



DOCUMENT

CITY OF HAVERHILL

In Municipal Council

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 97 of 2020 is hereby amended as follows:

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
EFFECTIVE 7/1/2021 1.75% (Current employees)						
WWTP Electrician	\$ 25.75	\$ 27.33	\$ 28.92	\$ 30.10	\$ 31.45	\$ 33.98
Senior WWTP Operator	\$ 25.75	\$ 27.33	\$ 28.92	\$ 30.10	\$ 31.45	\$ 33.98
Senior Maintenance Mechanic	\$ 25.75	\$ 27.33	\$ 28.92	\$ 30.10	\$ 31.44	\$ 33.98
WWTP Operator	\$ 22.18	\$ 23.39	\$ 24.62	\$ 25.52	\$ 26.83	\$ 27.99
Lab Technician	\$ 20.93	\$ 22.14	\$ 23.37	\$ 24.28	\$ 25.59	\$ 26.75
Maintenance Mechanic	\$ 22.71	\$ 24.10	\$ 25.51	\$ 26.83	\$ 28.19	
Mobil Equipment Operator	\$ 16.50	\$ 17.26	\$ 17.85	\$ 19.16	\$ 20.08	
WWTP Storekeeper	\$ 20.59	\$ 21.24	\$ 21.87	\$ 23.17	\$ 24.03	\$ 25.12
Maintenance Mechanic Helper	\$ 20.11	\$ 21.22	\$ 22.49	\$ 23.80	\$ 25.03	
Senior Collection Operator	\$ 25.75	\$ 27.33	\$ 28.92	\$ 30.10	\$ 31.45	\$ 33.98
Collection Operator	\$ 22.18	\$ 23.38	\$ 24.62	\$ 25.52	\$ 26.83	\$ 27.99
Collection Operator/C.B. Cleaner	\$ 22.18	\$ 23.38	\$ 24.62	\$ 25.52	\$ 26.83	\$ 27.99
WWTP MEO-Cust./Laborer	\$ 16.50	\$ 17.25	\$ 17.85	\$ 19.16	\$ 20.08	
Shift A Sr. Operator	\$ 1,510.69					
Shift B Sr. Operator	\$ 1,602.20					
Shift C Sr. Operator	\$ 1,527.53					
Shift D Sr. Operator	\$ 1,570.91					
EFFECTIVE 7/1/2021 1.75% (For new hires after 7/1/10)						
WWTP Electrician	\$ 25.00	\$ 26.53	\$ 28.07	\$ 29.22	\$ 30.53	\$ 31.91
Senior WWTP Operator	\$ 25.00	\$ 26.53	\$ 28.07	\$ 29.22	\$ 30.53	\$ 31.91
Senior Maintenance Mechanic	\$ 25.00	\$ 26.53	\$ 28.07	\$ 29.22	\$ 30.53	\$ 31.91
WWTP Operator	\$ 21.53	\$ 22.70	\$ 23.89	\$ 24.77	\$ 26.05	\$ 27.17
Lab Technician	\$ 20.33	\$ 21.50	\$ 22.69	\$ 23.57	\$ 24.84	\$ 25.96
WWTP Operator/Lab Technician	\$ 22.86	\$ 24.06	\$ 25.27	\$ 26.20	\$ 27.50	\$ 28.66
Maintenance Mechanic	\$ 22.05	\$ 23.40	\$ 24.76	\$ 26.05	\$ 27.37	
Mobil Equipment Operator	\$ 16.02	\$ 16.75	\$ 17.33	\$ 18.61	\$ 19.49	
WWTP Storekeeper	\$ 19.99	\$ 20.63	\$ 21.23	\$ 22.50	\$ 23.33	
Maintenance Mechanic Helper	\$ 19.52	\$ 20.59	\$ 21.83	\$ 23.11	\$ 24.30	
Senior Collection Operator	\$ 25.00	\$ 26.53	\$ 28.07	\$ 29.22	\$ 30.53	\$ 31.91
Collection Operator	\$ 21.54	\$ 22.70	\$ 23.89	\$ 24.77	\$ 26.05	\$ 27.17
Collection Operator/C.B. Cleaner	\$ 21.54	\$ 22.70	\$ 23.89	\$ 24.77	\$ 26.05	\$ 27.17
WWTP MEO-Cust./Laborer	\$ 16.02	\$ 16.75	\$ 17.33	\$ 18.61	\$ 19.49	
Shift A Sr. Operator	\$ 1,459.62					
Shift B Sr. Operator	\$ 1,545.12					
Shift C Sr. Operator	\$ 1,475.27					
Shift D Sr. Operator	\$ 1,517.42					

