

Memorandum of Agreement
Between
THE CITY OF HAVERHILL and
THE WATER DEPARTMENT GROUP – Teamsters Local #170

CONTRACT INTEGRATION

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

Amend Article 6: HOURS OF WORK AND OVERTIME**Amend Section 2: Water Department stand-by & Weekend Shifts**

Remove Weekend Shifts. Shifts may be scheduled but are voluntary.

Add new Section 5 as follows:

Section 5: All employees who have worked 24 consecutive hours to repair mains in the event of a water main break shall be provided a 4-hour rest period, paid at the employee's straight time rate and during which the employee is required to rest.

Add new Section 6 as follows:

Section 6: Any employee who is required to work on either Christmas or Thanksgiving shall be paid two times the employee's rate for those hours worked between the hours of 0000 hours and 2400 hours.

Amend Article 7: WAGES

2% salary increase effective 7-1-2024

2% salary increase effective 7-1-2025

2% salary increase effective 7-1-2026

Market Adjustment/COLA on positions based on attached wage chart

Section 1: Longevity

Update with the following:

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

14-6

Amend Section 4. Merit Rating System as follows:

Management shall have complete flexibility to determine the performance appraisal process, policies, and procedures.

Amend Section 5: Clothing Allowance (paragraph 1)

Increase amount to \$900 per year.

Amend Section 5: Clothing Allowance (paragraph 2)

Increase amount to \$650 per year.

ARTICLE 8: HOLIDAYS

Replace paragraph 1 as follows:

The following shall be recognized as paid Holidays and all employees shall be paid their regular tour of duty at straight time pay therefore: New Year's Day, Martin Luther King Day, President's Day, Patriot's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day, irrespective of the day on which the holiday falls.

Section 1A Personal Days

Add the following sentence:

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.

ARTICLE 10 SICK LEAVE

Section 1A Number of Days Allowed

Add the following sentence:

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.

ARTICLE 23 TERMINATION

Update section with the following dates (three-year contract):

July 1, 2024 to June 30, 2025

July 1, 2025 to June 30, 2026

July 1, 2026 to June 30, 2027

Remove CDL A requirement from MEO position

14-G

All articles pertaining to wages shall receive retro back to July 1, 2024.

All remaining terms and conditions of the current CBA not altered as per above shall remain in full force and effect. This agreement is subject to ratification by the Union and appropriation by the City Council.

Date: 11/19/21

Melinda E. Barrett
Melinda E. Barrett, Mayor

James Marks
James Marks, Teamsters Business Agent

IN CITY COUNCIL: December 3 2024
PLACED ON FILE for at least 10 days

Attest: Kathleen M. Wright City Clerk

IN CITY COUNCIL: December 17 2024
PASSED

Attest: Kathleen M. Wright City Clerk

APPROVED:

Melinda E. Barrett Mayor

Water Department group

Employees hired prior to 2010	7/1/2024	COLA/Market Adjustment								
2%	step 1	step 2	step 3	step 4	step 5	step 6	step 7	step 8	Lic/Cert	
Water Distribution Oper 3	\$ 29.62	\$ 30.76	\$ 31.69	\$ 32.80	\$ 33.94	\$ -	\$ -	\$ -	\$ 35.13	
Water Distribution Oper 2	\$ 28.54	\$ 29.71	\$ 30.87	\$ 31.95	\$ -	\$ -	\$ -	\$ -	\$ 33.07	
Water Meter Tech 3	\$ 25.24	\$ 26.41	\$ 27.58	\$ 29.60	\$ -	\$ -	\$ -	\$ -	\$ 30.59	
Water Meter Tech 2	\$ 23.01	\$ 24.19	\$ 25.34	\$ 26.23	\$ -	\$ -	\$ -	\$ -	\$ 27.15	
Water Meter Tech 1	\$ 23.01	\$ 24.19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
MEO B& G	\$ 24.30	\$ 25.46	\$ 26.62	\$ 27.55	\$ -	\$ -	\$ -	\$ -	\$ 28.52	
Water Distribution Oper 1	\$ 22.11	\$ 23.27	\$ 24.43	\$ 25.29	\$ -	\$ -	\$ -	\$ -	\$ 26.17	
Water Distribution Laborer	\$ 22.11	\$ 23.27	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Head Account Clerk	\$ 918.63	\$ 945.05	\$ 970.18	\$ 997.11	\$ 1,024.85	\$ 1,053.44	\$ 1,104.08	\$ 1,141.29	\$ -	
Head Clerk	\$ 918.63	\$ 945.05	\$ 970.18	\$ 997.11	\$ 1,024.85	\$ 1,053.44	\$ 1,104.08	\$ 1,141.29	\$ -	
Office Account Clerk	\$ 847.31	\$ 871.59	\$ 894.66	\$ 919.40	\$ 944.90	\$ 971.16	\$ 1,017.86	\$ 1,052.06	\$ -	
Employees hired after 2010	7/1/2024									
2%	step 1	step 2	step 3	step 4	step 5	step 6	step 7	step 8	Lic/Cert	
Water Distribution Oper 3	\$ 29.62	\$ 30.76	\$ 31.69	\$ 32.80	\$ 33.94	\$ -	\$ -	\$ -	\$ 35.13	
Water Distribution Oper 2	\$ 28.54	\$ 29.71	\$ 30.87	\$ 31.95	\$ -	\$ -	\$ -	\$ -	\$ 33.07	
Water Meter Tech 3	\$ 25.24	\$ 26.41	\$ 27.58	\$ 29.60	\$ -	\$ -	\$ -	\$ -	\$ 30.59	
Water Meter Tech 2	\$ 23.01	\$ 24.19	\$ 25.34	\$ 26.23	\$ -	\$ -	\$ -	\$ -	\$ 27.15	
Water Meter Tech 1	\$ 22.34	\$ 23.48	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
MEO B& G	\$ 24.30	\$ 25.46	\$ 26.62	\$ 27.55	\$ -	\$ -	\$ -	\$ -	\$ 28.52	
Water Distribution Oper 1	\$ 21.47	\$ 22.58	\$ 23.72	\$ 24.56	\$ -	\$ -	\$ -	\$ -	\$ 25.42	
Water Distribution Laborer	\$ 21.47	\$ 22.58	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Head Account Clerk	\$ 893.07	\$ 918.71	\$ 943.11	\$ 969.24	\$ 996.18	\$ 1,023.94	\$ 1,073.10	\$ 1,109.23	\$ -	
Head Clerk	\$ 893.07	\$ 918.71	\$ 943.11	\$ 969.24	\$ 996.18	\$ 1,023.94	\$ 1,073.10	\$ 1,109.23	\$ -	
Office Account Clerk	\$ 823.82	\$ 847.40	\$ 869.79	\$ 893.82	\$ 918.56	\$ 944.07	\$ 989.23	\$ 1,022.42	\$ -	

