



DOCUMENT 1-H

# CITY OF HAVERHILL

In Municipal Council September 17 2019

ORDERED:

MUNICIPAL ORDINANCE  
AN ORDINANCE RELATING TO SALARIES

CHAPTER  
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 7/1/17 (CURRENT EMPLOYEES) 1.75%

|                                            | STEP 1    | STEP 2    | STEP 3    | STEP 4    | STEP 5    | STEP 6    | STEP 7    |
|--------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| General Foreperson                         | \$ -      | \$ 29.61  | \$ 30.61  |           |           |           |           |
| P.W. Maintenance Craftsperson/Plumber Bkfl | \$ -      | \$ 26.11  | \$ 27.11  |           |           |           |           |
| P.W. Maintenance Craftsperson/Plumber      | \$ 24.42  | \$ 25.42  | \$ 26.42  |           |           |           |           |
| Carpenter/Maintenance Person               | \$ 24.42  | \$ 25.42  | \$ 26.42  |           |           |           |           |
| Meter Reader                               | \$ 21.60  | \$ 22.59  | \$ 23.60  |           |           |           |           |
| Water Meter Reader/Installer/Craftsperson  | \$ 19.69  | \$ 20.70  | \$ 21.68  |           |           |           |           |
| Water Meter Repairman/Installer            | \$ 19.69  | \$ 20.70  | \$ 21.68  |           |           |           |           |
| Motor Equipment Operator B&G               | \$ 20.79  | \$ 21.78  | \$ 22.78  |           |           |           |           |
| P.W. Maintenance Person                    | \$ 20.06  | \$ 21.06  | \$ 22.06  |           |           |           |           |
| Water Meter Installer                      | \$ 18.92  | \$ 19.91  | \$ 20.90  |           |           |           |           |
| Laborer/Watchperson                        | \$ 18.92  | \$ 19.91  | \$ 20.90  |           |           |           |           |
| Water Meter Installer/Tester               | \$ 18.92  | \$ 19.91  | \$ 20.90  |           |           |           |           |
| Water Meter Reader/Installer               | \$ 18.92  | \$ 19.91  | \$ 20.90  |           |           |           |           |
| Head Account Clerk                         | \$ 673.62 | \$ 693.90 | \$ 713.18 | \$ 733.84 | \$ 755.12 | \$ 777.08 | \$ 815.92 |
| Head Clerk (40 hours)                      | \$ 769.86 | \$ 793.02 | \$ 815.07 | \$ 838.68 | \$ 863.00 | \$ 888.08 | \$ 932.48 |
| Office Account Clerk                       | \$ 707.30 | \$ 728.60 | \$ 748.83 | \$ 770.53 | \$ 792.88 | \$ 815.92 | \$ 856.88 |

