



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 97-G of 2020 is hereby amended as follows:

EFFECTIVE 7/1/2021 1.75%	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Water Maintenance Supervisor	\$ 1,525.34	\$ 1,593.14	\$ 1,655.24	\$ 1,702.17	\$ 1,760.04	\$ 1,817.24	
Treatment Plant Supervisor	\$ 1,525.34	\$ 1,593.14	\$ 1,655.24	\$ 1,702.17	\$ 1,760.04	\$ 1,817.24	\$ 1,874.49
Computer Specialist	\$ 1,477.48	\$ 1,486.86	\$ 1,574.83				
Chemist	\$ 1,368.54	\$ 1,420.34	\$ 1,467.28				
Wastewater Compliance Coordinator	\$ 1,368.54	\$ 1,420.34	\$ 1,467.28				
Water Service Inspector	\$ 1,106.92	\$ 1,208.83	\$ 1,254.38				
Billing/Collector Manager	\$ 1,106.92	\$ 1,208.83	\$ 1,254.38				
Wastewater Facility Manager	\$ 1,525.34	\$ 1,593.14	\$ 1,655.24	\$ 1,702.17	\$ 1,760.04	\$ 1,817.24	
Collection System Supervisor	\$ 1,525.34	\$ 1,593.14	\$ 1,655.24	\$ 1,702.17	\$ 1,760.04	\$ 1,817.24	\$ 1,874.49
Wastewater Chemist	\$ 1,040.19	\$ 1,152.41	\$ 1,321.87	\$ 1,368.54	\$ 1,420.34	\$ 1,467.28	
Wastewater Head Mechanic	\$ 1,152.58	\$ 1,235.29	\$ 1,263.46	\$ 1,315.49	\$ 1,367.23	\$ 1,414.19	
Executive Assistant to the Supt./Eng.	\$ 1,031.60	\$ 1,059.96	\$ 1,132.17	\$ 1,166.13	\$ 1,201.12	\$ 1,237.16	
EFFECTIVE 7/1/2021 1.75%							
(For new hires after 7/1/10)	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Water Maintenance Supervisor	\$ 1,542.95	\$ 1,603.07	\$ 1,648.54				
Treatment Plant Supervisor	\$ 1,542.95	\$ 1,603.07	\$ 1,648.54				
Computer Specialist	\$ 1,430.93	\$ 1,440.01	\$ 1,525.21				
Chemist	\$ 1,325.42	\$ 1,375.60	\$ 1,421.05				
Wastewater Compliance Coordinator	\$ 1,325.42	\$ 1,375.60	\$ 1,421.05				
Water Service Inspector	\$ 1,072.04	\$ 1,170.74	\$ 1,214.86				
Billing/Collector Manager	\$ 1,072.04	\$ 1,170.74	\$ 1,214.86				
Wastewater Facility Manager	\$ 1,349.96	\$ 1,413.64	\$ 1,477.28	\$ 1,542.95	\$ 1,603.08	\$ 1,648.54	
Collection System Supervisor	\$ 1,349.96	\$ 1,413.64	\$ 1,477.28	\$ 1,542.95	\$ 1,603.08	\$ 1,648.54	
Wastewater Chemist	\$ 1,007.42	\$ 1,116.10	\$ 1,280.22	\$ 1,325.42	\$ 1,375.60	\$ 1,421.05	
Wastewater Head Mechanic	\$ 1,116.26	\$ 1,196.37	\$ 1,223.65	\$ 1,274.04	\$ 1,324.15	\$ 1,369.63	
Executive Assistant to the Supt./Eng.	\$ 999.10	\$ 1,026.57	\$ 1,096.50	\$ 1,129.39	\$ 1,163.27	\$ 1,198.19	
Head Account Clerk	\$ 801.15	\$ 825.26	\$ 848.19	\$ 872.75	\$ 898.06	\$ 924.18	\$ 970.38
Business Manager	\$ 1,181.20	\$ 1,236.92	\$ 1,292.62	\$ 1,350.09	\$ 1,402.69	\$ 1,442.46	
Asset & Information Specialist	\$ 1,054.40	\$ 1,116.42	\$ 1,178.44	\$ 1,240.48	\$ 1,302.50	\$ 1,364.52	\$ 1,426.54
EFFECTIVE 7/1/2022 2%							
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Water Maintenance Supervisor	\$ 1,555.84	\$ 1,625.01	\$ 1,688.34	\$ 1,736.21	\$ 1,795.24	\$ 1,853.59	
Treatment Plant Supervisor	\$ 1,555.84	\$ 1,625.01	\$ 1,688.34	\$ 1,736.21	\$ 1,795.24	\$ 1,853.59	\$ 1,911.98
Computer Specialist	\$ 1,507.03	\$ 1,516.59	\$ 1,606.33				
Chemist	\$ 1,395.91	\$ 1,448.74	\$ 1,496.63				
Wastewater Compliance Coordinator	\$ 1,395.91	\$ 1,448.74	\$ 1,496.63				
Water Service Inspector	\$ 1,129.06	\$ 1,233.00	\$ 1,279.47				
Billing/Collector Manager	\$ 1,129.06	\$ 1,233.00	\$ 1,279.47				
Wastewater Facility Manager	\$ 1,555.84	\$ 1,625.01	\$ 1,688.34	\$ 1,736.21	\$ 1,795.24	\$ 1,853.59	
Collection System Supervisor	\$ 1,555.84	\$ 1,625.01	\$ 1,688.34	\$ 1,736.21	\$ 1,795.24	\$ 1,853.59	\$ 1,911.98