Water Department group

Employees hired prior to 2010	7/1/2025	COLA/Market Adjustment								
2%	step 1	step 2	step 3	step 4	step 5	step 6	step 7	step 8	Lic/Cert	
Water Distribution Oper 3	\$ 30.82	\$ 32.00	\$ 32.97	\$ 34.12	\$ 35.31	\$ -	\$ -	\$ -	\$ 36.55	
Water Distribution Oper 2	\$ 29.70	\$ 30.91	\$ 32.12	\$ 33.24	\$ -	\$ -	\$ -	\$ -	\$ 34.41	
Water Meter Tech 3	\$ 26.26	\$ 27.48	\$ 28.69	\$ 30.79	\$ -	\$ -	\$ -	\$ -	\$ 31.83	
Water Meter Tech 2	\$ 23.94	\$ 25.17	\$ 26.37	\$ 27.29	\$ -	\$ -	\$ -	\$ -	\$ 28.25	
Water Meter Tech 1	\$ 23.94	\$ 25.17	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
MEO B&G	\$ 25.28	\$ 26.49	\$ 27.69	\$ 28.66	\$ -	\$ -	\$ -	\$ -	\$ 29.67	
Water Distribution Oper 1	\$ 23.01	\$ 24.21	\$ 25.42	\$ 26.31	\$ -	\$ -	\$ -	\$ -	\$ 27.23	
Water Distribution Laborer	\$ 23.01	\$ 24.21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Head Account Clerk	\$ 937.01	\$ 963.95	\$ 989.59	\$ 1,017.05	\$ 1,045.34	\$ 1,074.50	\$ 1,126.16	\$ 1,164.11	\$ -	
Head Clerk	\$ 937.01	\$ 963.95	\$ 989.59	\$ 1,017.05	\$ 1,045.34	\$ 1,074.50	\$ 1,126.16	\$ 1,164.11	\$ -	
Office Account Clerk	\$ 864.26	\$ 889.02	\$ 912.56	\$ 937.79	\$ 963.80	\$ 990.59	\$ 1,038.22	\$ 1,073.10	\$ -	
Employees hired after 2010	7/1/2025									
2%	step 1	step 2	step 3	step 4	step 5	step 6	step 7	step 8	Lic/Cert	
Water Distribution Oper 3	\$ 30.82	\$ 32.00	\$ 32.97	\$ 34.12	\$ 35.31	\$ -	\$ -	\$ -	\$ 36.55	
Water Distribution Oper 2	\$ 29.70	\$ 30.91	\$ 32.12	\$ 33.24	\$ -	\$ -	\$ -	\$ -	\$ 34.41	
Water Meter Tech 3	\$ 26.26	\$ 27.48	\$ 28.69	\$ 30.79	\$ -	\$ -	\$ -	\$ -	\$ 31.83	
Water Meter Tech 2	\$ 23.94	\$ 25.17	\$ 26.37	\$ 27.29	\$ -	\$ -	\$ -	\$ -	\$ 28.25	
Water Meter Tech 1	\$ 23.24	\$ 24.43	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
MEO B&G	\$ 25.28	\$ 26.49	\$ 27.69	\$ 28.66	\$ -	\$ -	\$ -	\$ -	\$ 29.67	
Water Distribution Oper 1	\$ 22.34	\$ 23.50	\$ 24.68	\$ 25.55	\$ -	\$ -	\$ -	\$ -	\$ 26.44	
Water Distribution Laborer	\$ 22.34	\$ 23.50	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Head Account Clerk	\$ 910.93	\$ 937.09	\$ 961.97	\$ 988.63	\$ 1,016.11	\$ 1,044.42	\$ 1,094.56	\$ 1,131.41	\$ -	
Head Clerk	\$ 910.93	\$ 937.09	\$ 961.97	\$ 988.63	\$ 1,016.11	\$ 1,044.42	\$ 1,094.56	\$ 1,131.41	\$ -	
Office Account Clerk	\$ 840.30	\$ 864.34	\$ 887.19	\$ 911.69	\$ 936.93	\$ 962.95	\$ 1,009.01	\$ 1,042.87	\$ -	

