



DOCUMENT

CITY OF HAVERHILL

In Municipal Council

ORDERED:

MUNICIPAL ORDINANCE
AN ORDINANCE RELATING TO SALARIES

CHAPTER
W/WW OFFICE & TECHNICAL GROUP

BE IT ORDAINED by the City Council of the City of Haverhill that Document 28-D of 2016 is hereby amended as follows:

EFFECTIVE 7/1/2017 1.75% (Current employees)

| | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Water Maintenance Supervisor | \$ 1,419.59 | \$ 1,482.69 | \$ 1,540.48 | \$ 1,584.16 | \$ 1,638.02 | \$ 1,691.26 | |
| Treatment Plant Supervisor | \$ 1,419.59 | \$ 1,482.69 | \$ 1,540.48 | \$ 1,584.16 | \$ 1,638.02 | \$ 1,691.26 | \$ 1,744.53 |
| Computer Specialist | \$ 1,375.05 | \$ 1,383.78 | \$ 1,465.65 | | | | |
| Chemist | \$ 1,273.66 | \$ 1,321.87 | \$ 1,365.56 | | | | |
| Wastewater Compliance Coordinator | \$ 1,273.66 | \$ 1,321.87 | \$ 1,365.56 | | | | |
| Water Service Inspector | \$ 1,030.18 | \$ 1,125.02 | \$ 1,167.41 | | | | |
| Billing/Collector Manager | \$ 1,030.18 | \$ 1,125.02 | \$ 1,167.41 | | | | |
| Wastewater Facility Manager | \$ 1,419.59 | \$ 1,482.69 | \$ 1,540.48 | \$ 1,584.16 | \$ 1,638.02 | \$ 1,691.26 | |
| Collection System Supervisor | \$ 1,419.59 | \$ 1,482.69 | \$ 1,540.48 | \$ 1,584.16 | \$ 1,638.02 | \$ 1,691.26 | \$ 1,744.53 |
| Wastewater Chemist | \$ 968.07 | \$ 1,072.52 | \$ 1,230.22 | \$ 1,273.66 | \$ 1,321.87 | \$ 1,365.56 | |
| Wastewater Head Mechanic | \$ 1,072.67 | \$ 1,149.65 | \$ 1,175.86 | \$ 1,224.29 | \$ 1,272.44 | \$ 1,316.14 | |
| Executive Assistant to the Supt./Eng. | \$ 840.07 | \$ 863.17 | \$ 921.97 | \$ 949.63 | \$ 978.12 | \$ 1,007.47 | |

EFFECTIVE 7/1/2017 1.75% (For new hires after 7/1/10)

| | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Water Maintenance Supervisor | \$ 1,439.51 | \$ 1,495.59 | \$ 1,538.02 | | | | |
| Treatment Plant Supervisor | \$ 1,439.51 | \$ 1,495.59 | \$ 1,538.02 | | | | |
| Computer Specialist | \$ 1,335.00 | \$ 1,343.47 | \$ 1,422.96 | | | | |
| Chemist | \$ 1,236.56 | \$ 1,283.37 | \$ 1,325.78 | | | | |
| Wastewater Compliance Coordinator | \$ 1,236.56 | \$ 1,283.37 | \$ 1,325.78 | | | | |
| Water Service Inspector | \$ 1,000.17 | \$ 1,092.25 | \$ 1,133.42 | | | | |
| Billing/Collector Manager | \$ 1,000.17 | \$ 1,092.25 | \$ 1,133.42 | | | | |
| Wastewater Facility Manager | \$ 1,259.45 | \$ 1,318.87 | \$ 1,378.24 | \$ 1,439.51 | \$ 1,495.60 | \$ 1,538.02 | |
| Collection System Supervisor | \$ 1,259.45 | \$ 1,318.87 | \$ 1,378.24 | \$ 1,439.51 | \$ 1,495.60 | \$ 1,538.02 | |
| Wastewater Chemist | \$ 939.88 | \$ 1,041.28 | \$ 1,194.39 | \$ 1,236.56 | \$ 1,283.37 | \$ 1,325.78 | |
| Wastewater Head Mechanic | \$ 1,041.42 | \$ 1,116.16 | \$ 1,141.61 | \$ 1,188.62 | \$ 1,235.38 | \$ 1,277.80 | |
| Executive Assistant to the Supt./Eng. | \$ 815.60 | \$ 838.03 | \$ 895.11 | \$ 921.97 | \$ 949.63 | \$ 978.13 | |
| Head Account Clerk | \$ 654.01 | \$ 673.69 | \$ 692.41 | \$ 712.46 | \$ 733.12 | \$ 754.44 | \$ 792.16 |
| Business Manager | \$ 1,102.01 | \$ 1,154.00 | \$ 1,205.96 | \$ 1,259.57 | \$ 1,308.65 | \$ 1,345.76 | |
| Asset & Information Specialist | \$ 981.30 | \$ 1,039.02 | \$ 1,096.74 | \$ 1,154.48 | \$ 1,212.20 | \$ 1,269.92 | \$ 1,327.64 |