EFFECTIVE 7/1/2022 2% (Current employees)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$ 26.26	\$ 27.87	\$ 29.49	\$ 30.70	\$ 32.07	\$ 34.66
Senior WWTP Operator	\$ 26.26	\$ 27.87	\$ 29.49	\$ 30.70	\$ 32.07	\$ 34.66
Senior Maintenance Mechanic	\$ 26.26	\$ 27.87	\$ 29.49	\$ 30.70	\$ 32.07	\$ 34.66
WWTP Operator	\$ 22.63	\$ 23.86	\$ 25.11	\$ 26.03	\$ 27.37	\$ 28.55
Lab Technician	\$ 21.35	\$ 22.58	\$ 23.83	\$ 24.76	\$ 26.10	\$ 27.28
Maintenance Mechanic	\$ 23.17	\$ 24.58	\$ 26.02	\$ 27.36	\$ 28.76	
Mobil Equipment Operator	\$ 16.83	\$ 17.60	\$ 18.20	\$ 19.54	\$ 20.48	
WWTP Storekeeper	\$ 21.01	\$ 21.67	\$ 22.31	\$ 23.63	\$ 24.51	\$ 25.62
Maintenance Mechanic Helper	\$ 20.51	\$ 21.64	\$ 22.94	\$ 24.28	\$ 25.53	
Senior Collection Operator	\$ 26.26	\$ 27.87	\$ 29.49	\$ 30.70	\$ 32.07	\$ 34.66
Collection Operator	\$ 22.63	\$ 23.85	\$ 25.11	\$ 26.03	\$ 27.37	\$ 28.55
Collection Operator/C.B. Cleaner	\$ 22.63	\$ 23.85	\$ 25.11	\$ 26.03	\$ 27.37	\$ 28.55
WWTP MEO-Cust./Laborer	\$ 16.83	\$ 17.59	\$ 18.20	\$ 19.54	\$ 20.48	
Shift A Sr. Operator	\$ 1,540.91					
Shift B Sr. Operator	\$ 1,634.24					
Shift C Sr. Operator	\$ 1,558.08					
Shift D Sr. Operator	\$ 1,602.33					

EFFECTIVE 7/1/2022 2% (For new hires after 7/1/10)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$ 25.50	\$ 27.06	\$ 28.63	\$ 29.80	\$ 31.14	\$ 32.55
Senior WWTP Operator	\$ 25.50	\$ 27.06	\$ 28.63	\$ 29.80	\$ 31.14	\$ 32.55
Senior Maintenance Mechanic	\$ 25.50	\$ 27.06	\$ 28.63	\$ 29.80	\$ 31.14	\$ 32.55
WWTP Operator	\$ 21.96	\$ 23.16	\$ 24.37	\$ 25.27	\$ 26.57	\$ 27.71
Lab Technician	\$ 20.74	\$ 21.93	\$ 23.14	\$ 24.04	\$ 25.34	\$ 26.48
WWTP Operator/Lab Technician	\$ 23.32	\$ 24.54	\$ 25.78	\$ 26.72	\$ 28.05	\$ 29.23
Maintenance Mechanic	\$ 22.49	\$ 23.87	\$ 25.26	\$ 26.57	\$ 27.92	
Mobil Equipment Operator	\$ 16.34	\$ 17.09	\$ 17.68	\$ 18.98	\$ 19.88	
WWTP Storekeeper	\$ 20.39	\$ 21.04	\$ 21.66	\$ 22.95	\$ 23.79	
Maintenance Mechanic Helper	\$ 19.91	\$ 21.01	\$ 22.27	\$ 23.57	\$ 24.79	
Senior Collection Operator	\$ 25.50	\$ 27.06	\$ 28.63	\$ 29.80	\$ 31.14	\$ 32.55
Collection Operator	\$ 21.97	\$ 23.16	\$ 24.37	\$ 25.27	\$ 26.57	\$ 27.71
Collection Operator/C.B. Cleaner	\$ 21.97	\$ 23.16	\$ 24.37	\$ 25.27	\$ 26.57	\$ 27.71
WWTP MEO-Cust./Laborer	\$ 16.34	\$ 17.09	\$ 17.68	\$ 18.98	\$ 19.88	
Shift A Sr. Operator	\$ 1,488.81					
Shift B Sr. Operator	\$ 1,576.03					
Shift C Sr. Operator	\$ 1,504.78					
Shift D Sr. Operator	\$ 1,547.77					

