



Haverhill

Human Resources Department, Room 306

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

Denise McClanahan, Acting HR Director – dmcclanahan@cityofhaverhill.com

TO: Mayor James J. Fiorentini
FROM: Denise McClanahan, Acting HR Director
DATE: July 18, 2014
RE: Salary Ordinance & MOA submission

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

dIm

Submitted 7-18-14 off-table Aug 5th p



DOCUMENT

CITY OF HAVERHILL

In Municipal Council

ORDERED:

MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIES

CHAPTER
WATER/WASTEWATER
OFFICE & TECHNICAL GROUP

BE IT ORDAINED by the City Council of the City of Haverhill that Document 67-H & 67-L of 2010 is hereby amended by the following:

Amend ARTICLE VIII: WAGES and CLASSIFICATIONS to read as follows:

EFFECTIVE 7/1/2012 1.5% (For current employees as of 7/1/10)

Water Maintenance Supervisor	\$1,369.57	\$1,422.93	\$1,463.30			
Treatment Plant Supervisor	\$1,369.57	\$1,422.93	\$1,463.30			
Computer Specialist	\$1,270.14	\$1,278.20	\$1,353.83			
Chemist	\$1,176.49	\$1,221.01	\$1,261.37			
Water Service Inspector	\$951.58	\$1,039.19	\$1,078.35			
Billing/Collector Manager	\$951.58	\$1,039.19	\$1,078.35			
Wastewater Facility Manager	\$1,198.26	\$1,254.78	\$1,311.28	\$1,369.57	\$1,422.95	\$1,463.30
Collection System Supervisor	\$1,198.26	\$1,254.78	\$1,311.28	\$1,369.57	\$1,422.95	\$1,463.30
Wastewater Chemist	\$894.22	\$990.69	\$1,136.36	\$1,176.49	\$1,221.01	\$1,261.37
Wastewater Head Mechanic	\$990.83	\$1,061.93	\$1,086.15	\$1,130.88	\$1,175.36	\$1,215.73
Executive Assistant to the Supt./Eng.	\$775.98	\$797.31	\$851.63	\$877.17	\$903.49	\$930.60
Chief Financial/Adminstrative Assistant	\$775.98	\$797.31	\$814.95	\$839.76	\$864.41	\$889.80

EFFECTIVE 7/1/2012 1.5% (For new hires after 7/1/10)

Water Maintenance Supervisor	\$1,329.68	\$1,381.49	\$1,420.68			
Treatment Plant Supervisor	\$1,329.68	\$1,381.49	\$1,420.68			
Computer Specialist	\$1,233.14	\$1,240.97	\$1,314.39			
Chemist	\$1,142.22	\$1,185.46	\$1,224.63			
Water Service Inspector	\$923.86	\$1,008.92	\$1,046.94			
Billing/Collector Manager	\$923.86	\$1,008.92	\$1,046.94			
Wastewater Facility Manager	\$1,163.36	\$1,218.24	\$1,273.08	\$1,329.68	\$1,381.50	\$1,420.68
Collection System Supervisor	\$1,163.36	\$1,218.24	\$1,273.08	\$1,329.68	\$1,381.50	\$1,420.68
Wastewater Chemist	\$868.17	\$961.83	\$1,103.26	\$1,142.22	\$1,185.46	\$1,224.63
Wastewater Head Mechanic	\$961.97	\$1,031.01	\$1,054.51	\$1,097.94	\$1,141.12	\$1,180.31
Executive Assistant to the Supt./Eng.	\$753.37	\$774.09	\$826.82	\$851.63	\$877.17	\$903.50
Chief Financial/Adminstrative Assistant	\$753.37	\$774.09	\$791.21	\$815.30	\$839.24	\$863.88
Business Manager	\$1,017.93	\$1,065.95	\$1,113.95	\$1,163.47	\$1,208.80	\$1,243.08

EFFECTIVE 7/1/2013 1.5% (For current employees as of 7/1/10)

