

Memorandum of Agreement
Between
THE CITY OF HAVERHILL and
AFSCME GROUP

Human Resources

This Memorandum of Agreement sets forth the agreements of the AFSCME Group (the "Union") and the City of Haverhill (the "City"), for a new agreement, to supplement and supersede inconsistent terms of prior agreements in effect through June 30, 2024. The parties sign this MOA to reflect their agreements which will be integrated by the parties into the expired collective bargaining agreement.

The Agreement is subject to ratification by the membership of the Union and a funding vote by the City Council. Except as modified in this Memorandum, the terms and conditions of the old contract will be carried forward into the new contract. Unless otherwise stated, the effective date of all new language or benefits shall be following ratification and funding by the City Council. Failing such ratification, or funding, this MOA shall not be admissible in any proceeding between the parties, and both sides are free to return to their last "on-the-record" positions.

CONTRACT INTEGRATION

Upon approval, ratification and funding of the memorandum of agreement which results from these negotiations, the parties shall agree to integrate the terms thereof into the collective bargaining agreement in a timely manner within 60 days.

DURATION

July 1, 2024-June 30, 2025

July 1, 2025-June 30, 2026

July 1, 2026-June 30, 2027

COLA

Effective 7/1/2024: 2%

Effective 7/1/2025: 2%

Effective 7/1/2026: 2%

STEPS

Effective 7/1/2025, remove step 1 and add new step at end of scale at 3.5% increase.

Effective 7/1/2026, add new step at end of scale at 3.5% increase

ARTICLE IX SECTION 1 - Amend:

After five years of service with the City, all employees shall be entitled to sick leave in accordance with Section 1. The updated sick leave accrual will adjust starting with the month after the 5-year anniversary.

Note: no retro of accumulated time will be provided prior to 7/1/2024.

IN CITY COUNCIL: August 5 2025

PLACED ON FILE for at least 10 days

Attest: Kathleen M. Doughty City Clerk

IN CITY COUNCIL: August 19 2025

PASSED
Attest: Kathleen M. Doughty City Clerk

IN CITY COUNCIL: August 19 2025

APPROVED Michael E. Zambelli Mayor

31-4
ARTICLE VII SECTION 3 - Amend

After five years of service with the City, all employees shall be entitled to personal leave in accordance with Section 3. The updated personal leave accrual will occur on January 1st of the next calendar year.

Note: no retro of accumulated time will be provided prior to 1/1/25.

ARTICLE XXII - Safety Committee - Amend

Increase to \$1.00 per hour from \$.50 per hour

REPLACE ARTICLE XXII- SAFETY COMMITTEE WITH THE FOLLOWING LANGUAGE:

ARTICLE XXII: SAFETY COMMITTEE The City shall establish a safety committee comprised of five members; three (3) Union members and two (2) from the Wastewater Treatment Plant management. The three (3) Union members shall be elected by the Union membership during the month of November and begin their one (1) year term of duty as of the first Sunday in January. The Safety Committee members will receive \$1.00 per hour for the normal work week (40 hours), not to be applied to base wages for the purposes of overtime calculation; said rate shall be limited to \$40 per week. Committee members are responsible for organizing and scheduling safety meetings and training sessions. Training sessions 17 C will consist of but not limited to Chlorine and/or Hypochlorite safety, confined space entry and identification, the proper use of S.C.B.A.'s, protective garments, road work safety, hygiene, proper lifting, Wastewater Haz-Mat training, power equipment safety, first aid, C.P.R. classes and checking and stocking first aid kits and first aid room. Superintendent approved training sessions will be scheduled to maximize attendance during normal working hours. Those employees who are not scheduled to work during approved training sessions will be paid at an overtime rate of pay for attending sessions. An annual agenda and detailed scope of services with a tentative schedule will be submitted to the Superintendent/Engineer by the end of March each year.

ARTICLE VI - SECTION 4 - Amend

Increase yearly tool allowance to \$600 per year.

