



DOCUMENT 1-G

CITY OF HAVERHILL

In Municipal Council September 17 2019

Human Resources

ORDERED:

MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIES

CHAPTER
HIGHWAY/PARK GROUP

BE IT ORDAINED by the City Council of the City of Haverhill that Document 28-M of 2016 is hereby deleted in its entirety and the following inserted in its place thereof:

EFFECTIVE 1/1/2019 .75% makeup	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Assistant Highway Superintendent	\$ 1,284.76	\$ 1,345.38	\$ 1,405.93	\$ 1,468.43	\$ 1,525.66	\$ 1,568.92
General Foreperson	\$ 25.40	\$ 27.29	\$ 27.94	\$ 29.17	\$ 30.32	
Working Foreperson (Garage)	\$ 24.05	\$ 25.93	\$ 26.58	\$ 27.80	\$ 28.99	
Working Foreperson (Traffic)	\$ 21.90	\$ 23.80	\$ 24.45	\$ 25.65	\$ 26.86	
Working Foreperson	\$ 21.21	\$ 23.13	\$ 23.75	\$ 24.95	\$ 26.16	
Welder	\$ 19.30	\$ 20.62	\$ 21.90	\$ 23.11		
ME Repairperson	\$ 19.30	\$ 20.62	\$ 21.90	\$ 23.11		
Mason	\$ 19.30	\$ 20.62	\$ 21.90	\$ 23.11		
MEO B&G (Front End) Loader & BG Sweeper	\$ 17.67	\$ 19.02	\$ 20.29	\$ 21.49		
MEO LHS Crane Operator	\$ 17.67	\$ 19.02	\$ 20.29	\$ 21.49		
PW Craftsperson	\$ 17.67	\$ 19.02	\$ 20.29	\$ 21.49		
Yardperson/Dispatcher	\$ 17.42	\$ 18.40	\$ 19.60	\$ 20.77		
MEO L&H (Sidewalk Plow)	\$ 17.42	\$ 18.40	\$ 19.60	\$ 20.77		
PW Maintenance Person	\$ 17.42	\$ 18.40	\$ 19.60	\$ 20.77		
Spray Painter	\$ 17.42	\$ 18.40	\$ 19.60	\$ 20.77		
MEO Laborer	\$ 16.77	\$ 17.75	\$ 18.95	\$ 20.15		
Laborer	\$ 16.26	\$ 17.25	\$ 18.43	\$ 19.64		
Highway/Park Maintenance Person	\$ 16.26	\$ 17.25	\$ 18.43	\$ 19.62		
Stores Delivery Person/Houseworker	\$ 14.53	\$ 14.95	\$ 15.40	\$ 15.40		
General Foreperson	\$ 25.41	\$ 27.30	\$ 27.94	\$ 29.17	\$ 30.32	
Working Foreperson/Tree	\$ 21.21	\$ 23.13	\$ 23.75	\$ 24.96	\$ 25.83	
Working Foreperson/Park Mntce Craftsperson	\$ 21.21	\$ 23.13	\$ 23.75	\$ 24.96	\$ 26.16	
Park Maintenance Craftsperson (Skylift Operator)	\$ 17.67	\$ 19.02	\$ 20.29	\$ 21.50		
Senior Groundswoker	\$ 17.42	\$ 18.40	\$ 19.60	\$ 20.77		
MEO-LHS	\$ 17.42	\$ 18.40	\$ 19.60	\$ 20.77		
MEO/Groundswoker/Laborer	\$ 16.78	\$ 17.75	\$ 18.94	\$ 20.15		
Groundswoker	\$ 16.26	\$ 17.25	\$ 18.43	\$ 19.65		

