



**CITY OF HAVERHILL  
CITY COUNCIL AGENDA**

**February 13, 2024 at 7:00 PM**

**Theodore A. Pelosi, Jr. Council Chambers, 4 Summer st, Room 202**

**In-Person/Remote Meeting**

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*This meeting of Haverhill City Council will be held in-person at the location provided on this notice as its official meeting location pursuant to the Open Meeting Law. As the meeting is held in person at a physical location that is open and accessible to the public, the City Council is not required to provide remote access to the meeting. Members of the public are welcome to attend this in-person meeting. Please note that a live stream of the meeting is being provided only as a courtesy to the public, and the meeting will not be suspended or terminated if technological problems interrupt the virtual broadcast, unless otherwise required by law. Members of the public with particular interest in any specific item on this agenda should make plans for in-person vs. virtual attendance accordingly. Thank you.*

**1. OPENING PRAYER**

**2. PLEDGE OF ALLEGIANCE**

**3. APPROVAL OF MINUTES OF PRIOR MEETING**

**4. ASSIGNMENT OF THE MINUTES REVIEW FOR THE NEXT MEETING**

**5. COMMUNICATIONS FROM THE MAYOR:**

5.1. Mayor Barrett submits request from Rob Moore, Environmental Health Technician, for an *Amended City Ordinance* to amend Chapter 11, Sections 22 through 29, *Conservation Commission*  
*Related communications from Rob Moore, dated January 26 & February 9, 2024*

5.1.1. *Amended Ordinance* – Amend Chapter 11. Boards and Commissions Article VI. Conservation Commission

File 10 days

5.2. Mayor Barrett requests to have Chief Robert Pistone discuss guidance issued by the Peace Officers Standards and Training (POST) Commission and how it affects the appointment of Constables



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5.3. Mayor Barrett submits a Salary Ordinance and a Memorandum of Agreement (MOA) between the City of Haverhill and the Haverhill Firefighters Local 1011

5.3.1. Memorandum of Agreement between the City of Haverhill and the Haverhill Firefighters Local 1011

5.3.2. Ordinance re: Salaries – Fire Safety Services, Fire Group Local 1011  
File 10 days

**6. COMMUNICATIONS FROM COUNCILLORS TO INTRODUCE AN INDIVIDUAL(S) TO ADDRESS THE COUNCIL:**

**7. PUBLIC PARTICIPATION- REQUESTS UNDER COUNCIL RULE 28**

**8. COMMUNICATIONS AND REPORTS FROM CITY OFFICERS AND EMPLOYEES:**

8.1. City Clerk, Kaitlin M Wright submits the Warrant for Presidential Primaries on Tuesday, March 5, 2024

8.2. City Assessor, Christine Webb, submits the abatement report for the month of January 2024

**9. UTILITY HEARING(S) AND RELATED ORDER(S):**

**10. HEARINGS AND RELATED ORDERS:**

**11. APPOINTMENTS:**

11.1. **Confirming Appointments:**

11.2. **Non-Confirming to expire December 31, 2024**

11.2.1. *Special City Solicitor* – Lisa Mead, Esq of the Law Firm of Mead, Talerman & Costa, LLC of Green st, Newburyport MA

11.3. **Constables to expire December 31, 2024**



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**11.4.     Resignations:**

**12. PETITIONS:**

12.1.     Applications Handicap Parking Sign: *with Police approval*

12.2.     Amusement/Event Application - *with Police approval*

12.3.     Auctioneer License:

12.4.     Tag Days: *with Police approval*

12.5.     One Day Liquor License – *with License Commission & Police approval*

12.6.     ANNUAL LICENSE RENEWALS:

12.6.1.     **Hawker Peddlers License- Fixed location** – *w/Police approval*

12.6.2.     **Coin-Op License Renewals** – *with Police approval*

12.6.3.     **Christmas Tree Vendor** – *with Police approval*

12.6.4.     **Taxi Driver Licenses for 2023:** *with Police approval*

12.6.5.     **Taxi/Limousine License** *with Police approval:*

12.6.6.     **Junk Dealer /Collector License** *with Police approval*

12.6.7.     **Sunday Pool**

12.6.8.     **Bowling**

12.6.9.     **Sunday Bowling**

12.6.10.    **Buy & Sell Second Hand Articles** *with Police approval*

12.6.11.    **Buy & Sell Second Hand Clothing**

12.6.12.    **Pawnbroker license** - *with police approval*

12.6.13.    **Fortune Teller** *with - Police approval*

12.6.14.    **Buy & Sell Old Gold** – *with Police approval*

12.6.15.    **Roller Skating Rink**

12.6.16.    **Sunday Skating**



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**12.6.17. Exterior Vending Machines/Redbox Automated  
Retail, LLC – *all pending electrical approval***

- 12.6.17.1. MRVM 24-1: Market Basket, 2 Water st, 2  
Machines
- 12.6.17.2. MRVM 24-2: Market Basket, 400 Lowell av, 1  
Machine
- 12.6.17.3. MRVM 24-3: Walgreens, 800 River st, 2  
Machines
- 12.6.17.4. MRVM 24-4: Market Basket, 285 Lincoln av, 1  
Machine
- 12.6.17.5. MRVM 24-5: CVS Pharmacy, 150 Lafayette sq, 1  
Machine

**12.6.18. Limousine/Livery License/Chair Cars *with Police  
approval***

**13.MOTIONS AND ORDERS:**

- 13.1. Order –authorizing the Expense of Funds in Excess of the  
Fiscal 2024 Snow and Ice Appropriation of \$710,000.00  
*Related communication from Robert Ward, DPW Director*

**14.ORDINANCES (FILE 10 DAYS)**

**15.COMMUNICATIONS FROM COUNCILLORS:**

- 15.1. Councillors Jordan, Michitson, and Lewandowski request an  
update and discussion on the Youth Services/Mental Health account
- 15.2. Councillor Ferreira requests to discuss re-convening the Joint  
City Council/School Committee Public Schools Building Facilities  
Committee
- 15.3. Councillors Toohey and Basiliere request a traffic safety update  
in the area of 8<sup>th</sup> Avenue and Hale Street from the Haverhill Police  
Department



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**16. UNFINISHED BUISINESS OF PRECEEDING MEETING:**

16.1. Document 11-B: Ordinance re: Vehicles and Traffic, Delete  
Handicap parking at 23 Shepherd st *Filed 1/31/2024*

16.2. Document 12-E: Councillors Toohey and Basiliere request a  
discussion about the 8<sup>th</sup> Avenue traffic and concerns  
*Continued from 2/6/2024*

16.3. Document 14: Memorandum of Agreement between City of  
Haverhill and the Water Purification Group

16.3.1. Document 15: Ordinance re; Salaries – Water  
Purification *Filed 1/31/2024*

16.4. Document 24: Ordinance re: Vehicles and Traffic, Parking  
restrictions Bartlett av, West Side Entire Length *Filed 1/31/2024*

**17. RESOLUTIONS AND PROCLAMATIONS:**

**18. COUNCIL COMMITTEE REPORTS AND ANNOUNCEMENTS**

**19. DOCUMENTS REFERRED TO COMMITTEE STUDY**

**20. LONG TERM MATTERS STUDY LIST**

**21. ADJOURN :**

**MELINDA E. BARRETT**  
MAYOR



**CITY OF HAVERHILL**  
**MASSACHUSETTS**

CITY HALL, ROOM 100  
FOUR SUMMER STREET  
HAVERHILL, MA 01830  
PHONE 978-374-2300  
FAX 978-373-7544  
MAYOR@CITYOFHAVERHILL.COM  
WWW.CITYOFHAVERHILL.COM

5.1

February 9, 2024

**To:** City Council President Thomas J. Sullivan and Members of the  
Haverhill City Council

**From:** Mayor Melinda E. Barrett

**Re:** City Ordinance Amending Chapter 11, Sections 22 through 29,  
Conservation Commission

Dear Mr. President and Members of the City Council:

Attached please find a request from Environmental Health Technician Rob Moore for a City Ordinance to amend Chapter 11, Sections 22 through 29, Conservation Commission outlining the duties of said Commission.

I recommend approval.

Sincerely,

**Melinda E. Barrett**  
Mayor

MEB/cml



Re: Related Communication

# Haverhill

Conservation Department

Phone: 978-374-2334 Fax: 978-374-2366

[conservation@cityofhaverhill.com](mailto:conservation@cityofhaverhill.com)

MEMO TO: The Honorable Melinda E. Barrett, Mayor of Haverhill

FROM: Robert E. Moore, Jr., Environmental Health Technician *REM*

DATE: January 26, 2024

RE: City Ordinance Chapter 11, Sections 22 through 29, Conservation Commission

Thank you for meeting with Commission Chair Fred Clark and me to discuss the subject matter. Attached for City Council approval is the proposed update to the City's ordinance outlining the duties of its Conservation Commission. The currently codified version of the ordinance dates to 1973. Since that time the Commission's regulatory role has vastly increased, limiting its time to address open space matters. In recent years the Conservation Commission has reviewed the ordinance and worked to update its language. The update represents a compilation of the 1973 ordinance and language provided by the Massachusetts Association of Conservation Commissions to align with the Massachusetts Conservation Commission Act, M.G.L. C.40, s.8C. Attorney Thomas Fallon reviewed this draft for us this week.

As we know, the City's Open Space and Recreation Plan expired in October. The most significant addition to the attached ordinance will expedite our efforts to update this Plan and ensure we continue to be eligible for both federal and state funding to improve our parks and conservation areas. Specifically, Section 24D allows the mayor to appoint "Conservation Partners". The initial task of these volunteer partners will be to assist us in updating our Open Space and Recreation Plan. Work will include public outreach, research, and the development of goals and objectives to guide us for the next five years. Following that effort, Partners would transition to such support activities as:

- Developing and implementing a volunteer program to maintain Haverhill's conservation lands. This would be a cooperative effort with the Haverhill Trails Volunteers.
- Assisting the Conservation Commissioners in leading "Let's Hike Haverhill" events in partnership with Essex County Greenbelt Association.
- Assisting in leading/organizing paddling and fishing events in partnership with our Recreation Department.
- Working within the community to promote open space and wetlands protection.
- Working with Haverhill Public Schools to highlight the importance of open spaces, recreation areas, wetlands & environmental protection in our community.

Partners will not be involved in the Commission's day-to-day regulatory business, nor will they be allowed to vote on formal Commission business. Rather, they will serve the community as liaisons, volunteering their time and talents to continuously improve the City of Haverhill.

I look forward to addressing any additional questions you or the City Council might have.



*Related communication*

# Haverhill


Conservation Department

Phone: 978-374-2334 Fax: 978-374-2366

[conservation@cityofhaverhill.com](mailto:conservation@cityofhaverhill.com)

(511)

MEMO TO: President Thomas J. Sullivan and Haverhill City Councilors

FROM: Robert E. Moore, Jr., Environmental Health Technician 

DATE: February 9, 2024

RE: City Ordinance Chapter 11, Sections 22 through 29, Conservation Commission

Please find attached a revised version of the proposed Conservation Commission ordinance amendments. The body of the ordinance remains the same as that which was submitted last week. However, the opening paragraph and closing signature line were added at the direction of the City Solicitor.

HAU CITY CLERK FEB 9/24 PM 9:15





Document

CITY OF HAVERHILL

In Municipal Council

5,1,1

HAU CITY CLERK FEB 9 '24 AM 832

Ordered:

## MUNICIPAL ORDINANCE

## CHAPTER 11

### AN ORDINANCE RELATING TO BOARDS AND COMMISSIONS

**BE IT ORDAINED** by the City Council of the City of Haverhill that Chapter 11, Article VI - Conservation Commission, of the Code of the City of Haverhill, as amended, being and is hereby further amended by deleting Article VI in its entirety and by inserting the following in place thereof:

#### **"Article VI - Conservation Commission**

##### **§11-22. Establishment; purpose.**

There shall be established in the City of Haverhill, in accordance with MGL c. 40, § 8C a Conservation Commission, which Commission is hereby established for the following general purposes: for the promotion and development of the natural resources and for the protection of watershed resources of the City of Haverhill.

##### **§ 11-23. Duties.**

**A.**

The Commission shall conduct researches into its local land areas and shall seek to coordinate the activities of unofficial bodies organized for similar purposes, and may advertise, prepare print and distribute books, maps, charts, plans and pamphlets which in its judgment it deems necessary for its work. The Commission shall work with other municipal, regional, and state bodies, friends groups, non-profit environmental organizations, and other like assemblies to encourage natural resource protection and a conservation ethic in the community.

**B.**

The Commission shall coordinate the preparation of the City's Open Space and Recreation Plan. Such plan shall show open areas including marsh land, swamps and other wetlands, and shall show which areas are subject to restrictions or wetland zoning provisions and any other matters which may be shown on a plan index under MGL c. 184, § 33. Acquisitions of interests in and under this section and other municipal open lands shall be shown thereon as well as lands owned by other entities kept open through any legal requirement. Such plan shall show other areas which public necessity requires to be retained for conservation and passive recreation use.

**C.**

The Commission shall assure the protection of important local land and water resources through conservation land acquisition under the Conservation Commission Act and Article 97 of the Commonwealth of Massachusetts Constitution. The Commission shall assist in securing and enforcing conservation restrictions, agricultural and historic restrictions, and watershed restrictions. The Commission shall encourage, in conjunction with assessors and other municipal

officials, the placing of land in the Chapter 61, 61A, and 61B programs.

**D.**  
The Commission shall be stewards of the City's conservation lands for a variety of benefits, including to foster biodiversity of species and habitats and to provide and promote appropriate recreational uses tied to the nature of the particular area. The Commission shall promote appropriate, environmentally-sound agriculture, forestry, and fishing on conservation lands.

**E.**  
The Commission shall implement state and local regulations relating to the use of conservation lands and the protection of wetlands and floodplains under the Massachusetts Wetlands Protection Act, MGL c. 131, § 40, and local ordinances authorized under Article 89 of the Commonwealth's Constitution.

**F.**  
The Commission shall keep accurate records of its meetings and actions and shall file an annual report.

**§ 11-24. Appointment; membership.**

**A.**  
The Commission shall consist of not less than three members nor more than seven members. All appointments to said Commission shall be made by the Mayor of the City of Haverhill. Appointments shall be persons whose interests are closely allied to the promotion and protection of the City's natural resources and open spaces and the enhancement of recreation opportunities available to the public.

**B.**  
When established, the terms of the members shall be for one, two, or three years, and so arranged that the terms of approximately one third of the members will expire each year, and their successors shall be appointed for terms of three years each.

**C.**  
A vacancy occurring otherwise than by expiration of a term shall be filled for the unexpired term in the same manner as an original appointment.

**D.**  
To assist the Commission in performing its general duties or in completing special projects, the Commission may request the Mayor to appoint up to three Conservation Partners. Partners shall be unofficial, volunteers and shall not perform any official Commission action, such as voting on Commission business.

**§ 11-25. Control and management of Commission and employees.**

**A.**  
The Mayor may appoint such clerks and other employees as it may from time to time require.

**B.**  
The employees of the Commission shall be under the direction and control of the Deputy DPW Director - Water/Wastewater Division in carrying out the policies established by the Commission.

**§ 11-26. Conservation Funds; investments.**

The Commission may establish Conservation Funds and expend the same under the supervision of the Deputy DPW Director - Water/Wastewater Division. The City Council may appropriate money in any year to a Conservation Fund of which the Treasurer shall be custodian. She may deposit or invest the proceeds of said fund in savings banks, trust companies incorporated under the laws of the Commonwealth, banking companies incorporated under the laws of the Commonwealth which are members of the Federal Deposit Insurance Corporation, or national banks, or invest it in paid-up shares and accounts of and in cooperative banks, or in shares of savings and loan associations or in shares of federal savings and loan associations doing business in the Commonwealth, and any income therefrom shall be credited to the fund. Moneys in the fund may be expended by said Commission for any purpose authorized by this section; provided, however, that no expenditure for a taking by eminent domain shall be made unless such expenditure has been approved in accordance with MGL c. 40, § 8c.

#### § 11-27. Acquisition of property; eminent domain.

##### A.

The Commission, in addition to the powers hereinabove granted to it, may receive gifts of property, both real and personal, in the name of the City of Haverhill, subject to the approval of the City Council, such gifts to be managed and controlled by the Commission for the purposes of this section.

##### B.

The Commission may acquire by gift, purchase, grant, bequest, devise, lease or otherwise the fee in such land or water rights, or any lesser interest, development right, easement, covenant or other contractual right, including conveyances on conditions or with limitations or reversions, as may be necessary to acquire, maintain, improve, protect, limit the future of or otherwise conserve and properly utilize open spaces and other land and water areas within the City and shall manage and control the same subject to approval by the City Council.

##### C.

For the purposes of this section, the City may, upon the written request of the Commission, take by eminent domain under MGL c. 79, the fee or any lesser interest in any land or waters located in the City, provided that such taking has first been approved by a two-thirds vote of the City Council, which land and waters shall thereupon be under the jurisdiction and control of the Commission.

##### D.

Upon a like vote, the City may expend moneys in the fund, if any, established under the provisions of § 11-26 for the purpose of paying, in whole or in part, any damages for which such City may be liable by reason of such taking.

##### E.

Lands used for farming or agriculture, as defined in MGL c. 128, § 1A, shall not be taken by eminent domain under the authority of this section.

#### § 11-28. Rules and regulations.

##### A.

The Commission may adopt rules and regulations governing the use of land and waters under its control and prescribe penalties, not exceeding a fine of \$300, for any violation thereof. The Commission may adopt additional rules, regulations, policies, and procedures to be used in performing its duties.

##### B.

As an alternative to criminal prosecution in a specific case, the Commission may issue citations under the non-criminal disposition procedure set forth in MGL c. 40, § 21D.

