



DOCUMENT

CITY OF HAVERHILL

In Municipal Council

ORDERED:
MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIES

CHAPTER
LAW ENFORCEMENT
POLICE OFFICERS

BE IT ORDAINED by the City Council of the City of Haverhill that Document 51-B of 2018 is hereby amended and replaced with the following:

Amend SECTION 21: SALARIES by the following:

EFFECTIVE 7/1/19 1.75%	START	YEAR 1	YEAR 2	YEAR 3	YEAR 5
Wage Scale A	\$ 911.73	\$ 993.35	\$ 1,056.10	\$ 1,118.60	\$ 1,156.79
Wage Scale B	\$ 834.03	\$ 908.21	\$ 965.27	\$ 1,022.09	\$ 1,056.81
Wage Scale C	\$ 769.27	\$ 837.28	\$ 889.58	\$ 941.66	\$ 973.48
Wage Scale D	\$ 740.79	\$ 806.07	\$ 856.28	\$ 906.27	\$ 936.83

EFFECTIVE 7/1/20 1.75%	START	YEAR 1	YEAR 2	YEAR 3	YEAR 5	YEAR 10
Wage Scale A	\$ 927.69	\$ 1,010.73	\$ 1,074.58	\$ 1,138.17	\$ 1,177.04	\$ 1,203.52
Wage Scale B	\$ 848.63	\$ 924.11	\$ 982.16	\$ 1,039.98	\$ 1,075.30	\$ 1,099.50
Wage Scale C	\$ 782.73	\$ 851.94	\$ 905.14	\$ 958.14	\$ 990.52	\$ 1,012.81
Wage Scale D	\$ 753.75	\$ 820.18	\$ 871.26	\$ 922.13	\$ 953.22	\$ 974.67

EFFECTIVE 7/1/21 1.75%	START	YEAR 1	YEAR 2	YEAR 3	YEAR 5	YEAR 10	YEAR 20
Wage Scale A	\$ 943.92	\$ 1,028.42	\$ 1,093.38	\$ 1,158.09	\$ 1,197.63	\$ 1,224.58	\$ 1,252.13
Wage Scale B	\$ 863.48	\$ 940.28	\$ 999.35	\$ 1,058.18	\$ 1,094.12	\$ 1,118.74	\$ 1,143.91
Wage Scale C	\$ 796.43	\$ 866.84	\$ 920.99	\$ 974.91	\$ 1,007.85	\$ 1,030.53	\$ 1,053.72
Wage Scale D	\$ 766.94	\$ 834.53	\$ 886.51	\$ 938.26	\$ 969.91	\$ 991.73	\$ 1,014.04

ARTICLE 21: SALARIES - add the following language after the "Fifth Step" paragraph:

Sixth Step (Effective July 1, 2020): Employees will move to this step upon the tenth (10th) anniversary of their employment as a permanent police officer. The City may advance an employee to the 6th step at any time before the employee's tenth anniversary if the employee has received a superior performance evaluation under the performance evaluation program which has been developed by the parties. The 6th step shall be initially established two and one quarter percent (2.25%) higher than the current 5th step (as seen on the attached wage scale).

Seventh Step (Effective July 1, 2021): Employees will move to this step upon the twentieth (20th) anniversary of their employment as a permanent police officer. The City may advance an employee to the 7th step at any time before the employee's twentieth anniversary if the employee has received a superior performance evaluation under the performance evaluation program which has been developed by the parties. The 7th step shall be initially established two and one quarter percent (2.25%) higher than the 6th step (as seen on the attached wage scale).

ARTICLE 9: PRIVATE PAID DETAILS AND OVERTIME - change language of Article 9 (B)(1) to the following:

Effective the week following City Council funding of this agreement, increase the detail rate to \$52 per hour plus 10% differential on nights and weekends.

ARTICLE 27: MISCELLANEOUS - add the following two paragraphs to this section:

The City may, in its discretion, pay a one-time \$10,000 signing bonus to any qualified candidate who laterally transfers to the department and successfully serves twelve (12) months. The City shall pay a one-time \$5,000 incentive bonus to any member who refers a qualified candidate for lateral transfer who is hired by the City. No more than one such referral bonus shall be paid for any individual candidate.

The City shall pay a one-time PPE allowance of three-hundred dollars (\$300) to each member on a date prior to 6/30/2021.

ARTICLE 30: DIFFERENTIALS - change language to the following effective 6/30/2021:

Any member of the Bargaining Unit who works any hours between the hours of 4:30 p.m. and 8:30 a.m. will receive a night differential of twelve and one-quarter percent (12.25%) computed on their annual salary. Said differential to be paid weekly. An employee does not have to be regularly assigned to said shift to receive the differential.

Any member of the Bargaining Unit who works any hours between the hours of 8:30 a.m. and 4:30 p.m. will receive a differential of two and one-quarter percent (2.25%) computed on those hours on their annual salary. Said differential to be paid weekly. An employee does not have to be regularly assigned to said shift to receive the differential.

Approved as to legality:

City Solicitor