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Memorandum of Agreement  
Between  
THE CITY OF HAVERHILL and  
THE WATER/WASTEWATER OFFICE & TECHNICAL 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 7: WAGES – Appendix A & B**

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

Add Water/Wastewater Engineer position to scale

Add Chief Financial Administrative Assistant position to scale

Add General Foreman position to scale

**Section 3: 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

**Appendix A - Section 1: Professional Development**

Effective 7/1/2024 Increase amount to \$600 per year.

**Appendix B - Section 2: Professional Development**

Effective 7/1/2024 Increase amount to \$600 per year.

IN CITY COUNCIL: February 11 2025  
PLACED ON FILE for at least 10 days  
Attest:

Kathleen M. Wright City Clerk

IN CITY COUNCIL: February 25 2025

PASSED

Attest: Kathleen M. Wright City Clerk

APPROVED:

Michael E. B... Mayor

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**Amend Section 4. Merit Rating System to read as follows:**

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

**ARTICLE 8: HOLIDAYS**

Replace Section 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 3A 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 1<sup>st</sup> 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 18: 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

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: 2/4/25

  
Melinda E. Barrett, Mayor

  
James Marks, Teamsters Business Agent

	7/1/2024 COLA/Market Adjustment							
102.00%	step 1	step 2	step 3	step 4	step 5	step 6	step 7	
Water Maintenance Supervisor	\$ 1,895.78	\$ 1,957.40	\$ 2,019.06	\$ 2,086.75	\$ 2,154.44	\$ 2,222.13		
Treatment Plant Supervisor	\$ 1,895.78	\$ 1,957.40	\$ 2,019.06	\$ 2,086.75	\$ 2,154.44	\$ 2,222.13		
Computer Specialist	\$ 1,591.43	\$ 1,601.53	\$ 1,696.29					
Chemist	\$ 1,474.09	\$ 1,529.88	\$ 1,580.45					
Wastewater Compliance Coordinator	\$ 1,474.09	\$ 1,529.88	\$ 1,580.45					
Water Service Inspector	\$ 1,192.29	\$ 1,302.06	\$ 1,351.12					
Billing/Collector Manager	\$ 1,192.29	\$ 1,302.06	\$ 1,351.12	\$ 1,593.87				
Wastewater Facility Manager	\$ 1,895.78	\$ 1,957.40	\$ 2,019.06	\$ 2,086.75	\$ 2,154.44	\$ 2,222.13		
Collection System Supervisor	\$ 1,895.78	\$ 1,957.40	\$ 2,019.06	\$ 2,086.75	\$ 2,154.44	\$ 2,222.13		
Wastewater Chemist	\$ 1,120.41	\$ 1,241.30	\$ 1,423.82	\$ 1,474.09	\$ 1,529.88	\$ 1,580.45		
Wastewater Head Mechanic	\$ 1,241.47	\$ 1,330.56	\$ 1,360.90	\$ 1,416.95	\$ 1,472.68	\$ 1,523.26		
Executive Assistant to the Supt./Eng.	\$ 1,111.16	\$ 1,141.72	\$ 1,219.49	\$ 1,256.07	\$ 1,293.76	\$ 1,332.58		
Hired after 2010								
Water Maintenance Supervisor	\$ 1,895.78	\$ 1,957.40	\$ 2,019.06	\$ 2,086.75	\$ 2,154.44	\$ 2,222.13		
Treatment Plant Supervisor	\$ 1,895.78	\$ 1,957.40	\$ 2,019.06	\$ 2,086.75	\$ 2,154.44	\$ 2,222.13		
Computer Specialist	\$ 1,541.29	\$ 1,551.07	\$ 1,642.85					
Chemist	\$ 1,427.65	\$ 1,481.69	\$ 1,530.65					
Wastewater Compliance Coordinator	\$ 1,427.65	\$ 1,481.69	\$ 1,530.65					
Water Service Inspector	\$ 1,154.73	\$ 1,261.04	\$ 1,308.56					
Billing/Collector Manager	\$ 1,154.73	\$ 1,261.04	\$ 1,308.56					
Wastewater Facility Manager	\$ 1,895.78	\$ 1,957.40	\$ 2,019.06	\$ 2,086.75	\$ 2,154.44	\$ 2,222.13		
Collection System Supervisor	\$ 1,895.78	\$ 1,957.40	\$ 2,019.06	\$ 2,086.75	\$ 2,154.44	\$ 2,222.13		
Wastewater Chemist	\$ 1,085.12	\$ 1,202.19	\$ 1,378.96	\$ 1,427.65	\$ 1,481.69	\$ 1,530.65		
Wastewater Head Mechanic	\$ 1,202.35	\$ 1,288.64	\$ 1,318.02	\$ 1,372.30	\$ 1,426.28	\$ 1,475.26		
Executive Assistant to the Supt./Eng.	\$ 1,076.15	\$ 1,105.74	\$ 1,181.06	\$ 1,216.50	\$ 1,252.99	\$ 1,290.60		
Head Account Clerk	\$ 862.94	\$ 888.91	\$ 913.60	\$ 940.06	\$ 967.33	\$ 995.45		
Business Manager	\$ 1,272.30	\$ 1,332.32	\$ 1,392.32	\$ 1,454.21	\$ 1,510.87	\$ 1,553.71		
Asset & Information Specialist	\$ 1,135.72	\$ 1,202.52	\$ 1,269.33	\$ 1,336.15	\$ 1,402.96	\$ 1,469.76	\$ 1,536.57	
Water/Wastewater Engineer	\$ 1,895.78	\$ 1,957.40	\$ 2,019.06	\$ 2,086.75	\$ 2,154.44	\$ 2,222.13		
Chief Financial Administrative assistant	\$ 1,111.16	\$ 1,141.71	\$ 1,166.97	\$ 1,202.50	\$ 1,237.80	\$ 1,274.15		
General Foreman	\$ 34.27	\$ 35.42	\$ 36.66	\$ 37.94				

