

15

Benefits



DOCUMENT 15

CITY OF HAVERHILL

In Municipal Council January 30 2024

HAU CITY CLERK JAN 26 '24 AM 10:47

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:
Kathleen M. Wright City Clerk

IN CITY COUNCIL: February 13 2024

PASSED

Attest:
Kathleen M. Wright
City Clerk

Approved

Melinda E. Bennett Mayor

dm
cc: Treasurers / Payroll
Auditors
Water Purification

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										
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										
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.

No certification, grades TA, TB, 1T, 2T shall be considered the in training classification
 Grades TC and T3 shall be considered Grade 3
 Grades TD and T4 shall be considered Grade 4

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EXHIBIT A

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