EFFECTIVE 7/1/17 (EMPLOYEES HIRED AFTER 7/1/10) 1.75%

|                                            | STEP 1    | STEP 2    | STEP 3    | STEP 4    | STEP 5    | STEP 6    | STEP 7    |
|--------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| General Foreperson                         | \$ -      | \$ 28.74  | \$ 29.72  |           |           |           |           |
| P.W. Maintenance Craftsperson/Plumber Bkfl | \$ -      | \$ 25.34  | \$ 26.32  |           |           |           |           |
| P.W. Maintenance Craftsperson/Plumber      | \$ 23.71  | \$ 24.68  | \$ 25.65  |           |           |           |           |
| arpenter/Maintenance Person                | \$ 23.71  | \$ 24.68  | \$ 25.65  |           |           |           |           |
| leter Reader                               | \$ 20.97  | \$ 21.93  | \$ 22.91  |           |           |           |           |
| /ater Meter Reader/Installer/Craftsperson  | \$ 19.12  | \$ 20.09  | \$ 21.06  |           |           |           |           |
| /ater Meter Repairman/Installer            | \$ 19.12  | \$ 20.09  | \$ 21.06  |           |           |           |           |
| otor Equipment Operator B&G                | \$ 20.18  | \$ 21.15  | \$ 22.11  |           |           |           |           |
| W. Maintenance Person                      | \$ 19.48  | \$ 20.45  | \$ 21.42  |           |           |           |           |
| ater Meter Installer                       | \$ 18.37  | \$ 19.32  | \$ 20.30  |           |           |           |           |
| borer/Watchperson                          | \$ 18.37  | \$ 19.32  | \$ 20.30  |           |           |           |           |
| ater Meter Installer/Tester                | \$ 18.37  | \$ 19.32  | \$ 20.30  |           |           |           |           |
| ater Meter Reader/Installer                | \$ 18.37  | \$ 19.32  | \$ 20.30  |           |           |           |           |
| ad Account Clerk                           | \$ 654.01 | \$ 673.69 | \$ 692.41 | \$ 712.46 | \$ 733.12 | \$ 754.44 | \$ 792.16 |
| ad Clerk (40 hours)                        | \$ 747.44 | \$ 769.92 | \$ 791.32 | \$ 814.24 | \$ 837.87 | \$ 862.20 | \$ 905.32 |
| ice Account Clerk                          | \$ 686.70 | \$ 707.38 | \$ 727.02 | \$ 748.09 | \$ 769.79 | \$ 792.16 | \$ 831.76 |

## EFFECTIVE 7/1/18 (CURRENT EMPLOYEES) 2%

|                                            | STEP 1    | STEP 2    | STEP 3    | STEP 4    | STEP 5    | STEP 6    | STEP 7    |
|--------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| General Foreperson                         | \$ -      | \$ 30.20  | \$ 31.22  |           |           |           |           |
| P.W. Maintenance Craftsperson/Plumber Bkfl | \$ -      | \$ 26.63  | \$ 27.65  |           |           |           |           |
| P.W. Maintenance Craftsperson/Plumber      | \$ 24.91  | \$ 25.93  | \$ 26.94  |           |           |           |           |
| Carpenter/Maintenance Person               | \$ 24.91  | \$ 25.93  | \$ 26.94  |           |           |           |           |
| Meter Reader                               | \$ 22.03  | \$ 23.05  | \$ 24.07  |           |           |           |           |
| Water Meter Reader/Installer/Craftsperson  | \$ 20.09  | \$ 21.11  | \$ 22.12  |           |           |           |           |
| Water Meter Repairman/Installer            | \$ 20.09  | \$ 21.11  | \$ 22.12  |           |           |           |           |
| Motor Equipment Operator B&G               | \$ 21.20  | \$ 22.22  | \$ 23.23  |           |           |           |           |
| P.W. Maintenance Person                    | \$ 20.46  | \$ 21.48  | \$ 22.50  |           |           |           |           |
| Water Meter Installer                      | \$ 19.30  | \$ 20.31  | \$ 21.32  |           |           |           |           |
| Laborer/Watchperson                        | \$ 19.30  | \$ 20.31  | \$ 21.32  |           |           |           |           |
| Water Meter Installer/Tester               | \$ 19.30  | \$ 20.31  | \$ 21.32  |           |           |           |           |
| Water Meter Reader/Installer               | \$ 19.30  | \$ 20.31  | \$ 21.32  |           |           |           |           |
| Head Account Clerk                         | \$ 687.10 | \$ 707.78 | \$ 727.45 | \$ 748.52 | \$ 770.22 | \$ 792.62 | \$ 832.24 |
| Head Clerk (40 hours)                      | \$ 785.25 | \$ 808.88 | \$ 831.37 | \$ 855.45 | \$ 880.26 | \$ 905.84 | \$ 951.13 |
| Office Account Clerk                       | \$ 721.45 | \$ 743.17 | \$ 763.81 | \$ 785.94 | \$ 808.74 | \$ 832.24 | \$ 874.01 |

