



JAMES J. FIORENTINI
MAYOR

CITY OF HAVERHILL
MASSACHUSETTS

CITY HALL, ROOM 100
FOUR SUMMER STREET
HAVERHILL, MA 01830
PHONE 978-374-2300
FAX 978-373-7544
WWW.CI.HAVERHILL.MA.US

April 6, 2012

City Council President John Michitson
And Members of the Haverhill City Council

RE: Firefighter Salary Ordinance

Dear Mr. President and Councilors:

Enclosed is a salary ordinance implementing the pay increases, changes in health care benefits and elimination of "rollerskating", all as provided with the recently signed agreement with Firefighters Local 1011.

This ordinance will allow us to implement the changes included in the contract for which the Council approved the appropriation of monies last week.

This ordinance is to be placed on file for ten days at which time I recommend approval .

Very truly yours,

James J. Fiorentini, Mayor



Haverhill

Human Resources Department, Room 306
Phone: (978) 374-2357 Fax: (978) 374-2343
Mary Carrington, HR Director – mcarrington@cityofhaverhill.com
Denise McClanahan, HR Technician – dmcclanahan@cityofhaverhill.com

TO: Mayor James J. Fiorentini

FROM: Mary Carrington, Human Resources Director

DATE: April 6, 2012

RE: Ordinance for the Haverhill Fire Fighters Union, Local 1011

Enclosed please find the ordinance for the Fire Fighters Union as well as their recent Memorandum of Agreement

Please submit these documents to the Haverhill City Council for action.

MC/dlm



DOCUMENT

CITY OF HAVERHILL

In Municipal Council

ORDERED:

MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIES

CHAPTER
FIRE SAFETY SERVICES

BE IT ORDAINED by the City Council of the City of Haverhill that Document 63 of 2006 is hereby amended as follows:

EFFECTIVE 7/1/2006 1%	Reserve	Start	Year 1	Year 2	Year 3	Year 5
Private	\$ 15.39	\$ 699.99	\$ 746.96	\$ 798.39	\$ 849.88	\$ 878.58
F/P Private						\$ 878.58
Mechanic		\$ 699.99	\$ 746.96	\$ 798.39	\$ 849.88	\$ 878.58
Signal Main.		\$ 699.99	\$ 746.96	\$ 798.39	\$ 849.88	\$ 878.58

	Start	6 months	1 year
Lieutenant	\$ 919.57	\$ 960.56	\$ 1,001.57
F/P Lieutenant			\$ 1,001.57
Training/Education Lt.			\$ 1,001.57
Captain	\$ 1,044.97	\$ 1,088.38	\$ 1,131.77
Deputy	\$ 1,177.04	\$ 1,222.31	\$ 1,267.59
F/P Deputy			\$ 1,267.59
Sr. Deputy			\$ 1,267.59
Training Deputy	\$ 1,177.04	\$ 1,222.31	\$ 1,267.59
Fire Alarm. Super.			\$ 1,131.77
Master Mechanic	\$ 966.43	\$ 1,010.36	\$ 1,054.29

EFFECTIVE 7/1/2007 1%	Reserve	Start	Year 1	Year 2	Year 3	Year 5
Private	\$ 15.55	\$ 706.99	\$ 754.43	\$ 806.37	\$ 858.38	\$ 887.36
F/P Private						\$ 887.36
Mechanic		\$ 706.99	\$ 754.43	\$ 806.37	\$ 858.38	\$ 887.36
Signal Main.		\$ 706.99	\$ 754.43	\$ 806.37	\$ 858.38	\$ 887.36

	Start	6 months	1 year
Lieutenant	\$ 928.76	\$ 970.16	\$ 1,011.59
F/P Lieutenant			\$ 1,011.59
Training/Education Lt.			\$ 1,011.59
Captain	\$ 1,055.42	\$ 1,099.26	\$ 1,143.09
Deputy	\$ 1,188.81	\$ 1,234.53	\$ 1,280.26
F/P Deputy			\$ 1,280.26
Sr. Deputy			\$ 1,280.26
Training Deputy	\$ 1,188.81	\$ 1,234.53	\$ 1,280.26
Fire Alarm. Super.			\$ 1,143.09
Master Mechanic	\$ 976.10	\$ 1,020.47	\$ 1,064.84