**§ 11-29. Non-applicability.**

5.1.1

**No action taken under this section shall affect the powers and duties of the State Reclamation Board or any mosquito control or other project operating under or authorized by MGL c. 252 or restrict any established public access.**

**APPROVED AS TO LEGALITY:**

**City Solicitor** \_\_\_\_\_

**MELINDA E. BARRETT**  
MAYOR



**CITY OF HAVERHILL**  
**MASSACHUSETTS**

52  
CITY HALL, ROOM 100  
FOUR SUMMER STREET  
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February 9, 2024

**To:** City Council President Thomas J. Sullivan and Members of the  
Haverhill City Council

**From:** Mayor Melinda E. Barrett

**Re:** Chief Robert Pistone Discuss Requirements for Constable  
Appointments

Dear Mr. President and Members of the City Council:

I request that Chief Robert Pistone appear before Council to discuss the guidance issued by the Peace Officers Standards and Training (POST) Commission and how it affects the appointment of Constable.

Thank you.

Sincerely,

**Melinda E. Barrett**  
Mayor

MEB/cml

**MELINDA E. BARRETT**  
MAYOR



**CITY OF HAVERHILL**  
**MASSACHUSETTS**

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HAU CITY CLERK FEB 9 2024

513

February 9, 2024

**To:** City Council President Thomas J. Sullivan and Members of the  
Haverhill City Council

**From:** Mayor Melinda E. Barrett

**Re:** Salary Ordinance and MOA Submission

Dear Mr. President and Members of the City Council:

Please find attached a Salary Ordinance and Memorandum of Agreement (MOA) between the City of Haverhill and Haverhill Firefighters Local 1011.

This ordinance must be placed on file for 10 days after which I recommend approval.

Sincerely,

**Melinda E. Barrett**  
Mayor

MEB/cml



# Haverhill

Human Resources Department, Room 306

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

Denise McClanahan, HR Director – [dmcclanahan@cityofhaverhill.com](mailto:dmcclanahan@cityofhaverhill.com)

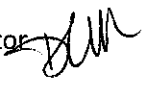
Christine Caminero, HR Technician – [ccaminero@cityofhaverhill.com](mailto:ccaminero@cityofhaverhill.com)

Christina Carrie, HR Technician – [ccarrie@cityofhaverhill.com](mailto:ccarrie@cityofhaverhill.com)

TO: Mayor Melinda Barrett  
FROM: Denise McClanahan, HR Director *dlm*  
DATE: February 8, 2024  
RE: Salary Ordinance & MOA submission

Attached please find the salary ordinance and MOA for the Haverhill Fire Department Union Group (Local #1011) as a result of their recent negotiations. Please submit these documents to the next City Council meeting for action.

dlm

TO: MAYOR MELINDA BARRETT  
FROM: Denise McClanahan, HR Director   
DATE: 2/7/2024  
RE: COLLECTIVE BARGAINING FINANCIAL DISCLOSURE

NAME OF CONTRACT OR GROUP: Fire Group  
CONTRACT PERIOD: 7/1/2021 to 6/30/2024

% INCREASE FOR EACH CONTRACT YEAR:

Year 1 1.75 %      Year 2 2 %      Year 3 2 %  
+ MARKET RATE ADJUSTMENT (3.25%)

COST OF COLA FOR EACH FISCAL YEAR OF CONTRACT:

Year 1 – FY <u>22</u>	Cost amount	<u>\$ 110,000</u>
Year 2 – FY <u>23</u>	Cost amount	<u>\$ 127,000</u>
Year 3 – FY <u>24</u>	Cost amount	<u>\$ 129,000 + \$215,000 (rate adj)</u>

ADDITIONAL COSTS:

(i.e., OT, Hazardous Duty, Professional Development, Clothing Allowance, Holiday Pay, etc.)

Approx OT cost	<u>\$185,000</u>
Approx Hazmat pay increase	<u>\$110,000</u>
Approx EMT certificate increase	<u>\$250,000</u>
Approx Shift differential increase	<u>\$64,000</u>
Approx costs (other – MFA, College credits, holiday)	<u>\$50,000</u>

What is the percentage increase that these extras add to the budget? Approx 15% over 3 years

TOTAL COST OF PROPOSED COLLECTIVE BARGAINING AGREEMENT: \_\_\_\_\_

Total salary budget for this group was: \_\_\_\_\_

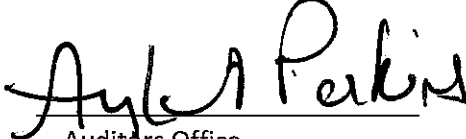
Percent increase in salary budget: \_\_\_\_\_

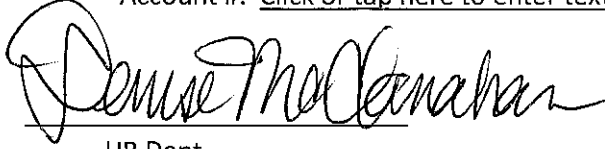
Are there any other groups or individuals that would be directly affected by this budget? No

What would be the effect? \_\_\_\_\_

Are there any other known implications to this contract? \_\_\_\_\_

Funds are appropriated	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	<u>102.1.0946.5101</u> Account #: <u>Click or tap here to enter text.</u>
Where funds are located		
Funds need appropriation by council	Yes <input type="checkbox"/> No <input type="checkbox"/>	Account #: <u>Click or tap here to enter text.</u>
Where funds to come from		

  
Auditors Office

  
HR Dept



5.3.1

**MEMORANDUM OF AGREEMENT**  
**Between**  
**THE CITY OF HAVERHILL and HAVERHILL FIREFIGHTERS LOCAL #1011**

(Note: The following Memorandum of Agreement is an "Off-the-Record" document unless and until approved and ratified by both parties. In the event either side rejects or fails to ratify the Agreement, both sides are free to return to their last "on-the-record" positions.)

This Memorandum of Agreement sets forth the agreements of the Haverhill Firefighters Local #1011 (the "Union") and the City of Haverhill (the "City"), for a new agreement, to supplement and supersede inconsistent terms of prior agreements in effect through June 30, 2021. The parties sign this MOA to reflect their agreements which will be integrated by the parties into the expired collective bargaining agreement.

The Agreement is subject to ratification by the membership of the Union and a funding vote by the City Council. Except as modified in this Memorandum, the terms and conditions of the old contract will be carried forward into the new contract. Unless otherwise stated, the effective date of all new language or benefits shall be following ratification and funding by the City Council. Failing such ratification, or funding, this MOA shall not be admissible in any proceeding between the parties, and both sides are free to return to their last "on-the-record" positions.

**DURATION: 3 years**

July 1, 2021 – June 30, 2022

July 1, 2022 – June 30, 2023

July 1, 2023 – June 30, 2024

**WAGES**

**Article XII Section 1: Salaries**

Effective 7/1/2021 1.75% salary increase

Effective 7/1/2022 2% salary increase

Effective 7/1/2023 2% salary increase

**Market adjustment:**

Effective 7/1/2023 add one-time special wage adjustment of 3.25% to base salary wages

**SHIFT DIFFERENTIAL**

**Article XII Section 1a: Shift Differential**

Effective 7/1/2022, increase differential from 11% to 12.25%

**DETAIL RATE**

**Article XII Section 3: Paid Details**

Increase detail rate to \$68 per hour effective 2 weeks after ratification

## **HAZARDOUS MATERIALS PAY**

### **Article XII Section 8: Hazmat**

Effective 7/1/2022 increase Hazmat from \$1450 to \$2500 per year

## **EMT CERTIFICATE HOLDERS**

### **Article XII Section 9: Payment for Valid EMT Certificate Holders**

Effective 7/1/2023 change EMT-B and EMT-I stipends to a flat rate of \$5,000 annually and EMT-P to \$6,000 annually.

## **MANNING**

### **Article XVII Section 1: Manning**

Effective upon passage, change the number of firefighters for High Street Fire Station from 12 firefighters to 16 firefighters.

## **TRANSFERS-ROLLERSKATING**

### **Article XV Section 2: Transfers – Rollerskating**

Remove paragraph 3 under Section 2 of Article XV (of the 05/2019 draft version of the integrated contract).

## **HOURS OF WORK**

### **Article VI Section 2: Civilian Dispatchers**

Remove language regarding prior agreement to use civilian dispatchers from Article VI Section 2 (of the 05/2019 draft version of the integrated contract).

## **GRIEVANCES**

### **Article X – Section 2: Grievances**

In Section 2: First Step - Delete "365" and insert "**270**". Add "Chief may hold hearings within 7 days and respond within 14 days."

In Section 3: Second - In all places add the words "or his/her designee" after the word "Mayor"; delete "five (5) days" and insert "seven (7) days".

## **ADD NEW ARTICLE**

### **Parental Leave**

The parties agree to add Parental Leave language (as proposed and updated) to the contract along with the new benefit listed below.

NEW: A firefighter who qualifies for parental leave due to the birth or adoption of a child shall be permitted to use up to 96 hours of their own accumulated sick time as parental time off with pay in connection with a qualified parental leave. Must be used within the first twelve (12) months following the birth or adoption of a child.

**NEW ARTICLE**

**Drug and Alcohol Testing:**

The City and union agree to negotiate new policy in the upcoming scheduled contract negotiations.

**NEW ARTICLE**

**Vaccination Policy**

The City and the union agree to continue to continue discussion during the upcoming scheduled contract negotiations.

**INTEGRATED COLLECTIVE BARGAINING AGREEMENT**

The parties shall agree to an integrated collective bargaining agreement (CBA), which shall be executed by the parties within a reasonable time period.

All remaining terms and conditions of the parties' prior agreements not altered as per above shall remain in full force and effect.

Date: 2/6/24

For the City:

Melinda E. Barrett  
Melinda Barrett, Mayor

For the Union:

Timothy Carroll  
Timothy Carroll, Haverhill Firefighters Local #1011



DOCUMENT

CITY OF HAVERHILL

In Municipal Council

File 10 PAYS

5,312

HAU CITY CLERK FEB 9/24 AM 8:33

ORDERED:

MUNICIPAL ORDINANCE  
AN ORDINANCE RELATING TO SALARIES

CHAPTER  
FIRE SAFETY SERVICES  
FIRE GROUP (LOCAL #1011)

BE IT ORDAINED by the City Council of the City of Haverhill that Document 97-C of 2020 is hereby amended and replaced with the following:

Amend Article XII-Section 1 by the following:

EFFECTIVE 7/1/21 1.75%	RESERVE	START	YEAR 1	YEAR 2	YEAR 3	YEAR 5
Private	\$ 20.01	\$910.20	\$971.29	\$1,038.15	\$1,105.12	\$1,142.42
F/P Private						\$1,142.42
Mechanic		\$910.20	\$971.29	\$1,038.15	\$1,105.12	\$1,142.42
Signal Maintainer		\$910.20	\$971.29	\$1,038.15	\$1,105.12	\$1,142.42

	START	6 MONTHS	1 YEAR
Lieutenant	\$1,195.74	\$1,249.02	\$1,302.36
F/P Lieutenant			\$1,302.36
Training/Education Lieutenant			\$1,302.36
Captain	\$1,358.79	\$1,415.23	\$1,471.65
Deputy	\$ 1,530.52	\$ 1,589.38	\$ 1,648.26
F/P Deputy			\$ 1,648.26
Sr. Deputy			\$ 1,648.26
Training/Education Deputy			\$ 1,648.26
Fire Alarm Superintendent			\$1,471.65
Master Mechanic	\$ 1,256.66	\$ 1,313.79	\$ 1,370.92

EFFECTIVE 7/1/22 2%	RESERVE	START	YEAR 1	YEAR 2	YEAR 3	YEAR 5
Private	\$ 20.41	\$ 928.41	\$ 990.71	\$ 1,058.91	\$ 1,127.22	\$ 1,165.27
F/P Private						\$ 1,165.27
Mechanic		\$ 928.41	\$ 990.71	\$ 1,058.91	\$ 1,127.22	\$ 1,165.27
Signal Maintainer		\$ 928.41	\$ 990.71	\$ 1,058.91	\$ 1,127.22	\$ 1,165.27

	START	6 MONTHS	1 YEAR
Lieutenant	\$ 1,219.65	\$ 1,274.00	\$ 1,328.41
F/P Lieutenant			\$ 1,328.41
Training/Education Lieutenant			\$ 1,328.41
Captain	\$ 1,385.97	\$ 1,443.54	\$ 1,501.08
Deputy	\$ 1,561.13	\$ 1,621.16	\$ 1,681.22
F/P Deputy			\$ 1,681.22
Sr. Deputy			\$ 1,681.22
Training/Education Deputy			\$ 1,681.22
Fire Alarm Superintendent			\$ 1,501.08
Master Mechanic	\$ 1,281.80	\$ 1,340.06	\$ 1,398.34

EFFECTIVE 7/1/23 2%	RESERVE	START	YEAR 1	YEAR 2	YEAR 3	YEAR 5
Private	\$ 20.82	\$ 946.98	\$ 1,010.53	\$ 1,080.09	\$ 1,149.76	\$ 1,188.57
F/P Private						\$ 1,188.57
Mechanic		\$ 946.98	\$ 1,010.53	\$ 1,080.09	\$ 1,149.76	\$ 1,188.57
Signal Maintainer		\$ 946.98	\$ 1,010.53	\$ 1,080.09	\$ 1,149.76	\$ 1,188.57

	START	6 MONTHS	1 YEAR
Lieutenant	\$ 1,244.04	\$ 1,299.48	\$ 1,354.97
F/P Lieutenant			\$ 1,354.97
Training/Education Lieutenant			\$ 1,354.97
Captain	\$ 1,413.68	\$ 1,472.41	\$ 1,531.11
Deputy	\$ 1,592.36	\$ 1,653.59	\$ 1,714.85
F/P Deputy			\$ 1,714.85
Sr. Deputy			\$ 1,714.85
Training/Education Deputy			\$ 1,714.85
Fire Alarm Superintendent			\$ 1,531.11
Master Mechanic	\$ 1,307.43	\$ 1,366.86	\$ 1,426.30

EFFECTIVE 7/1/23 MARKET WAGE ADJUSTMENT	RESERVE	START	YEAR 1	YEAR 2	YEAR 3	YEAR 5
Private	\$ 21.50	\$ 977.75	\$ 1,043.37	\$ 1,115.19	\$ 1,187.13	\$ 1,227.20
F/P Private						\$ 1,227.20
Mechanic		\$ 977.75	\$ 1,043.37	\$ 1,115.19	\$ 1,187.13	\$ 1,227.20
Signal Maintainer		\$ 977.75	\$ 1,043.37	\$ 1,115.19	\$ 1,187.13	\$ 1,227.20

	START	6 MONTHS	1 YEAR
Lieutenant	\$ 1,284.47	\$ 1,341.72	\$ 1,399.01
F/P Lieutenant			\$ 1,399.01
Training/Education Lieutenant			\$ 1,399.01
Captain	\$ 1,459.63	\$ 1,520.26	\$ 1,580.87
Deputy	\$ 1,644.11	\$ 1,707.33	\$ 1,770.58
F/P Deputy			\$ 1,770.58
Sr. Deputy			\$ 1,770.58
Training/Education Deputy			\$ 1,770.58
Fire Alarm Superintendent			\$ 1,580.87
Master Mechanic	\$ 1,349.92	\$ 1,411.29	\$ 1,472.66

**Amend Article XII Section 1A: Shift Differential**

Effective 7/1/2022 increase shift differential from 11% to 12.25%.

**Amend Article XII Section 3: Paid Details**

Increase detail rate to \$68 per hour effective 2 weeks after ratification.

**Amend Article XII Section 8: Hazard Materials Pay**

Effective 7/1/2022 increase Hazard Material Pay from \$1,450 to \$2,500 per year.

**Amend Article XII section 9: Payment for Valid EMT Certificate Holders**

Effective 7/1/2023 change EMT-B and EMT-I stipends to a flat rate of \$5,000 annually and EMT-P to \$6,000 annually.

Approved as to legality:

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City Solicitor

DOCUMENT 97-C

CITY OF HAVERHILL

In Municipal Council November 10 2020

ORDERED:

MUNICIPAL ORDINANCE  
AN ORDINANCE RELATING TO SALARIES

CHAPTER  
FIREFIGHTERS GROUP (LOCAL #1011)

BE IT ORDAINED by the City Council of the City of Haverhill that Document 51 of 2018 is hereby amended as follows:

Amend Article XII-Section 1 by the following:

EFFECTIVE 7/1/2019	1.75%	RESERVE	START	YEAR 1	YEAR 2	YEAR 3	YEAR 5
Private		\$ 19.33	\$ 879.16	\$ 938.17	\$ 1,002.75	\$ 1,067.43	\$ 1,103.46
F/P Private							\$ 1,103.46
Mechanic			\$ 879.16	\$ 938.17	\$ 1,002.75	\$ 1,067.43	\$ 1,103.46
Signal Main.			\$ 879.16	\$ 938.17	\$ 1,002.75	\$ 1,067.43	\$ 1,103.46

	START	6 MONTHS	1 YEAR
Lieutenant	\$ 1,154.95	\$ 1,206.43	\$ 1,257.95
F/P Lieutenant			\$ 1,257.95
Training/Education Lieutenant			\$ 1,257.95
Captain	\$ 1,312.45	\$ 1,366.97	\$ 1,421.47
Deputy	\$ 1,478.33	\$ 1,535.17	\$ 1,592.05
F/P Deputy			\$ 1,592.05
Sr. Deputy			\$ 1,592.05
Training Deputy			\$ 1,592.05
Fire Alarm Superintendent			\$ 1,421.47
Master Mechanic	\$ 1,213.81	\$ 1,268.99	\$ 1,324.16

EFFECTIVE 7/1/2020	1.75%	RESERVE	START	YEAR 1	YEAR 2	YEAR 3	YEAR 5
Private		\$ 19.67	\$ 894.55	\$ 954.58	\$ 1,020.29	\$ 1,086.11	\$ 1,122.77
F/P Private							\$ 1,122.77
Mechanic			\$ 894.55	\$ 954.58	\$ 1,020.29	\$ 1,086.11	\$ 1,122.77
Signal Main.			\$ 894.55	\$ 954.58	\$ 1,020.29	\$ 1,086.11	\$ 1,122.77

	START	6 MONTHS	1 YEAR
Lieutenant	\$ 1,175.17	\$ 1,227.54	\$ 1,279.96
F/P Lieutenant			\$ 1,279.96
Training/Education Lieutenant			\$ 1,279.96
Captain	\$ 1,335.42	\$ 1,390.89	\$ 1,446.34
Deputy	\$ 1,504.20	\$ 1,562.04	\$ 1,619.91
F/P Deputy			\$ 1,619.91
Sr. Deputy			\$ 1,619.91
Training Deputy			\$ 1,619.91
Fire Alarm Superintendent			\$ 1,446.34
Master Mechanic	\$ 1,235.05	\$ 1,291.19	\$ 1,347.34

BACK UP REFERENCE  
ONLY


Amend Article XII: Section 3 - Paid Details

Effective the week following the City Council funding of this agreement, increase private detail rate from \$46 per hour to \$48 per hour.

