



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 21-C of 2021 is hereby amended and replaced with the

Amend SECTION 21: SALARIES by the following:

EFFECTIVE 7/1/22 2%	START	YEAR 1	YEAR 2	YEAR 3	YEAR 5	YEAR 10	YEAR 20
Wage Scale A	\$ 962.80	\$ 1,048.99	\$ 1,115.25	\$ 1,181.25	\$ 1,221.58	\$ 1,249.07	\$ 1,277.17
Wage Scale B	\$ 880.75	\$ 959.09	\$ 1,019.34	\$ 1,079.34	\$ 1,116.00	\$ 1,141.11	\$ 1,166.79
Wage Scale C	\$ 812.36	\$ 884.18	\$ 939.41	\$ 994.41	\$ 1,028.01	\$ 1,051.14	\$ 1,074.79
Wage Scale D	\$ 782.28	\$ 851.22	\$ 904.24	\$ 957.03	\$ 989.31	\$ 1,011.56	\$ 1,034.32

EFFECTIVE 7/1/23 2%	START	YEAR 1	YEAR 2	YEAR 3	YEAR 5	YEAR 10	YEAR 20	YEAR 25
Wage Scale A	\$ 982.05	\$ 1,069.97	\$ 1,137.55	\$ 1,204.88	\$ 1,246.01	\$ 1,274.05	\$ 1,302.72	\$ 1,341.80
Wage Scale B	\$ 898.36	\$ 978.27	\$ 1,039.72	\$ 1,100.93	\$ 1,138.32	\$ 1,163.94	\$ 1,190.12	\$ 1,225.83
Wage Scale C	\$ 828.61	\$ 901.86	\$ 958.20	\$ 1,014.30	\$ 1,048.57	\$ 1,072.16	\$ 1,096.29	\$ 1,129.18
Wage Scale D	\$ 797.92	\$ 868.25	\$ 922.33	\$ 976.17	\$ 1,009.09	\$ 1,031.80	\$ 1,055.01	\$ 1,086.66

EFFECTIVE 7/1/24 2.25%	START	YEAR 1	YEAR 2	YEAR 3	YEAR 5	YEAR 10	YEAR 20	YEAR 25
Wage Scale A	\$ 1,004.15	\$ 1,094.04	\$ 1,163.15	\$ 1,231.99	\$ 1,274.05	\$ 1,302.72	\$ 1,332.03	\$ 1,371.99
Wage Scale B	\$ 918.58	\$ 1,000.28	\$ 1,063.12	\$ 1,125.70	\$ 1,163.93	\$ 1,190.13	\$ 1,216.90	\$ 1,253.41
Wage Scale C	\$ 847.25	\$ 922.15	\$ 979.76	\$ 1,037.12	\$ 1,072.16	\$ 1,096.29	\$ 1,120.96	\$ 1,154.59
Wage Scale D	\$ 815.88	\$ 887.78	\$ 943.08	\$ 998.13	\$ 1,031.80	\$ 1,055.01	\$ 1,078.74	\$ 1,111.11

Amend ARTICLE 21: SALARIES - by adding the following language after the "Seventh Step" paragraph:

Eighth Step (Effective July 1, 2023): Employees will move to this step upon the twenty-fifth (25th) anniversary of their employment as a permanent police officer. The City may advance an employee to the 8th step at any time before the employee's twenty-fifth anniversary if the employee has received a superior performance evaluation under the performance evaluation program which has been developed by the parties. The 8th step shall be initially established three percent (3%) higher than the current 7th step.

Amend ARTICLE 9: (B) (1) PRIVATE PAID DETAILS AND OVERTIME - by the following:

Effective the week following City Council funding of this agreement, increase the detail rate by \$8 to \$62 per hour. City details and details for non-profit charities shall be straight \$55/hr.

Amend ARTICLE 8 - HOURS OF WORK by the following:

Upon ratification and funding, a new stipend position will be created to allow a member(s) of the patrol division an opportunity to assist the patrol commander in the management of shifts. The patrol commander will continue to do the initial shift scheduling. This individual will be trained and given access to help facilitate the filling of shifts. This work will be done outside of his or her regular schedule. The person in this position will receive a stipend of twenty-five dollars (\$25.00) a week. The Union may recommend someone for this position, but the final decision shall be made by the Chief.

Amend ARTICLE 11 - HOLIDAYS by the following:

Add Juneteenth (June 19) as a holiday. Employees shall receive retroactive holiday pay for June 19, 2022 provided they were employed as a member of the Haverhill Police Department on June 19, 2022.



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

The weekly stipend for members assigned to Detective who are on the "on call" list shall be increased to forty dollars (\$40.00) per week, effective upon funding by the City Council (there shall be no retroactive payments). A weekly stipend for all other Specialty Positions shall be paid in the amount of twenty-five (\$25.00).

The Union will agree to dismiss all grievances regarding the City of Haverhill's January 23, 2022 Vaccination and Testing Policy, and to discontinue bargaining on said policy as currently administered. In exchange, the City shall remove from all officers' personnel file any existing discipline related to compliance with the City of Haverhill's January 23, 2022 Vaccination and Testing Policy, to the extent any such discipline exists, and to pay all patrolmen a \$500 one-time payment in settlement of any and all grievances as of the date of this agreement known or unknown, regarding the COVID-19 Vaccination and Testing Policy. The Parties agree to execute a separate release memorializing their agreement on this issue.

Amend ARTICLE 29 - EDUCATION as follows:

Effective July 1, 2022, those officers not eligible for the above so-called Quinn benefits shall be eligible to receive educational incentive benefits as follows: \$2,500 for an associate's degree; \$5,000 for a bachelor's degree; \$7,000 for a master's degree, for all Quinn-qualifying criminal justice degrees or a law degree from an accredited institution. Payments as described herein shall be calculated in the same manner as Quinn level payments under Article 29(d), 2nd sentence.

Effective July 1, 2024, the above rates shall increase an additional \$1,000 to: \$3,500 for an associate's degree; \$6,000 for a bachelor's degree; and \$8,000 for a master's degree.

Add NEW ARTICLE - LANGUAGE INTERPRETER COMPENSATION *

Effective January 1, 2023, employees who demonstrate fluency in a language, other than English, spoken by more than 5% of the City's population or approved by the Chief and Human Resources as a language that will benefit the department, shall receive a yearly bonus of five hundred dollars (\$500).

Effective July 1, 2023, this annual stipend shall be increased to \$575 for those who qualify.

Effective July 1, 2024, this annual stipend shall be increased to \$650 for those who qualify.

Add NEW ARTICLE - ACCREDITATION STIPEND *

Effective July 1, 2022, an annual accreditation stipend of \$1,000 to be paid at the same time as annual longevity payment provided the Department remains accredited as of July 1 each year.

*additional article information is contained in the MOA

Approved as to legality:

City Solicitor