2.
Salaries
Fire Safety
Services

EFFECTIVE 7/1/2008 2%	Reserve	Start	Year 1	Year 2	Year 3	Year 5
Private	\$ 15.86	\$ 721.13	\$ 769.52	\$ 822.50	\$ 875.54	\$ 905.11
F/P Private						\$ 905.11
Mechanic		\$ 721.13	\$ 769.52	\$ 822.50	\$ 875.54	\$ 905.11
Signal Main.		\$ 721.13	\$ 769.52	\$ 822.50	\$ 875.54	\$ 905.11

	Start	6 months	1 year
Lieutenant	\$ 947.34	\$ 989.57	\$ 1,031.82
F/P Lieutenant			\$ 1,031.82
Training/Education Lt.			\$ 1,031.82
Captain	\$ 1,076.53	\$ 1,121.25	\$ 1,165.95
Deputy	\$ 1,212.59	\$ 1,259.22	\$ 1,305.87
F/P Deputy			\$ 1,305.87
Sr. Deputy			\$ 1,305.87
Training Deputy	\$ 1,212.59	\$ 1,259.22	\$ 1,305.87
Fire Alarm. Super.			\$ 1,165.95
Master Mechanic	\$ 995.62	\$ 1,040.88	\$ 1,086.13

EFFECTIVE 7/1/2009 2%	Reserve	Start	Year 1	Year 2	Year 3	Year 5
Private	\$ 16.18	\$ 735.55	\$ 784.91	\$ 838.95	\$ 893.05	\$ 923.21
F/P Private						\$ 923.21
Mechanic		\$ 735.55	\$ 784.91	\$ 838.95	\$ 893.05	\$ 923.21
Signal Main.		\$ 735.55	\$ 784.91	\$ 838.95	\$ 893.05	\$ 923.21

	Start	6 months	1 year
Lieutenant	\$ 966.28	\$ 1,009.36	\$ 1,052.46
F/P Lieutenant			\$ 1,052.46
Training/Education Lt.			\$ 1,052.46
Captain	\$ 1,098.06	\$ 1,143.67	\$ 1,189.27
Deputy	\$ 1,236.84	\$ 1,284.41	\$ 1,331.98
F/P Deputy			\$ 1,331.98
Sr. Deputy			\$ 1,331.98
Training Deputy	\$ 1,236.84	\$ 1,284.41	\$ 1,331.98
Fire Alarm. Super.			\$ 1,189.27
Master Mechanic	\$ 1,015.53	\$ 1,061.69	\$ 1,107.85

3.
Salaries
Fire Safety
Services

EFFECTIVE 7/1/2010 2%	Reserve	Start	Year 1	Year 2	Year 3	Year 5
Private	\$ 16.50	\$ 750.26	\$ 800.61	\$ 855.73	\$ 910.91	\$ 941.67
F/P Private						\$ 941.67
Mechanic		\$ 750.26	\$ 800.61	\$ 855.73	\$ 910.91	\$ 941.67
Signal Main.		\$ 750.26	\$ 800.61	\$ 855.73	\$ 910.91	\$ 941.67

	Start	6 months	1 year
Lieutenant	\$ 985.61	\$ 1,029.55	\$ 1,073.51
F/P Lieutenant			\$ 1,073.51
Training/Education Lt.			\$ 1,073.51
Captain	\$ 1,120.02	\$ 1,166.54	\$ 1,213.06
Deputy	\$ 1,261.57	\$ 1,310.09	\$ 1,358.62
F/P Deputy			\$ 1,358.62
Sr. Deputy			\$ 1,358.62
Training Deputy	\$ 1,261.57	\$ 1,310.09	\$ 1,358.62
Fire Alarm. Super.			\$ 1,213.06
Master Mechanic	\$ 1,035.84	\$ 1,082.93	\$ 1,130.01