DOCUMENT

CITY OF HAVERHILL

In Municipal Council

ORDERED:

Wastewater Chemist	\$ 1,060.99	\$ 1,175.46	\$ 1,348.30	\$ 1,395.91	\$ 1,448.74	\$ 1,496.63
Wastewater Head Mechanic	\$ 1,175.63	\$ 1,259.99	\$ 1,288.73	\$ 1,341.80	\$ 1,394.57	\$ 1,442.47
Executive Assistant to the Supt./Eng.	\$ 1,052.23	\$ 1,081.16	\$ 1,154.81	\$ 1,189.45	\$ 1,225.14	\$ 1,261.91

EFFECTIVE 7/1/2022 2%

(For new hires after 7/1/10)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Water Maintenance Supervisor	\$ 1,573.81	\$ 1,635.13	\$ 1,681.51				
Treatment Plant Supervisor	\$ 1,573.81	\$ 1,635.13	\$ 1,681.51				
Computer Specialist	\$ 1,459.55	\$ 1,468.81	\$ 1,555.72				
Chemist	\$ 1,351.93	\$ 1,403.11	\$ 1,449.47				
Wastewater Compliance Coordinator	\$ 1,351.93	\$ 1,403.11	\$ 1,449.47				
Water Service Inspector	\$ 1,093.48	\$ 1,194.16	\$ 1,239.16				
Billing/Collector Manager	\$ 1,093.48	\$ 1,194.16	\$ 1,239.16				
Wastewater Facility Manager	\$ 1,376.96	\$ 1,441.91	\$ 1,506.82	\$ 1,573.81	\$ 1,635.14	\$ 1,681.51	
Collection System Supervisor	\$ 1,376.96	\$ 1,441.91	\$ 1,506.82	\$ 1,573.81	\$ 1,635.14	\$ 1,681.51	
Wastewater Chemist	\$ 1,027.57	\$ 1,138.43	\$ 1,305.82	\$ 1,351.93	\$ 1,403.11	\$ 1,449.47	
Wastewater Head Mechanic	\$ 1,138.58	\$ 1,220.30	\$ 1,248.12	\$ 1,299.52	\$ 1,350.63	\$ 1,397.02	
Executive Assistant to the Supt./Eng.	\$ 1,019.08	\$ 1,047.10	\$ 1,118.43	\$ 1,151.98	\$ 1,186.54	\$ 1,222.15	
Head Account Clerk	\$ 817.17	\$ 841.76	\$ 865.15	\$ 890.20	\$ 916.02	\$ 942.66	
Business Manager	\$ 1,204.83	\$ 1,261.66	\$ 1,318.47	\$ 1,377.09	\$ 1,430.74	\$ 1,471.31	
Asset & Information Specialist	\$ 1,075.48	\$ 1,138.75	\$ 1,202.01	\$ 1,265.29	\$ 1,328.55	\$ 1,391.81	\$ 1,455.07