EFFECTIVE 7/1/2018 2% (Current employees)

| | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |
|-----------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Water Maintenance Supervisor | \$ 1,447.98 | \$ 1,512.35 | \$ 1,571.29 | \$ 1,615.84 | \$ 1,670.78 | \$ 1,725.08 | |
| Treatment Plant Supervisor | \$ 1,447.98 | \$ 1,512.35 | \$ 1,571.29 | \$ 1,615.84 | \$ 1,670.78 | \$ 1,725.08 | \$ 1,779.42 |
| Computer Specialist | \$ 1,402.55 | \$ 1,411.45 | \$ 1,494.96 | | | | |
| Chemist | \$ 1,299.13 | \$ 1,348.30 | \$ 1,392.87 | | | | |
| Wastewater Compliance Coordinator | \$ 1,299.13 | \$ 1,348.30 | \$ 1,392.87 | | | | |
| Water Service Inspector | \$ 1,050.78 | \$ 1,147.52 | \$ 1,190.76 | | | | |
| Billing/Collector Manager | \$ 1,050.78 | \$ 1,147.52 | \$ 1,190.76 | | | | |
| Wastewater Facility Manager | \$ 1,447.98 | \$ 1,512.35 | \$ 1,571.29 | \$ 1,615.84 | \$ 1,670.78 | \$ 1,725.08 | |

| | | | | | | | |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Collection System Supervisor | \$ 1,447.98 | \$ 1,512.35 | \$ 1,571.29 | \$ 1,615.84 | \$ 1,670.78 | \$ 1,725.08 | \$ 1,779.42 |
| Wastewater Chemist | \$ 987.44 | \$ 1,093.97 | \$ 1,254.83 | \$ 1,299.13 | \$ 1,348.30 | \$ 1,392.87 | |
| Wastewater Head Mechanic | \$ 1,094.13 | \$ 1,172.64 | \$ 1,199.38 | \$ 1,248.78 | \$ 1,297.89 | \$ 1,342.47 | |
| Executive Assistant to the Supt./Eng. | \$ 856.87 | \$ 880.43 | \$ 940.41 | \$ 968.62 | \$ 997.68 | \$ 1,027.62 | |

EFFECTIVE 7/1/2018 2% (For new hires after 7/1/10)

| | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |
|---------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Water Maintenance Supervisor | \$ 1,464.70 | \$ 1,521.77 | \$ 1,564.93 | | | | |
| Treatment Plant Supervisor | \$ 1,464.70 | \$ 1,521.77 | \$ 1,564.93 | | | | |
| Computer Specialist | \$ 1,358.36 | \$ 1,366.98 | \$ 1,447.86 | | | | |
| Chemist | \$ 1,258.20 | \$ 1,305.83 | \$ 1,348.98 | | | | |
| Wastewater Compliance Coordinator | \$ 1,258.20 | \$ 1,305.83 | \$ 1,348.98 | | | | |
| Water Service Inspector | \$ 1,017.67 | \$ 1,111.37 | \$ 1,153.25 | | | | |
| Billing/Collector Manager | \$ 1,017.67 | \$ 1,111.37 | \$ 1,153.25 | | | | |
| Wastewater Facility Manager | \$ 1,281.49 | \$ 1,341.95 | \$ 1,402.36 | \$ 1,464.70 | \$ 1,521.78 | \$ 1,564.93 | |
| Collection System Supervisor | \$ 1,281.49 | \$ 1,341.95 | \$ 1,402.36 | \$ 1,464.70 | \$ 1,521.78 | \$ 1,564.93 | |
| Wastewater Chemist | \$ 956.33 | \$ 1,059.50 | \$ 1,215.29 | \$ 1,258.20 | \$ 1,305.83 | \$ 1,348.98 | |
| Wastewater Head Mechanic | \$ 1,059.65 | \$ 1,135.70 | \$ 1,161.59 | \$ 1,209.42 | \$ 1,257.00 | \$ 1,300.17 | |
| Executive Assistant to the Supt./Eng. | \$ 829.87 | \$ 852.69 | \$ 910.78 | \$ 938.10 | \$ 966.24 | \$ 995.25 | |
| Head Account Clerk | \$ 665.45 | \$ 685.48 | \$ 704.52 | \$ 724.93 | \$ 745.95 | \$ 767.64 | \$ 806.02 |
| Business Manager | \$ 1,121.30 | \$ 1,174.19 | \$ 1,227.07 | \$ 1,281.62 | \$ 1,331.55 | \$ 1,369.31 | |
| Asset & Information Specialist | \$ 1,000.92 | \$ 1,059.80 | \$ 1,118.68 | \$ 1,177.57 | \$ 1,236.44 | \$ 1,295.32 | \$ 1,354.20 |

Effective upon passage and funding by the Haverhill City Council, the hours of the Executive Assistant and Head Account Clerk positions will increase from 35 hours per week to 40 hours per week and the salary will be as follows:

| | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 |
|---------------------------------------|-----------|-------------|-------------|-------------|-------------|-------------|-----------|
| Executive Assistant to the Supt./Eng. | \$ 979.28 | \$ 1,006.21 | \$ 1,074.75 | \$ 1,106.99 | \$ 1,140.21 | \$ 1,174.42 | |
| Head Account Clerk | \$ 760.52 | \$ 783.40 | \$ 805.17 | \$ 828.49 | \$ 852.52 | \$ 877.31 | \$ 921.17 |

Rename Section 1 of Appendix A and Section 2 of Appendix B and rename as Professional Development and insert in its place the following:

Effective July 1, 2018, members shall receive a yearly professional development allowance in the amount of \$200 per year.

Approved as to legality:

City Solicitor