

DOCUMENT 35

CITY OF HAVERHILL

In Municipal Council March 14 2023

ORDERED:

MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIESCHAPTER
WATER GROUP

BE IT ORDAINED by the City Council of the City of Haverhill that Document 1-D of 2019 is hereby deleted in its entirety and the following inserted in place thereof:

EFFECTIVE 7/1/2021 1.75% (EMPLOYEES HIRED BEFORE 7/1/2010)

New Title	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
General Foreperson	\$ -	\$ 31.81	\$ 32.88				
Water Distribution Operator 3	\$ 27.23	\$ 28.28	\$ 29.13	\$ 30.15			
Water Distribution Operator 2	\$ 26.24	\$ 27.31	\$ 28.38				
Water Meter Technician 3	\$ 23.21	\$ 24.28	\$ 25.36				
Water Meter Technician 2	\$ 21.16	\$ 22.24	\$ 23.30				
Motor Equipment Operator B&G	\$ 22.33	\$ 23.40	\$ 24.47				
Water Distribution Operator 1	\$ 20.33	\$ 21.39	\$ 22.46				
Head Account Clerk (40 hours)	\$ 827.21	\$ 852.10	\$ 875.78	\$ 901.15	\$ 927.29	\$ 954.23	\$ 1,001.95
Head Clerk (40 hours)	\$ 827.21	\$ 852.10	\$ 875.78	\$ 901.15	\$ 927.29	\$ 954.23	\$ 1,001.95
Office Account Clerk	\$ 759.99	\$ 782.87	\$ 804.62	\$ 827.93	\$ 851.95	\$ 876.70	\$ 920.71

EFFECTIVE 7/1/2021 1.75% (EMPLOYEES HIRED AFTER 7/1/2010)

New Title	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
General Foreperson	\$ -	\$ 31.37	\$ 32.40				
Water Distribution Operator 3	\$ 27.23	\$ 28.28	\$ 29.13	\$ 30.15			
Water Distribution Operator 2	\$ 25.48	\$ 26.52	\$ 27.56				
Water Meter Technician 3	\$ 22.53	\$ 23.57	\$ 24.61				
Water Meter Technician 2	\$ 20.54	\$ 21.59	\$ 22.63				
Motor Equipment Operator B&G	\$ 21.68	\$ 22.73	\$ 23.75				
Water Distribution Operator 1	\$ 19.74	\$ 20.76	\$ 21.81				
Head Account Clerk (40 hours)	\$ 803.11	\$ 827.28	\$ 850.27	\$ 874.90	\$ 900.28	\$ 926.43	\$ 972.76
Head Clerk (40 hours)	\$ 803.11	\$ 827.28	\$ 850.27	\$ 874.90	\$ 900.28	\$ 926.43	\$ 972.76
Office Account Clerk	\$ 737.86	\$ 760.07	\$ 781.18	\$ 803.81	\$ 827.14	\$ 851.17	\$ 893.72

EFFECTIVE 7/1/2022 2% (EMPLOYEES HIRED BEFORE 7/1/2010)

New Title	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	Lic/Cert step
General Foreperson	\$ -	\$ 32.45	\$ 33.54	\$ 34.72					\$ 35.93
Water Distribution Operator 3	\$ 27.77	\$ 28.84	\$ 29.71	\$ 30.75	\$ 31.83				\$ 32.94
Water Distribution Operator 2	\$ 26.77	\$ 27.86	\$ 28.95	\$ 29.96					\$ 31.01
Water Meter Technician 3	\$ 23.67	\$ 24.76	\$ 25.87	\$ 26.77					\$ 27.71
Water Meter Technician 2	\$ 21.58	\$ 22.69	\$ 23.77	\$ 24.60					\$ 25.46
Water Meter Technician 1	\$ 21.58	\$ 22.69							
Motor Equipment Operator B&G	\$ 22.78	\$ 23.87	\$ 24.96	\$ 25.84					\$ 26.74
Water Distribution Operator 1	\$ 20.74	\$ 21.82	\$ 22.91	\$ 23.71					\$ 24.54
Water Distribution Laborer	\$ 20.74	\$ 21.82							
Head Account Clerk (40 hours)	\$ 843.75	\$ 869.14	\$ 893.30	\$ 919.18	\$ 945.84	\$ 973.32	\$ 1,021.99	\$ 1,057.76	N/A
Head Clerk (40 hours)	\$ 843.75	\$ 869.14	\$ 893.30	\$ 919.18	\$ 945.84	\$ 973.32	\$ 1,021.99	\$ 1,057.76	N/A
Office Account Clerk	\$ 775.19	\$ 798.53	\$ 820.71	\$ 844.48	\$ 868.99	\$ 894.24	\$ 939.12	\$ 971.99	N/A

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EFFECTIVE 7/1/2022 2% (EMPLOYEES HIRED AFTER 7/1/2010)