10

EFFECTIVE 7/1/2019 1.75% and additional step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Assistant Highway Superintendent	\$ 1,307.25	\$ 1,368.92	\$ 1,430.54	\$ 1,494.13	\$ 1,552.36	\$ 1,596.38	\$ 1,644.27
General Foreperson	\$ 25.84	\$ 27.77	\$ 28.43	\$ 29.68	\$ 30.85	\$ 31.77	
Working Foreperson (Garage)	\$ 24.47	\$ 26.38	\$ 27.05	\$ 28.28	\$ 29.50	\$ 30.38	
Working Foreperson (Traffic)	\$ 22.29	\$ 24.22	\$ 24.88	\$ 26.10	\$ 27.33	\$ 28.15	
Working Foreperson	\$ 21.58	\$ 23.53	\$ 24.17	\$ 25.39	\$ 26.62	\$ 27.42	
Welder	\$ 19.63	\$ 20.98	\$ 22.29	\$ 23.51	\$ 24.22		
ME Repairperson	\$ 19.63	\$ 20.98	\$ 22.29	\$ 23.51	\$ 24.22		
Mason	\$ 19.63	\$ 20.98	\$ 22.29	\$ 23.51	\$ 24.22		
MEO B&G (Front End) Loader & BG Sweeper	\$ 17.98	\$ 19.35	\$ 20.65	\$ 21.87	\$ 22.52		
MEO LHS Crane Operator	\$ 17.98	\$ 19.35	\$ 20.65	\$ 21.87	\$ 22.52		
PW Craftsperson	\$ 17.98	\$ 19.35	\$ 20.65	\$ 21.87	\$ 22.52		
Yardperson/Dispatcher	\$ 17.72	\$ 18.72	\$ 19.94	\$ 21.14	\$ 21.77		
MEO L&H (Sidewalk Plow)	\$ 17.72	\$ 18.72	\$ 19.94	\$ 21.14	\$ 21.77		
PW Maintenance Person	\$ 17.72	\$ 18.72	\$ 19.94	\$ 21.14	\$ 21.77		
Spray Painter	\$ 17.72	\$ 18.72	\$ 19.94	\$ 21.14	\$ 21.77		
MEO Laborer	\$ 17.06	\$ 18.06	\$ 19.28	\$ 20.50	\$ 21.12		
Laborer	\$ 16.55	\$ 17.55	\$ 18.75	\$ 19.99	\$ 20.59		
Highway/Park Maintenance Person	\$ 16.55	\$ 17.55	\$ 18.75	\$ 19.97	\$ 20.57		
Stores Delivery Person/Houseworker	\$ 14.79	\$ 15.22	\$ 15.67	\$ 15.67	\$ 16.14		
General Foreperson	\$ 25.85	\$ 27.78	\$ 28.43	\$ 29.68	\$ 30.85	\$ 31.78	
Working Foreperson/Tree	\$ 21.58	\$ 23.53	\$ 24.16	\$ 25.39	\$ 26.28	\$ 27.07	
Working Foreperson/Park Mntce Craftsperson	\$ 21.58	\$ 23.53	\$ 24.16	\$ 25.39	\$ 26.62	\$ 27.42	
Park Maintenance Craftsperson (Skylift Operator)	\$ 17.98	\$ 19.35	\$ 20.64	\$ 21.87	\$ 22.53		
Senior Groundswoker	\$ 17.72	\$ 18.72	\$ 19.94	\$ 21.13	\$ 21.77		
MEO-LHS	\$ 17.72	\$ 18.72	\$ 19.94	\$ 21.13	\$ 21.77		
MEO/Groundswoker/Laborer	\$ 17.08	\$ 18.06	\$ 19.27	\$ 20.50	\$ 21.12		
Groundswoker	\$ 16.55	\$ 17.55	\$ 18.75	\$ 19.99	\$ 20.59		

EFFECTIVE 7/1/2020 1.75%	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Assistant Highway Superintendent	\$ 1,330.13	\$ 1,392.88	\$ 1,455.57	\$ 1,520.28	\$ 1,579.53	\$ 1,624.32	\$ 1,673.05
General Foreperson	\$ 26.30	\$ 28.25	\$ 28.93	\$ 30.20	\$ 31.39	\$ 32.33	
Working Foreperson (Garage)	\$ 24.90	\$ 26.84	\$ 27.52	\$ 28.78	\$ 30.01	\$ 30.91	
Working Foreperson (Traffic)	\$ 22.68	\$ 24.65	\$ 25.31	\$ 26.56	\$ 27.81	\$ 28.64	
Working Foreperson	\$ 21.96	\$ 23.94	\$ 24.59	\$ 25.83	\$ 27.08	\$ 27.90	
Welder	\$ 19.98	\$ 21.34	\$ 22.68	\$ 23.92	\$ 24.64		
ME Repairperson	\$ 19.98	\$ 21.34	\$ 22.68	\$ 23.92	\$ 24.64		
Mason	\$ 19.98	\$ 21.34	\$ 22.68	\$ 23.92	\$ 24.64		
MEO B&G (Front End) Loader & BG Sweeper	\$ 18.29	\$ 19.69	\$ 21.01	\$ 22.25	\$ 22.92		
MEO LHS Crane Operator	\$ 18.29	\$ 19.69	\$ 21.01	\$ 22.25	\$ 22.92		
PW Craftsperson	\$ 18.29	\$ 19.69	\$ 21.01	\$ 22.25	\$ 22.92		
Yardperson/Dispatcher	\$ 18.03	\$ 19.05	\$ 20.29	\$ 21.51	\$ 22.15		
MEO L&H (Sidewalk Plow)	\$ 18.03	\$ 19.05	\$ 20.29	\$ 21.51	\$ 22.15		
PW Maintenance Person	\$ 18.03	\$ 19.05	\$ 20.29	\$ 21.51	\$ 22.15		
Spray Painter	\$ 18.03	\$ 19.05	\$ 20.29	\$ 21.51	\$ 22.15		