ARTICLE VI - NEW SECTION 8 - Amend

Employees that have more than 2 wks. of vacation may sell up to 2 wks. of unused vacation annually.

ARTICLE V SECTION 12(B) NEW

Pursuant to the side letter for the Sr. Maintenance Mechanic position, the \$1/hr shall remain unchanged per the terms of that agreement.

Notice of disavow past practice of paying an additional \$1/hr - specific positions. Effective upon the passage by City Council, the \$1 per hour added to the Senior Collection Operator position, Senior Maintenance Mechanic position, and Senior WWTP Operator positions shall be removed. The new hourly rates will be reflected in the attached salary scale.

3/4
ARTICLE VI SECTION 3B - Amend

Increase boot allowance to \$375

CORE HOLIDAYS - Amend

Employees required to work on Thanksgiving & Christmas shall receive double time for all hours worked (collections only and on-call operator if called back to work).

ARTICLE VI SECTION 2 - Amend to read as follows:

\$1,400	5 < 10
\$1,450	10 < 15
\$1,500	15 < 20
\$1,550	20 < 25
\$1,800	25 < 30
\$2,750	30 < 40
\$3,000	40 < 50
\$4,000	50+

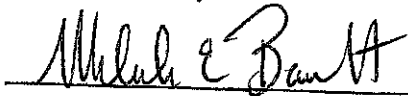
HOUSEKEEPING

The union agrees to withdraw all pending grievances and arbitrations.

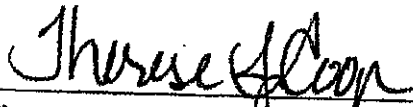
The parties agree that the collection employees shall perform duties and operate the equipment as follows:

- Crane (with appropriate licensure)
- CCTV
- Sink hole

Date: 1/25/25

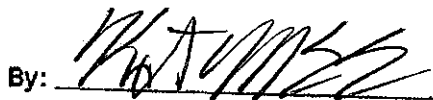


Melinda E. Barrett, Mayor

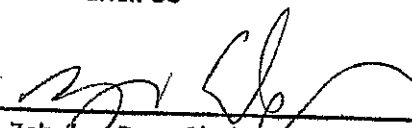


Therese Cooper, Staff Representative/AFSCME,
Council 93

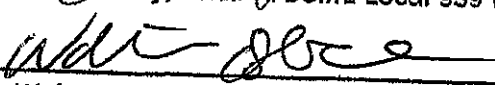
APPROVED AS TO FORM

By: 

Katherine McNamara Feodoroff
City Solicitor



Zebulon Day, Chair AFSCME Local 939 WW



Walter Alec



Samuel Martinez

HAVERHILL

EFFECTIVE 7/1/2024 2% (Current employees)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$ 27.32	\$ 29.00	\$ 30.69	\$ 31.94	\$ 33.37	\$ 36.06
Senior WWTP Operator	\$ 26.30	\$ 27.98	\$ 29.67	\$ 30.92	\$ 32.35	\$ 35.04
Senior Maintenance Mechanic	\$ 26.30	\$ 27.98	\$ 29.67	\$ 30.92	\$ 32.35	\$ 35.04
WWTP Operator	\$ 23.54	\$ 24.82	\$ 26.12	\$ 27.08	\$ 28.47	\$ 29.70
Lab Technician	\$ 22.21	\$ 23.49	\$ 24.80	\$ 25.76	\$ 27.15	\$ 28.38
Maintenance Mechanic	\$ 24.10	\$ 25.57	\$ 27.07	\$ 28.47	\$ 29.92	
Mobil Equipment Operator	\$ 17.51	\$ 18.31	\$ 18.94	\$ 20.33	\$ 21.30	
WWTP Storekeeper	\$ 21.85	\$ 22.54	\$ 23.21	\$ 24.59	\$ 25.50	\$ 26.66
Maintenance Mechanic Helper	\$ 21.34	\$ 22.52	\$ 23.87	\$ 25.26	\$ 26.56	
Senior Collection Operator	\$ 27.83	\$ 29.51	\$ 31.20	\$ 32.45	\$ 33.88	\$ 36.57
Collection Operator	\$ 25.07	\$ 26.34	\$ 27.65	\$ 28.61	\$ 30.00	\$ 31.23
Collection Operator/C.B. Cleaner	\$ 25.07	\$ 26.34	\$ 27.65	\$ 28.61	\$ 30.00	\$ 31.23
WWTP MEO-Cust./Laborer	\$ 17.51	\$ 18.31	\$ 18.94	\$ 20.33	\$ 21.30	
Shift A Sr. Operator	\$ 1,603.16					
Shift B Sr. Operator	\$ 1,700.27					
Shift C Sr. Operator	\$ 1,621.03					
Shift D Sr. Operator	\$ 1,667.06					

