

Memorandum of Agreement
Between
THE CITY OF HAVERHILL and THE CITIZEN CENTER GROUP - Teamsters Local #170

WAGES

Article VII: WAGES

Change wage increase from 1.25% to 1.5% effective 7-1-2014

Change wage increase from 1.25% to 1.5% effective 7-1-2015

NO RETRO PAY

Add new paragraph to Article VII: WAGES AND LONGEVITY

"No retroactive wages shall be due and owing to any person not employed at the time of the ratification of this agreement, or any subsequent agreement, unless said person left the employ of the City of Haverhill to become an active M.G.L. c. 32 retiree."

MEDICAL BENEFITS LANGUAGE

Delete all language in Section 1. Article XVI MEDICAL BENEFITS and insert the following:

Health Insurance

The City of Haverhill shall provide employees the same health insurance benefits and coverage provided to all other municipal employees pursuant to MGL c. 32B. Employees hired before January 1, 2010 shall pay a twenty-five percent (25%) health insurance contribution for both PPO and HMO products. Employees hired on or after January 1, 2010 shall pay a thirty percent (30%) health insurance contribution for both PPO and HMO products.

Account under IRS Section 125. The maximum annual allowable amount to be deducted on a pre-tax basis for the Flexible Spending Account will be \$2,500 (\$2,550 per plan year beginning 7/1/15). The maximum annual allowable amount to be deducted on a pre-tax basis for the Medical Dependent Care Account will be \$5,000.

Health Reimbursement Account

The City will establish Health Reimbursement Accounts pursuant to the current MGL c. 32B PEC agreement.

Opt-Out Plan - A one-time opt out option

The City of Haverhill will provide a health insurance opt out option. Eligible employees who enroll in the program will receive a lump sum financial incentive payment. The amount will be \$1,500 for an individual and \$3,000 for a family. In order to be eligible for the program an employee must meet the following criteria: 1) the employee must have 24 consecutive months of enrollment in a City of Haverhill health plan, and 2) the employee must provide written proof of other (non-City of Haverhill) health coverage.

Date: May 6/1/ 2015

James J. Florentini, Mayor

William D. Cox, Jr., City Solicitor

Ed Adley
Ed Adley, Teamsters Business Agent

Robert Thompson
Shop Steward



DOCUMENT

CITY OF HAVERHILL

In Municipal Council

ORDERED:

MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIES

CHAPTER
CITIZEN CENTER

BE IT ORDAINED by the City Council of the City of Haverhill that Document 11-I of 2014 is deleted in its entirety and insert in its place the following:

EFFECTIVE 7/1/2014 1.5%

| | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |
|------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Program Coordinator | \$ 710.07 | \$ 731.37 | \$ 753.30 | \$ 772.69 | \$ 799.18 | \$ 823.13 | |
| Principal Account Clerk/Dispatcher | \$ 612.36 | \$ 630.35 | \$ 648.90 | \$ 668.00 | \$ 687.65 | \$ 707.94 | \$ 750.12 |
| Principal Account Clerk | \$ 565.38 | \$ 583.06 | \$ 599.07 | \$ 616.77 | \$ 634.87 | \$ 653.55 | \$ 689.62 |
| Bldg Maintenance Craft/Custodian | \$ 17.62 | \$ 18.15 | \$ 18.71 | | | | |
| Activities/Volunteer | \$ 15.45 | \$ 15.92 | | | | | |
| Driver | \$ 9.42 | \$ 9.70 | | | | | |
| Meal on Wheels Driver | \$ 10.09 | \$ 10.39 | | | | | |
| Driver (Veterans) | \$ 11.43 | \$ 11.78 | | | | | |
| Shine Coordinator | \$ 11.75 | \$ 12.11 | | | | | |

EFFECTIVE 7/1/2015 1.5%

| | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |
|------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Program Coordinator | \$ 720.72 | \$ 742.34 | \$ 764.60 | \$ 784.28 | \$ 811.16 | \$ 835.48 | |
| Principal Account Clerk/Dispatcher | \$ 621.55 | \$ 639.80 | \$ 658.64 | \$ 678.02 | \$ 697.97 | \$ 718.56 | \$ 761.38 |
| Principal Account Clerk | \$ 573.86 | \$ 591.81 | \$ 608.06 | \$ 626.02 | \$ 644.39 | \$ 663.36 | \$ 699.96 |
| Bldg Maintenance Craft/Custodian | \$ 17.88 | \$ 18.43 | \$ 18.99 | | | | |
| Activities/Volunteer | \$ 15.69 | \$ 16.16 | | | | | |
| Driver | \$ 9.56 | \$ 9.84 | | | | | |
| Meal on Wheels Driver | \$ 10.24 | \$ 10.54 | | | | | |
| Driver (Veterans) | \$ 11.61 | \$ 11.95 | | | | | |
| Shine Coordinator | \$ 11.93 | \$ 12.29 | | | | | |

Approved as to legality:

City Solicitor