



DOCUMENT

CITY OF HAVERHILL

In Municipal Council

ORDERED:

MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIES

CHAPTER
ADMINISTRATIVE & PROFESSIONAL POSITIONS

BE IT ORDAINED by the City Council of the City of Haverhill that Document 40-B of 2011 and all subsequent amendments to such document be deleted in its entirety and the following be inserted in its place thereof:

EFFECTIVE 7/1/2014	1.5%	SEE ATTACHED PAGES
EFFECTIVE 7/1/2015	1.5%	SEE ATTACHED PAGES

Approved as to legality:

William D. Cox, Jr., City Solicitor

FY15 SALARY SCHEDULE FOR ALL DEPARTMENTS (ADMINISTRATIVE/PROFESSIONAL POSITIONS) EFFECTIVE JULY 1, 2014 1.5%

EFFECTIVE 7/1/2014 1.5%

DEPARTMENT

POSITION

STEP 1 STEP 2 STEP 3 STEP 4 STEP 5

MAYOR

MAYOR
CHIEF OF STAFF

\$ 90,000
\$ 53,841 \$ 55,995 \$ 61,619 \$ 64,084 \$ 66,647

CITY CLERKS

CITY CLERK
ASSISTANT CITY CLERK
CLERK OF COUNCIL
CLERK OF BOARD OF REGISTERS VOTERS

\$ 59,683 \$ 62,168 \$ 64,759 \$ 67,349 \$ 70,044
\$ 45,906 \$ 47,770 \$ 49,712 \$ 51,653 \$ 53,672
\$ 4,000
\$ 1,300

CITY COUNCIL

PRESIDENT
COUNCILLORS (8)

\$ 9,500
\$ 8,000

HUMAN RESOURCES

HR DIRECTOR
HR TECHNICIAN
HR STIPEND

\$ 71,155 \$ 73,910 \$ 76,780 \$ 79,852 \$ 83,045
\$ 45,906 \$ 47,770 \$ 49,712 \$ 51,653 \$ 53,672
\$ 3,500

PUBLIC LIBRARY

LIBRARY DIRECTOR
ASSISTANT DIRECTOR
SYSTEMS ADMINISTRATOR
LIBRARIAN I

\$ 72,491 \$ 75,381 \$ 78,270 \$ 81,159 \$ 84,048
\$ 50,119 \$ 51,718 \$ 53,318 \$ 54,917 \$ 56,517
\$ 50,119 \$ 51,718 \$ 53,318 \$ 54,917 \$ 56,517
\$ 43,097 \$ 44,876 \$ 46,744 \$ 48,613 \$ 50,556

AUDITORS

CHIEF FINANCIAL OFFICER
DEPUTY FINANCE DIRECTOR

\$ 94,017 \$ 97,150 \$ 101,068 \$ 105,110 \$ 109,313
\$ 61,011 \$ 63,554 \$ 66,199 \$ 68,848 \$ 71,602

AUDITOR

\$ 85,883 \$ 88,745 \$ 92,324 \$ 96,015 \$ 99,857

RETIREMENT

AUDITOR
TREASURER/COLLECTOR

\$ 3,000
\$ 1,200

INFORMATION TECHNOLOGY

MANAGER
NETWORK MANAGER
SYSTEM ANALYST

\$ 75,691 \$ 78,698 \$ 81,848 \$ 85,122 \$ 88,526
\$ 76,416 \$ 78,721 \$ 81,082 \$ 83,515 \$ 86,020
\$ 64,480 \$ 66,415 \$ 68,408 \$ 70,460 \$ 72,574