Approved as to legality:

  
City Solicitor

PLACED ON FILE for at least 10 days

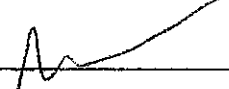
Attest:   
City Clerk

IN CITY COUNCIL: December 1 2020

PASSED

Attest:   
City Clerk

APPROVED:

  
Mayor

(811)

**COMMONWEALTH OF MASSACHUSETTS**  
**WILLIAM FRANCIS GALVIN**  
**SECRETARY OF THE COMMONWEALTH**

**WARRANT FOR PRESIDENTIAL PREFERENCE PRIMARIES**

**Essex SS.**

To either of the Constables of the City of Haverhill

**GREETINGS:**

HAV CITY CLRK FEB 8'24 PM 1:12

In the name of the Commonwealth, you are hereby required to notify and warn the inhabitants of said city or town who are qualified to vote in Primaries to vote at

Ward 1, Precinct 1	Somebody Cares	358 Washington St
Ward 1, Precinct 2/2A	Citizen Center	10 Welcome St
Ward 1, Precinct 3/3A	Haverhill High School	137 Monument St
Ward 2, Precinct 1	Hunking Middle School	480 South Main St
Ward 2, Precinct, 2	Bradford Elementary School	118 Montvale St
Ward 2, Precinct 3	Moody School	59 Margin St
Ward 3, Precinct 1	Citizen Center 10 Welcome St	10 Welcome St
Ward 3, Precinct 2	Haverhill Public Library	99 Main St
Ward 3, Precinct 3	Unitarian Universalist Church	16 Ashland St
Ward 4, Precinct 1	Nettle Middle School	150 Boardman St
Ward 4, Precinct 2	NECC, Tech Center	100 Elliot St
Ward 4, Precinct 3	Kennedy Circle Community Room	1 Kennedy Cir
Ward 5, Precinct 1/1A	Julian Steele Community Room	772 Washington St
Ward 5, Precinct 2	First Presbyterian Church	346 Broadway
Ward 5, Precinct 3/3A	West Congregational Church	767 Broadway
Ward 6, Precinct 1	Haverhill High School	137 Monument St
Ward 6, Precinct 2/2A	John Greenleaf Whittier Middle School	256 Concord St
Ward 6, Precinct 3	Pentucket Lake Elementary School	252 Concord St
Ward 7, Precinct 1	Presidential Gardens Community Room	140 Evergreen Dr
Ward 7, Precinct 2	Hunking Middle School	480 South Main St
Ward 7, Precinct 2A	Julian Steele Community Room	772 Washington St
Ward 7, Precinct 3/3A	Bradford Elementary School	118 Montvale St

on **TUESDAY, THE FIFTH DAY OF MARCH, 2024**, from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the Presidential Primaries for the candidates of political parties for the following offices:

PRESIDENTIAL PREFERENCE . . . . . FOR THIS COMMONWEALTH  
STATE COMMITTEE MAN . . . . . FIRST ESSEX DISTRICT  
STATE COMMITTEE WOMAN . . . . . FIRST ESSEX DISTRICT  
STATE COMMITTEE MAN . . . . . SECOND ESSEX AND MIDDLESEX DISTRICT  
STATE COMMITTEE WOMAN . . . . . SECOND ESSEX AND MIDDLESEX DISTRICT  
WARD COMMITTEE. . . . . WARDS 1, 2, 3, 4, 5, 6, & 7 HAVERHILL

Hereof fail not and make return of this warrant with your doings thereon at the time and place of said voting.

Given under our hands this \_\_\_\_\_ day of \_\_\_\_\_, 2024.

Warrant must be posted by **February 27, 2024**, (at least *seven days prior* to the **March 5, 2024**,  
Presidential Preference Primary).





8.2

**CITY OF HAVERHILL**  
ASSESSORS OFFICE – ROOM 115  
Phone: 978-374-2316 Fax: 978-374-2319  
Assessors@cityofhaverhill.com

Feb. 1, 2024

TO: MEMBERS OF THE HAVERHILL CITY COUNCIL:

In accordance with Municipal Ordinance, Chapter 7,  
entitled "Assessor" as follows:

The Board of Assessors shall file monthly with the  
City Council a copy of the report submitted to the  
Auditor showing a summary of the above abated  
amounts for that month.

Attached herewith is the report for the month of  
January as filed in the Assessors Office.

Very truly yours,

Christine Webb, MAA  
Assessor

HAU CITY CLK FEB 5 24 PM 12:50

Transaction Summary All Years  
City of Haverhill

2/1/2024  
9:50:18AM

All Entry Date range 01/01/2024 through 01/31/2024 for Abatements,Exemptions

Totals	Tax Paid	Interest Paid	Fees Paid	Tax Reversals	Interest Reversals	Fee Reversals	Refunds	Reversals	Abate	Exemp	Adjust	Transfers
Motor Vehicle Excise Tax	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.00	0.00	0.00	0.00
2021 Motor Vehicles	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.00	0.00	0.00	0.00
2021	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	11.00	0.00	0.00	0.00
Boat Excise Tax	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	38.00	0.00	0.00	0.00
2022 Boats	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	38.00	0.00	0.00	0.00
Motor Vehicle Excise Tax	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	863.92	0.00	0.00	0.00
2022 Motor Vehicles	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	863.92	0.00	0.00	0.00
2022	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	901.92	0.00	0.00	0.00
Boat Excise Tax	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	68.00	0.00	0.00	0.00
2023 Boats	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	68.00	0.00	0.00	0.00
Motor Vehicle Excise Tax	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,816.60	0.00	0.00	0.00
2023 Motor Vehicles	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,816.60	0.00	0.00	0.00
2023	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	3,884.60	0.00	0.00	0.00
Boat Excise Tax	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.65	0.00	0.00	0.00
2024 Boats	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.65	0.00	0.00	0.00
Property Tax	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	415,869.85	0.00	0.00
2024 Real Estate	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	415,869.85	0.00	0.00
2024	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	99.65	415,869.85	0.00	0.00
Report	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4,897.17	415,869.85	0.00	0.00
Total All Charges										420,767.02		

Total All Charges: Add all columns except Adjustments.

MELINDA E. BARRETT  
MAYOR



CITY OF HAVERHILL  
MASSACHUSETTS

11.2.1  
CITY HALL, ROOM 100  
FOUR SUMMER STREET  
HAVERHILL, MA 01830  
PHONE 978-374-2300  
FAX 978-373-7544  
MAYOR@CITYOFHAVERHILL.COM  
WWW.CITYOFHAVERHILL.COM

February 9, 2024

**To:** City Council President Thomas J. Sullivan and Members of the  
Haverhill City Council

**From:** Mayor Melinda E. Barrett

**Re:** Appointment of Lisa Mead, Esq. as Special City Solicitor

Dear Mr. President and Members of the City Council:

In accordance with the City Code Chapter 3, Subsection 10: "Time of appointment and term of subordinate officers," I hereby appoint Lisa Mead, Esq. of the Law Firm of Mead, Talerman & Costa, LLC as Special City Solicitor and attach hereto the Client Fee Agreement.

I certify that in my opinion Lisa Mead, Esq. of the Law Firm of Mead, Talerman & Costa, LLC is appropriate to serve the City in this appointed capacity based on her qualifications, and make this appointment solely in the interest of the City of Haverhill. This appointment is effective immediately and will expire on December 31, 2024.

Sincerely,

**Melinda E. Barrett**  
Mayor

MEB/cml

## CLIENT FEE AGREEMENT

1. The City of Haverhill, c/o Mayor Barrett, 4 Summer Street, Haverhill, MA 01830 (the "Client"), hereby agrees to retain the Law Firm of Mead, Talerman & Costa, LLC, 30 Green Street, Newburyport, MA 01950 (the "Firm"), in connection with:

Special Solicitor Services including Labor Counsel, as described on Exhibit A, attached hereto.

2. Legal services actually performed by the Firm for the Client shall be charged at the rate of \$225.00 per hour for each hour for all legal work performed by the firm's partners, associates and/or attorneys-of-counsel. Hourly charges shall only apply to services provided by attorneys.
3. The Client has not provided the Firm with a retainer, nor is any being required hereunder. Interim billings will be submitted to the Client from time to time, and said interim billings will be paid in full by the Client within thirty (30) days of their date.
4. The Client understands that it has the right to consult with another lawyer in connection with any of the terms of this agreement prior to signing it.
5. The Firm's internal costs, such as telephone services, utilities, and clerical assistance, are not billed to the Client. Nor are standard mailing fees or routine copying costs charged to the Client. Filing fees, the cost of bulk copying and extraordinary mailing fees (e.g. certified mailings, overnight mailings), recording costs, and costs for other similar items will be billed on a direct basis to the Client. Expert consulting fees, title examinations, and costs for stenographic transcripts, if applicable, shall also be the responsibility of the Client. If a particular charge is substantial, we may request that you pay it directly to the vendor or reimburse us immediately. The Firm agrees to obtain the Client's prior approval before incurring any disbursement in excess of \$1,000.00, except with regard to the expenses of noticed depositions. The Client agrees to pay for all of said out-of-pocket expenses within thirty (30) days of the date of any bill of statement of account for said out-of-pocket expenses.
6. It is understood and agreed that the hourly time charges for legal services include, but are not limited to, the following: court or agency appearances; travel; conferences; telephone calls; correspondence; legal research; preparing for and conducting depositions; preparation of pleadings and memoranda; reading and reviewing file materials; preparation for agency, pre-trial hearings, and trial; and post-trial proceedings. Telephone calls and correspondence shall be billed also at a minimum rate of two-tenth (2/10's) of one hour. Travel time will be billed from the Firm's geographically closest office located in Newburyport.
7. The Firm shall not at any time be required to continue to represent the Client unless all of the Firm's prior bills have been paid when due. In addition, the Firm shall not be required to represent the Client at trial unless the Client has paid to the Firm a retainer to cover the reasonably expected fees and expenses of trial required by the Firm.
8. In the event that the Firm ceases to represent the Client and the Client owes an outstanding indebtedness to the Firm, the Firm shall return to the Client all papers, documents and tangible

materials which the Client furnished to the Firm, if requested by the Client. The Client is not entitled to any other items such as investigative reports, depositions, or the lawyers' work product, unless said items have been paid for.

9. The firm will provide two (2) training seminars per year at no charge to the municipality.

10. The firm does not cover general tax-title matters nor does the Firm handle negotiation of cable services agreements, as such specialized items are generally handled by outside special counsel.


11. It is understood and agreed that interim bills, and the final bill, to be rendered by the Firm shall, in addition to reflecting the time expended, take into account the factors prescribed by the Supreme Judicial Court to be considered as guides when determining the reasonableness of fees for legal services, including the following:


- (a) the time and labor required, the novelty and difficulty of the questions involved, and the skill requisite to perform the legal service properly;
- (b) the fee customarily charged in the locality for similar legal services;
- (c) the amount involved and the results obtained;
- (d) the time limitations imposed by the Client or by the circumstances;
- (e) the nature and length of the professional relationship with the Client;
- (f) the experience, reputation and ability of the lawyer or lawyers performing the services.

12. The foregoing represents the entire agreement between the Firm and Client. By signing below, Client acknowledges that it has carefully read this agreement, understands its contents, and agrees to be bound by all of its terms and conditions; that the Firm has made no representation to the Client as to the likelihood of the outcome of any proceeding now pending or to be brought by or against the Client; and that the Client believes this agreement to be fair and reasonable.

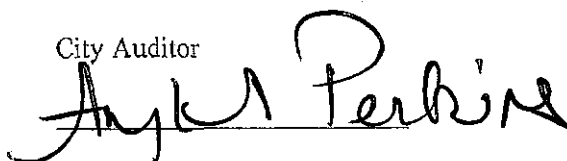
Date: 2/7/24

The City of Haverhill

By:   
Its: Mayor

By:   
~~Lisa L. Mead, Esq.~~  
Adam J. Costa

City Auditor



## FEE PROPOSAL CITY OF HAVERHILL -SPECIAL CITY SOLICITOR

Our experienced administrative staff generate monthly invoices for each of our clients. Each invoice details the work performed, the hourly rate, if applicable, and by whom the work was performed. Invoices including expenses are similarly detailed. Our staff can create individualized sub-billing categories to fit the bookkeeping and organizational needs of the City. We propose the following fee structure:

1. The Firm proposes an hourly rate of \$225.00 per hour for all legal work performed by the Firm's partners, associates and/or attorneys-of-counsel. For the City's convenience, all services provided by the Firm will be itemized.
2. Where applicable, legal fees to be paid by permit applicants under G.L. Ch. 44, § 53G will be billed separately.
3. At the request of the City, the Firm is available to conduct "office hours" at City Hall, at the hourly rate, on a weekly, bi-weekly, monthly or as-needed basis.
4. The Firm does not charge for work performed by support staff.
5. The Firm will provide up to two (2) training seminars per year, upon request, at no charge to the City.
6. The Firm's internal costs, such as telephone services, utilities and clerical assistance, are not the municipality's responsibility. Nor are standard mailing fees or routine copying costs charged to the City. Filing fees, the cost of bulk copying and extraordinary mailing fees (e.g. certified mailings, overnight mailings), recording costs, and costs for other similar items are billed on a direct basis. Expert consultant fees, title examinations and costs for stenographic transcripts, if and as applicable, shall also be the City's responsibility.
7. For matters subject to hourly billing, the Firm bills in increments of one-tenth (1/10) of an hour. Telephone calls and conferences and receipt, review and drafting of correspondence and e-mail are billed at a minimum rate of two tenths (2/10) of an hour. It is the Firm's practice NOT to charge for insubstantial telephone conversations or insubstantial email exchanges with the City's officials.
8. Travel time will be billed on a portal to portal basis using the Firm's closest geographic office, in Newburyport, as the standard distance.
9. The Firm does not provide representation in general tax-title matters, which are generally handled through special counsel although we do offer opinions on tax title generally and can provide counsel on disposition of property following tax-title foreclosure. Nor do we provide counsel in the negotiation of cable services agreements, as such specialized matters are also generally handled by outside special counsel.

## FEE PROPOSAL CITY OF HAVERHILL - CITY SOLICITOR

Our experienced administrative staff generate monthly invoices for each of our clients. Each invoice details the work performed, the hourly rate, if applicable, and by whom the work was performed. Invoices including expenses are similarly detailed. Our staff can create individualized sub-billing categories to fit the bookkeeping and organizational needs of the City. We propose the following fee structure:

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Exterior Vending Machine Permit - Add to a project

 **Expiration Date**

Active

**Request Changes**

(/#/explore/request-changes/168572)



## MRVM-24-1

### Details

Submitted on Jan 30, 2024 at 3:43 pm

### Attachments

0 files

### Activity Feed

Latest activity on Jan 30, 2024

### Applicant

Tracy Ellstrom

### Location

2 WATER ST, Haverhill, MA 1830

*Market Basket*

View ▼

Edit Workflow



### Movie Rental Vending Machine Payment

Paid Feb 08, 2024 at 10:51 am



### City Clerk Approval

Completed Feb 08, 2024 at 10:52 am

MB



### Electrical Inspector Approval

In Progress

ZA



### Movie Rental Vending Machine Licence Printed



# CITY OF HAVERHILL

*Honorable President and Members of the Municipal Council:*

The undersigned respectfully asks that s/he may receive an outdoor vending machine license  
Haverhill City Code: Ch. 191, Art. VI:

Name of Business: Redbox Automated Retail, LLC

Place of business being: See attached.

Location of vending machine: See attached.

A letter of permission from the property owner is required for every machine applied for through this application which will remain attached to this document.