MEO Laborer	\$ 17.36	\$ 18.38	\$ 19.62	\$ 20.86	\$ 21.49		
Laborer	\$ 16.84	\$ 17.86	\$ 19.08	\$ 20.34	\$ 20.95		
Highway/Park Maintenance Person	\$ 16.84	\$ 17.86	\$ 19.08	\$ 20.32	\$ 20.92		
Stores Delivery Person/Houseworker	\$ 15.05	\$ 15.48	\$ 15.94	\$ 15.94	\$ 16.42		
General Foreperson	\$ 26.31	\$ 28.26	\$ 28.93	\$ 30.20	\$ 31.39	\$ 32.33	
Working Foreperson/Tree	\$ 21.95	\$ 23.95	\$ 24.59	\$ 25.84	\$ 26.74	\$ 27.55	
Working Foreperson/Park Mntce Craftsperson	\$ 21.95	\$ 23.95	\$ 24.59	\$ 25.84	\$ 27.08	\$ 27.90	
Park Maintenance Craftsperson (Skylift Operator)	\$ 18.29	\$ 19.69	\$ 21.00	\$ 22.25	\$ 22.92		
Senior Groundswoker	\$ 18.03	\$ 19.05	\$ 20.29	\$ 21.50	\$ 22.15		
MEO-LHS	\$ 18.03	\$ 19.05	\$ 20.29	\$ 21.50	\$ 22.15		
MEO/Groundswoker/Laborer	\$ 17.37	\$ 18.38	\$ 19.60	\$ 20.86	\$ 21.49		
Groundswoker	\$ 16.84	\$ 17.86	\$ 19.08	\$ 20.34	\$ 20.95		

EFFECTIVE 7/1/2021 1.75%	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Assistant Highway Superintendent	\$ 1,353.40	\$ 1,417.25	\$ 1,481.04	\$ 1,546.88	\$ 1,607.17	\$ 1,652.74	\$ 1,702.32
General Foreperson	\$ 26.76	\$ 28.75	\$ 29.44	\$ 30.73	\$ 31.94	\$ 32.90	
Working Foreperson (Garage)	\$ 25.33	\$ 27.31	\$ 28.00	\$ 29.28	\$ 30.54	\$ 31.46	
Working Foreperson (Traffic)	\$ 23.07	\$ 25.08	\$ 25.76	\$ 27.02	\$ 28.29	\$ 29.14	
Working Foreperson	\$ 22.34	\$ 24.36	\$ 25.02	\$ 26.29	\$ 27.56	\$ 28.38	
Welder	\$ 20.33	\$ 21.72	\$ 23.07	\$ 24.34	\$ 25.07		
ME Repairperson	\$ 20.33	\$ 21.72	\$ 23.07	\$ 24.34	\$ 25.07		
Mason	\$ 20.33	\$ 21.72	\$ 23.07	\$ 24.34	\$ 25.07		
MEO B&G (Front End) Loader & BG Sweeper	\$ 18.61	\$ 20.04	\$ 21.38	\$ 22.64	\$ 23.32		
MEO LHS Crane Operator	\$ 18.61	\$ 20.04	\$ 21.38	\$ 22.64	\$ 23.32		
PW Craftsperson	\$ 18.61	\$ 20.04	\$ 21.38	\$ 22.64	\$ 23.32		
Yardperson/Dispatcher	\$ 18.35	\$ 19.38	\$ 20.64	\$ 21.88	\$ 22.54		
MEO L&H (Sidewalk Plow)	\$ 18.35	\$ 19.38	\$ 20.64	\$ 21.88	\$ 22.54		
PW Maintenance Person	\$ 18.35	\$ 19.38	\$ 20.64	\$ 21.88	\$ 22.54		
Spray Painter	\$ 18.35	\$ 19.38	\$ 20.64	\$ 21.88	\$ 22.54		
MEO Laborer	\$ 17.67	\$ 18.70	\$ 19.96	\$ 21.23	\$ 21.86		
Laborer	\$ 17.13	\$ 18.17	\$ 19.41	\$ 20.69	\$ 21.31		
Highway/Park Maintenance Person	\$ 17.13	\$ 18.17	\$ 19.41	\$ 20.67	\$ 21.29		
Stores Delivery Person/Houseworker	\$ 15.31	\$ 15.75	\$ 16.22	\$ 16.22	\$ 16.71		
General Foreperson	\$ 26.77	\$ 28.76	\$ 29.44	\$ 30.73	\$ 31.94	\$ 32.90	
Working Foreperson/Tree	\$ 22.34	\$ 24.36	\$ 25.02	\$ 26.29	\$ 27.21	\$ 28.03	
Working Foreperson/Park Mntce Craftsperson	\$ 22.34	\$ 24.36	\$ 25.02	\$ 26.29	\$ 27.56	\$ 28.38	
Park Maintenance Craftsperson (Skylift Operator)	\$ 18.61	\$ 20.04	\$ 21.37	\$ 22.64	\$ 23.32		
Senior Groundswoker	\$ 18.35	\$ 19.38	\$ 20.65	\$ 21.88	\$ 22.54		
MEO-LHS	\$ 18.35	\$ 19.38	\$ 20.65	\$ 21.88	\$ 22.54		
MEO/Groundswoker/Laborer	\$ 17.68	\$ 18.70	\$ 19.95	\$ 21.23	\$ 21.86		
Groundswoker	\$ 17.13	\$ 18.17	\$ 19.41	\$ 20.70	\$ 21.32		

Approved as to legality:

City Solicitor
 PLACED ON FILE for at least 10 days
 Attest:

IN CITY COUNCIL: October 1 2019

PASSED

Attest:

APPROVED:

City Clerk

City Clerk

Mayor