EFFECTIVE 7/1/2011 2.5%	Reserve	Start	Year 1	Year 2	Year 3	Year 5
Private	\$ 16.91	\$ 769.02	\$ 820.62	\$ 877.12	\$ 933.69	\$ 965.22
F/P Private						\$ 965.22
Mechanic		\$ 769.02	\$ 820.62	\$ 877.12	\$ 933.69	\$ 965.22
Signal Main.		\$ 769.02	\$ 820.62	\$ 877.12	\$ 933.69	\$ 965.22

	Start	6 months	1 year
Lieutenant	\$ 1,010.25	\$ 1,055.29	\$ 1,100.34
F/P Lieutenant			\$ 1,100.34
Training/Education Lt.			\$ 1,100.34
Captain	\$ 1,148.02	\$ 1,195.71	\$ 1,243.38
Deputy	\$ 1,293.11	\$ 1,342.85	\$ 1,392.59
F/P Deputy			\$ 1,392.59
Sr. Deputy			\$ 1,392.59
Training Deputy	\$ 1,293.11	\$ 1,342.85	\$ 1,392.59
Fire Alarm. Super.			\$ 1,243.38
Master Mechanic	\$ 1,061.74	\$ 1,110.00	\$ 1,158.26

4.
Salaries
Fire Safety
Services

EFFECTIVE 7/1/2012 1.5%	Reserve	Start	Year 1	Year 2	Year 3	Year 5
Private	\$ 17.17	\$ 780.55	\$ 832.93	\$ 890.28	\$ 947.69	\$ 979.69
F/P Private						\$ 979.69
Mechanic		\$ 780.55	\$ 832.93	\$ 890.28	\$ 947.69	\$ 979.69
Signal Main.		\$ 780.55	\$ 832.93	\$ 890.28	\$ 947.69	\$ 979.69

	Start	6 months	1 year
Lieutenant	\$ 1,025.40	\$ 1,071.11	\$ 1,116.85
F/P Lieutenant			\$ 1,116.85
Training/Education Lt.			\$ 1,116.85
Captain	\$ 1,165.24	\$ 1,213.64	\$ 1,262.03
Deputy	\$ 1,312.51	\$ 1,362.99	\$ 1,413.48
F/P Deputy			\$ 1,413.48
Sr. Deputy			\$ 1,413.48
Training Deputy	\$ 1,312.51	\$ 1,362.99	\$ 1,413.48
Fire Alarm. Super.			\$ 1,262.03
Master Mechanic	\$ 1,077.67	\$ 1,126.65	\$ 1,175.64

EFFECTIVE 7/1/2013 1.5%	Reserve	Start	Year 1	Year 2	Year 3	Year 5
Private	\$ 17.42	\$ 792.26	\$ 845.43	\$ 903.63	\$ 961.91	\$ 994.39
F/P Private						\$ 994.39
Mechanic		\$ 792.26	\$ 845.43	\$ 903.63	\$ 961.91	\$ 994.39
Signal Main.		\$ 792.26	\$ 845.43	\$ 903.63	\$ 961.91	\$ 994.39

	Start	6 months	1 year
Lieutenant	\$ 1,040.79	\$ 1,087.18	\$ 1,133.60
F/P Lieutenant			\$ 1,133.60
Training/Education Lt.			\$ 1,133.60
Captain	\$ 1,182.72	\$ 1,231.85	\$ 1,280.96
Deputy	\$ 1,332.20	\$ 1,383.43	\$ 1,434.68
F/P Deputy			\$ 1,434.68
Sr. Deputy			\$ 1,434.68
Training Deputy	\$ 1,332.20	\$ 1,383.43	\$ 1,434.68
Fire Alarm. Super.			\$ 1,280.96
Master Mechanic	\$ 1,093.83	\$ 1,143.55	\$ 1,193.27

5.
Salaries
Fire Safety
Services

HEALTH INSURANCE - the following changes, consistent with the City's proposal, shall be implemented:

a. Employer/Employee Contributions

Effective as of July 1, 2009: 77.5/22.5 %

Effective as of July 1, 2010: 75% / 25%

Effective as of July 1, 2011:

existing employees: 75% / 25%

new employees: 70% / 30%

b. Deductibles / Co-payments

Effective July 1, 2011 the Value Option Plan co-pays and deductibles, as set forth in the City's proposal, will be in effect.