EFFECTIVE 7/1/2023 2% (Current employees)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$ 26.79	\$ 28.43	\$ 30.08	\$ 31.31	\$ 32.72	\$ 35.35
Senior WWTP Operator	\$ 26.79	\$ 28.43	\$ 30.08	\$ 31.31	\$ 32.72	\$ 35.35
Senior Maintenance Mechanic	\$ 26.79	\$ 28.43	\$ 30.08	\$ 31.31	\$ 32.71	\$ 35.35
WWTP Operator	\$ 23.08	\$ 24.33	\$ 25.61	\$ 26.55	\$ 27.92	\$ 29.12
Lab Technician	\$ 21.78	\$ 23.03	\$ 24.31	\$ 25.26	\$ 26.62	\$ 27.83
Maintenance Mechanic	\$ 23.63	\$ 25.07	\$ 26.54	\$ 27.91	\$ 29.33	
Mobil Equipment Operator	\$ 17.17	\$ 17.95	\$ 18.57	\$ 19.93	\$ 20.89	
WWTP Storekeeper	\$ 21.43	\$ 22.10	\$ 22.75	\$ 24.11	\$ 25.00	\$ 26.14
Maintenance Mechanic Helper	\$ 20.92	\$ 22.07	\$ 23.40	\$ 24.76	\$ 26.04	
Senior Collection Operator	\$ 26.79	\$ 28.43	\$ 30.08	\$ 31.31	\$ 32.72	\$ 35.35
Collection Operator	\$ 23.08	\$ 24.33	\$ 25.61	\$ 26.55	\$ 27.92	\$ 29.12
Collection Operator/C.B. Cleaner	\$ 23.08	\$ 24.33	\$ 25.61	\$ 26.55	\$ 27.92	\$ 29.12
WWTP MEO-Cust./Laborer	\$ 17.17	\$ 17.95	\$ 18.57	\$ 19.93	\$ 20.89	
Shift A Sr. Operator	\$ 1,571.73					
Shift B Sr. Operator	\$ 1,666.93					
Shift C Sr. Operator	\$ 1,589.24					
Shift D Sr. Operator	\$ 1,634.37					

EFFECTIVE 7/1/2023 2% (For new hires after 7/1/10)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$ 26.01	\$ 27.60	\$ 29.21	\$ 30.40	\$ 31.76	\$ 33.20
Senior WWTP Operator	\$ 26.01	\$ 27.60	\$ 29.21	\$ 30.40	\$ 31.76	\$ 33.20
Senior Maintenance Mechanic	\$ 26.01	\$ 27.60	\$ 29.21	\$ 30.40	\$ 31.76	\$ 33.20
WWTP Operator	\$ 22.40	\$ 23.62	\$ 24.86	\$ 25.77	\$ 27.10	\$ 28.27
Lab Technician	\$ 21.15	\$ 22.37	\$ 23.61	\$ 24.52	\$ 25.85	\$ 27.01
WWTP Operator/Lab Technician	\$ 23.78	\$ 25.03	\$ 26.30	\$ 27.26	\$ 28.61	\$ 29.81
Maintenance Mechanic	\$ 22.94	\$ 24.34	\$ 25.76	\$ 27.10	\$ 28.48	
Mobil Equipment Operator	\$ 16.66	\$ 17.43	\$ 18.03	\$ 19.36	\$ 20.27	
WWTP Storekeeper	\$ 20.80	\$ 21.46	\$ 22.09	\$ 23.41	\$ 24.27	
Maintenance Mechanic Helper	\$ 20.31	\$ 21.43	\$ 22.72	\$ 24.04	\$ 25.28	
Senior Collection Operator	\$ 26.01	\$ 27.60	\$ 29.21	\$ 30.40	\$ 31.76	\$ 33.20
Collection Operator	\$ 22.41	\$ 23.62	\$ 24.86	\$ 25.77	\$ 27.11	\$ 28.26
Collection Operator/C.B. Cleaner	\$ 22.41	\$ 23.62	\$ 24.86	\$ 25.77	\$ 27.11	\$ 28.26
WWTP MEO-Cust./Laborer	\$ 16.66	\$ 17.43	\$ 18.03	\$ 19.36	\$ 20.27	
Shift A Sr. Operator	\$ 1,518.59					
Shift B Sr. Operator	\$ 1,607.55					
Shift C Sr. Operator	\$ 1,534.88					
Shift D Sr. Operator	\$ 1,578.73					

Amend Article VI Section 2: Longevity

Effective 7/1/2021 longevity will be as follows:

- \$1,300.00 for 5<10 years
- \$1,350.00 for 10<15 years
- \$1,400.00 for 15<20 years
- \$1,450.00 for 20<25 years
- \$1,700.00 for 25<30 years
- \$2,500.00 for 30 years

Amend Article VI Section 3(b) and 4 - Boot Allowance/Tool Allowance

Effective 7/1/2021 increase the amount of the Boot Allowance from \$150 to \$300 and Tool Allowance from \$450 to \$500.

Approved as to legality:

City Solicitor