EFFECTIVE 7/1/2024 2% (For new hires after 7/1/10)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$ 26.53	\$ 28.15	\$ 29.79	\$ 31.00	\$ 32.40	\$ 33.87
Senior WWTP Operator	\$ 25.51	\$ 27.13	\$ 28.77	\$ 29.98	\$ 31.38	\$ 32.85
Senior Maintenance Mechanic	\$ 25.51	\$ 27.13	\$ 28.77	\$ 29.98	\$ 31.38	\$ 32.85
WWTP Operator	\$ 22.85	\$ 24.09	\$ 25.36	\$ 26.29	\$ 27.64	\$ 28.83
Lab Technician	\$ 21.57	\$ 22.81	\$ 24.08	\$ 25.01	\$ 26.37	\$ 27.55
WWTP Operator/Lab Technician	\$ 24.26	\$ 25.53	\$ 26.82	\$ 27.80	\$ 29.18	\$ 30.41
Maintenance Mechanic	\$ 23.40	\$ 24.83	\$ 26.28	\$ 27.64	\$ 29.05	
Mobil Equipment Operator	\$ 17.00	\$ 17.78	\$ 18.39	\$ 19.75	\$ 20.68	
WWTP Storekeeper	\$ 21.22	\$ 21.89	\$ 22.53	\$ 23.87	\$ 24.76	
Maintenance Mechanic Helper	\$ 20.72	\$ 21.85	\$ 23.17	\$ 24.53	\$ 25.79	
Senior Collection Operator	\$ 27.04	\$ 28.66	\$ 30.30	\$ 31.51	\$ 32.90	\$ 34.38
Collection Operator	\$ 24.38	\$ 25.62	\$ 26.89	\$ 27.82	\$ 29.18	\$ 30.36
Collection Operator/C.B. Cleaner	\$ 24.38	\$ 25.62	\$ 26.89	\$ 27.82	\$ 29.18	\$ 30.36
WWTP MEO-Cust./Laborer	\$ 17.00	\$ 17.78	\$ 18.39	\$ 19.75	\$ 20.68	
Shift A Sr. Operator	\$ 1,548.96					
Shift B Sr. Operator	\$ 1,639.70					
Shift C Sr. Operator	\$ 1,565.57					
Shift D Sr. Operator	\$ 1,610.30					