## EFFECTIVE 7/1/18 (EMPLOYEES HIRED AFTER 7/1/10) 2%

|                                            | STEP 1    | STEP 2    | STEP 3    | STEP 4    | STEP 5    | STEP 6    | STEP 7    |
|--------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| General Foreperson                         | \$ -      | \$ 29.32  | \$ 30.31  |           |           |           |           |
| P.W. Maintenance Craftsperson/Plumber Bkfl | \$ -      | \$ 25.85  | \$ 26.84  |           |           |           |           |
| P.W. Maintenance Craftsperson/Plumber      | \$ 24.18  | \$ 25.18  | \$ 26.16  |           |           |           |           |
| Carpenter/Maintenance Person               | \$ 24.18  | \$ 25.18  | \$ 26.16  |           |           |           |           |
| Meter Reader                               | \$ 21.39  | \$ 22.37  | \$ 23.37  |           |           |           |           |
| Water Meter Reader/Installer/Craftsperson  | \$ 19.50  | \$ 20.49  | \$ 21.48  |           |           |           |           |
| Water Meter Repairman/Installer            | \$ 19.50  | \$ 20.49  | \$ 21.48  |           |           |           |           |
| Motor Equipment Operator B&G               | \$ 20.58  | \$ 21.58  | \$ 22.55  |           |           |           |           |
| P.W. Maintenance Person                    | \$ 19.87  | \$ 20.86  | \$ 21.85  |           |           |           |           |
| Water Meter Installer                      | \$ 18.74  | \$ 19.71  | \$ 20.70  |           |           |           |           |
| Laborer/Watchperson                        | \$ 18.74  | \$ 19.71  | \$ 20.70  |           |           |           |           |
| Water Meter Installer/Tester               | \$ 18.74  | \$ 19.71  | \$ 20.70  |           |           |           |           |
| Water Meter Reader/Installer               | \$ 18.74  | \$ 19.71  | \$ 20.70  |           |           |           |           |
| Head Account Clerk                         | \$ 667.09 | \$ 687.16 | \$ 706.26 | \$ 726.71 | \$ 747.79 | \$ 769.53 | \$ 808.00 |
| Head Clerk (40 hours)                      | \$ 762.38 | \$ 785.32 | \$ 807.15 | \$ 830.53 | \$ 854.62 | \$ 879.45 | \$ 923.43 |
| Office Account Clerk                       | \$ 700.44 | \$ 721.53 | \$ 741.56 | \$ 763.05 | \$ 785.19 | \$ 808.00 | \$ 848.39 |

**The hours of the Head Account Clerk positions in the Water Billing Office will increase from 35 hours per week to 40 hours per week. Hours change will become effective upon a mutually agreeable schedule between the city and the union. The salary will be as follows:**

|                                                      | STEP 1    | STEP 2    | STEP 3    | STEP 4    | STEP 5    | STEP 6    | STEP 7    |
|------------------------------------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Head Account Clerk (employees hired prior to 7/1/10) | \$ 785.25 | \$ 808.88 | \$ 831.37 | \$ 855.45 | \$ 880.26 | \$ 905.84 | \$ 951.13 |
| Head Account Clerk (employees hired after 7/1/10)    | \$ 762.38 | \$ 785.32 | \$ 807.15 | \$ 830.53 | \$ 854.62 | \$ 879.45 | \$ 923.43 |

**Amend Article VII: WAGES Section 5. Clothing Allowance:**

Paragraph 1: Increase clothing allowance from \$500 yearly to \$600 yearly. Remove the sentence: "This allowance shall be granted in cash."

Paragraph 2: Members who do not receive a clothing allowance shall receive a professional development allowance of \$350 yearly. (Clerical and Meter Reader position).

**Add to Article VI: HOURS OF WORK & OVERTIME**

Add new section as follows: A 10% differential will be paid for hours called in and worked in excess of 3 hours from 10pm to 7am, Sunday through Saturday, including Christmas Day.

Approved as to legality:

\_\_\_\_\_  
City Solicitor

PLACED ON FILE for at least 10 days

Attest:

\_\_\_\_\_  
City Clerk

IN CITY COUNCIL: October 1 2019

PASSED

Attest:

\_\_\_\_\_  
City Clerk

APPROVED:

\_\_\_\_\_  
Mayor