned prior to an individual leaving his or her job.

Article VII: Section 6

Delete the Boiler Technician

Article VII: Section 7 - effective July 1, 2012

Increase the tool allowance of the Electrician to \$350.00
Delete the tool allowance of \$250.00 of the Boiler Technician

Article VII: Section 10

In consideration for being on-call the operator will be compensated sixteen (16) hours per week at their regular rate of pay paid at the rate of 2.286 hours per day for each day on call.

Article VI: Section 5

The following employees may be required to work temporarily in the management classifications listed below while his/her supervisor is off duty and unavailable to perform their duties.

- Senior Water Treatment Plant Operator for Treatment Plant Supervisor
- Laboratory Technician for Chemist

Employees working in a management classification shall have an additional twenty percent (20%) added to their base rate of pay for the actual hours worked in the higher classification. Employees shall not work overtime out-of-classification for a management classification. Management will determine if an employee is qualified to work in the higher classification and will define the duties and responsibilities expected of the employee while working in the higher classification.

Bi-weekly Payroll

The City reserves the right to change its weekly payroll process to a bi-weekly basis for the employees of the City of Haverhill. The City will provide written notice to the Union ninety (90) days prior to implementation of the bi-weekly process which shall not be sooner than July 1, 2014.

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.

Article XIII:

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. All full-time employees are eligible for the existing health insurance offerings by the City of Haverhill.

10. Article XIII: 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.

OCT 2, 2013
~~Aug 2~~ EJA

Date: ~~June 28~~, 2013


James J. Fiorentini, Mayor

Ed Adley, Teamsters Business Agent

William D. Cox, Jr., City Solicitor


Brent McGrath, Shop Steward

JOE REMINES

BACKUP
82F OF 2013



DOCUMENT

CITY OF HAVERHILL

In Municipal Council

ORDERED:

MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIES

CHAPTER
WATER PURIFICATION GROUP

BE IT ORDAINED by the City Council of the City of Haverhill that Document 67-J of 2010 is hereby amended as follows:

EFFECTIVE 7/1/12 1.5% (For current employees as of 7/1/10)	Step 1	Step 2	Step 3
Sr. Water Treatment Plant Operator	\$ 24.98	\$ 25.97	\$ 27.20
Chief Pumping Station Operator	\$ 20.88	\$ 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	\$ 16.70	\$ 19.38	
Maintenance Man/Operator	\$ 16.51	\$ 19.23	
Custodian/Operator	\$ 16.51	\$ 19.23	
Electrician/Carpenter	\$ 25.58	\$ 26.71	27.84
Laboratory Technician (No Certification)	\$ 19.07	\$ 19.84	
Laboratory Technician (Grade IV Full with TCH0)	\$ 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	\$ 14.79	\$ 17.02	
Custodian	\$ 13.56	\$ 15.84	

EFFECTIVE 7/1/12 1.5% (For new hires after 7/1/10)	Step 1	Step 2	Step 3
Sr. Water Treatment Plant Operator	\$ 24.26	\$ 25.21	\$ 26.40
Chief Pumping Station Operator	\$ 20.28	\$ 22.52	
Class IV Water Treatment Plant Operator (Full with TCH)	\$ 21.75	\$ 22.63	
Class IV Water Treatment Plant Operator (In training or without TCH)	\$ 21.11	\$ 21.97	
Class III Water Treatment Plant Operator (Full with TCH)	\$ 21.11	\$ 21.97	
Class III Water Treatment Plant Operator (In training or without TCH)	\$ 20.53	\$ 21.34	
Class II Water Treatment Plant Operator	\$ 17.65	\$ 18.46	
Class I Water Treatment Plant Operator	\$ 16.22	\$ 18.82	
Maintenance Man/Operator	\$ 16.03	\$ 18.67	
Custodian/Operator	\$ 16.03	\$ 18.67	
Electrician/Carpenter	\$ 24.26	\$ 25.21	
Laboratory Technician (No Certification)	\$ 18.51	\$ 19.26	
Laboratory Technician (Grade IV Full with TCH0)	\$ 21.75	\$ 22.63	
Laboratory Technician (Grade IV In training or without TCH)	\$ 21.11	\$ 21.97	
Laboratory Technician (Grade III Full with TCH)	\$ 21.11	\$ 21.97	
Laboratory Technician (Grade III In training or without TCH)	\$ 20.53	\$ 21.34	
Maintenance Man	\$ 14.36	\$ 16.52	
Custodian	\$ 13.17	\$ 15.37	