ASSESSORS

ASSESSOR
CHAIRPERSON

\$ 63,554 \$ 66,199 \$ 68,848 \$ 71,602 \$ 74,467
\$ 3,000

PURCHASING

PURCHASING AGENT

\$ 63,554 \$ 66,199 \$ 68,848 \$ 71,602 \$ 74,467

FY15 SALARY SCHEDULE FOR ALL DEPARTMENTS (ADMINISTRATIVE/PROFESSIONAL POSITIONS) - EFFECTIVE JULY 1, 2014, 1.5%

DEPARTMENT	POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
TREASURER/COLLECTOR	TREASURER/COLLECTOR	\$ 68,860	\$ 71,615	\$ 74,478	\$ 77,457	\$ 80,555
	ASSISTANT TREASURER	\$ 45,906	\$ 47,770	\$ 49,712	\$ 51,653	\$ 53,672
	ASSISTANT COLLECTOR	\$ 45,906	\$ 47,770	\$ 49,712	\$ 51,653	\$ 53,672
HEALTH & INSPECTIONAL SERVICES	DIRECTOR	\$ 43,844				
	BUILDING INSPECTOR	\$ 55,136	\$ 57,433	\$ 59,826	\$ 62,221	\$ 64,709
	PLUMBING AND GASFITTING INSPECTOR	\$ 49,707	\$ 51,778	\$ 53,936	\$ 56,094	\$ 58,338
	WIRE INSPECTOR	\$ 46,960	\$ 48,917	\$ 50,957	\$ 5,290	\$ 55,116
FIRE SAFETY SERVICES	FIRE CHIEF	\$ 90,595	\$ 93,978	\$ 97,738	\$ 101,648	\$ 105,714
LAW	CITY SOLICITOR	\$ 56,485	\$ 58,738	\$ 61,084	\$ 63,426	\$ 65,866
LAW ENFORCEMENT	POLICE CHIEF	\$ 184,442				
	DEPUTY POLICE CHIEF	\$ 139,710				
	EMERGENCY MANAGEMENT STIPEND	\$ 8,000				
ECONOMIC DEVELOPMENT	ECONOMIC DEVELOPMENT DIRECTOR	\$ 95,427	\$ 98,607	\$ 102,584	\$ 105,661	\$ 108,831
	PLANNING DIRECTOR/GRANTS COORDINATOR	\$ 85,223	\$ 87,670	\$ 90,219	\$ 93,825	\$ 97,581
	CDBG STIPEND	\$ 5,002				
	ENVIRONMENTAL HEALTH TECHNICIAN	\$ 55,136	\$ 57,433	\$ 59,826	\$ 62,221	\$ 64,709
PUBLIC WORKS	DPW DIRECTOR	\$ 117,289	\$ 121,939	\$ 126,719	\$ 129,795	\$ 134,101
	DEPUTY DPW DIRECTOR	\$ 100,238	\$ 103,245	\$ 106,343	\$ 109,532	\$ 112,819
	ASST. DPW DIRECTOR/CITY ENGINEER	\$ 72,936	\$ 77,499	\$ 82,056	\$ 84,518	\$ 87,054
	ASST. DPW DIRECTOR/HIGHWAY-PARK	\$ 72,936	\$ 77,499	\$ 82,056	\$ 84,519	\$ 87,054
HUMAN SERVICES	HUMAN SERVICES DIRECTOR	\$ 57,229	\$ 59,614	\$ 62,097	\$ 64,582	\$ 67,165
	WOOD SCHOOL STIPEND	\$ 5,000				
	HUMAN SERVICES/COA STIPEND	\$ 2,250				
	VETERANS' MEM. RINK COORDINATOR	\$ 3,500				
VETERANS SERVICES	DIRECTOR/AGENT	\$ 42,162	\$ 43,919	\$ 45,750	\$ 47,122	\$ 48,536
	COA/VETERANS SERVICES STIPEND	\$ 2,250				

FY 16 SALARY SCHEDULE FOR ALL DEPARTMENTS (ADMINISTRATIVE/PROFESSIONAL POSITIONS) - EFFECTIVE JULY 1, 2015 1.5%
EFFECTIVE 7/1/2015 1.5%

DEPARTMENT	POSITION	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
MAYOR	MAYOR	\$ 90,000				
	CHIEF OF STAFF	\$ 54,648	\$ 56,834	\$ 62,543	\$ 65,045	\$ 67,647
CITY CLERKS	CITY CLERK	\$ 60,578	\$ 63,101	\$ 65,731	\$ 68,359	\$ 71,095
	ASSISTANT CITY CLERK	\$ 46,595	\$ 48,487	\$ 50,458	\$ 52,427	\$ 54,477
	CLERK OF COUNCIL	\$ 4,000				
	CLERK OF BOARD OF REGISTERS VOTERS	\$ 1,300				
CITY COUNCIL	PRESIDENT	\$ 9,500				
	COUNCILLORS (8)	\$ 8,000				
HUMAN RESOURCES	HR DIRECTOR	\$ 72,223	\$ 75,019	\$ 77,932	\$ 81,050	\$ 84,291
	HR TECHNICIAN	\$ 46,595	\$ 48,487	\$ 50,458	\$ 52,427	\$ 54,477
	HR STIPEND	\$ 3,500				
PUBLIC LIBRARY	LIBRARY DIRECTOR	\$ 73,579	\$ 76,511	\$ 79,444	\$ 82,376	\$ 85,309
	ASSISANT DIRECTOR	\$ 50,871	\$ 52,494	\$ 54,118	\$ 55,741	\$ 57,365
	SYSTEMS ADMINISTRATOR	\$ 50,871	\$ 52,494	\$ 54,118	\$ 55,741	\$ 57,365
	LIBRARIAN I	\$ 43,743	\$ 45,549	\$ 47,445	\$ 49,342	\$ 51,315
AUDITORS	CHIEF FINANCIAL OFFICER	\$ 95,427	\$ 98,607	\$ 102,584	\$ 106,687	\$ 110,953
	DEPUTY FINANCE DIRECTOR	\$ 61,926	\$ 64,507	\$ 67,192	\$ 69,881	\$ 72,676
	AUDITOR	\$ 87,171	\$ 90,077	\$ 93,708	\$ 97,456	\$ 101,355
RETIREMENT	AUDITOR	\$ 3,000				
	TREASURER/COLLECTOR	\$ 1,200				
INFORMATION TECHNOLOGY	MANAGER	\$ 76,826	\$ 79,879	\$ 83,076	\$ 86,398	\$ 89,854
	NETWORK MANAGER	\$ 77,562	\$ 79,901	\$ 82,298	\$ 84,767	\$ 87,310
	SYSTEM ANALYST	\$ 65,448	\$ 67,412	\$ 69,434	\$ 71,517	\$ 73,662
ASSESSORS	ASSESSOR	\$ 64,507	\$ 67,192	\$ 69,881	\$ 72,676	\$ 75,584
	CHAIRPERSON	\$ 3,000				
PURCHASING	PURCHASING AGENT	\$ 64,507	\$ 67,192	\$ 69,881	\$ 72,676	\$ 75,584