EFFECTIVE 7/1/2023 2%

(For new hires after 7/1/10)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Water Maintenance Supervisor	\$ 1,586.96	\$ 1,657.51	\$ 1,722.11	\$ 1,770.94	\$ 1,831.15	\$ 1,890.66	
Treatment Plant Supervisor	\$ 1,586.96	\$ 1,657.51	\$ 1,722.11	\$ 1,770.94	\$ 1,831.15	\$ 1,890.66	\$ 1,950.22
Computer Specialist	\$ 1,537.17	\$ 1,546.93	\$ 1,638.45				
Chemist	\$ 1,423.83	\$ 1,477.72	\$ 1,526.56				
Wastewater Compliance Coordinator	\$ 1,423.83	\$ 1,477.72	\$ 1,526.56				
Water Service Inspector	\$ 1,151.64	\$ 1,257.66	\$ 1,305.06				
Billing/Collector Manager	\$ 1,151.64	\$ 1,257.66	\$ 1,305.06				
Wastewater Facility Manager	\$ 1,586.96	\$ 1,657.51	\$ 1,722.11	\$ 1,770.94	\$ 1,831.15	\$ 1,890.66	
Collection System Supervisor	\$ 1,586.96	\$ 1,657.51	\$ 1,722.11	\$ 1,770.94	\$ 1,831.15	\$ 1,890.66	\$ 1,950.22
Wastewater Chemist	\$ 1,082.21	\$ 1,198.97	\$ 1,375.27	\$ 1,423.83	\$ 1,477.72	\$ 1,526.56	
Wastewater Head Mechanic	\$ 1,199.14	\$ 1,285.19	\$ 1,314.50	\$ 1,368.64	\$ 1,422.46	\$ 1,471.32	
Executive Assistant to the Supt./Eng.	\$ 1,073.28	\$ 1,102.79	\$ 1,177.91	\$ 1,213.24	\$ 1,249.65	\$ 1,287.14	

EFFECTIVE 7/1/2023 2%

(For new hires after 7/1/10)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Water Maintenance Supervisor	\$ 1,605.29	\$ 1,667.83	\$ 1,715.14				
Treatment Plant Supervisor	\$ 1,605.29	\$ 1,667.83	\$ 1,715.14				
Computer Specialist	\$ 1,488.74	\$ 1,498.19	\$ 1,586.83				
Chemist	\$ 1,378.97	\$ 1,431.17	\$ 1,478.46				
Wastewater Compliance Coordinator	\$ 1,378.97	\$ 1,431.17	\$ 1,478.46				
Water Service Inspector	\$ 1,115.35	\$ 1,218.04	\$ 1,263.94				
Billing/Collector Manager	\$ 1,115.35	\$ 1,218.04	\$ 1,263.94				
Wastewater Facility Manager	\$ 1,404.49	\$ 1,470.75	\$ 1,536.96	\$ 1,605.29	\$ 1,667.84	\$ 1,715.14	
Collection System Supervisor	\$ 1,404.49	\$ 1,470.75	\$ 1,536.96	\$ 1,605.29	\$ 1,667.84	\$ 1,715.14	
Wastewater Chemist	\$ 1,048.12	\$ 1,161.20	\$ 1,331.94	\$ 1,378.97	\$ 1,431.17	\$ 1,478.46	
Wastewater Head Mechanic	\$ 1,161.35	\$ 1,244.70	\$ 1,273.08	\$ 1,325.51	\$ 1,377.65	\$ 1,424.96	
Executive Assistant to the Supt./Eng.	\$ 1,039.46	\$ 1,068.04	\$ 1,140.79	\$ 1,175.02	\$ 1,210.27	\$ 1,246.60	



DOCUMENT

CITY OF HAVERHILL

In Municipal Council

ORDERED:

Head Account Clerk	\$ 833.51	\$ 858.60	\$ 882.45	\$ 908.01	\$ 934.35	\$ 961.51
Business Manager	\$ 1,228.92	\$ 1,286.89	\$ 1,344.84	\$ 1,404.63	\$ 1,459.35	\$ 1,500.74
Asset & Information Specialist	\$ 1,096.99	\$ 1,161.52	\$ 1,226.05	\$ 1,290.59	\$ 1,355.12	\$ 1,419.65 \$ 1,484.18

Amend Appendix A and B Section 2: Professional Development by the following:

Effective 7/1/21 increase the amount of the Professional Development allowance from \$200.00 to \$350.00 per year.

Amend Article VII Section 3: Longevity

Effective 7/1/2021 longevity will be as follows:

\$1,300.00 for 5<10 years

\$1,350.00 for 10<15 years

\$1,400.00 for 15<20 years

\$1,450.00 for 20<25 years

\$1,700.00 for 25<30 years

\$2,500.00 for 30 years

Approved as to legality:

City Solicitor