The parties understand that nothing in this Agreement prohibits the City from making health insurance plan design changes during FY 13 and 14 pursuant to MGL c. 32B, §21(a)-23, which the employees of this group shall be subject to.

ROLLER SKATING - the 50% pay premium for inter-station transfers under the current language of Article XV, Section 2 shall be eliminated.

Approved as to legality:



City Solicitor

MEMORANDUM OF AGREEMENT
BETWEEN
CITY OF HAVERHILLAND
HAVERHILL FIRE FIGHTERS UNION, LOCAL 1011

This Agreement ("Agreement") is entered into this 29th day of March, 2012, by and among Local 1011, International Association of Fire Fighters (hereinafter "Union") and the City of Haverhill ("City"), (together, "the Parties").

1. The terms of the Interest Arbitration Award in the matter of City of Haverhill and Haverhill Firefighters, Local 1011, IAFF, JLMC-09-11F, are hereby incorporated herein and agreed to between the parties except as follows:

A. There shall be no retroactive wages paid by the City for the wage increases ordered for the years FY '07, FY '08 or FY '09, however, these wage increases shall be added to the employee base pay for each of those fiscal years as provided under the award.

B. Half of the retroactive wages effective for FY 10 shall be deferred for payment until the second week in July, 2012.

2. The parties agree to an additional two year successor agreement for the time periods of July 1, 2012 to June 30, 2013 and July 1, 2013 to June 30, 2014. The terms of the collective bargaining agreements, memorandums of understanding and JLMC awards in effect prior to July 1, 2012, shall be incorporated into this Memorandum with no changes in wording and shall remain in full force and effect during this period except as provided above and except for the following modified terms below:

A. The parties understand that nothing in this Agreement prohibits the City from making health insurance plan design changes during FY 13 and 14 pursuant to M.G.L. c. 32B, §21(a)-23, which the employees of this group shall be subject to.

B. Effective July 1, 2012: Employees covered by this agreement shall receive a 1.5% increase in wages.

C. The following language shall be added to the agreement:

Civilian Dispatchers: The parties agree that the City may replace bargaining unit members in dispatch with civilian employees, provided, that there shall always be one sworn firefighter on dispatch.

D. Effective July 1, 2013: Employees covered by this agreement shall receive a 1.5% increase in wages.

This Agreement is subject to ratification by the Union and full funding by the City Council. In the event that this Agreement is not ratified or not fully funded, each of the parties reserves their rights as to enforcement of the above-referenced JLMC award without modification.

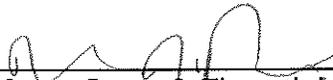
IN WITNESS WHEREOF, the Parties to this Agreement now voluntarily and knowingly execute this Agreement.

UNION:

CITY OF HAVERHILL:

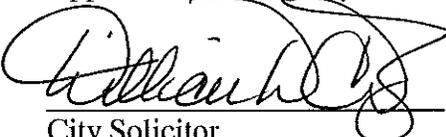


By Its President, Gregory Roberts



By Its Mayor, James J. Fiorentini

Approved as to Legality:



City Solicitor

2006 Ordinance

DOCUMENT 63

CITY OF HAVERHILL

In Municipal Council April 18 2006

*2006
Backups*



ORDERED:

MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIES

CHAPTER
FIRE

BE IT ORDAINED by the City Council of the City of Haverhill that Document 9-U is hereby amended by the following:

Under Article XII Section 1: Salaries

EFFECTIVE 7/1/2002 0%
EFFECTIVE 7/1/2003 0%

EFFECTIVE 7/1/2004 1%	Reserve	Start	Year 1	Year 2	Year 3	Year 5	Diff.
Private	\$ 14.15	\$643.43	\$ 686.61	\$ 733.88	\$ 781.21	\$807.59	
F/P Private						\$807.59	\$ 84.80
Mechanic		\$643.43	\$ 686.61	\$ 733.88	\$ 781.21	\$807.59	
Signal Main.		\$643.43	\$ 686.61	\$ 733.88	\$ 781.21	\$807.59	