Water Maintenance Supervisor	\$1,390.11	\$1,444.27	\$1,485.24			
Treatment Plant Supervisor	\$1,390.11	\$1,444.27	\$1,485.24			
Computer Specialist	\$1,289.19	\$1,297.37	\$1,374.13			

Chemist	\$1,194.13	\$1,239.33	\$1,280.29			
Water Service Inspector	\$965.86	\$1,054.78	\$1,094.52			
Billing/Collector Manager	\$965.86	\$1,054.78	\$1,094.52			
Wastewater Facility Manager	\$1,216.23	\$1,273.61	\$1,330.95	\$1,390.11	\$1,444.29	\$1,485.24
Collection System Supervisor	\$1,216.23	\$1,273.61	\$1,330.95	\$1,390.11	\$1,444.29	\$1,485.24
Wastewater Chemist	\$907.63	\$1,005.55	\$1,153.41	\$1,194.13	\$1,239.33	\$1,280.29
Wastewater Head Mechanic	\$1,005.70	\$1,077.86	\$1,102.44	\$1,147.85	\$1,192.99	\$1,233.96
Executive Assistant to the Supt./Eng.	\$787.62	\$809.27	\$864.40	\$890.33	\$917.04	\$944.56
Chief Financial/Adminstrative Assistant	\$787.62	\$809.27	\$827.18	\$852.36	\$877.38	\$903.15

EFFECTIVE 7/1/2013 1.5% (For new hires after 7/1/10)

Water Maintenance Supervisor	\$1,349.63	\$1,402.21	\$1,441.99			
Treatment Plant Supervisor	\$1,349.63	\$1,402.21	\$1,441.99			
Computer Specialist	\$1,251.64	\$1,259.58	\$1,334.11			
Chemist	\$1,159.35	\$1,203.24	\$1,243.00			
Water Service Inspector	\$937.72	\$1,024.05	\$1,062.65			
Billing/Collector Manager	\$937.72	\$1,024.05	\$1,062.65			
Wastewater Facility Manager	\$1,180.81	\$1,236.52	\$1,292.18	\$1,349.63	\$1,402.22	\$1,441.99
Collection System Supervisor	\$1,180.81	\$1,236.52	\$1,292.18	\$1,349.63	\$1,402.22	\$1,441.99
Wastewater Chemist	\$881.19	\$976.26	\$1,119.81	\$1,159.35	\$1,203.24	\$1,243.00
Wastewater Head Mechanic	\$976.40	\$1,046.47	\$1,070.33	\$1,114.40	\$1,158.24	\$1,198.02
Executive Assistant to the Supt./Eng.	\$764.67	\$785.70	\$839.22	\$864.40	\$890.33	\$917.05
Chief Financial/Adminstrative Assistant	\$764.67	\$785.70	\$803.08	\$827.53	\$851.83	\$876.83
Business Manager	\$1,033.20	\$1,081.94	\$1,130.66	\$1,180.93	\$1,226.94	\$1,261.73

Approved as to legality:

City Solicitor

Memorandum of Agreement
Between
The City of Haverhill
And
The Water/Wastewater Office and Technical Teamster
Group Local 170

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% |

3. **Article VII - Section 4 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.

4. **Article VII - Section 5 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.

5. **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.

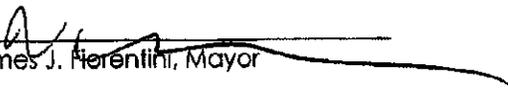
6. Article XIII: Delete from contract:

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.

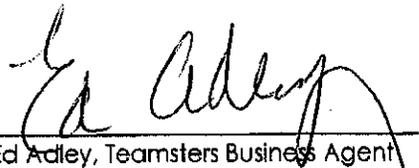
In the event that the city joins the GIC during the term of this contract, both parties agree that this will not be a violation of this contract.

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.

Date: July 1, 2014


James J. Ferentini, Mayor

William D. Cox, Jr., City Solicitor


Ed Adley, Teamsters Business Agent


John D'Acoust, Shop Steward