Water Department group

Employees hired prior to 2010	7/1/2026	COLA/Market Adjustment								
2%	step 1	step 2	step 3	step 4	step 5	step 6	step 7	step 8	step 9 Lic/Cert	
Water Distribution Oper 3	\$ 32.06	\$ 33.29	\$ 34.30	\$ 35.50	\$ 36.73	\$ -	\$ -	\$ -	\$ 38.02	
Water Distribution Oper 2	\$ 30.89	\$ 32.16	\$ 33.42	\$ 34.58	\$ -	\$ -	\$ -	\$ -	\$ 35.80	
Water Meter Tech 3	\$ 27.32	\$ 28.59	\$ 29.85	\$ 32.04	\$ -	\$ -	\$ -	\$ -	\$ 33.11	
Water Meter Tech 2	\$ 24.91	\$ 26.19	\$ 27.43	\$ 28.39	\$ -	\$ -	\$ -	\$ -	\$ 29.39	
Water Meter Tech 1	\$ 24.91	\$ 26.19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
MEO B& G	\$ 26.30	\$ 27.56	\$ 28.81	\$ 29.82	\$ -	\$ -	\$ -	\$ -	\$ 30.87	
Water Distribution Oper 1	\$ 23.94	\$ 25.19	\$ 26.45	\$ 27.38	\$ -	\$ -	\$ -	\$ -	\$ 28.33	
Water Distribution Laborer	\$ 23.94	\$ 25.19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Head Account Clerk	\$ 24.17	\$ 24.85	\$ 25.55	\$ 26.28	\$ 27.02	\$ 27.78	\$ 28.45	\$ 29.44	\$ 30.47	
Head Clerk	\$ 24.17	\$ 24.85	\$ 25.55	\$ 26.28	\$ 27.02	\$ 27.78	\$ 28.45	\$ 29.44	\$ 30.47	
Office Account Clerk	\$ 881.55	\$ 906.80	\$ 930.81	\$ 956.54	\$ 983.07	\$ 1,010.40	\$ 1,058.98	\$ 1,094.56	\$ -	
Employees hired after 2010										
2%	step 1	step 2	step 3	step 4	step 5	step 6	step 7	step 8	step 9 Lic/Cert	
Water Distribution Oper 3	\$ 32.06	\$ 33.29	\$ 34.30	\$ 35.50	\$ 36.73	\$ -	\$ -	\$ -	\$ 38.02	
Water Distribution Oper 2	\$ 30.89	\$ 32.16	\$ 33.42	\$ 34.58	\$ -	\$ -	\$ -	\$ -	\$ 35.80	
Water Meter Tech 3	\$ 27.32	\$ 28.59	\$ 29.85	\$ 32.04	\$ -	\$ -	\$ -	\$ -	\$ 33.11	
Water Meter Tech 2	\$ 24.91	\$ 26.19	\$ 27.43	\$ 28.39	\$ -	\$ -	\$ -	\$ -	\$ 29.39	
Water Meter Tech 1	\$ 24.18	\$ 25.42	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
MEO B& G	\$ 26.30	\$ 27.56	\$ 28.81	\$ 29.82	\$ -	\$ -	\$ -	\$ -	\$ 30.87	
Water Distribution Oper 1	\$ 23.24	\$ 24.44	\$ 25.68	\$ 26.58	\$ -	\$ -	\$ -	\$ -	\$ 27.51	
Water Distribution Laborer	\$ 23.24	\$ 24.44	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Head Account Clerk	\$ 24.17	\$ 24.85	\$ 25.55	\$ 26.28	\$ 27.02	\$ 27.78	\$ 28.45	\$ 29.44	\$ 30.47	
Head Clerk	\$ 24.17	\$ 24.85	\$ 25.55	\$ 26.28	\$ 27.02	\$ 27.78	\$ 28.45	\$ 29.44	\$ 30.47	
Office Account Clerk	\$ 857.11	\$ 881.63	\$ 904.93	\$ 929.93	\$ 955.67	\$ 982.21	\$ 1,029.19	\$ 1,063.72	\$ -	