HAVERHILL

EFFECTIVE 7/1/2025 2% (Current employees)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$ 27.87	\$ 29.58	\$ 31.30	\$ 32.58	\$ 34.04	\$ 36.78
Senior WWTP Operator	\$ 26.83	\$ 28.54	\$ 30.26	\$ 31.54	\$ 33.00	\$ 35.74
Senior Maintenance Mechanic	\$ 26.83	\$ 28.54	\$ 30.26	\$ 31.54	\$ 33.00	\$ 35.74
WWTP Operator	\$ 24.01	\$ 25.32	\$ 26.65	\$ 27.62	\$ 29.04	\$ 30.30
Lab Technician	\$ 22.66	\$ 23.96	\$ 25.29	\$ 26.28	\$ 27.69	\$ 28.95
Maintenance Mechanic	\$ 24.59	\$ 26.08	\$ 27.61	\$ 29.04	\$ 30.52	\$ 31.58
Mobil Equipment Operator	\$ 17.86	\$ 18.68	\$ 19.32	\$ 20.74	\$ 21.73	\$ 22.49
WWTP Storekeeper	\$ 22.29	\$ 23.00	\$ 23.67	\$ 25.08	\$ 26.01	\$ 27.19
Maintenance Mechanic Helper	\$ 21.77	\$ 22.97	\$ 24.35	\$ 25.76	\$ 27.09	\$ 28.04
Senior Collection Operator	\$ 28.39	\$ 30.10	\$ 31.82	\$ 33.10	\$ 34.56	\$ 37.30
Collection Operator	\$ 25.57	\$ 26.87	\$ 28.21	\$ 29.18	\$ 30.60	\$ 31.86
Collection Operator/C.B. Cleaner	\$ 25.57	\$ 26.87	\$ 28.21	\$ 29.18	\$ 30.60	\$ 31.86
WWTP MEO-Cust./Laborer	\$ 17.86	\$ 18.67	\$ 19.32	\$ 20.74	\$ 21.73	\$ 22.49
Shift A Sr. Operator	\$ 1,635.22	\$ 1,692.46				
Shift B Sr. Operator	\$ 1,734.27	\$ 1,794.97				
Shift C Sr. Operator	\$ 1,653.45	\$ 1,711.32				
Shift D Sr. Operator	\$ 1,700.40	\$ 1,759.92				

DROP/ADD STEP

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$ 27.06	\$ 28.72	\$ 30.39	\$ 31.62	\$ 33.05	\$ 34.54
Senior WWTP Operator	\$ 26.02	\$ 27.68	\$ 29.35	\$ 30.58	\$ 32.01	\$ 33.50
Senior Maintenance Mechanic	\$ 26.02	\$ 27.68	\$ 29.35	\$ 30.58	\$ 32.01	\$ 33.50
WWTP Operator	\$ 23.34	\$ 24.57	\$ 25.86	\$ 26.81	\$ 28.20	\$ 29.41
Lab Technician	\$ 22.00	\$ 23.27	\$ 24.56	\$ 25.51	\$ 26.89	\$ 28.11
WWTP Operator/Lab Technician	\$ 24.74	\$ 26.05	\$ 27.36	\$ 28.36	\$ 29.77	\$ 31.02
Maintenance Mechanic	\$ 23.87	\$ 25.33	\$ 26.80	\$ 28.20	\$ 29.63	\$ 30.67
Mobil Equipment Operator	\$ 17.34	\$ 18.13	\$ 18.76	\$ 20.14	\$ 21.09	\$ 21.83
WWTP Storekeeper	\$ 21.64	\$ 22.33	\$ 22.98	\$ 24.35	\$ 25.25	\$ 26.13
Maintenance Mechanic Helper	\$ 21.13	\$ 22.29	\$ 23.63	\$ 25.02	\$ 26.31	\$ 27.23
Senior Collection Operator	\$ 27.58	\$ 29.24	\$ 30.91	\$ 32.15	\$ 33.56	\$ 35.07
Collection Operator	\$ 24.87	\$ 26.14	\$ 27.43	\$ 28.38	\$ 29.76	\$ 30.97
Collection Operator/C.B. Cleaner	\$ 24.87	\$ 26.14	\$ 27.43	\$ 28.38	\$ 29.76	\$ 30.97
WWTP MEO-Cust./Laborer	\$ 17.34	\$ 18.13	\$ 18.76	\$ 20.14	\$ 21.09	\$ 21.83
Shift A Sr. Operator	\$ 1,579.94	\$ 1,635.24				
Shift B Sr. Operator	\$ 1,672.49	\$ 1,731.03				
Shift C Sr. Operator	\$ 1,596.88	\$ 1,652.77				
Shift D Sr. Operator	\$ 1,642.54	\$ 1,700.00				