	Start	6 months	1 year	Diff.
Lieutenant	\$ 845.27	\$ 882.95	\$ 920.65	
F/P Lieutenant			\$ 920.65	\$ 89.77
Training/Education Lt.			\$ 920.65	
Captain	\$ 960.54	\$1,000.44	\$1,040.33	
Deputy	\$1,081.94	\$1,123.55	\$1,165.17	
F/P Deputy			\$1,165.17	\$ 99.04
Sr. Deputy			\$1,165.17	\$ 99.04
Training Deputy	\$1,081.94	\$1,123.55	\$1,165.17	\$ 46.61
Fire Alarm. Super.			\$1,040.33	\$114.43

	Start	Year 1	Year 2	Year 3
Master Mechanic	\$847.97	\$ 888.35	\$ 928.73	\$ 969.11

EFFECTIVE 1/1/2005 2%	Reserve	Start	Year 1	Year 2	Year 3	Year 5	Diff.
Private	\$ 14.43	\$656.30	\$ 700.34	\$ 748.56	\$ 796.83	\$823.74	
F/P Private						\$823.74	\$ 86.50
Mechanic		\$656.30	\$ 700.34	\$ 748.56	\$ 796.83	\$823.74	
Signal Main.		\$656.30	\$ 700.34	\$ 748.56	\$ 796.83	\$823.74	

	Start	6 months	1 year	Diff.
Lieutenant	\$ 862.18	\$ 900.61	\$ 939.06	
F/P Lieutenant			\$ 939.06	\$ 91.57
Training/Education Lt.			\$ 939.06	
Captain	\$ 979.75	\$1,020.45	\$1,061.14	
Deputy	\$1,103.58	\$1,146.02	\$1,188.47	
F/P Deputy			\$1,188.47	\$101.02
Sr. Deputy			\$1,188.47	\$101.02
Training Deputy	\$1,103.58	\$1,146.02	\$1,188.47	\$ 47.54
Fire Alarm. Super.			\$1,061.14	\$116.72

	Start	Year 1	Year 2	Year 3
Master Mechanic	\$864.93	\$ 906.12	\$ 947.30	\$ 988.49

2006

EFFECTIVE 7/1/2005 1.5%	Reserve	Start	Year 1	Year 2	Year 3	Year 5	Diff.
Private	\$ 14.65	\$666.14	\$ 710.85	\$ 759.79	\$ 808.79	\$836.10	
F/P Private						\$836.10	\$ 87.79
Mechanic		\$666.14	\$ 710.85	\$ 759.79	\$ 808.79	\$836.10	
Signal Main.		\$666.14	\$ 710.85	\$ 759.79	\$ 808.79	\$836.10	

	Start	6 months	1 year	Diff.
Lieutenant	\$ 875.11	\$ 914.12	\$ 953.15	
F/P Lieutenant			\$ 953.15	\$ 92.94
Training/Education Lt.			\$ 953.15	
Captain	\$ 994.45	\$1,035.76	\$1,077.05	
Deputy	\$1,120.13	\$1,163.21	\$1,206.30	
F/P Deputy			\$1,206.30	\$102.54
Sr. Deputy			\$1,206.30	\$102.54
Training Deputy	\$1,120.13	\$1,163.21	\$1,206.30	\$ 48.26
Fire Alarm. Super.			\$1,077.05	\$118.47

	Start	Year 1	Year 2	Year 3
Master Mechanic	\$877.90	\$ 919.71	\$ 961.51	\$1,003.32

EFFECTIVE 1/1/2006 2%	Reserve	Start	Year 1	Year 2	Year 3	Year 5	Diff.
Private	\$ 14.94	\$679.47	\$ 725.06	\$ 774.98	\$ 824.96	\$852.82	
F/P Private						\$852.82	\$ 89.55
Mechanic		\$679.47	\$ 725.06	\$ 774.98	\$ 824.96	\$852.82	
Signal Main.		\$679.47	\$ 725.06	\$ 774.98	\$ 824.96	\$852.82	

	Start	6 months	1 year	Diff.
Lieutenant	\$ 892.61	\$ 932.40	\$ 972.21	
F/P Lieutenant			\$ 972.21	\$ 94.80
Training/Education Lt.			\$ 972.21	
Captain	\$1,014.34	\$1,056.47	\$1,098.59	
Deputy	\$1,142.54	\$1,186.48	\$1,230.43	
F/P Deputy			\$1,230.43	\$104.59
Sr. Deputy			\$1,230.43	\$104.59
Training Deputy	\$1,142.54	\$1,186.48	\$1,230.43	\$ 49.22
Fire Alarm. Super.			\$1,098.59	\$120.84

	Start	Year 1	Year 2	Year 3
Master Mechanic	\$895.46	\$ 938.10	\$ 980.74	\$1,023.39

Under Article XII Section 1a: Shift differential

Delete the following:

A shift differential of ten percent (10%) will be paid to all members of the Bargaining Unit for all hours worked.