Tracy Ellstrom  
PRINT APPLICANT NAME

Tracy Ellstrom  
APPLICANT'S SIGNATURE

HAVERHILL, January 19<sup>th</sup>, 2024

---

## OFFICE USE ONLY

RENEW

No. \_\_\_\_\_

FEE \_\_\_\_\_

IN MUNICIPAL COUNCIL, \_\_\_\_\_, 20\_\_

ATTEST:

\_\_\_\_\_, CITY CLERK

APPROVED \_\_\_\_\_

DENIED \_\_\_\_\_

\_\_\_\_\_  
POLICE CHIEF

Kiosk ID	State Site Number	Dual Label	Address	City	County	State	Zipcode	Vendor	City License #
58196	1306184	0	150 Lafayette Sq 0	Haverhill 0	Essex	MA	01832-4750	CVS Pharmacy	25
46361	1304421	A 0	2 Water St 0	Haverhill 0	Essex	MA	01830-6229	Market Basket	25-B
57877	1304421	B 0	2 Water St 0	Haverhill 0	Essex	MA	01830-6229	Market Basket	25-C
46584	1304423	0	285 Lincoln Ave 0	Haverhill 0	Essex	MA	01830-6738	Market Basket	133
46358	1304425	0	400 Lowell Ave 0	Haverhill 0	Essex	MA	01832-3605	Market Basket	25-d
17694	1305131	A 0	800 River St <i>MRVM 24-3</i>	Haverhill 0	Essex	MA	01832-3612	Walgreens	25-F
49973	1305131	B 0	800 River St <i>MRVM 24-3</i>	Haverhill 0	Essex	MA	01832-3612	Walgreens	25-G

REVIEW/COMMENTS:

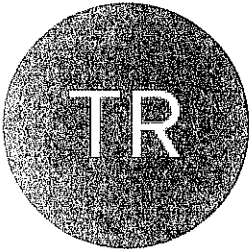
- ☐ POLICE CHIEF
- ☐ FIRE CHIEF
- ☐ BUILDING INSPECTOR
- ☐ WIRING INSPECTOR
- ☐ BOARD OF HEALTH

BUSINESS CONTACT: TRACY Ellstrom 630-756-8938

BUSINESS ADDRESS: 1 Tower Lane, Suite 800, Oakbrook Terrace, IL 60181

TELEPHONE # 630.756.8943 fei.liu@redbox.com

tracy.ellstrom@redbox.com



Tracy Ellstrom

View Profile

⋮

Email Address

tracy.ellstrom@redbox.com (mailto:tracy.ellstrom@redbox.com)

Phone Number

630-756-8938

Address

ONE TOWER LANE, SUITE 800, Oakbrook Terrace, IL 60181

Guests

Other users that have the ability to add attachments, request inspections, and pay fees on this record.

Guest's Email

Grant Access

No guests with access to this record yet

Location

PRIMARY LOCATION

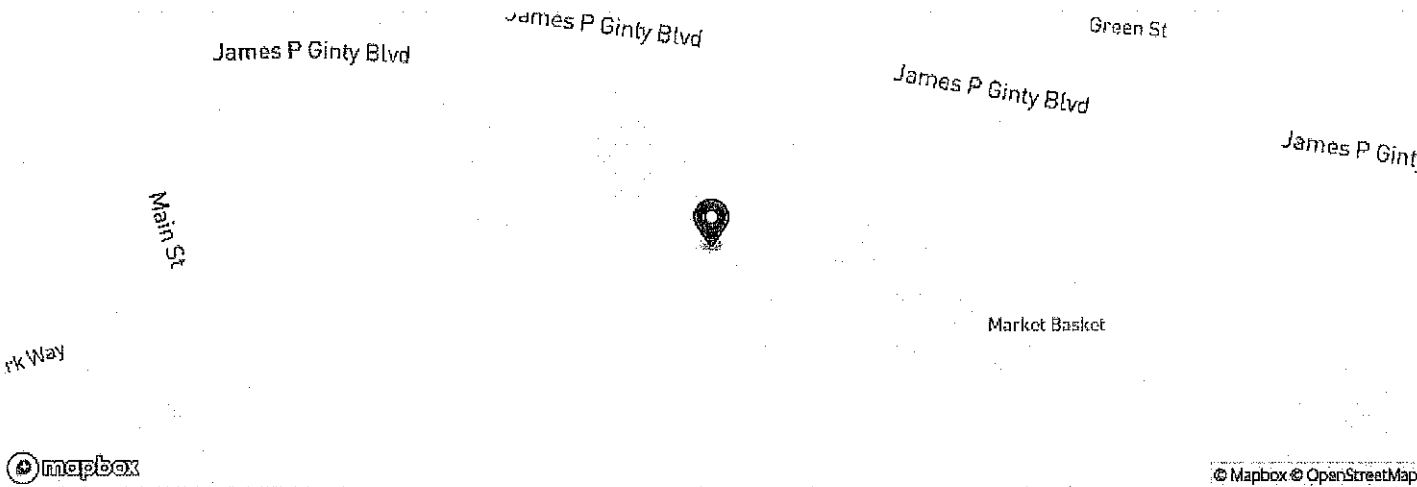
The main location associated with this record.

2 WATER ST

Haverhill, MA 1830

[View Location](#)

FA REPORT EXPIRES 10/27/24



Property Owner Information (for this record)

Name

Tracy Ellstrom

Email Address

tracy.ellstrom@redbox.com

Phone Number

6307568938


Address

ONE TOWER LANE, SUITE 800  
Oakbrook Terrace, IL 60181

Details

Application Information

Edit

Type of Application*	Number of Machines*
Renewal	2
Location of Machine(s)* 	Location Address*
Private Property Owned by Applicant	2 Water St
Name of Business Proximal to the Machine(s)*	
Market Basket	

1 Redbox

12,6,17,2

Exterior Vending Machine Permit - Add to a project

 **Expiration Date**

Active

**Request Changes**

(/#/explore/request-changes/168574)



## MRVM-24-2

### Details

Submitted on Jan 30, 2024 at 3:50 pm



### Attachments

0 files



### Activity Feed

Latest activity on Feb 8, 2024



### Applicant

Tracy Ellstrom



### Location

400 LOWELL AVE, Haverhill, MA 1832

Market Basket



View ▼

Edit Workflow



### Movie Rental Vending Machine Payment

Paid Feb 08, 2024 at 11:16 am



### City Clerk Approval

Completed Feb 08, 2024 at 11:16 am



MB



### Electrical Inspector Approval

In Progress

ZA



### Movie Rental Vending Machine Licence Printed

Document

## City Clerk Approval



● Complete ▾

Complete

Assignee

 Maria Bevilacqua

Due date



None



**Maria Bevilacqua** ✓

Remove Comment • Feb 8, 2024 at 11:16 am

on agenda for Feb 13 2024 meeting

This step was assigned to Maria Bevilacqua - Feb 8, 2024 at 11:16 am  
Maria Bevilacqua approved this step - Feb 8, 2024 at 11:16 am



Document

## Location

### PRIMARY LOCATION

The main location associated with this record.

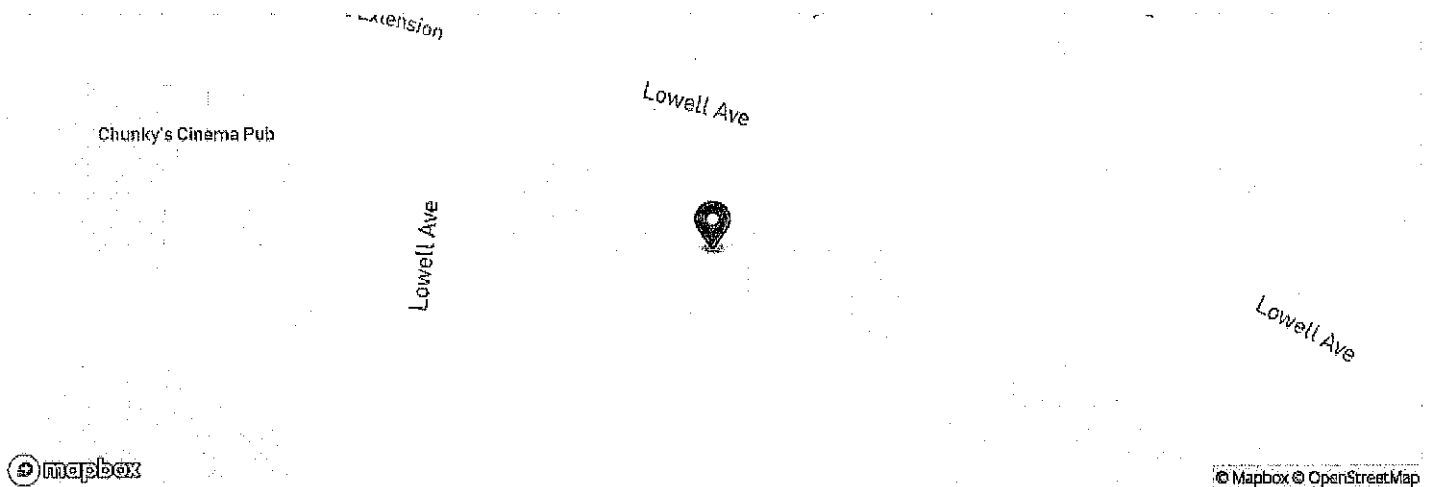
**400 LOWELL AVE**

Haverhill, MA 1832

[View Location](#)

FIRE ALARM REPORT EXPIRES 3/23/24

SPRINKLER REPORT EXPIRES 6/5/24



### Property Owner Information (for this record)

Name

Tracy Ellstrom

Email Address

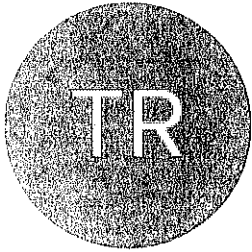
tracy.ellstrom@redbox.com

Phone Number

6307568938

Address

ONE TOWER LANE, SUITE 800  
Oakbrook Terrace, IL 60181

**Tracy Ellstrom**[View Profile](#)**Email Address**

tracy.ellstrom@redbox.com (mailto:tracy.ellstrom@redbox.com)

**Phone Number**

630-756-8938

**Address**

ONE TOWER LANE, SUITE 800, Oakbrook Terrace, IL 60181

**Guests**

Other users that have the ability to add attachments, request inspections, and pay fees on this record.

**Guest's Email**

Enter guest's email here...

[Grant Access](#)

**No guests with access to this record yet**

# Movie Rental Vending Machine Payment



Paid

Due date



None

## Fees

Movie Rental Vending Machine Permit Fee	\$100.00
<b>Total Fees</b>	<b>\$100.00</b>

## Payments

Date	Method	Note	Amount	
Feb. 8, 2024	Cash		\$100.00	⋮

Maria Bevilacqua processed a \$100.00 payment - Feb 8, 2024 at 11:16 am

12,6,17,3

Redbox  
2 Machine

Exterior Vending Machine Permit - Add to a project

 **Expiration Date**

Active

**Request Changes**

(/#/explore/request-changes/168577)

⋮

**MRVM-24-3****Details**

Submitted on Jan 30, 2024 at 3:53 pm

**Attachments**

0 files

**Activity Feed**

Latest activity on Jan 30, 2024

**Applicant**

Tracy Ellstrom

0

**Location**

800 RIVER ST, Haverhill, MA 01832

Walgreens



View ▼

Edit Workflow

**Movie Rental Vending Machine Payment**

Paid Feb 08, 2024 at 11:44 am

**City Clerk Approval**

Completed Feb 08, 2024 at 11:45 am




MB

**Electrical Inspector Approval**

In Progress

JA

**Movie Rental Vending Machine Licence Printed**

 Document

Details

Application Information

Edit

Type of Application\*

Number of Machines\*

Renewal

2

Location of Machine(s)\* 

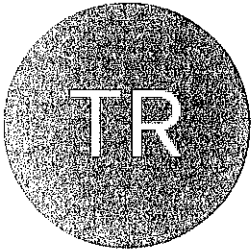
Location Address\*

Private Property Owned by Vending  
Compnay

800 River St

Name of Business Proximal to the Machine(s)\*

Walgreens



**Tracy Ellstrom**

**View Profile**



**Email Address**

tracy.ellstrom@redbox.com (mailto:tracy.ellstrom@redbox.com)

**Phone Number**

630-756-8938

**Address**

ONE TOWER LANE, SUITE 800, Oakbrook Terrace, IL 60181

## Guests

Other users that have the ability to add attachments, request inspections, and pay fees on this record.

**Guest's Email**

Enter guest's email here...

**Grant Access**

**No guests with access to this record yet**

## Location

### PRIMARY LOCATION

The main location associated with this record.

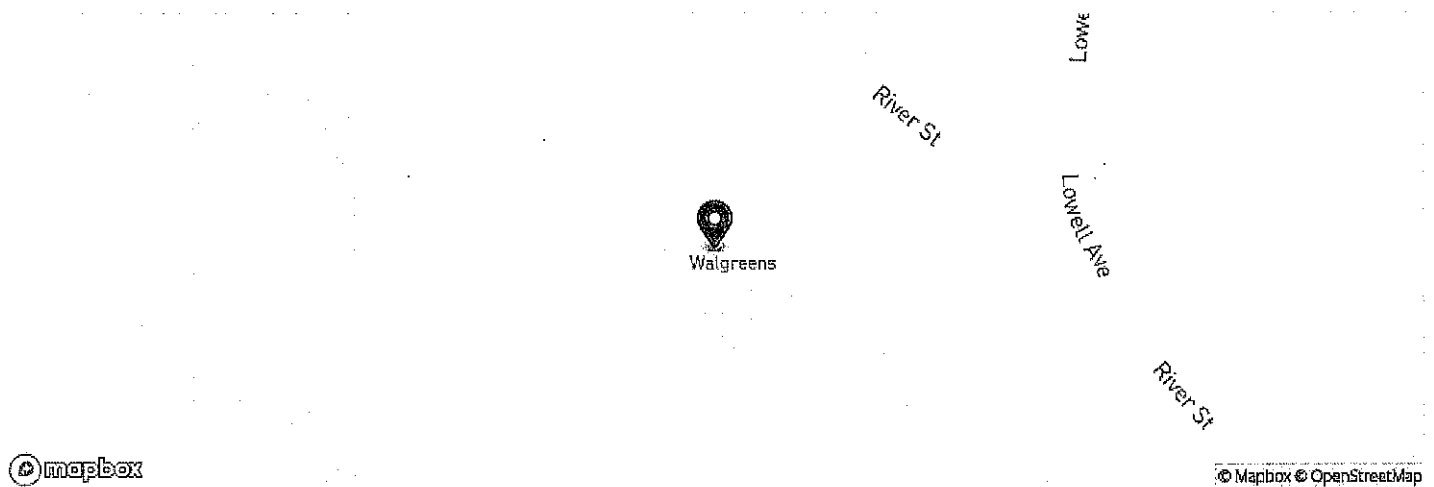
#### 800 RIVER ST

Haverhill, MA 01832

569-1-2

[View Location](#)

FLOOD



### Property Owner Information (for this record)

Name

B.R.I.N.G. MANAGEMENT, LLC C/O WALGREENS

Email Address

--

Phone Number

--

Address

104 WILMOT ROAD  
DEERFIELD, IL 60015

Exterior Vending Machine Permit · Add to a project

 **Expiration Date**

Active

**Request Changes**

(/#/explore/request-changes/168578)

**MRVM-24-4****Details**

Submitted on Jan 30, 2024 at 3:57 pm

**Attachments**

0 files

**Activity Feed**

Latest activity on Jan 30, 2024

**Applicant**

Tracy Ellstrom

**Location**

285 LINCOLN AVE, Haverhill, MA 01830

*Market Basket*

View ▼

Edit Workflow

**Movie Rental Vending Machine Payment**

Paid Feb 08, 2024 at 11:11 am

**City Clerk Approval**


Completed Feb 08, 2024 at 11:11 am

**Electrical Inspector Approval**

In Progress

**Movie Rental Vending Machine Licence Printed**



 Document

## Details

### Application Information

[Edit](#)**Type of Application\***

Renewal

**Number of Machines\***

1

**Location of Machine(s)\*** Private Property Owned by Vending  
Compnay**Location Address\***

285 Lincoln Ave

**Name of Business Proximal to the Machine(s)\***

Market Basket

## Location

### PRIMARY LOCATION

The main location associated with this record.

### 285 LINCOLN AVE

Haverhill, MA 01830

408-2-9

[View Location](#)

FLOOD ZONE: 100%

FIRE ALARM REPORT EXPIRES 10/18/23

SPRINKLER REPORT EXPIRES 3/14/24



### Property Owner Information (for this record)

Name

Redbox Automated Retail LLC

Email Address

tracy.ellstrom@redbox.com

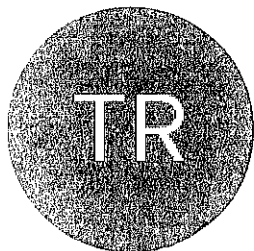
Phone Number

6307568938

Address

1 Tower Lane, Suite 800

Oakbrook Terrace, IL 60181

**Tracy Ellstrom**[View Profile](#)**Email Address**

tracy.ellstrom@redbox.com (mailto:tracy.ellstrom@redbox.com)

**Phone Number**

630-756-8938

**Address**

ONE TOWER LANE, SUITE 800, Oakbrook Terrace, IL 60181

**Guests**

Other users that have the ability to add attachments, request inspections, and pay fees on this record.

**Guest's Email**

Enter guest's email here...

[Grant Access](#)

**No guests with access to this record yet**

12.6.17.5

1 Redbox

Exterior Vending Machine Permit - Add to a project

 **Expiration Date**

Active

**Request Changes**

(/#/explore/request-changes/168580)

⋮

## MRVM-24-5

### Details

Submitted on Jan 30, 2024 at 4:00 pm

### Attachments

0 files

### Activity Feed

Latest activity on Jan 30, 2024

### Applicant

Tracy Ellstrom

### Location

150 LAFAYETTE SQ, Haverhill, MA 01832

crs pharmacy

View ▼

Edit Workflow



### Movie Rental Vending Machine Payment

Paid Feb 08, 2024 at 11:01 am



### City Clerk Approval

Completed Feb 08, 2024 at 11:02 am

MB



### Electrical Inspector Approval

In Progress

ZA



### Movie Rental Vending Machine Licence Printed

Document

## City Clerk Approval



● Complete ▾

Complete

Assignee

 Maria Bevilacqua

Due date

 None



MB

Maria Bevilacqua ✓

Remove Comment • Feb 8, 2024 at 11:02 am

on agenda for February 13 meeting

This step was assigned to Maria Bevilacqua - Feb 8, 2024 at 11:01 am

## Location

### PRIMARY LOCATION

The main location associated with this record.

