

31-D

Human Resources

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

MAY 30 09:00
HAVCITYCLERK

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.

ARTICLE 6: HOURS OF WORK AND OVERTIME

Clean up language

- Section 1 – Work week. Clean up positions and hours
- Section 2 - Clean up schedule to reflect current operations

ARTICLE 7: WAGES

Amend Section 1: Longevity

\$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

Amend Section 2: Clothing and boot allowances

- Clothing: Increase from \$600 to \$700
- Boot: Increase from \$375 to \$450

Section 4: Compensation

- 2% salary increase effective 7-1-2024
- 2% salary increase effective 7-1-2025
- 2% salary increase effective 7-1-2026

Steps

- Effective 7/1/25 - remove step 1 and add new step at end of scale at 3.5% increase
- Effective 7/1/26 - add new step at end of scale at 3.5% increase

It is agreed between the city and the union that a new Year 5 step will be added to the scale effective 7/1/2024 for the position of Sr. WTP Operator on the employees hired after

7/1/2010 salary scale. This Year 5 step will mirror Step 4 from the employees hired prior to 7/1/2010 salary scale.

Amend Section 7: Tool allowance

City to provide/supply starter bag (one time only) of \$375.
Electrician to receive \$750 allowance yearly

MAY 30 4:30:00
HAUCTVGLERK

Amend Section 8: Merit Rating to read as follows:

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

Amend Section 10: On call

Clean up language – Hours: 9pm-7am
On call hours to change from 2 hours to 4 hours

ARTICLE 8: HOLIDAYS

Replace Section 1, 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.

Amend Section 1A Personal leave

Add the following sentence:

Effective 7/1/24, after five years of service with the City, all employees shall be entitled to personal leave in accordance with Section 2. 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 10 SICK AND BEREAVEMENT LEAVE

Amend Section 1A

Add the following sentence:

Effective 7/1/24, 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.

ARTICLE 21: EDUCATIONAL PAY

Change amount from \$1,000 to \$2,000 per year for educational courses.

Change language from “grade for the course of “C” or better” to “grade for the course of “B” or better”.

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ARTICLE 32 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