HAVERHILL

EFFECTIVE 7/1/2026 2% (Current employees)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
WWTP Electrician	\$ 30.17	\$ 31.92	\$ 33.23	\$ 34.72	\$ 37.52	\$ 38.83	\$ 40.19
Senior WWTP Operator	\$ 29.11	\$ 30.86	\$ 32.17	\$ 33.66	\$ 36.46	\$ 37.73	\$ 39.05
Senior Maintenance Mechanic	\$ 29.11	\$ 30.86	\$ 32.17	\$ 33.66	\$ 36.46	\$ 37.73	\$ 39.05
WWTP Operator	\$ 25.82	\$ 27.18	\$ 28.18	\$ 29.62	\$ 30.90	\$ 31.98	\$ 33.10
Lab Technician	\$ 24.44	\$ 25.80	\$ 26.81	\$ 28.25	\$ 29.53	\$ 30.57	\$ 31.63
Maintenance Mechanic	\$ 26.61	\$ 28.16	\$ 29.62	\$ 31.13	\$ 32.22	\$ 33.34	
Mobil Equipment Operator	\$ 19.05	\$ 19.71	\$ 21.15	\$ 22.17	\$ 22.94	\$ 23.74	
WWTP Storekeeper	\$ 23.46	\$ 24.15	\$ 25.58	\$ 26.53	\$ 27.74	\$ 28.71	\$ 29.71
Maintenance Mechanic Helper	\$ 23.43	\$ 24.83	\$ 26.28	\$ 27.64	\$ 28.60	\$ 29.60	
Senior Collection Operator	\$ 30.70	\$ 32.46	\$ 33.76	\$ 35.25	\$ 38.05	\$ 39.38	\$ 40.76
Collection Operator	\$ 27.41	\$ 28.77	\$ 29.77	\$ 31.22	\$ 32.49	\$ 33.63	\$ 34.81
Collection Operator/C.B. Cleaner	\$ 27.41	\$ 28.77	\$ 29.77	\$ 31.22	\$ 32.49	\$ 33.63	\$ 34.81
WWTP MEO-Cust./Laborer	\$ 19.05	\$ 19.71	\$ 21.15	\$ 22.17	\$ 22.94	\$ 23.74	
Shift A Sr. Operator	\$ 1,726.31	\$ 1,786.73					
Shift B Sr. Operator	\$ 1,830.87	\$ 1,894.95					
Shift C Sr. Operator	\$ 1,745.55	\$ 1,806.64					
Shift D Sr. Operator	\$ 1,795.12	\$ 1,857.95					

EFFECTIVE 7/1/2026 2% (For new hires after 7/1/10)

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
WWTP Electrician	\$ 29.29	\$ 30.99	\$ 32.26	\$ 33.71	\$ 35.24	\$ 36.47	\$ 37.75
Senior WWTP Operator	\$ 28.23	\$ 29.93	\$ 31.20	\$ 32.65	\$ 34.17	\$ 35.37	\$ 36.61
Senior Maintenance Mechanic	\$ 28.23	\$ 29.93	\$ 31.20	\$ 32.65	\$ 34.17	\$ 35.37	\$ 36.61
WWTP Operator	\$ 25.06	\$ 26.38	\$ 27.35	\$ 28.76	\$ 30.00	\$ 31.05	\$ 32.13
Lab Technician	\$ 23.73	\$ 25.05	\$ 26.02	\$ 27.43	\$ 28.67	\$ 29.67	\$ 30.71
WWTP Operator/Lab Technician	\$ 26.57	\$ 27.90	\$ 28.92	\$ 30.36	\$ 31.64	\$ 32.75	\$ 33.89
Maintenance Mechanic	\$ 25.84	\$ 27.34	\$ 28.76	\$ 30.22	\$ 31.28	\$ 32.38	
Mobil Equipment Operator	\$ 18.50	\$ 19.13	\$ 20.54	\$ 21.51	\$ 22.27	\$ 23.05	
WWTP Storekeeper	\$ 22.78	\$ 23.44	\$ 24.84	\$ 25.76	\$ 26.66	\$ 27.59	
Maintenance Mechanic Helper	\$ 22.74	\$ 24.11	\$ 25.52	\$ 26.83	\$ 27.77	\$ 28.74	
Senior Collection Operator	\$ 29.82	\$ 31.52	\$ 32.79	\$ 34.23	\$ 35.77	\$ 37.02	\$ 38.31
Collection Operator	\$ 26.66	\$ 27.97	\$ 28.94	\$ 30.36	\$ 31.58	\$ 32.69	\$ 33.83
Collection Operator/C.B. Cleaner	\$ 26.66	\$ 27.97	\$ 28.94	\$ 30.36	\$ 31.58	\$ 32.69	\$ 33.83
WWTP MEO-Cust./Laborer	\$ 18.50	\$ 19.13	\$ 20.54	\$ 21.51	\$ 22.27	\$ 23.05	
Shift A Sr. Operator	\$ 1,667.94	\$ 1,726.32					
Shift B Sr. Operator	\$ 1,765.65	\$ 1,827.45					
Shift C Sr. Operator	\$ 1,685.83	\$ 1,744.83					
Shift D Sr. Operator	\$ 1,734.00	\$ 1,794.69					