### 150 LAFAYETTE SQ

Haverhill, MA 01832

516-302-13

[View Location](#)

FA REPORT EXPIRES 7/27/24



### Property Owner Information (for this record)

Name

Redbox Automated Retail LLC

Email Address

tracy.ellstrom@redbox.com

Phone Number

6307568938

Address

1 Tower Lane, Suite 800

Oakbrook Terrace, IL 60181

 Document

Details

Application Information

Edit

Type of Application\*

Number of Machines\*

Renewal

1

Location of Machine(s)\* 

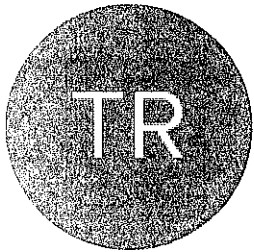
Location Address\*

Private Property Owned by Vending  
Compnay

150 Lafayette Sq

Name of Business Proximal to the Machine(s)\*

CVS Pharmacy



**Tracy Ellstrom**

**View Profile**



**Email Address**

tracy.ellstrom@redbox.com (mailto:tracy.ellstrom@redbox.com)

**Phone Number**

630-756-8938

**Address**

ONE TOWER LANE, SUITE 800, Oakbrook Terrace, IL 60181

## Guests

Other users that have the ability to add attachments, request inspections, and pay fees on this record.

**Guest's Email**

Enter guest's email here...

**Grant Access**

**No guests with access to this record yet**





DOCUMENT

# CITY OF HAVERHILL

In Municipal Council

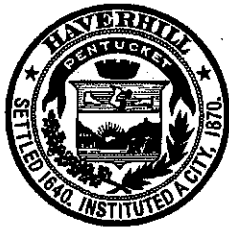
HAVERHILL CITY CLERK FEB 9/24 AM 8:34

131

## **An Order Authorizing the Expense of Funds in Excess of the Fiscal 2024 Snow and Ice Appropriation of \$710,000.00.**

### **Ordered:**

That the City is authorized, in accordance with MGL chapter 44 section 31D, to overspend the fiscal 2024 snow and ice appropriation in order to protect the life and safety of its inhabitants.



*Related communication*  
**Haverhill**

Robert E. Ward, DPW Director  
Phone: 978-374-2382 Fax: 978-521-4083  
rward@haverhillwater.com

Date: February 8, 2024

To: The Honorable Melinda E. Barrett  
Mayor of Haverhill

From: Robert E. Ward *R.E.W.*  
DPW Director

Subject: Proposed City Council Order to Authorize Expenditures Exceeding the FY24 Snow and Ice Budget

Attached is a proposed City Council Order, in accordance with Massachusetts General Law (MGL) Chapter 44 Section 31D, to authorize the City to exceed the fiscal 2024 snow and ice appropriation of \$710,000.

In FY22, FY23, and FY24, the City budgeted \$710,000 each year. The actual expenditures for FY22 and FY23 were \$2.4 million and \$2.6 million, respectively. Year-to-date for FY24, it is \$978,000. We expect this winter will be in the range of \$2.5 million depending on what we get for weather.

As discussed with the Chief Financial Officer & City Auditor, the City typically funds the deficit through surplus budget appropriations in the current fiscal year or on the subsequent year's operating budget.

Approval of this Order will allow the City to continue snow and ice removal operations to ensure the safety and well-being of our community. If you approve, please forward this Order to the City Clerk to be placed on the City Council meeting agenda.

Please call me or email me if you need more information.

Attachment – City Council Order

cc: Christine Lindberg, Chief of Staff, [clindberg@cityofhaverhill.com](mailto:clindberg@cityofhaverhill.com)  
Angel A. Perkins, City Auditor, [aperkins@cityofhaverhill.com](mailto:aperkins@cityofhaverhill.com)  
Nichole A. Gray, Head Account Clerk, [ngray@cityofhaverhill.com](mailto:ngray@cityofhaverhill.com)  
Thomas C. Fallon, Segal, Edelstein, Bussone & Fallon, LLP, [TFallon@sebflaw.com](mailto:TFallon@sebflaw.com)

MELINDA E. BARRETT  
MAYOR



**CITY OF HAVERHILL  
MASSACHUSETTS**

CITY HALL, ROOM 100  
FOUR SUMMER STREET  
HAVERHILL, MA 01830  
PHONE 978-374-2300  
FAX 978-373-7544  
MAYOR@CITYOFHAVERHILL.COM  
WWW.CITYOFHAVERHILL.COM

February 8, 2024

City Council President Thomas J. Sullivan and Members of the Haverhill City Council

**RE: Order –Proposed City Council Order to Authorize Expenditures Exceeding the  
FY24 Snow and Ice Budget.**

Dear Mr. President and Members of the Haverhill City Council:

Please see attached is a proposed City Council Order, in accordance with Massachusetts General Law (MGL) Chapter 44 Section 31D, to authorize the City to exceed the fiscal 2024 snow and ice appropriation of \$710,000.

I recommend approval.

Thank you,

**Melinda E. Barrett**  
Mayor

MEB/em

**CITY COUNCIL**

**Thomas J. Sullivan**, *President*  
**Timothy J. Jordan**, *Vice President*  
**John A. Michitson**  
**Colin F. LePage**  
**Melissa J. Lewandowski**  
**Catherine P. Rogers**  
**Shaun P. Toohey**  
**Michael S. McGonagle**  
**Katrina Hobbs Everett**  
**Devan Ferreira**  
**Ralph T. Basiliere**



**CITY OF HAVERHILL**

HAVERHILL, MASSACHUSETTS 01830-5843

1511

CITY HALL, ROOM 204

4 SUMMER STREET

TELEPHONE: 978-374-2328

FACSIMILE: 978-374-2329

[WWW.CITYOFHAVERHILL.COM](http://WWW.CITYOFHAVERHILL.COM)

[CITYCLERK@CITYOFHAVERHILL.COM](mailto:CITYCLERK@CITYOFHAVERHILL.COM)

HAVERHILL CITY CLERK FEB 8 2024 10:50

February 8, 2024

To: President and Members of the City Council:

Councilors Jordan, Michitson, and Lewandowski request an update and discussion on the Youth Services/Mental Health account.

Timothy J. Jordan 11ab  
Vice President Timothy J. Jordan

John A. Michitson 11ab  
Councilor John A. Michitson

Melissa J. Lewandowski 11ab  
Melissa J. Lewandowski

(meeting 2.13.2024)

**CITY COUNCIL**

**Thomas J. Sullivan**, *President*  
**Timothy J. Jordan**, *Vice President*  
**John A. Michitson**  
**Colin F. LePage**  
**Melissa J. Lewandowski**  
**Catherine P. Rogers**  
**Shaun P. Toohey**  
**Michael S. McGonagle**  
**Katrina Hobbs Everett**  
**Devan Ferreira**  
**Ralph T. Basiliere**



**CITY OF HAVERHILL**

HAVERHILL, MASSACHUSETTS 01830-5843

15.2  
CITY HALL, ROOM 204  
4 SUMMER STREET

TELEPHONE: 978-374-2328  
FACSIMILE: 978-374-2329  
[WWW.CITYOFHAVERHILL.COM](http://WWW.CITYOFHAVERHILL.COM)  
CITYCNCL@CITYOFHAVERHILL.COM

February 8, 2024

To: President and Members of the City Council:

Councilor Ferreira wishes to discuss re-convening the Joint City Council/School Committee  
Public Schools Building Facilities Committee.

Devan Ferreira /ab  
Councilor Devan Ferreira

(meeting 2.13.2024)

**CITY COUNCIL**

**Thomas J. Sullivan**, *President*  
**Timothy J. Jordan**, *Vice President*  
**John A. Michitson**  
**Colin F. LePage**  
**Melissa J. Lewandowski**  
**Catherine P. Rogers**  
**Shaun P. Toohey**  
**Michael S. McGonagle**  
**Katrina Hobbs Everett**  
**Devan Ferreira**  
**Ralph T. Basiliere**



**CITY OF HAVERHILL**

HAVERHILL, MASSACHUSETTS 01830-5843

15.3  
CITY HALL, ROOM 204  
4 SUMMER STREET

TELEPHONE: 978-374-2328

FACSIMILE: 978-374-2329

[WWW.CITYOFHAVERHILL.COM](http://WWW.CITYOFHAVERHILL.COM)

CITYCOUNCIL@CITYOFHAVERHILL.COM

February 8, 2024

To: President and Members of the City Council:

Councilors Toohey and Basiliere request a traffic safety update in the area of 8th Avenue and Hale Street from the Haverhill Police Department.

Shaun P. Toohey /lab  
Councilor Shaun P. Toohey

Ralph T. Basiliere /lab  
Councilor Ralph T. Basiliere

(meeting 2.13.2024)



DOCUMENT 11-B

## CITY OF HAVERHILL

In Municipal Council January 30 2024

ORDERED:

HAU CITY CLERK JAN24/24 JAW1043

### AN ORDINANCE RELATING TO VEHICLES AND TRAFFIC

BE IT ORDAINED by the City Council of the City of Haverhill that the Code of the City of Haverhill, Chapter 240, §85, Schedule B: Parking Restrictions and Prohibitions, as amended, is hereby further amended by DELETING the following:

Shepherd Street:  
In front of #23

No Parking  
(except for 1 24-hour  
parking space)

24 hours

APPROVED AS TO LEGALITY

\_\_\_\_\_  
City Solicitor

PLACEBON FILE for at least 10 days  
Attest:

\_\_\_\_\_  
City Clerk

## Maria Bevilacqua

**From:** North of Boston <noreply@wave2adportal.com>  
**Sent:** Wednesday, January 24, 2024 11:58 AM  
**To:** Maria Bevilacqua; Kaitlin Wright  
**Subject:** Thank you for placing your order with us.  
**Attachments:** W01179490.pdf

### THANK YOU for your notice submission!

This is your confirmation that your order has been submitted. Below are the details of your transaction. Please save this confirmation for your records.

#### Job Details

Order Number:  
**W0117949**  
Business Type:  
All Other Public Notices  
Notice Size:  
Public Notices  
Notice Estimate:  
\$69.23  
Referral Code:  
**Shepherd Street Parking**

#### Account Details

Haverhill Clerk  
4 SUMMER ST STE 118  
HAVERHILL, MA 01830  
978-374-2312  
cityclerk@cityofhaverhill.com  
HAVERHILL CITY CLERK

#### Schedule for notice number W01179490

Thu Feb 1, 2024  
Haverhill Gazette Public Notices  
All Zones

#### CITY OF HAVERHILL In Municipal Council

#### AN ORDINANCE RELATING TO VEHICLES AND TRAFFIC

BE IT ORDAINED by the City Council of the City of Haverhill that the Code of the City of Haverhill, Chapter 240, §85, Schedule B: Parking Restrictions and Prohibitions, as amended, is hereby further amended by DELETING the following:

Shepherd Street: No Parking 24 hours In front of #23  
(except for 1 24-hour parking space)

APPROVED AS TO LEGALITY

City Solicitor

HG - Publication Dates

*The North of Boston Media Group is not responsible for any false, inaccurate or omitted notices.*

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*This is an automated message, please do not reply to this e-mail. If you have any questions or concerns you may contact us toll-free at 800-681-6248.*





# Haverhill

Engineering Department, Room 300  
Tel: 978-374-2335 Fax: 978-373-8475  
John H. Pettis III, P.E. - City Engineer  
[JPettis@CityOfHaverhill.com](mailto:JPettis@CityOfHaverhill.com)

January 24, 2024

**MEMO TO: CITY COUNCIL PRESIDENT THOMAS J. SULLIVAN AND  
MEMBERS OF THE CITY COUNCIL**

**Subject: 23 Shepherd Street – HPS-24-3 - Delete Handicap Parking**

As requested, see attached ordinance for deleting handicap spot at the subject location.

Please contact me if you have any questions.

Sincerely,

John H. Pettis III, P.E.  
City Engineer

HAU CITY CLRK JAN24/24 AM10:41

C: Mayor Barrett, Ward, Fallon, Pistone, Wright

**CITY COUNCIL**

Thomas J. Sullivan, President  
 Timothy J. Jordan, Vice President  
 John A. Michitson  
 Colin F. LePage  
 Melissa J. Lewandowski  
 Catherine P. Rogers  
 Shaun P. Toohey  
 Michael S. McGonagle  
 Katrina Hobbs Everett  
 Devan Ferreira  
 Ralph T. Basiliere

**CITY OF HAVERHILL**

HAVERHILL, MASSACHUSETTS 01830-5843

CITY HALL, ROOM 204  
 4 SUMMER STREET

TELEPHONE: 978-374-2328

FACSIMILE: 978-374-2329

WWW.CITYOFHAVERHILL.COM

CITY CLERK@CITYOFHAVERHILL.COM

FEB 2 10:58 AM  
CITY CLERK

16.2

February 2, 2024

To: President and Members of the City Council:

Councilors Toohey and Basiliere request a discussion about 8<sup>th</sup> Avenue traffic and safety concerns.

Shaun P. Toohey /ab  
 Councilor Shaun P. Toohey

Ralph T. Basiliere /ab  
 Councilor Ralph T. Basiliere

IN CITY COUNCIL: February 6 2024  
 CONTINUED TO FEBRUARY 13 FOR UPDATE  
 Attest:

\_\_\_\_\_  
 City Clerk

1613

Memorandum of Agreement  
Between  
**THE CITY OF HAVERHILL and  
THE WATER PURIFICATION GROUP – Teamsters Local #170**

**Two-year contract:**

July 1, 2022 to June 30, 2023  
July 1, 2023 to June 30, 2024

**Wages****Amend Article VII: WAGES Section 4 by the following:**

Delete the existing job classifications and pay rates and replace them with the proposed classifications and pay rates shown in Exhibit A (Attached).

The following wage adjustments shall apply to the wages for the proposed classifications shown in Exhibit A.

\$1.00 per hour + 2% salary increase effective 7/1/2022  
\$1.00 per hour + 2% salary increase effective 7/1/2023  
\$.50 per hour increase effective 1/1/2024

**Clothing/Boot allowance****Amend Article VII WAGES Section 2:**

Effective 7/1/2022, amend Section 2 as follows:

- Increase clothing allowance from \$500 to \$600 per year
- Increase boot allowance from \$150 to \$375 per year

**Longevity****Amend Article VII WAGES Section 1: 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

**Also add a new step for 30-year employees as follows:**

- \$2,500.00 for 30 years

**Holiday language****Amend Article VIII: HOLIDAYS**

Effective 7/1/2022 add "Juneteenth holiday" to Article 8 as a paid holiday.

## Exhibit B

force, a suitable test shall be given to determine who is best qualified. Notice of promotional vacancy in an existing position filled by an employee covered by this Agreement, shall be posted for a period of seven (7) days on the appropriate bulletin board. Any employee of the Water Purification Facility covered by this Agreement who has completed his/her probationary period and who is interested in filling the vacancy shall sign his/her name to the notice. Whenever an appointment is made in accordance with the provisions of this section, to fill a promotional vacancy, the name of the applicant appointed shall be posted on all bulletin boards used for vacancy announcement purposes within three (3) working days after the appointment.

### ARTICLE 6: HOURS OF WORK AND OVERTIME

**Section 1:** The work week: The regular work week shall be five (5) consecutive days Monday through Friday inclusive, from 7:00 am to 3:00 p.m. A definitive working time covering all regular employees shall be established by the Plant Manager and a copy of the same shall be furnished to the Union.

The Senior Plant Operator will work a 7:00 am to 3:00 p.m. (day shift 40 hours).

The Lab Technician will work a 8:00 am to 4:00 p.m. shift (40 hours) as directed by the Plant Manager.

The Plant Electrician will work a 7:00 am to 3:00 p.m. shift (40 hours).

The Chief Pumping Station Operator will work a 7:00 am to 3:00 p.m. shift (40 hours).

All employees shall be allowed a twenty (20) minute lunch period. There shall be two (2) breaks per shift of fifteen (15) minutes each, one during the first half of each shift, and one during the second half of each shift.

**Section 2:** The workweek for Operators shall consist of four (4) twelve (12) hour shifts and one (1) eight (8) hour shift. The normal working hours for each shift is as follows.

Shift A: Sunday - Tuesday 7:00 a.m. to 7:00 p.m.  
Wednesday 3:00 p.m. to 7:00 p.m.  
Shift B: Thursday - Saturday 7:00 a.m. to 7:00 p.m.  
Tuesday 7:00 p.m. to 11:00 p.m.  
Shift C: Saturday - Monday 7:00 p.m. to 7:00 a.m.  
Tuesday 11:00 p.m. - 3:00 a.m.  
Shift D: Wednesday - Friday 7:00 p.m. to 7:00 a.m.  
Wednesday 3:00 a.m. to 7:00 a.m.  
Shift E: Monday - Friday 7:00 a.m. to 3:00 p.m.

All Operators, with the exception of those working Shift C and D are "floating" operators, and will be required to alter his/her hours of work to fill any scheduled vacancy in other shifts. Scheduled vacancies include vacation, personal days, jury duty, maternity leave, sick leave, family sick leave, bereavement leave, military leave, or other vacancies. When an operator is floated to a shift other than his/her own it will be done in a manner that will allow said operator to fill the entire vacant forty (40) hour shift and no less.