Insert in its place thereof:

Effective January 1, 2006 a shift differential of ten and a half percent (10.5%) will be paid to all members of the Bargaining Unit for all hours worked.

EFFECTIVE 6/30/2006 2%	Reserve	Start	Year 1	Year 2	Year 3	Year 5	Diff.
Private	\$ 15.24	\$693.06	\$ 739.57	\$ 790.48	\$ 841.46	\$869.88	
F/P Private						\$869.88	\$ 91.34
Mechanic		\$693.06	\$ 739.57	\$ 790.48	\$ 841.46	\$869.88	
Signal Main.		\$693.06	\$ 739.57	\$ 790.48	\$ 841.46	\$869.88	

	Start	6 months	1 year	Diff.
Lieutenant	\$ 910.46	\$ 951.05	\$ 991.66	
F/P Lieutenant			\$ 991.66	\$ 96.69

3
6

2006

Training/Education Lt.				\$ 991.66
Captain	\$1,034.62	\$1,077.60	\$1,120.57	
Deputy	\$1,165.39	\$1,210.21	\$1,255.04	
F/P Deputy			\$1,255.04	\$106.68
Sr. Deputy			\$1,255.04	\$106.68
Training Deputy	\$1,165.39	\$1,210.21	\$1,255.04	\$ 50.20
Fire Alarm. Super.			\$1,120.57	\$123.26

	Start	Year 1	Year 2	Year 3
Master Mechanic	\$913.37	\$ 956.86	\$1,000.36	\$1,043.85

Under Article XII Section 1a: Shift differential

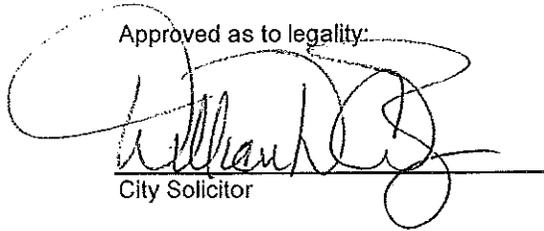
Delete the following:

Effective January 1, 2006 a shift differential of ten and a half percent (10.5%) will be paid to all members of the Bargaining Unit for all hours worked.

Insert in its place thereof:

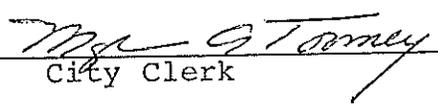
Effective June 30, 2006 a shift differential of eleven percent (11%) will be paid to all members of the Bargaining Unit for all hours worked.

Approved as to legality:



City Solicitor

PLACED ON FILE for at least 10 days
Attest:



City Clerk

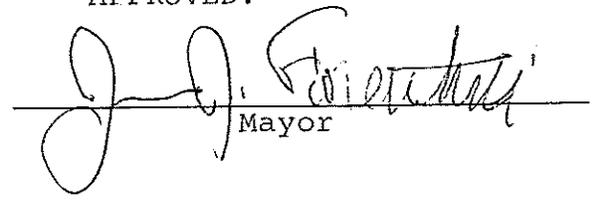
IN CITY COUNCIL: May 9 2006

On motion of councillor Ryan that document be amended as follows: "By striking out the differential columns and amounts for job titles F/P Private, F/P Lieutenant, F/P Deputy, Sr Deputy, Training Deputy and Fire Alarm Super.", as stated in letter dated May 5, 2006 from Mary Carrington, Human Resources Director

MOTION PASSED and
PASSED AS AMENDED

Attest:

APPROVED:



Mayor



City Clerk

City Clerk
Edna Cook
Counsellor
Carrington
File