Side Letter of Agreement between
City of Haverhill and AFSCME Council 93, Local 939

This Letter of Agreement between City of Haverhill and AFSCME Council 93, Local 939 (the "Union") is a product of collective bargaining pursuant to MGL Ch. 150E and supplements the collective bargaining agreement in place between the two parties covering the period July 1, 2024 through June 30, 2027. The remainder of said agreement shall remain in full force and effect.

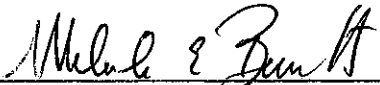
The City and the Union hereby agree that certain salary-scale wages were submitted incorrectly, and the City wishes to correct the amounts:

See attached corrected scale (1 page) for the affected positions listed below:

- WWTP Electrician
- Senior WWTP Operator
- Senior Maintenance Mechanic
- Mobil Equipment Operator
- Senior Collection Operator

These items shall be incorporated into the final integrated agreement.

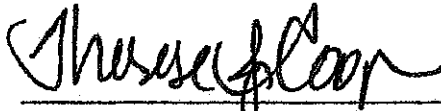
FOR CITY OF HAVERHILL



Mayor Melinda Barrett

Date: 9/2/25

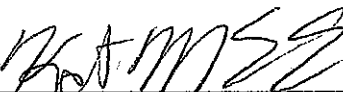
FOR THE UNION



Therese Cooper, Staff Representative

AFSCME - Council 93, Local 939
Date: 8/29/25

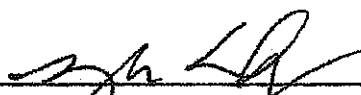
APPROVED AS TO FORM



Katherine McNamara Feodoroff

Date: 8/29/25

FOR THE UNION



Zebulan Day, Chair AFSCME Local 939

Date: 8/29/2025

7/1/2024 Current employees

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$ 27.32	\$ 29.00	\$ 30.69	\$ 31.94	\$ 33.37	\$ 34.88
Senior WWTP Operator	\$ 26.30	\$ 27.98	\$ 29.67	\$ 30.92	\$ 32.35	\$ 34.88
Senior Maintenance Mechanic	\$ 26.30	\$ 27.98	\$ 29.67	\$ 30.92	\$ 32.35	\$ 36.10
Mobil Equipment Operator	\$ 21.34	\$ 22.52	\$ 23.87	\$ 25.26	\$ 26.56	
Senior Collection Operator	\$ 27.83	\$ 29.51	\$ 31.20	\$ 32.45	\$ 33.88	\$ 36.61