MAY 30 AM 9:00
HAWAII CITY CLERK

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: 3/4/25

Melinda E. Barrett
Melinda E. Barrett, Mayor

James Marks
James Marks, Teamsters Business Agent

APPROVED AS TO FORM

By: Katherine McNamara Feodoroff
Katherine McNamara Feodoroff
City Solicitor

IN CITY COUNCIL: June 3 2025
PLACED ON FILE for at least 10 days

Attest: Kathleen M. Dwyer City Clerk

IN CITY COUNCIL: June 17 2025

PASSED
Attest: Kathleen M. Dwyer City Clerk

APPROVED: Melinda E. Barrett Mayor

CURRENT (EES HIRED PRIOR 7/1/10)		Step 1	Step 2	Step 3	Step 4	CURRENT (EES HIRED AFTER 7/1/10)		Step 1	Step 2	Step 3	Step 4	Yr 5	
7/1/2024		102%				7/1/2024		102%					
		STEP 1	STEP 2	STEP 3	STEP 4			STEP 1	STEP 2	STEP 3	STEP 4	YR 5	
Senior Water Treatment Plant Operator	\$ 33.58	\$ 34.87	\$ 36.09	\$ 37.60	Senior Water Treatment Plant Operator	\$ 32.73	\$ 33.98	\$ 35.16	\$ 36.62	\$ 37.60			
Grade 4 Water Treatment Plant Operator	\$ 29.42	\$ 30.53	\$ 31.70	\$ 32.81	Grade 4 Water Treatment Plant Operator	\$ 28.67	\$ 29.76	\$ 30.89	\$ 31.98	\$ 32.81			
Grade 3 Water Treatment Plant Operator	\$ 28.64	\$ 29.74	\$ 30.86	\$ 31.98	Grade 3 Water Treatment Plant Operator	\$ 27.93	\$ 28.98	\$ 30.09	\$ 31.16	\$ 31.98			
Operator In Training	\$ 24.61	\$ 25.52	\$ 26.48	\$ 27.50	Operator In Training	\$ 23.99	\$ 24.89	\$ 25.81	\$ 26.81	\$ -			
Laboratory Technician In Training	\$ 25.62	\$ 26.57	\$ 27.57	\$ 28.53	Laboratory Technician In Training	\$ 24.99	\$ 25.92	\$ 26.89	\$ 27.80	\$ -			
Grade 4 Laboratory Technician	\$ 27.69	\$ 28.73	\$ 29.82	\$ 33.87	Grade 4 Laboratory Technician	\$ 28.67	\$ 29.76	\$ 30.89	\$ 31.98	\$ -			
Grade 3 Laboratory Technician	\$ 28.64	\$ 29.74	\$ 30.86	\$ 31.98	Grade 3 Laboratory Technician	\$ 27.93	\$ 28.98	\$ 30.09	\$ 31.16	\$ -			
Maintenance Mechanic	\$ 20.75	\$ 21.50	\$ 22.29	\$ 25.03	Maintenance Mechanic	\$ 20.26	\$ 21.00	\$ 21.77	\$ 24.43	\$ -			
Water/Wastewater Electrician	\$ 34.96	\$ 36.80	\$ 38.16	\$ 43.04	Water/Wastewater Electrician	\$ 33.49	\$ 35.25	\$ 36.38	\$ 37.48	\$ -			
7/1/2025													
		102%	DROP 1ST STEP/ADD NEW STEP AT END				102%	DROP 1ST STEP/ADD NEW STEP AT END				YR 5	
		STEP 1	STEP 2	STEP 3	STEP 4			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	
Senior Water Treatment Plant Operator	\$ 34.25	\$ 35.57	\$ 36.81	\$ 38.35	\$ 39.69	Senior Water Treatment Plant Operator	\$ 33.38	\$ 34.66	\$ 35.86	\$ 37.36	\$ 38.66	\$ 39.69	
Grade 4 Water Treatment Plant Operator	\$ 30.01	\$ 31.14	\$ 32.33	\$ 33.47	\$ 34.64	Grade 4 Water Treatment Plant Operator	\$ 29.25	\$ 30.35	\$ 31.51	\$ 32.61	\$ 33.47	\$ 34.64	
Grade 3 Water Treatment Plant Operator	\$ 29.22	\$ 30.33	\$ 31.48	\$ 32.61	\$ 33.76	Grade 3 Water Treatment Plant Operator	\$ 28.49	\$ 29.56	\$ 30.69	\$ 31.78	\$ 32.61	\$ 33.76	
Operator In Training	\$ 25.10	\$ 26.03	\$ 27.01	\$ 28.05	\$ 29.03	Operator In Training	\$ 24.47	\$ 25.38	\$ 26.33	\$ 27.34	\$ 28.30	\$ 29.35	
Laboratory Technician In Training	\$ 26.13	\$ 27.11	\$ 28.12	\$ 29.10	\$ 30.12	Laboratory Technician In Training	\$ 25.49	\$ 26.43	\$ 27.43	\$ 28.36	\$ 29.35	\$ 30.35	
Grade 4 Laboratory Technician	\$ 28.24	\$ 29.30	\$ 30.42	\$ 34.55	\$ 35.76	Grade 4 Laboratory Technician	\$ 29.25	\$ 30.35	\$ 31.51	\$ 32.61	\$ 33.76	\$ 34.89	
Grade 3 Laboratory Technician	\$ 29.22	\$ 30.33	\$ 31.48	\$ 32.61	\$ 33.76	Grade 3 Laboratory Technician	\$ 28.49	\$ 29.56	\$ 30.69	\$ 31.78	\$ 32.89	\$ 33.76	
Maintenance Mechanic	\$ 21.16	\$ 21.93	\$ 22.73	\$ 25.54	\$ 26.43	Maintenance Mechanic	\$ 20.66	\$ 21.42	\$ 22.20	\$ 24.92	\$ 25.79	\$ 26.66	
Water/Wastewater Electrician	\$ 35.66	\$ 37.54	\$ 38.92	\$ 43.90	\$ 45.44	Water/Wastewater Electrician	\$ 34.16	\$ 35.96	\$ 37.11	\$ 38.23	\$ 39.57	\$ 40.82	
7/1/2026													
		102%	ADD NEW STEP AT END				102%	ADD NEW STEP AT END				YR 5	
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5
Senior Water Treatment Plant Operator	\$ 36.28	\$ 37.55	\$ 39.12	\$ 40.49	\$ 41.90	Senior Water Treatment Plant Operator	\$ 35.35	\$ 36.58	\$ 38.10	\$ 39.44	\$ 40.82	\$ 41.90	
Grade 4 Water Treatment Plant Operator	\$ 31.77	\$ 32.98	\$ 34.14	\$ 35.33	\$ 36.57	Grade 4 Water Treatment Plant Operator	\$ 30.96	\$ 32.14	\$ 33.27	\$ 34.14	\$ 35.33	\$ 36.57	
Grade 3 Water Treatment Plant Operator	\$ 30.94	\$ 32.11	\$ 33.27	\$ 34.43	\$ 35.64	Grade 3 Water Treatment Plant Operator	\$ 30.15	\$ 31.30	\$ 32.42	\$ 33.27	\$ 34.43	\$ 35.64	
Operator In Training	\$ 26.55	\$ 27.55	\$ 28.61	\$ 29.61	\$ 30.65	Operator In Training	\$ 25.89	\$ 26.85	\$ 27.89	\$ 28.87	\$ 29.88	\$ 30.99	
Laboratory Technician In Training	\$ 27.65	\$ 28.69	\$ 29.68	\$ 30.72	\$ 31.79	Laboratory Technician In Training	\$ 26.96	\$ 27.98	\$ 28.93	\$ 29.94	\$ 30.99	\$ 32.04	
Grade 4 Laboratory Technician	\$ 29.89	\$ 31.03	\$ 32.24	\$ 36.48	\$ 37.75	Grade 4 Laboratory Technician	\$ 30.96	\$ 32.14	\$ 33.27	\$ 34.43	\$ 35.64	\$ 36.81	
Grade 3 Laboratory Technician	\$ 30.94	\$ 32.11	\$ 33.27	\$ 34.43	\$ 35.64	Grade 3 Laboratory Technician	\$ 30.15	\$ 31.30	\$ 32.42	\$ 33.55	\$ 34.73	\$ 35.90	
Maintenance Mechanic	\$ 22.37	\$ 23.19	\$ 26.05	\$ 26.96	\$ 27.90	Maintenance Mechanic	\$ 21.85	\$ 22.65	\$ 25.42	\$ 26.31	\$ 27.23	\$ 28.15	
Water/Wastewater Electrician	\$ 38.29	\$ 39.70	\$ 44.78	\$ 46.35	\$ 47.97	Water/Wastewater Electrician	\$ 36.68	\$ 37.85	\$ 38.99	\$ 40.36	\$ 41.77	\$ 43.24	