New Title	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	Lic/Cert step
General Foreperson	\$ -	\$ 32.00	\$ 33.05	\$ 34.20					\$ 35.40
Water Distribution Operator 3	\$ 27.77	\$ 28.84	\$ 29.71	\$ 30.75	\$ 31.83				\$ 32.94
Water Distribution Operator 2	\$ 25.98	\$ 27.05	\$ 28.11	\$ 29.09					\$ 30.11
Water Meter Technician 3	\$ 22.98	\$ 24.04	\$ 25.11	\$ 25.99					\$ 26.89
Water Meter Technician 2	\$ 20.95	\$ 22.02	\$ 23.08	\$ 23.89					\$ 24.72
Water Meter Technician 1	\$ 20.95	\$ 22.02							
Motor Equipment Operator B&G	\$ 22.12	\$ 23.18	\$ 24.23	\$ 25.08					\$ 25.95
Water Distribution Operator 1	\$ 20.14	\$ 21.18	\$ 22.25	\$ 23.03					\$ 23.83
Water Distribution Laborer	\$ 20.14	\$ 21.18							
Head Account Clerk (40 hours)	\$ 819.18	\$ 843.82	\$ 867.28	\$ 892.40	\$ 918.29	\$ 944.96	\$ 992.22	\$ 1,026.94	N/A
Head Clerk (40 hours)	\$ 819.18	\$ 843.82	\$ 867.28	\$ 892.40	\$ 918.29	\$ 944.96	\$ 992.22	\$ 1,026.94	N/A
Office Account Clerk	\$ 752.61	\$ 775.28	\$ 796.80	\$ 819.89	\$ 843.68	\$ 868.19	\$ 911.59	\$ 943.50	N/A

EFFECTIVE 7/1/2023 2% (EMPLOYEES HIRED BEFORE 7/1/2010)

New Title	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	Lic/Cert step
General Foreperson	\$ -	\$ 33.10	\$ 34.21	\$ 35.41					\$ 36.65
Water Distribution Operator 3	\$ 28.33	\$ 29.42	\$ 30.31	\$ 31.37	\$ 32.46				\$ 33.60
Water Distribution Operator 2	\$ 27.30	\$ 28.42	\$ 29.53	\$ 30.56					\$ 31.63
Water Meter Technician 3	\$ 24.14	\$ 25.26	\$ 26.38	\$ 28.31					\$ 29.26
Water Meter Technician 2	\$ 22.01	\$ 23.14	\$ 24.24	\$ 25.09					\$ 25.97
Water Meter Technician 1	\$ 22.01	\$ 23.14							
Motor Equipment Operator B&G	\$ 23.24	\$ 24.35	\$ 25.46	\$ 26.35					\$ 27.28
Water Distribution Operator 1	\$ 21.15	\$ 22.26	\$ 23.37	\$ 24.19					\$ 25.03
Water Distribution Laborer	\$ 21.15	\$ 22.26							
Head Account Clerk (40 hours)	\$ 860.62	\$ 886.52	\$ 911.16	\$ 937.56	\$ 964.75	\$ 992.78	\$ 1,042.43	\$ 1,078.91	N/A
Head Clerk (40 hours)	\$ 860.62	\$ 886.52	\$ 911.16	\$ 937.56	\$ 964.75	\$ 992.78	\$ 1,042.43	\$ 1,078.91	N/A
Office Account Clerk	\$ 790.70	\$ 814.50	\$ 837.12	\$ 861.37	\$ 886.37	\$ 912.12	\$ 957.90	\$ 991.43	N/A

EFFECTIVE 7/1/2023 2% (EMPLOYEES HIRED AFTER 7/1/2010)

New Title	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	Lic/Cert step
General Foreperson	\$ -	\$ 32.64	\$ 33.71	\$ 34.89					\$ 36.11
Water Distribution Operator 3	\$ 28.33	\$ 29.42	\$ 30.31	\$ 31.37	\$ 32.46				\$ 33.60
Water Distribution Operator 2	\$ 26.50	\$ 27.59	\$ 28.67	\$ 29.67					\$ 30.71
Water Meter Technician 3	\$ 23.44	\$ 24.52	\$ 25.61	\$ 26.50					\$ 27.43
Water Meter Technician 2	\$ 21.37	\$ 22.46	\$ 23.54	\$ 24.36					\$ 25.22
Water Meter Technician 1	\$ 21.37	\$ 22.46							
Motor Equipment Operator B&G	\$ 22.56	\$ 23.65	\$ 24.71	\$ 25.58					\$ 26.47
Water Distribution Operator 1	\$ 20.54	\$ 21.60	\$ 22.69	\$ 23.49					\$ 24.31
Water Distribution Laborer	\$ 20.54	\$ 21.60							
Head Account Clerk (40 hours)	\$ 835.56	\$ 860.70	\$ 884.62	\$ 910.24	\$ 936.65	\$ 963.86	\$ 1,012.06	\$ 1,047.48	N/A
Head Clerk (40 hours)	\$ 835.56	\$ 860.70	\$ 884.62	\$ 910.24	\$ 936.65	\$ 963.86	\$ 1,012.06	\$ 1,047.48	N/A
Office Account Clerk	\$ 767.67	\$ 790.78	\$ 812.74	\$ 836.29	\$ 860.55	\$ 885.56	\$ 929.83	\$ 962.37	N/A

Effective 7/1/2022 - Amend Article VII: WAGES Section 5. Clothing Allowance as follows:

Paragraph 1: Increase clothing allowance from \$600 yearly to \$700 yearly.

Paragraph 2: Increase professional development allowance from \$350 to \$450 yearly.

Effective 7/1/2021 - Amend Article VII: WAGES Section 1: Longevity to read as follows:

\$1,300.00 5<10 years

\$1,350.00 10<15 years

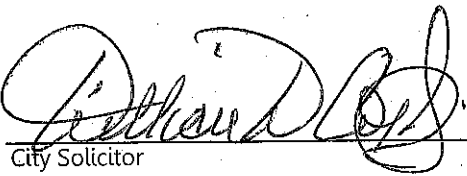
\$1,400.00 15<20 years

\$1,450.00 20<25 years

\$1,700.00 25<30 years

\$2,500.00 30 years

Approved as to legality:

A handwritten signature in black ink, appearing to read "Richard D. [unclear]", is written over a horizontal line.

City Solicitor