7/1/24 New Hires after 7/1/2010

WWTP Electrician	\$ 26.53	\$ 28.15	\$ 29.79	\$ 31.00	\$ 32.40	\$ 33.87
Senior WWTP Operator	\$ 25.51	\$ 27.13	\$ 28.77	\$ 29.98	\$ 31.38	\$ 33.86
Senior Maintenance Mechanic	\$ 25.51	\$ 27.13	\$ 28.77	\$ 29.98	\$ 31.38	\$ 34.88
Mobil Equipment Operator	\$ 20.72	\$ 21.85	\$ 23.17	\$ 24.53	\$ 25.79	
Senior Collection Operator	\$ 27.04	\$ 28.66	\$ 30.30	\$ 31.51	\$ 32.90	\$ 35.40

7/1/2025 Current employees

drop bottom step, add new step

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
WWTP Electrician	\$ 27.87	\$ 29.58	\$ 31.30	\$ 32.58	\$ 34.04	\$ 35.58
Senior WWTP Operator	\$ 26.83	\$ 28.54	\$ 30.26	\$ 31.54	\$ 33.00	\$ 35.58
Senior Maintenance Mechanic	\$ 26.83	\$ 28.54	\$ 30.26	\$ 31.54	\$ 33.00	\$ 36.82
Mobil Equipment Operator	\$ 21.77	\$ 22.97	\$ 24.35	\$ 25.76	\$ 27.09	\$ 28.04
Senior Collection Operator	\$ 28.39	\$ 30.10	\$ 31.82	\$ 33.10	\$ 34.56	\$ 37.34

7/1/25 New Hires after 7/1/2010

WWTP Electrician	\$ 27.06	\$ 28.72	\$ 30.39	\$ 31.62	\$ 33.05	\$ 34.54
Senior WWTP Operator	\$ 26.02	\$ 27.68	\$ 29.35	\$ 30.58	\$ 32.01	\$ 34.54
Senior Maintenance Mechanic	\$ 26.02	\$ 27.68	\$ 29.35	\$ 30.58	\$ 32.01	\$ 35.58
Mobil Equipment Operator	\$ 21.13	\$ 22.29	\$ 23.63	\$ 25.02	\$ 26.31	\$ 27.23
Senior Collection Operator	\$ 27.58	\$ 29.24	\$ 30.91	\$ 32.15	\$ 33.56	\$ 36.11

7/1/2026 Current employees

add new step

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
WWTP Electrician	\$ 30.17	\$ 31.92	\$ 33.23	\$ 34.72	\$ 36.29	\$ 37.56	\$ 38.88
Senior WWTP Operator	\$ 29.11	\$ 30.86	\$ 32.17	\$ 33.66	\$ 36.29	\$ 37.56	\$ 38.88
Senior Maintenance Mechanic	\$ 29.11	\$ 30.86	\$ 32.17	\$ 33.66	\$ 37.56	\$ 38.87	\$ 40.23
Mobil Equipment Operator	\$ 23.43	\$ 24.83	\$ 26.28	\$ 27.64	\$ 28.60	\$ 29.60	
Senior Collection Operator	\$ 30.70	\$ 32.46	\$ 33.76	\$ 35.25	\$ 38.09	\$ 39.42	\$ 40.80

7/1/26 New Hires after 7/1/2010

WWTP Electrician	\$ 29.29	\$ 30.99	\$ 32.26	\$ 33.71	\$ 35.24	\$ 36.47	\$ 37.75
Senior WWTP Operator	\$ 28.23	\$ 29.93	\$ 31.20	\$ 32.65	\$ 35.23	\$ 36.47	\$ 37.74
Senior Maintenance Mechanic	\$ 28.23	\$ 29.93	\$ 31.20	\$ 32.65	\$ 36.29	\$ 37.56	\$ 38.88
Mobil Equipment Operator	\$ 22.74	\$ 24.11	\$ 25.52	\$ 26.83	\$ 27.77	\$ 28.74	
Senior Collection Operator	\$ 29.82	\$ 31.52	\$ 32.79	\$ 34.23	\$ 36.83	\$ 38.12	\$ 39.45