Shift differential as follows:

Monday - Friday 7:00 a.m. to 3:00 p.m. is straight time.  
Sunday - Saturday 3:00 p.m. to 7:00 a.m. shall receive a 10% differential.

Replace with Insert A  
(Attached)

Effective July 1, 1999, the 10% differential will also be paid on Saturday & Sunday 7:00 a.m. to 3:00 p.m. and on overtime falling during the aforementioned hours.

All time worked in excess of a normal working shift one (1) day or forty (40) hours in any one week shall be paid for at the overtime rate. A "normal work shift" as used in this section shall be construed as ~~twelve (12), eight (8), or four (4)~~ hours ~~as defined in the shift schedule above.~~ eight (8) or ten (10)

If a shift is left vacant due to a reduction in personnel, the Water Treatment Plant Manager has the ultimate decision on what shifts will be filled and/or left vacant.

A definite working schedule covering all operation personnel shall be established by the ~~Water Treatment Plant Manager~~ <sup>City</sup> and furnished to the Union. Operators will choose his/her shift in accordance with his/her seniority with the City. As of July 1, 1996 any new operator entering the Water Purification Bargaining Group shall have his/her seniority determined by time within said bargaining group. ~~Requests for changing permanent shift assignments shall be made in writing to the Water Treatment Plant Manager.~~

Delete

## Exhibit B (continued)

Delete

~~Any scheduled vacancy on shift A, B, C, and D will first be filled with overtime. The dollar amount allocated to the filling of overtime floating shifts shall be five thousand dollars (\$5,000.00), when said limit is met the shift will be filled as per Article VI, Section 2, Paragraph 2. If the Water Treatment Facility does not become automated as of July 1, 2000, this section will be reopened and evaluated.~~

**Section 3:** An employee called to work before his/her regular shift scheduled report time shall not be required to take time off to compensate therefore. An employee reporting to work at his/her regular scheduled report time shall be guaranteed an eight (8) hour work day, unless bad weather or an Act of God prevents work. If bad weather or an Act of God prevents work employees may be laid off but will receive compensation for work performed or a minimum of two (2) hours pay at their regular rate. If any employee is notified a day before that no work is available the following day, then he/she shall not receive any pay. An employee shall be notified of a lay off at the end of his/her tour of duty. In the event of lay off the most junior person shall be laid off and rehiring shall be in the inverse order of seniority if qualified to perform the work required.

**Section 4:** All emergency and overtime work shall be rotated according to seniority if qualified to perform the work required amongst those employees that have completed their six (6) months' probation period. Any employee called in on an emergency shall be paid a minimum of two (2) hours at the overtime rate; however, he/she may be required to remain on the job for the two (2) hours, depending upon the nature of the emergency situation.

**Section 5:** The following employees may be required to work temporarily in the management classification 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 working 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.

There will be a minimum of one Commonwealth of Massachusetts Certified Grade IV or Grade III operator on duty during the manned hours of operation of the facility, this includes the Senior Operators.

**Section 6:** All time worked on a Saturday and Sunday shall be paid for at the overtime rate and a minimum pay of four (4) hours shall be guaranteed however, he/she may be required to remain on the job for the four (4) hours, depending on the nature of the project. Overtime for Saturday and Sunday will not include Purification Operators.

**Section 7:** In the event any new employee is hired at a higher rate of pay than the employees presently working in the same classification the present employees will automatically be paid the higher rate of pay.

**Section 8:** At any time during emergency or snow removal that additional help is required at the Highway Department, employees at the Purification Facility who are available and qualified to perform the work required shall be put to work before any outside help is hired.

### ARTICLE 7: WAGES

Wages in all classifications of employees covered by this Agreement employed in the Water Purification Facility of the City of Haverhill shall be increased as follows:

#### Section 1: Longevity:

\$ 1,000.00	5<10	yrs.
\$ 1,050.00	10<15	yrs.
\$ 1,100.00	15<20	yrs.
\$ 1,150.00	20<25	yrs.
\$ 1,400.00	25+	yrs.

To be paid by separate check.

## Exhibit B (continued)

Maintenance Man	\$ 17.13	\$ 19.52
Custodian	\$ 15.83	\$ 18.24

~~Senior Operator shall receive step 3 upon receiving Bachelor's Degree in a related field~~ Delete  
~~Any grade two (2) operator who possess a grade three (3) certification shall receive a differential of \$0.50 per hour.~~ Delete

The City agrees that the step raise schedule is a part of the Agreement. Step raises shall be six (6) months apart from the date of hire or advancement.

The Lab Technician will work in operations as the Water Treatment Plant Manager deems necessary.

The agreement also includes a wage/health insurance re-opener in the event that any other City of Haverhill employee group (excluding those in the school department) receives a wage increase greater than wage increases offered to this group, or, a lesser split in health insurance premiums than accepted by this group.

**Section 5:** The Sr. Water Treatment Plant Operator will be paid a stipend to implement a SCADA system at the Wastewater Treatment Plant. The stipend will be paid weekly and total \$2,500 annually. The stipend will be paid retroactive to July 1, 2001.

**Section 6:** The City agrees they shall establish the following new classifications:

1. Safety Committee
2. Safety Officer
3. Training Officer

The Safety Officer and Training Officer shall be compensated at \$1.00 per hour. The Duties and responsibilities of these positions shall be specified by the Plant Manager. The Safety Officer and Training Officer shall be rotated every six (6) months among those qualified to perform the duties.

Safety Officer and Training Officer will be responsible for organizing and scheduling safety meetings and training sessions. Training sessions will consist of, but not limited to, protective garments, road work safety, hygiene, proper lifting, power equipment safety, first aid, C.P.R. classes and checking and stocking first aid kits and first aid room. Department approved training sessions will be scheduled to maximize attendance during normal working hours. Annual agenda and detailed scope of services with a tentative schedule will be submitted to the Plant Manager by end of March each year.

**Section 7:** The City agrees to pay an annual tool allowance as follows:  
Electrician \$350.00 per year

### Section 8: Merit Rating System

Effective July 1, 2010 the merit bonus is eliminated and in lieu of same 3% shall be added to the current base rate of pay for each employee. The above 3% shall not be added to the base pay of new employees hired after July 1, 2010. Management shall have complete flexibility to determine the performance appraisal process, policies, and procedures.

### Section 9: Cost Sharing Program

All employees will share equally in all savings attained by Water Department employees doing approved work projects that would normally be done by an outside contractor. The City and the employees will split 50/50 all monies left between the lowest acceptable estimate and the Water Department cost.

### Section 10: On Call

Replace with Insert B (Attached)

~~When the 11:00 p.m. to 7:00 a.m. shift is eliminated, due to automation, a rotating call will be established among the qualified five (5) Operators and the two (2) Senior Operators. Operators and Senior Operators on call shall be required~~

## Exhibit B (continued)

~~to carry a pager. The rate of compensation shall be eight (8) hours of pay per week.~~

An operator called in on an emergency shall be paid a minimum of two (2) hours at the overtime rate, however, he/she may be required to remain on the job for two (2) hours, depending on the nature of the emergency situation.

An operator called in on an emergency on Saturday, Sunday, or a Holiday shall be paid a minimum of four (4) hours at the overtime rate, however, he/she may be required to remain on the job for ~~two (2) hours (or 14 hours total),~~ four (4) Delete

### Section 11: Training Contact Hour Requirement

~~The City will require a full certification as an Operator of a Drinking Water Treatment Facility from the Commonwealth of Massachusetts, and an additional ten (10) training contact hours per license renewal period for Grade IV, Grade III, and Lab Technician positions to qualify for the top salary step in that job classification. At each time an employee obtains five (5) training contact hours above the Commonwealth of Massachusetts requirement, the top step will be paid. The Water Treatment Plant Manager and/or his/her designee must review and approve all courses before that course can be credited to an employee's training contact hour requirement. If the employee does not acquire the necessary additional training contact hours he or she will be moved to the "in training or without TCH" step in his/her respective job classification. Said employee will be eligible again during the next renewal period when he/she meets the full requirement plus the previous balance. Employees possessing a related college or technical degree will be exempted.~~

~~As of July 1, 1999 if an Operator In-Training has been in the In-Training position for more than one (1) year previous, the Operator will be moved to the appropriate Full Class III or Full Class IV step. Training contact hour requirements will still need to be satisfied.~~

### Section 12: 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.

### Section 13: 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 8: HOLIDAYS

The following shall be recognized as paid holidays and all employees shall be paid their regular tour of duty at straight time pay therefore: New Year's Day, Martin Luther King Jr. Day, President's Birthday, Patriot's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day, irrespective of the day on which the holiday falls.

Employees required to work on any of the above named holidays shall be paid the applicable premium rate in addition to the holiday pay. Any employee required to report for work on any of the above holidays shall be guaranteed four (4) hours work or pay at the overtime rate. When a holiday falls on a Saturday, any employee may at his/her discretion accept a sixth (6th) day's pay or a day off with pay.

### Section 1: Personal Days

All employees shall be entitled to five (5) days off with pay annually for personal reasons. An employee must work six (6) months prior to becoming eligible to use these five (5) personal days. During the first six (6) months of employment, a personal day may be granted on an emergency basis by the department head. The term "day off" as used in this section shall be construed as twelve (12) hours, eight (8) hours or four (4) hours. The employee must notify the Plant Manager or his/her designee a reasonable time (five (5) days) in advance. The Plant Manager or his/her designee shall not unreasonably withhold personal leave. One personal day shall be taken on the day after Thanksgiving or on another day for those employees required to work on the day after Thanksgiving.

Section 1A. New employees hired after January 1, 2010 shall be entitled to three (3) personal days with pay in each calendar year for personal reasons. An employee must work six (6) months prior to becoming eligible to use these three (3) Personal Days - One (1) of the three (3) days to be used the day after Thanksgiving. During the first six (6)

## Exhibit B (End of Exhibit)

- D. If within five (5) days of being notified of the grievance the Mayor does not resolve the grievance to the satisfaction of the Union, the Union may submit the grievance to the Massachusetts State Board of Arbitration and Conciliation. The decision of the Board shall be final and binding upon both parties.

### ARTICLE 21: EDUCATIONAL PAY

It is agreed that if employees attend courses applicable to the Water Treatment Plant and if they receive written approval, prior to taking the course, from the Superintendent/Engineer, the City will pay the tuition fee of such courses if the individual passes said course with a grade "C" or better.

The City shall provide One Thousand Dollars (\$1,000.00) per year for educational courses. The City will provide an application form for employees requesting educational reimbursement. Payment of a course, if approved, will be made to the individual upon receipt of their grade for the course of "C" or better. A voucher or invoice specifying the cost of the course will be required prior to payment of the course by the City.

### ARTICLE 22: TIME OFF FOR UNION BUSINESS

Employees and Shop Stewards that are required to attend Arbitration hearings as witnesses shall be given time off without loss of pay or benefits and without the requirement to make up for lost time.

### ARTICLE 23: CROSS TRAINING

If in the interest of being beneficial to the Water/Wastewater Division, an employee of this bargaining unit possesses the skills and qualifications to perform a related water or wastewater task which may or may not be included in his/her job description, said employee may be requested to perform said task and shall be allowed to complete the task while working outside his/her description of duties. It is the intent of this article to cross train individuals within both divisions as needed. Other than paying one for working out of classification, there would not be any other additional compensation.

Tasks that normally require emergency personnel to be called in to work, outside their normal working hours, shall be conducted as per this contract. Cross training shall not be implemented in situations where overtime forfeiture would result. No employee will be asked to work for fewer wages than he/she is paid for their normal job.

Members of this bargaining unit who are requested to perform such tasks normally governed by a separate bargaining unit may do so upon consent of said bargaining unit (contract stipulation) and must abide by all procedures set forth under both agreements.

It is the intent of this article to utilize personnel on a project or task basis. A temporary or permanent re-assignment or shift change (i.e.; day, evening, or overnight) would require mutual agreement between the parties as well as to conform with collective bargaining contracts.

At no time will the Superintendent/Engineer of the Water/Wastewater Divisions, in moving individuals to perform projects or tasks, leave the treatment facilities/systems in violation of the Board of Certification Rules and Regulations.

### ARTICLE 24:

~~AUTOMATION~~

Delete

At such time when the Water Treatment Plant can be left unmanned due to the installation of an automation system, the bargaining agreement will be reopened to redefine the hours of unmanned operation. The Union will provide a new shift schedule to the City for the review and approval by the Water/Wastewater Superintendent/Engineer. There will be no additional compensation granted for the shift change alone.



## **Insert A**

The workweek for operators shall consist of two (2) eight-hour shifts and four (4) ten-hour shifts. The regular hours for each shift are as follows.

### **Shift Schedule**

Shift A	Sunday – Wednesday, 7 am – 5 pm
Shift B	Wednesday – Saturday, 7 am – 5 pm
Shift C	Sunday – Wednesday, 11 am – 9 pm
Shift D	Wednesday – Saturday, 11 am – 9 pm
Shift E	Monday – Friday, 7 am – 3 pm
Shift F	Monday – Friday, 7 am – 3 pm (Senior Operator)
Unattended Hours	Sunday – Saturday, 9 pm – 7 am

Shift E will be reserved for operations staff working to obtain a minimum grade 3 drinking water treatment plant operator certification. Shift E will be the last shift filled once shifts A, B, C, and D are filled with properly certified operations staff. Operators assigned to Shift E may be reassigned to cover vacancies on Shifts A through E.

When Shifts A through E are filled with properly certified operators, the bargaining unit may request the rebidding of shifts once annually if a majority of the operations staff assigned to Shifts A through E have voted to change shifts. The bargaining unit shall submit the shift rebid request in writing to the water treatment plant manager.

If, in the future, the City obtains approval to increase, or must decrease, the hours of unattended operation of the water treatment plant, the bargaining agreement will be reopened to redefine the hours of unattended operation. The Union may propose a new shift schedule to the City for the Director of Public Works review. The Director of Public Works shall develop the final shift schedule with consideration given to the Union's proposed schedule.

If the City's waiver to operate the water treatment facility is revoked, the City may define a temporary shift schedule to cover the staffed twenty-four (24) hour operation of the facility until the waiver to run unattended is restored.

## **Insert B**

An on-call rotation shall be established to cover all issues related to the water treatment plant, source water pumping stations, water booster pumping stations, and water storage tanks during the hours the water treatment plant is unattended. All properly certified operations staff are required to be on-call. This call rotation shall be in the order of seniority, highest to lowest. One on-call period shall be seven consecutive days, with on-call change over to happen on Wednesday of each week.

The on-call operator shall also be required to respond to calls when the facility is staffed by one operator and no other personnel are available. When the on-call operator is staffing a one-operator shift, and additional staff is needed but unavailable, he or she will contact the water treatment plant manager or his or her designee. If a shift vacancy cannot be filled, the on-call operator shall be required to fill part of or the entire shift.

When an operator is required to respond to a facility, they must report to the water treatment plant to punch in and/or out. The operator's maximum response time to a call shall be no longer than what is allowed by 310 CMR 22.11B(5)(a)(4). The Massachusetts Department of Environmental Protection can revoke the City's waiver to run the facility unattended if the maximum response time is exceeded. Operations staff who fail to meet the maximum required response time or whose actions result in the revocation of the City's unattended operations waiver will be subject to an accelerated disciplinary process, which may include immediate termination.

In consideration for being on-call the operator on-call will be compensated ten and one-half (10.5) hours per week at their regular rate of pay paid at the rate of one and one-half (1.5) hours per day for each day on call.



# Haverhill


Human Resources Department, Room 306

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

Denise McClanahan, HR Director – [dmcclanahan@cityofhaverhill.com](mailto:dmcclanahan@cityofhaverhill.com)

Christine Caminero, HR Technician – [ccaminero@cityofhaverhill.com](mailto:ccaminero@cityofhaverhill.com)

Christina Carrie, HR Technician – [ccarrie@cityofhaverhill.com](mailto:ccarrie@cityofhaverhill.com)

TO: Mayor Melinda Barrett  
FROM: Denise McClanahan, HR Director   
DATE: January 25, 2024  
RE: Salary Ordinance & MOA submission

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

dIm

14

**Miscellaneous Contract Modifications**

Refer to Exhibit B (Attached)

All **remaining** terms and conditions of the current CBA **not altered as per above shall** remain in full force and effect. This agreement is subject to ratification by the Union and appropriation by the City Council.

