



DOCUMENT 51-C

CITY OF HAVERHILL

In Municipal Council September 18 2018

ORDERED:

MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIES

CHAPTER
AFSCME GROUP

BE IT ORDAINED by the City Council of the City of Haverhill that Document 28-G of 2016 is hereby amended as follows:

EFFECTIVE 7/1/2017 1.75% (Current employees)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$ 23.96	\$ 25.43	\$ 26.91	\$ 28.01	\$ 29.27	\$ 31.62
Senior WWTP Operator	\$ 23.96	\$ 25.43	\$ 26.91	\$ 28.01	\$ 29.27	\$ 31.62
Senior Maintenance Mechanic	\$ 23.96	\$ 25.43	\$ 26.91	\$ 28.01	\$ 29.26	\$ 31.62
WWTP Operator	\$ 20.65	\$ 21.77	\$ 22.91	\$ 23.75	\$ 24.97	\$ 26.05
Lab Technician	\$ 19.48	\$ 20.60	\$ 21.75	\$ 22.60	\$ 23.81	\$ 24.89
Maintenance Mechanic	\$ 21.14	\$ 22.43	\$ 23.74	\$ 24.97	\$ 26.24	
Mobile Equipment Operator	\$ 15.36	\$ 16.06	\$ 16.61	\$ 17.83	\$ 18.68	
WWTP Storekeeper	\$ 19.17	\$ 19.77	\$ 20.35	\$ 21.56	\$ 22.36	\$ 23.38
Maintenance Mechanic Helper	\$ 18.72	\$ 19.75	\$ 20.93	\$ 22.15	\$ 23.30	
Senior Collection Operator	\$ 23.96	\$ 25.43	\$ 26.91	\$ 28.01	\$ 29.27	\$ 31.62
Collection Operator	\$ 20.64	\$ 21.76	\$ 22.91	\$ 23.75	\$ 24.97	\$ 26.05
Collection Operator/C.B. Cleaner	\$ 20.64	\$ 21.76	\$ 22.91	\$ 23.75	\$ 24.97	\$ 26.05
WWTP MEO-Cust./Laborer	\$ 15.36	\$ 16.05	\$ 16.61	\$ 17.83	\$ 18.68	
Shift A Sr. Operator	\$ 1,405.96					
Shift B Sr. Operator	\$ 1,491.12					
Shift C Sr. Operator	\$ 1,421.63					
Shift D Sr. Operator	\$ 1,462.00					

EFFECTIVE 7/1/2017 1.75% (For new hires after 7/1/10)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$ 23.27	\$ 24.69	\$ 26.13	\$ 27.19	\$ 28.41	\$ 29.70
Senior WWTP Operator	\$ 23.27	\$ 24.69	\$ 26.13	\$ 27.19	\$ 28.41	\$ 29.70
Senior Maintenance Mechanic	\$ 23.27	\$ 24.69	\$ 26.13	\$ 27.19	\$ 28.41	\$ 29.70
WWTP Operator	\$ 20.04	\$ 21.13	\$ 22.24	\$ 23.06	\$ 24.24	\$ 25.29
Lab Technician	\$ 18.92	\$ 20.01	\$ 21.12	\$ 21.93	\$ 23.12	\$ 24.16
WWTP Operator/Lab Technician	\$ 21.28	\$ 22.39	\$ 23.52	\$ 24.38	\$ 25.59	\$ 26.67
Maintenance Mechanic	\$ 20.52	\$ 21.78	\$ 23.04	\$ 24.24	\$ 25.48	
Mobile Equipment Operator	\$ 14.91	\$ 15.59	\$ 16.13	\$ 17.32	\$ 18.13	
WWTP Storekeeper	\$ 18.61	\$ 19.20	\$ 19.76	\$ 20.94	\$ 21.71	
Maintenance Mechanic Helper	\$ 18.17	\$ 19.17	\$ 20.32	\$ 21.51	\$ 22.62	
Senior Collection Operator	\$ 23.27	\$ 24.69	\$ 26.13	\$ 27.19	\$ 28.41	\$ 29.70
Collection Operator	\$ 20.04	\$ 21.13	\$ 22.24	\$ 23.06	\$ 24.25	\$ 25.28
Collection Operator/C.B. Cleaner	\$ 20.04	\$ 21.13	\$ 22.24	\$ 23.06	\$ 24.25	\$ 25.28
WWTP MEO-Cust./Laborer	\$ 14.91	\$ 15.59	\$ 16.13	\$ 17.32	\$ 18.13	

5/10

Shift A Sr. Operator	\$ 1,358.43
Shift B Sr. Operator	\$ 1,438.00
Shift C Sr. Operator	\$ 1,373.00
Shift D Sr. Operator	\$ 1,412.22