FY16 SALARY SCHEDULE FOR ALL DEPARTMENTS (ADMINISTRATIVE/PROFESSIONAL POSITIONS) - EFFECTIVE JULY 1, 2015 1.5%

DEPARTMENT		POSITION					STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
TREASURER/COLLECTOR	TREASURER/COLLECTOR						\$ 69,893	\$ 72,689	\$ 75,595	\$ 78,619	\$ 81,763
	ASSISTANT TREASURER						\$ 46,595	\$ 48,487	\$ 50,458	\$ 52,427	\$ 54,477
	ASSISTANT COLLECTOR						\$ 46,595	\$ 48,487	\$ 50,458	\$ 52,427	\$ 54,477
HEALTH & INSPECTIONAL SERVICES	DIRECTOR						\$ 44,502				
	BUILDING INSPECTOR						\$ 55,963	\$ 58,294	\$ 60,723	\$ 63,154	\$ 65,679
	PLUMBING AND GASFITTING INSPECTOR						\$ 50,452	\$ 52,555	\$ 54,745	\$ 56,935	\$ 59,213
	WIRE INSPECTOR						\$ 47,664	\$ 49,651	\$ 51,721	\$ 53,70	\$ 55,942
FIRE SAFETY SERVICES							\$ 91,954	\$ 95,388	\$ 99,204	\$ 103,173	\$ 107,299
LAW							\$ 57,333	\$ 59,619	\$ 62,000	\$ 64,378	\$ 66,854
LAW ENFORCEMENT	CITY SOLICITOR										
	POLICE CHIEF						\$ 184,442				
	DEPUTY POLICE CHIEF						\$ 139,710				
							\$ 8,000				
ECONOMIC DEVELOPMENT	ECONOMIC DEVELOPMENT DIRECTOR						\$ 96,859	\$ 100,087	\$ 104,123	\$ 107,246	\$ 110,464
	PLANNING DIRECTOR/GRANTS COORDINATOR						\$ 86,502	\$ 88,985	\$ 91,572	\$ 95,233	\$ 99,045
	CDBG STIPEND						\$ 5,078				
	ENVIRONMENTAL HEALTH TECHNICIAN						\$ 55,963	\$ 58,294	\$ 60,723	\$ 63,154	\$ 65,679
PUBLIC WORKS	DPW DIRECTOR						\$ 119,048	\$ 123,768	\$ 128,619	\$ 131,742	\$ 136,113
	DEPUTY DPW DIRECTOR						\$ 101,741	\$ 104,794	\$ 107,938	\$ 111,175	\$ 114,511
	ASST. DPW DIRECTOR/CITY ENGINEER						\$ 74,030	\$ 78,661	\$ 83,287	\$ 85,786	\$ 88,360
	ASST. DPW DIRECTOR/HIGHWAY-PARK						\$ 74,030	\$ 78,661	\$ 83,287	\$ 85,786	\$ 88,360
HUMAN SERVICES	HUMAN SERVICES DIRECTOR						\$ 58,088	\$ 60,508	\$ 63,028	\$ 65,551	\$ 68,172
	WOOD SCHOOL STIPEND						\$ 5,000				
	HUMAN SERVICES/COA STIPEND						\$ 2,250				
	VETERANS' MEM. RINK COORDINATOR						\$ 3,500				
VETERANS SERVICES	DIRECTOR/AGENT						\$ 42,794	\$ 44,578	\$ 46,436	\$ 47,829	\$ 49,264
	COA/VETERANS SERVICES STIPEND						\$ 2,250				