Date: \_\_\_\_\_

\_\_\_\_\_  
Melinda Barrett, Mayor

\_\_\_\_\_  
James Marks, Teamsters Business Agent

\_\_\_\_\_  
Thomas Fallon, City Solicitor

\_\_\_\_\_  
Shop Steward (Water Purification Group)

IN CITY COUNCIL: January 30 2024  
TO COME BACK FEBRUARY 13 WITH SALARIES  
Attest:

\_\_\_\_\_  
City Clerk



DOCUMENT 15

**CITY OF HAVERHILL**

In Municipal Council January 30 2024

16.3.1

HAU CITY CLERK JAN28/24 041047

**ORDERED:**

MUNICIPAL ORDINANCE  
AN ORDINANCE RELATING TO SALARIES

CHAPTER  
WATER PURIFICATION

BE IT ORDAINED by the City Council of the City of Haverhill that Document 21-B of 2021 is hereby amended and the following be inserted in its place thereof:

See attached sheet (marked as Exhibit A)

**AMEND ARTICLE VII WAGES SECTION 2:**

Effective 7/1/2022

Increase clothing allowance from \$500 to \$600 per year  
Increase boot allowance from \$150 to \$375 per year

**AMEND ARTICLE VII WAGES SECTION 1 - LONGEVITY**

Effective 7/1/21 longevity schedule will be as follows:

After fifth (5) year	\$ 1,300.00
After tenth (10) year	\$ 1,350.00
After fifteenth (15) year	\$ 1,400.00
After twentieth (20) year	\$ 1,450.00
After twenty-fifth (25) year	\$ 1,700.00
30+ years	\$ 2,500.00

Approved as to legality:

\_\_\_\_\_  
City Solicitor

IN CITY COUNCIL: January 30 2024  
PLACED ON FILE for at least 10 days  
Attest:

\_\_\_\_\_  
City Clerk

16,311

TO: MAYOR MELINDA BARRETT  
FROM: Denise McClanahan, HR Director  
DATE: 1/25/2024  
RE: COLLECTIVE BARGAINING FINANCIAL DISCLOSURE

NAME OF CONTRACT OR GROUP: Water Purification Group  
CONTRACT PERIOD: 7/1/2023 to 6/30/2024

% INCREASE FOR EACH CONTRACT YEAR:  
Year 1 2 %      Year 2 2 %      Year 3 \_\_\_\_\_ %  
+ \$1/HR SALARY ADJUSTMENT 7/1/22  
+ \$1/HR SALARY ADJUSTMENT 7/1/23  
+ .50 PER HOUR SALARY ADJUSTMENT 1/1/24

COST OF COLA FOR EACH FISCAL YEAR OF CONTRACT:  
Year 1 – FY 23      Cost amount \$24,954  
Year 2 – FY 24      Cost amount \$28,241  
Year 3 – FY \_\_\_\_\_      Cost amount \_\_\_\_\_

ADDITIONAL COSTS  
(i.e., OT, Hazardous Duty, Professional Development, Clothing Allowance, Holiday Pay, etc.)  
Approx OT cost      \$10,000.00  
Approx Longevity increase      \$ 950.00  
Approx licensure/certification cost      \$  
Clothing/boot allowance      \$ 1,950.00  
What is the percentage increase that these extras add to the budget? \_\_\_\_\_

TOTAL COST OF PROPOSED COLLECTIVE BARGAINING AGREEMENT: \_\_\_\_\_

Total salary budget for this group was: \_\_\_\_\_  
Percent increase in salary budget: \_\_\_\_\_

Are there any other groups or individuals that would be directly affected by this budget? No  
What would be the effect? \_\_\_\_\_  
Are there any other known implications to this contract? \_\_\_\_\_

Funds are appropriated      Yes ☒ No ☐  
Where funds are located      Account #: Click or tap here to enter text.

Funds need appropriation by council      Yes ☐ No ☒  
Where funds to come from      Account #: Click or tap here to enter text.

\_\_\_\_\_  
Auditors Office  
  
Denise McClanahan  
\_\_\_\_\_  
HR Dept

CURRENT (EES HIRED PRIOR 7/1/10)	Step 1	Step 2	Step 3	Step 4	CURRENT (EES HIRED AFTER 7/1/10)	Step 1	Step 2	Step 3	Step 4	Yr 5
\$1/hr @ 2% effective 7/1/22					\$1/hr @ 2% effective 7/1/22					
Senior Water Treatment Plant Operator	\$ 30.78	\$ 32.03	\$ 33.20	\$ 34.65	Senior Water Treatment Plant Operator	\$ 29.97	\$ 31.17	\$ 32.30	\$ 33.71	\$ 30.71
Grade 4 Water Treatment Plant Operator	\$ 26.79	\$ 27.86	\$ 28.98	\$ 30.05	Grade 4 Water Treatment Plant Operator	\$ 26.07	\$ 27.11	\$ 28.20	\$ 29.24	\$ 30.05
Grade 3 Water Treatment Plant Operator	\$ 26.04	\$ 27.09	\$ 28.17	\$ 29.24	Grade 3 Water Treatment Plant Operator	\$ 25.36	\$ 26.37	\$ 27.43	\$ 28.46	\$ 29.24
Operator In Training	\$ 22.16	\$ 23.04	\$ 23.96	\$ 24.94	Operator In Training	\$ 21.57	\$ 22.43	\$ 23.32	\$ 24.28	
Laboratory Technician In Training	\$ 23.13	\$ 24.05	\$ 25.01	\$ 25.93	Laboratory Technician In Training	\$ 22.53	\$ 23.42	\$ 24.36	\$ 25.23	
Grade 4 Laboratory Technician	\$ 25.12	\$ 26.12	\$ 27.17	\$ 31.07	Grade 4 Laboratory Technician	\$ 26.07	\$ 27.11	\$ 28.20	\$ 29.24	
Grade 3 Laboratory Technician	\$ 26.04	\$ 27.09	\$ 28.17	\$ 29.24	Grade 3 Laboratory Technician	\$ 25.36	\$ 26.37	\$ 27.43	\$ 28.46	
Maintenance Mechanic	\$ 18.45	\$ 19.18	\$ 19.93	\$ 22.57	Maintenance Mechanic	\$ 17.98	\$ 18.70	\$ 19.43	\$ 21.99	
Water/Wastewater Electrician	\$ 31.43	\$ 33.08	\$ 34.41	\$ 39.20	Water/Wastewater Electrician	\$ 29.98	\$ 31.56	\$ 32.67	\$ 33.74	
\$1/hr @ 2% effective 7/1/23					\$1/hr @ 2% effective 7/1/23					
Senior Water Treatment Plant Operator	\$ 32.42	\$ 33.69	\$ 34.89	\$ 36.36	Senior Water Treatment Plant Operator	\$ 31.59	\$ 32.81	\$ 33.97	\$ 35.41	\$ 31.67
Grade 4 Water Treatment Plant Operator	\$ 28.34	\$ 29.43	\$ 30.58	\$ 31.67	Grade 4 Water Treatment Plant Operator	\$ 27.61	\$ 28.67	\$ 29.79	\$ 30.85	\$ 30.85
Grade 3 Water Treatment Plant Operator	\$ 27.58	\$ 28.65	\$ 29.76	\$ 30.85	Grade 3 Water Treatment Plant Operator	\$ 26.88	\$ 27.91	\$ 29.00	\$ 30.05	\$ 30.85
Operator In Training	\$ 23.63	\$ 24.52	\$ 25.46	\$ 26.46	Operator In Training	\$ 23.02	\$ 23.90	\$ 24.80	\$ 25.78	
Laboratory Technician In Training	\$ 24.62	\$ 25.55	\$ 26.53	\$ 27.47	Laboratory Technician In Training	\$ 24.00	\$ 24.91	\$ 25.86	\$ 26.76	
Grade 4 Laboratory Technician	\$ 26.65	\$ 27.66	\$ 28.74	\$ 32.71	Grade 4 Laboratory Technician	\$ 27.61	\$ 28.67	\$ 29.79	\$ 30.85	
Grade 3 Laboratory Technician	\$ 27.58	\$ 28.65	\$ 29.76	\$ 30.85	Grade 3 Laboratory Technician	\$ 26.88	\$ 27.91	\$ 29.00	\$ 30.05	
Maintenance Mechanic	\$ 19.84	\$ 20.58	\$ 21.35	\$ 24.04	Maintenance Mechanic	\$ 19.36	\$ 20.09	\$ 20.84	\$ 23.45	
Water/Wastewater Electrician	\$ 33.33	\$ 35.08	\$ 36.41	\$ 41.20	Water/Wastewater Electrician	\$ 31.88	\$ 33.56	\$ 34.67	\$ 35.74	
.50/hr effective 1/1/24					.50/hr effective 1/1/24					
Senior Water Treatment Plant Operator	\$ 32.92	\$ 34.19	\$ 35.39	\$ 36.86	Senior Water Treatment Plant Operator	\$ 32.09	\$ 33.31	\$ 34.47	\$ 35.91	
Grade 4 Water Treatment Plant Operator	\$ 28.84	\$ 29.93	\$ 31.08	\$ 32.17	Grade 4 Water Treatment Plant Operator	\$ 28.11	\$ 29.17	\$ 30.29	\$ 31.35	\$ 32.17
Grade 3 Water Treatment Plant Operator	\$ 28.08	\$ 29.15	\$ 30.26	\$ 31.35	Grade 3 Water Treatment Plant Operator	\$ 27.38	\$ 28.41	\$ 29.50	\$ 30.55	\$ 31.35
Operator In Training	\$ 24.13	\$ 25.02	\$ 25.96	\$ 26.96	Operator In Training	\$ 23.52	\$ 24.40	\$ 25.30	\$ 26.28	
Laboratory Technician In Training	\$ 25.12	\$ 26.05	\$ 27.03	\$ 27.97	Laboratory Technician In Training	\$ 24.50	\$ 25.41	\$ 26.36	\$ 27.26	
Grade 4 Laboratory Technician	\$ 27.15	\$ 28.16	\$ 29.24	\$ 33.21	Grade 4 Laboratory Technician	\$ 28.11	\$ 29.17	\$ 30.29	\$ 31.35	
Grade 3 Laboratory Technician	\$ 28.08	\$ 29.15	\$ 30.26	\$ 31.35	Grade 3 Laboratory Technician	\$ 27.38	\$ 28.41	\$ 29.50	\$ 30.55	
Maintenance Mechanic	\$ 20.34	\$ 21.08	\$ 21.85	\$ 24.54	Maintenance Mechanic	\$ 19.86	\$ 20.59	\$ 21.34	\$ 23.95	
Water/Wastewater Electrician	\$ 34.28	\$ 36.08	\$ 37.41	\$ 42.20	Water/Wastewater Electrician	\$ 32.83	\$ 34.56	\$ 35.67	\$ 36.74	
Classification of employee in an operator or lab technician position shall be tied to the level of certification as a Massachusetts drinking water treatment plant operator.					Classification of employee in an operator or lab technician position shall be tied to the level of certification as a Massachusetts drinking water treatment plant operator.					
No certification, grades TA, TB, 1T, 2T shall be considered the in training classification					No certification, grades TA, TB, 1T, 2T shall be considered the in training classification					
Grades TC and T3 shall be considered Grade 3					Grades TC and T3 shall be considered Grade 3					
Grades TD and T4 shall be considered Grade 4					Grades TD and T4 shall be considered Grade 4					

EXHIBIT A



DOCUMENT 21-B

BACK UP REFERENCE  
ONLY

## CITY OF HAVERHILL

In Municipal Council April 13 2021

ORDERED:

MUNICIPAL ORDINANCE

CHAPTER

An Ordinance Relating to Salaries

Water Purification Group

Since this Ordinance exceeds in length eight octavo pages of ordinary book print, in lieu of advertising, it is published by the City Council in a municipal bulletin, and placed on file in the City Clerk's Office and posted on the municipal bulletin board in City Hall.

PLACED ON FILE for at least 10 days

IN CITY COUNCIL : April 13 2021

PLACED ON FILE for at least 10 days

Attest:

\_\_\_\_\_  
CITY CLERK





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 1-I of 2019 is hereby amended as follows:

EFFECTIVE 7/1/2019 1.75%

	STEP 1	STEP 2	STEP 3
Sr. Water Treatment Plant Operator	\$ 29.37	\$ 30.47	\$ 31.85
Chief Pumping Station Operator	\$ 24.76	\$ 27.36	
Class IV Water Treatment Plant Operator (Full with TCH)	\$ 26.47	\$ 27.49	
Class IV Water Treatment Plant Operator (In training or without TCH)	\$ 25.71	\$ 26.73	
Class III Water Treatment Plant Operator (Full with TCH)	\$ 25.71	\$ 26.73	
Class III Water Treatment Plant Operator (In training or without TCH)	\$ 25.06	\$ 26.00	
Class II Water Treatment Plant Operator	\$ 21.72	\$ 22.65	
Class I Water Treatment Plant Operator	\$ 20.06	\$ 23.08	
Maintenance Man/Operator	\$ 19.85	\$ 22.90	
Custodian/Operator	\$ 19.85	\$ 22.90	
Electrician/Carpenter	\$ 30.02	\$ 31.31	\$ 32.58
Laboratory Technician (No Certification)	\$ 22.71	\$ 23.59	
Laboratory Technician (Grade IV Full with TCH)	\$ 26.47	\$ 27.49	
Laboratory Technician (Grade IV In training or without TCH)	\$ 25.71	\$ 26.73	
Laboratory Technician (Grade III Full with TCH)	\$ 25.71	\$ 26.73	
Laboratory Technician (Grade III In training or without TCH)	\$ 25.06	\$ 26.00	
Maintenance Man	\$ 17.91	\$ 20.41	
Custodian	\$ 16.54	\$ 19.09	

EFFECTIVE 7/1/2019 1.75%

(For new hires after 7/1/10)

	STEP 1	STEP 2	STEP 3
Sr. Water Treatment Plant Operator	\$ 28.55	\$ 29.62	\$ 30.96
Chief Pumping Station Operator	\$ 24.08	\$ 26.59	
Class IV Water Treatment Plant Operator (Full with TCH)	\$ 25.74	\$ 26.73	
Class IV Water Treatment Plant Operator (In training or without TCH)	\$ 25.00	\$ 25.99	
Class III Water Treatment Plant Operator (Full with TCH)	\$ 25.00	\$ 25.99	
Class III Water Treatment Plant Operator (In training or without TCH)	\$ 24.36	\$ 25.28	
Class II Water Treatment Plant Operator	\$ 21.12	\$ 22.03	
Class I Water Treatment Plant Operator	\$ 19.51	\$ 22.44	
Maintenance Man/Operator	\$ 19.31	\$ 22.27	
Custodian/Operator	\$ 19.31	\$ 22.27	
Electrician/Carpenter	\$ 28.55	\$ 29.62	
Laboratory Technician (No Certification)	\$ 22.10	\$ 22.94	
Laboratory Technician (Grade IV Full with TCH)	\$ 25.74	\$ 26.73	
Laboratory Technician (Grade IV In training or without TCH)	\$ 25.00	\$ 25.99	
Laboratory Technician (Grade III Full with TCH)	\$ 25.00	\$ 25.99	
Laboratory Technician (Grade III In training or without TCH)	\$ 24.36	\$ 25.28	
Maintenance Man	\$ 17.43	\$ 19.86	
Custodian	\$ 16.10	\$ 18.56	

Backup

EFFECTIVE 7/1/2020 1.75%

	STEP 1	STEP 2	STEP 3
Sr. Water Treatment Plant Operator	\$ 29.88	\$ 31.01	\$ 32.41
Chief Pumping Station Operator	\$ 25.28	\$ 27.84	
Class IV Water Treatment Plant Operator (Full with TCH)	\$ 26.94	\$ 27.97	
Class IV Water Treatment Plant Operator (In training or without TCH)	\$ 26.16	\$ 27.19	
Class III Water Treatment Plant Operator (Full with TCH)	\$ 26.16	\$ 27.19	
Class III Water Treatment Plant Operator (In training or without TCH)	\$ 25.50	\$ 26.45	
Class II Water Treatment Plant Operator	\$ 22.10	\$ 23.05	
Class I Water Treatment Plant Operator	\$ 20.41	\$ 23.49	
Maintenance Man/Operator	\$ 20.20	\$ 23.30	
Custodian/Operator	\$ 20.20	\$ 23.30	
Electrician/Carpenter	\$ 30.55	\$ 31.86	\$ 33.15
Laboratory Technician (No Certification)	\$ 23.11	\$ 24.00	
Laboratory Technician (Grade IV Full with TCH)	\$ 26.94	\$ 27.97	
Laboratory Technician (Grade IV In training or without TCH)	\$ 26.16	\$ 27.19	
Laboratory Technician (Grade III Full with TCH)	\$ 26.16	\$ 27.19	
Laboratory Technician (Grade III In training or without TCH)	\$ 25.50	\$ 26.45	
Maintenance Man	\$ 18.22	\$ 20.77	
Custodian	\$ 16.82	\$ 19.43	

EFFECTIVE 7/1/2020 1.75%

(For new hires after 7/1/10)

	STEP 1	STEP 2	STEP 3	Yr 5 Step
Sr. Water Treatment Plant Operator	\$ 29.05	\$ 30.14	\$ 31.50	
Chief Pumping Station Operator	\$ 24.50	\$ 27.05		
Class IV Water Treatment Plant Operator (Full with TCH)	\$ 26.19	\$ 27.19		\$ 27.97
Class IV Water Treatment Plant Operator (In training or without TCH)	\$ 25.44	\$ 26.44		\$ 27.19
Class III Water Treatment Plant Operator (Full with TCH)	\$ 25.44	\$ 26.44		\$ 27.19
Class III Water Treatment Plant Operator (In training or without TCH)	\$ 24.79	\$ 25.72		
Class II Water Treatment Plant Operator	\$ 21.49	\$ 22.41		
Class I Water Treatment Plant Operator	\$ 19.86	\$ 22.83		
Maintenance Man/Operator	\$ 19.65	\$ 22.66		
Custodian/Operator	\$ 19.65	\$ 22.66		
Electrician/Carpenter	\$ 29.05	\$ 30.14		
Laboratory Technician (No Certification)	\$ 22.49	\$ 23.34		
Laboratory Technician (Grade IV Full with TCH)	\$ 26.19	\$ 27.19		
Laboratory Technician (Grade IV In training or without TCH)	\$ 25.44	\$ 26.44		
Laboratory Technician (Grade III Full with TCH)	\$ 25.44	\$ 26.44		
Laboratory Technician (Grade III In training or without TCH)	\$ 24.79	\$ 25.72		
Maintenance Man	\$ 17.74	\$ 20.21		
Custodian	\$ 16.38	\$ 18.89		