EFFECTIVE 7/1/2018 2% (Current employees)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$ 24.44	\$ 25.94	\$ 27.45	\$ 28.57	\$ 29.85	\$ 32.26
Senior WWTP Operator	\$ 24.44	\$ 25.94	\$ 27.45	\$ 28.57	\$ 29.85	\$ 32.26
Senior Maintenance Mechanic	\$ 24.44	\$ 25.94	\$ 27.45	\$ 28.57	\$ 29.85	\$ 32.26
WWTP Operator	\$ 21.06	\$ 22.20	\$ 23.37	\$ 24.23	\$ 25.47	\$ 26.57
Lab Technician	\$ 19.87	\$ 21.02	\$ 22.18	\$ 23.05	\$ 24.29	\$ 25.39
Maintenance Mechanic	\$ 21.56	\$ 22.88	\$ 24.21	\$ 25.46	\$ 26.76	
Mobil Equipment Operator	\$ 15.66	\$ 16.38	\$ 16.94	\$ 18.19	\$ 19.06	
WWTP Storekeeper	\$ 19.55	\$ 20.17	\$ 20.76	\$ 22.00	\$ 22.81	\$ 23.85
Maintenance Mechanic Helper	\$ 19.09	\$ 20.14	\$ 21.35	\$ 22.60	\$ 23.76	
Senior Collection Operator	\$ 24.44	\$ 25.94	\$ 27.45	\$ 28.57	\$ 29.85	\$ 32.26
Collection Operator	\$ 21.06	\$ 22.20	\$ 23.37	\$ 24.22	\$ 25.47	\$ 26.57
Collection Operator/C.B. Cleaner	\$ 21.06	\$ 22.20	\$ 23.37	\$ 24.22	\$ 25.47	\$ 26.57
WWTP MEO-Cust./Laborer	\$ 15.66	\$ 16.38	\$ 16.94	\$ 18.19	\$ 19.06	
Shift A Sr. Operator	\$ 1,434.08					
Shift B Sr. Operator	\$ 1,520.94					
Shift C Sr. Operator	\$ 1,450.06					
Shift D Sr. Operator	\$ 1,491.24					

EFFECTIVE 7/1/2018 2% (For new hires after 7/1/10)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$ 23.73	\$ 25.19	\$ 26.65	\$ 27.73	\$ 28.98	\$ 30.30
Senior WWTP Operator	\$ 23.73	\$ 25.19	\$ 26.65	\$ 27.73	\$ 28.98	\$ 30.30
Senior Maintenance Mechanic	\$ 23.73	\$ 25.19	\$ 26.65	\$ 27.73	\$ 28.98	\$ 30.30
WWTP Operator	\$ 20.44	\$ 21.55	\$ 22.68	\$ 23.52	\$ 24.73	\$ 25.79
Lab Technician	\$ 19.30	\$ 20.41	\$ 21.54	\$ 22.37	\$ 23.58	\$ 24.65
WWTP Operator/Lab Technician	\$ 21.70	\$ 22.84	\$ 23.99	\$ 24.87	\$ 26.10	\$ 27.20
Maintenance Mechanic	\$ 20.93	\$ 22.21	\$ 23.50	\$ 24.73	\$ 25.99	
Mobil Equipment Operator	\$ 15.20	\$ 15.90	\$ 16.45	\$ 17.66	\$ 18.50	
WWTP Storekeeper	\$ 18.98	\$ 19.58	\$ 20.16	\$ 21.36	\$ 22.14	
Maintenance Mechanic Helper	\$ 18.53	\$ 19.55	\$ 20.73	\$ 21.94	\$ 23.07	
Senior Collection Operator	\$ 23.73	\$ 25.19	\$ 26.65	\$ 27.73	\$ 28.98	\$ 30.30
Collection Operator	\$ 20.44	\$ 21.55	\$ 22.68	\$ 23.52	\$ 24.73	\$ 25.79
Collection Operator/C.B. Cleaner	\$ 20.44	\$ 21.55	\$ 22.68	\$ 23.52	\$ 24.73	\$ 25.79
WWTP MEO-Cust./Laborer	\$ 15.20	\$ 15.90	\$ 16.45	\$ 17.66	\$ 18.50	

5/10

Shift A Sr. Operator	\$ 1,385.59
Shift B Sr. Operator	\$ 1,466.76
Shift C Sr. Operator	\$ 1,400.46
Shift D Sr. Operator	\$ 1,440.47

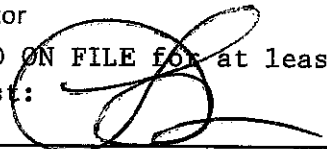
Replace Article VI Section 3 (b) Boot Allowance language to read as follows:

Effective July 1, 2018 the City will provide a boot allowance of \$150.00 per fiscal year for operational, maintenance and laboratory personnel. The boot allowance will be paid to eligible employees at the beginning of each fiscal year as a lump sum payment.

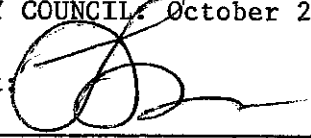
Replace Article VI Section 4 Tool Allowance language to read as follows:

Effective July 2018 the City will provide a tool allowance of \$450.00 per fiscal year for maintenance mechanics, WWTP Electricians, Mechanic Helper, Painter and Collection System Operators. The tool allowance will be paid to eligible employees at the beginning of each fiscal year as a lump sum payment.

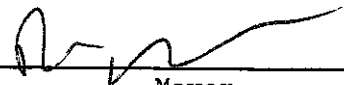
Approved as to legality:

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

City Clerk

IN CITY COUNCIL. October 2 2018
PASSED
Attest: 

City Clerk

APPROVED:


Mayor