Classification of employee in an operator or lab technician position shall be tied to the level of certification as a Massachusetts drinking water treatment plant operator.
 No certification, grades TA, TB, 1T, 2T shall be considered the in training classification
 Grades TC and T3 shall be considered Grade 3
 Grades TD and T4 shall be considered Grade 4



**Side Letter of Agreement between
City of Haverhill and Water Purification Group, Teamsters Local
#170**

This Letter of Agreement between City of Haverhill and Water Purification Group, Teamsters Local #170 (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 the wage scale of the position of W/WW Electrician did not reflect the correct rates and shall be replaced as follows:

2% COLA	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
7/1/2024	\$ 33.07	\$ 34.78	\$ 36.50	\$ 37.78	\$ 39.24	\$ 40.79

2% COLA, DROP/ADD	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
7/1/2025	\$ 35.48	\$ 37.23	\$ 38.53	\$ 40.03	\$ 41.61	\$ 43.07

2% COLA, ADD STEP	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
7/1/2026	\$ 36.19	\$ 37.97	\$ 39.30	\$ 40.83	\$ 42.44	\$ 43.93	\$ 45.47

This corrected salary scale shall be incorporated into the final integrated agreement.

FOR CITY OF HAVERHILL



Mayor Melinda Barrett

Date: 9/29/25

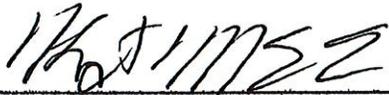
FOR THE UNION



James Marks, Business Agent

Teamsters Local #170
Date: 9/19/25

APPROVED AS TO FORM



Katherine McNamara Feodoroff

Date: 9/22/25