EFFECTIVE 7/1/2021 1.75%

	STEP 1	STEP 2	STEP 3
Sr. Water Treatment Plant Operator	\$ 30.40	\$ 31.55	\$ 32.97
Chief Pumping Station Operator	\$ 25.64	\$ 28.33	
Class IV Water Treatment Plant Operator (Full with TCH)	\$ 27.41	\$ 28.46	
Class IV Water Treatment Plant Operator (In training or without TCH)	\$ 26.62	\$ 27.67	
Class III Water Treatment Plant Operator (Full with TCH)	\$ 26.62	\$ 27.67	
Class III Water Treatment Plant Operator (In training or without TCH)	\$ 25.94	\$ 26.92	
Class II Water Treatment Plant Operator	\$ 22.49	\$ 23.45	
Class I Water Treatment Plant Operator	\$ 20.77	\$ 23.90	
Maintenance Man/Operator	\$ 20.55	\$ 23.71	
Custodian/Operator	\$ 20.55	\$ 23.71	

Backup

Electrician/Carpenter	\$ 31.08	\$ 32.41	\$ 33.73
Laboratory Technician (No Certification)	\$ 23.52	\$ 24.42	
Laboratory Technician (Grade IV Full with TCH)	\$ 27.41	\$ 28.46	
Laboratory Technician (Grade IV In training or without TCH)	\$ 26.62	\$ 27.67	
Laboratory Technician (Grade III Full with TCH)	\$ 26.62	\$ 27.67	
Laboratory Technician (Grade III In training or without TCH)	\$ 25.94	\$ 26.92	
Maintenance Man	\$ 18.54	\$ 21.13	
Custodian	\$ 17.12	\$ 19.77	

EFFECTIVE 7/1/2021 1.75%

(For new hires after 7/1/10)

	STEP 1	STEP 2	STEP 3	Yr 5 Step
Sr. Water Treatment Plant Operator	\$ 29.56	\$ 30.67	\$ 32.05	
Chief Pumping Station Operator	\$ 24.93	\$ 27.53		
Class IV Water Treatment Plant Operator (Full with TCH)	\$ 26.65	\$ 27.67		\$ 28.46
Class IV Water Treatment Plant Operator (In training or without TCH)	\$ 25.89	\$ 26.90		\$ 27.67
Class III Water Treatment Plant Operator (Full with TCH)	\$ 25.89	\$ 26.90		\$ 27.67
Class III Water Treatment Plant Operator (In training or without TCH)	\$ 25.22	\$ 26.17		
Class II Water Treatment Plant Operator	\$ 21.86	\$ 22.80		
Class I Water Treatment Plant Operator	\$ 20.20	\$ 23.23		
Maintenance Man/Operator	\$ 19.99	\$ 23.06		
Custodian/Operator	\$ 19.99	\$ 23.06		
Electrician/Carpenter	\$ 29.56	\$ 30.67		
Laboratory Technician (No Certification)	\$ 22.88	\$ 23.74		
Laboratory Technician (Grade IV Full with TCH)	\$ 26.65	\$ 27.67		
Laboratory Technician (Grade IV In training or without TCH)	\$ 25.89	\$ 26.90		
Laboratory Technician (Grade III Full with TCH)	\$ 25.89	\$ 26.90		
Laboratory Technician (Grade III In training or without TCH)	\$ 25.22	\$ 26.17		
Maintenance Man	\$ 18.05	\$ 20.56		
Custodian	\$ 16.67	\$ 19.22		

Approved as to legality:

---

City Solicitor

CURRENT (EES HIRED PRIOR 7/1/10)		Step 1	Step 2	Step 3	Step 4	CURRENT (EES HIRED AFTER 7/1/10)		Step 1	Step 2	Step 3	Step 4	Yr 5
\$1/hr 8 2% effective 7/1/22						\$1/hr 8 2% effective 7/1/22						
Senior Water Treatment Plant Operator	\$ 30.78	\$ 32.03	\$ 33.20	\$ 34.65		Senior Water Treatment Plant Operator	\$ 29.97	\$ 31.17	\$ 32.30	\$ 33.71		
Grade 4 Water Treatment Plant Operator	\$ 26.79	\$ 27.86	\$ 28.98	\$ 30.05		Grade 4 Water Treatment Plant Operator	\$ 26.07	\$ 27.11	\$ 28.20	\$ 29.24	\$ 30.05	
Grade 3 Water Treatment Plant Operator	\$ 26.04	\$ 27.09	\$ 28.17	\$ 29.24		Grade 3 Water Treatment Plant Operator	\$ 25.36	\$ 26.37	\$ 27.43	\$ 28.46	\$ 29.24	
Operator In Training	\$ 22.16	\$ 23.04	\$ 23.96	\$ 24.94		Operator In Training	\$ 21.57	\$ 22.43	\$ 23.32	\$ 24.28		
Laboratory Technician In Training	\$ 23.13	\$ 24.05	\$ 25.01	\$ 25.93		Laboratory Technician In Training	\$ 22.53	\$ 23.42	\$ 24.36	\$ 25.23		
Grade 4 Laboratory Technician	\$ 25.12	\$ 26.12	\$ 27.17	\$ 31.07		Grade 4 Laboratory Technician	\$ 26.07	\$ 27.11	\$ 28.20	\$ 29.24		
Grade 3 Laboratory Technician	\$ 26.04	\$ 27.09	\$ 28.17	\$ 29.24		Grade 3 Laboratory Technician	\$ 25.36	\$ 26.37	\$ 27.43	\$ 28.46		
Maintenance Mechanic	\$ 18.45	\$ 19.18	\$ 19.93	\$ 22.57		Maintenance Mechanic	\$ 17.98	\$ 18.70	\$ 19.43	\$ 21.99		
Water/Wastewater Electrician	\$ 31.43	\$ 33.08	\$ 34.41	\$ 39.20		Water/Wastewater Electrician	\$ 29.98	\$ 31.56	\$ 32.67	\$ 33.74		
\$1/hr 8 2% effective 7/1/23						\$1/hr 8 2% effective 7/1/23						
Senior Water Treatment Plant Operator	\$ 32.42	\$ 33.69	\$ 34.89	\$ 36.36		Senior Water Treatment Plant Operator	\$ 31.59	\$ 32.81	\$ 33.97	\$ 35.41		
Grade 4 Water Treatment Plant Operator	\$ 28.34	\$ 29.43	\$ 30.58	\$ 31.67		Grade 4 Water Treatment Plant Operator	\$ 27.61	\$ 28.67	\$ 29.79	\$ 30.85	\$ 31.67	
Grade 3 Water Treatment Plant Operator	\$ 27.58	\$ 28.65	\$ 29.76	\$ 30.85		Grade 3 Water Treatment Plant Operator	\$ 26.88	\$ 27.91	\$ 29.00	\$ 30.05	\$ 30.85	
Operator In Training	\$ 23.63	\$ 24.52	\$ 25.46	\$ 26.46		Operator In Training	\$ 23.02	\$ 23.90	\$ 24.80	\$ 25.78		
Laboratory Technician In Training	\$ 24.62	\$ 25.55	\$ 26.53	\$ 27.47		Laboratory Technician In Training	\$ 24.00	\$ 24.91	\$ 25.86	\$ 26.76		
Grade 4 Laboratory Technician	\$ 26.65	\$ 27.66	\$ 28.74	\$ 32.71		Grade 4 Laboratory Technician	\$ 27.61	\$ 28.67	\$ 29.79	\$ 30.85		
Grade 3 Laboratory Technician	\$ 27.58	\$ 28.65	\$ 29.76	\$ 30.85		Grade 3 Laboratory Technician	\$ 26.88	\$ 27.91	\$ 29.00	\$ 30.05		
Maintenance Mechanic	\$ 19.84	\$ 20.58	\$ 21.35	\$ 24.04		Maintenance Mechanic	\$ 19.36	\$ 20.09	\$ 20.84	\$ 23.45		
Water/Wastewater Electrician	\$ 33.33	\$ 35.08	\$ 36.41	\$ 41.20		Water/Wastewater Electrician	\$ 31.88	\$ 33.56	\$ 34.67	\$ 35.74		
.50/hr effective 1/1/24						.50/hr effective 1/1/24						
Senior Water Treatment Plant Operator	\$ 32.92	\$ 34.19	\$ 35.39	\$ 36.86		Senior Water Treatment Plant Operator	\$ 32.09	\$ 33.31	\$ 34.47	\$ 35.91		
Grade 4 Water Treatment Plant Operator	\$ 28.84	\$ 29.93	\$ 31.08	\$ 32.17		Grade 4 Water Treatment Plant Operator	\$ 28.11	\$ 29.17	\$ 30.29	\$ 31.35	\$ 32.17	
Grade 3 Water Treatment Plant Operator	\$ 28.08	\$ 29.15	\$ 30.26	\$ 31.35		Grade 3 Water Treatment Plant Operator	\$ 27.38	\$ 28.41	\$ 29.50	\$ 30.55	\$ 31.35	
Operator In Training	\$ 24.13	\$ 25.02	\$ 25.96	\$ 26.96		Operator In Training	\$ 23.52	\$ 24.40	\$ 25.30	\$ 26.28		
Laboratory Technician In Training	\$ 25.12	\$ 26.05	\$ 27.03	\$ 27.97		Laboratory Technician In Training	\$ 24.50	\$ 25.41	\$ 26.36	\$ 27.26		
Grade 4 Laboratory Technician	\$ 27.15	\$ 28.16	\$ 29.24	\$ 33.21		Grade 4 Laboratory Technician	\$ 28.11	\$ 29.17	\$ 30.29	\$ 31.35		
Grade 3 Laboratory Technician	\$ 28.08	\$ 29.15	\$ 30.26	\$ 31.35		Grade 3 Laboratory Technician	\$ 27.38	\$ 28.41	\$ 29.50	\$ 30.55		
Maintenance Mechanic	\$ 20.34	\$ 21.08	\$ 21.85	\$ 24.54		Maintenance Mechanic	\$ 19.86	\$ 20.59	\$ 21.34	\$ 23.95		
Water/Wastewater Electrician	\$ 34.28	\$ 36.08	\$ 37.41	\$ 42.20		Water/Wastewater Electrician	\$ 32.83	\$ 34.56	\$ 35.67	\$ 36.74		
Classification of employee in an operator or lab technician position shall be tied to the level of certification as a Massachusetts drinking water treatment plant operator.						Classification of employee in an operator or lab technician position shall be tied to the level of certification as a Massachusetts drinking water treatment plant operator.						
No certification, grades TA, TB, 1T, 2T shall be considered the in training classification						No certification, grades TA, TB, 1T, 2T shall be considered the in-training classification						
Grades TC and T3 shall be considered Grade 3						Grades TC and T3 shall be considered Grade 3						
Grades TD and T4 shall be considered Grade 4						Grades TD and T4 shall be considered Grade 4						

EXHIBIT A

51



DOCUMENT 24

## CITY OF HAVERHILL

In Municipal Council January 30 2024

16.4

ORDERED:

MUNICIPAL ORDINANCE

CHAPTER 240

### AN ORDINANCE RELATING TO VEHICLES AND TRAFFIC

BE IT ORDAINED by the City Council of the City of Haverhill that the Code of the City of Haverhill, Chapter 240, as amended, be further amended by adding the following to § 240-85 Schedule B: Parking Restrictions and Prohibitions:

Bartlett Avenue  
West side, entire length

No Parking

24 hrs

APPROVED AS TO LEGALITY:

\_\_\_\_\_  
City Solicitor

PLACED ON FILE for at least 10 days

Attest:

\_\_\_\_\_  
City Clerk

HAU CITY CLERK JAN24/24 001043



# Haverhill

Engineering Department, Room 300  
Tel: 978-374-2335 Fax: 978-373-8475  
John H. Pettis III, P.E. - City Engineer  
[JPettis@CityOfHaverhill.com](mailto:JPettis@CityOfHaverhill.com)

January 24, 2024

**MEMO TO: CITY COUNCIL PRESIDENT THOMAS J. SULLIVAN AND  
MEMBERS OF THE CITY COUNCIL**

**Subject: *Bartlett Avenue - Parking Restriction, west side***

As requested by Traffic & Safety, attached are Ordinances for Parking Restrictions at the three Subject locations.

Please contact me if you have any questions.

Sincerely,

John H. Pettis III, P.E.  
City Engineer

HAU CITY CLERK JAN24'24 AM10:41

C: Mayor Barrett, Ward, Fallon, Pistone, Wright

## Maria Bevilacqua

---

**From:** North of Boston <noreply@wave2adportal.com>  
**Sent:** Wednesday, January 24, 2024 11:55 AM  
**To:** Maria Bevilacqua; Kaitlin Wright  
**Subject:** Thank you for placing your order with us.  
**Attachments:** W01179480.pdf

### THANK YOU for your notice submission!

This is your confirmation that your order has been submitted. Below are the details of your transaction. Please save this confirmation for your records.

#### Job Details

Order Number:  
**W0117948**  
Business Type:  
All Other Public Notices  
Notice Size:  
Public Notices  
Notice Estimate:  
\$57.69  
Referral Code:  
**Bartlett Ave Parking Restrictions**

#### Account Details

Haverhill Clerk  
4 SUMMER ST STE 118  
HAVERHILL, MA 01830  
978-374-2312  
cityclerk@cityofhaverhill.com  
HAVERHILL CITY CLERK

#### Schedule for notice number W01179480

Thu Feb 1, 2024  
Haverhill Gazette Public Notices  
All Zones

**CITY OF HAVERHILL**  
**MUNICIPAL ORDINANCE** **CHAPTER 240**  
**AN ORDINANCE RELATING TO VEHICLES AND TRAFFIC**  
BE IT ORDAINED by the City Council of the City of Haverhill that the Code of the City of Haverhill, Chapter 240, as amended, be further amended by adding the following to § 240-65 Schedule B: Parking Restrictions and Prohibitions:  
Bartlett Avenue No Parking 24 hrs West side, entire length  
APPROVED AS TO LEGALITY:  
City Solicitor  
HG - Publication Dates

*The North of Boston Media Group is not responsible for any false, inaccurate or omitted notices.*

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*This is an automated message, please do not reply to this e-mail. If you have any questions or concerns you may contact us toll-free at 800-681-6248.*

**CITY COUNCIL**

**Timothy J. Jordan, President**  
**John A. Michitson, Vice President**  
**Thomas J. Sullivan**  
**Colin F. LePage**  
**Melissa J. Lewandowski**  
**Michael S. McGonagle**  
**Catherine P. Rogers**  
**Shaun P. Toohey**  
**Devin Ferreira**  
**Ralph T. Basilliere**  
**Katrina Hobbs Everett**



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[WWW.CITYOFHAVERHILL.COM](http://WWW.CITYOFHAVERHILL.COM)  
[CITYCNCL@CITYOFHAVERHILL.COM](mailto:CITYCNCL@CITYOFHAVERHILL.COM)

**CITY OF HAVERHILL**

**HAVERHILL, MASSACHUSETTS 01830-5843**  
**DOCUMENTS REFERRED TO COMMITTEE STUDY**

79-F	Communication from Councillor Sullivan requesting to introduce Kathleen Fitts, Gale Park Assoc. to request the city replace the Gale Park Fountain in fiscal year 20	NRPP	6/25/19
34-P	Communication from Councillor Sullivan requesting a discussion regarding the disposal of cremated remains on public property	NRPP	3/17/20
86-D	Communication from Councillor Michitson requesting to address economic development ideas resulting from the pandemic	Planning & Dev.	8/11/20
86-F	Communication from Council President Barrett and Councillor LePage requesting discussion pertaining to utilization of UV-C disinfection fixtures in public buildings	A & F	8/25/20
89-C	Mayor Fiorentini submits final recommendations of Matrix Company	NRPP	9/15/20
91	Petition from Wady & Jewnifer Grullon requesting to purchase city property that abuts their property at 14 Silver Birch Ln; Assessor's Map 574, Block 1 Lot 7	NRPP	9/15/20
91-B	Petition from the Biggart Family requesting to purchase 2 parcels of land that abuts their property at 30 Belvidere Rd., Assessor's Map 409, Block 114, Lot 9; and Map 409, Block 1A, Lot 1 that includes conservation land, but only the portion zone RMD (Residential Medium Density)	"	9/22/20
55-I	Communication from Council President Barrett and Councillor McGonagle requesting to introduce Don Jarvis, Keith Gopsill and Mike Ingham to discuss becoming a Purple Heart Community	NRPP	12/15/20
91-C	Petition of Michael DeLuca requesting to purchase surplus city land on River St., Map 538, Block 419B, Lots 20, 21, 22, 23	NRPP	12/15/20
27-E	Communication from Councillor Sullivan requesting to introduce Debbie Lyons, to explain having legal permitting system as it relates to establishing permitting/licensing process to allow for "Bow Hunter Tree Stands" to be placed on trees on City properties when hunting is allowed in season	NRPP	3/2/21
27-J	Communication from Councillor Michitson requesting to re-start discussion on way ahead for residential zoning in Haverhill	Planning & Dev.	3/9/21
50	Councillor Jordan requests on behalf of Tom Riley, 195 Kingsbury Ave., to have city surplus land that abuts his property, Map 768, Block 50, Lot 85A on Lincolnshire Ave.	NRPP	4/6/21
50-U	President Barrett and Vice President LePage request discussion about composting options	Citizens Outreach	5/18/21
63-S	Councillor Daly O'Brien discuss sending intent of closing Washington St. for trial period to make it pedestrian walkway	Citizens Outreach	8/24/21
5-F	Councillor Michitson request study between Mayor and City Council budgetary powers	Citizens Outreach	1/25/22



5-W	Communication from Councillor Sullivan and Councillor Lewandowski to discuss Atherton Housing parking needs downtown.	NRPP	4/5/22
118-G	Communication from Vice President Michitson to send to develop city policies to incentivize Building & business park developers to use sustainable & environmentally friendly practices.	Planning & Dev	10/25/22
78-A	Communication from Mayor Fiorentini to send Zoning amendments to committee for review. Motion by Councilor Rogers to send to A&F, second Councilor Sullivan.	A&F	10/31/23