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EFFECTIVE 7/1/13 1.5% (For current employees as of 7/1/10)

	Step 1	Step 2	Step 3
Sr. Water Treatment Plant Operator	\$ 25.36	\$ 26.36	\$ 27.60
Chief Pumping Station Operator	\$ 21.20	\$ 23.54	
Class IV Water Treatment Plant Operator (Full with TCH)	\$ 22.74	\$ 23.66	
Class IV Water Treatment Plant Operator (In training or without TCH)	\$ 22.06	\$ 22.97	
Class III Water Treatment Plant Operator (Full with TCH)	\$ 22.06	\$ 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	\$ 19.29	
Class I Water Treatment Plant Operator	\$ 16.95	\$ 19.68	
Maintenance Man/Operator	\$ 16.76	\$ 19.52	
Custodian/Operator	\$ 16.76	\$ 19.52	
Electrician/Carpenter	\$ 25.96	\$ 27.11	\$ 28.26
Laboratory Technician (No Certification)	\$ 19.35	\$ 20.14	
Laboratory Technician (Grade IV Full with TCH)	\$ 22.74	\$ 23.66	
Laboratory Technician (Grade IV In training or without TCH)	\$ 22.06	\$ 22.97	
Laboratory Technician (Grade III Full with TCH)	\$ 22.06	\$ 22.97	
Laboratory Technician (Grade III In training or without TCH)	\$ 21.46	\$ 22.31	
Maintenance Man	\$ 15.01	\$ 17.27	
Custodian	\$ 13.77	\$ 16.07	

EFFECTIVE 7/1/13 1.5% (For new hires after 7/1/10)

	Step 1	Step 2	Step 3
Sr. Water Treatment Plant Operator	\$ 24.62	\$ 25.59	\$ 26.80
Chief Pumping Station Operator	\$ 20.58	\$ 22.85	
Class IV Water Treatment Plant Operator (Full with TCH)	\$ 22.08	\$ 22.97	
Class IV Water Treatment Plant Operator (In training or without TCH)	\$ 21.42	\$ 22.30	
Class III Water Treatment Plant Operator (Full with TCH)	\$ 21.42	\$ 22.30	
Class III Water Treatment Plant Operator (In training or without TCH)	\$ 20.83	\$ 21.66	
Class II Water Treatment Plant Operator	\$ 17.91	\$ 18.73	
Class I Water Treatment Plant Operator	\$ 16.46	\$ 19.10	
Maintenance Man/Operator	\$ 16.27	\$ 18.95	
Custodian/Operator	\$ 16.27	\$ 18.95	
Electrician/Carpenter	\$ 24.62	\$ 25.59	
Laboratory Technician (No Certification)	\$ 18.79	\$ 19.55	
Laboratory Technician (Grade IV Full with TCH)	\$ 22.08	\$ 22.97	
Laboratory Technician (Grade IV In training or without TCH)	\$ 21.42	\$ 22.30	
Laboratory Technician (Grade III Full with TCH)	\$ 21.42	\$ 22.30	
Laboratory Technician (Grade III In training or without TCH)	\$ 20.83	\$ 21.66	
Maintenance Man	\$ 14.58	\$ 16.77	
Custodian	\$ 13.37	\$ 15.60	

Amend Article VII: Section 7 - Effective July 1, 2012 by the following:

Increase the tool allowance of the Electrician to \$350.00. Delete the tool allowance of \$250.00 of the Boiler Technician.

BACKUP

Approved as to legality:

Water Purification MOA

City Solicitor