		7/1/2025 COLA/Market Adjustment						
	102.00%	step 1	step 2	step 3	step 4	step 5	step 6	step 7
Water Maintenance Supervisor	\$	1,962.71	\$ 2,026.50	\$ 2,090.34	\$ 2,160.41	\$ 2,230.49	\$ 2,300.57	
Treatment Plant Supervisor	\$	1,962.71	\$ 2,026.50	\$ 2,090.34	\$ 2,160.41	\$ 2,230.49	\$ 2,300.57	
Computer Specialist	\$	1,647.61	\$ 1,658.07	\$ 1,756.17				
Chemist	\$	1,526.13	\$ 1,583.89	\$ 1,636.24				
Wastewater Compliance Coordinator	\$	1,526.13	\$ 1,583.89	\$ 1,636.24				
Water Service Inspector	\$	1,234.38	\$ 1,348.02	\$ 1,398.82				
Billing/Collector Manager	\$	1,234.38	\$ 1,348.02	\$ 1,398.82	\$ 1,625.75			
Wastewater Facility Manager	\$	1,962.71	\$ 2,026.50	\$ 2,090.34	\$ 2,160.41	\$ 2,230.49	\$ 2,300.57	
Collection System Supervisor	\$	1,962.71	\$ 2,026.50	\$ 2,090.34	\$ 2,160.41	\$ 2,230.49	\$ 2,300.57	
Wastewater Chemist	\$	1,159.97	\$ 1,285.11	\$ 1,474.08	\$ 1,526.13	\$ 1,583.89	\$ 1,636.24	
Wastewater Head Mechanic	\$	1,285.30	\$ 1,377.53	\$ 1,408.94	\$ 1,466.97	\$ 1,524.66	\$ 1,577.03	
Executive Assistant to the Supt./Eng.	\$	1,150.39	\$ 1,182.02	\$ 1,262.54	\$ 1,300.41	\$ 1,339.43	\$ 1,379.62	
Hired after 2010								
Water Maintenance Supervisor	\$	1,962.71	\$ 2,026.50	\$ 2,090.34	\$ 2,160.41	\$ 2,230.49	\$ 2,300.57	
Treatment Plant Supervisor	\$	1,962.71	\$ 2,026.50	\$ 2,090.34	\$ 2,160.41	\$ 2,230.49	\$ 2,300.57	
Computer Specialist	\$	1,595.70	\$ 1,605.83	\$ 1,700.84				
Chemist	\$	1,478.04	\$ 1,534.00	\$ 1,584.68				
Wastewater Compliance Coordinator	\$	1,478.04	\$ 1,534.00	\$ 1,584.68				
Water Service Inspector	\$	1,195.49	\$ 1,305.55	\$ 1,354.75				
Billing/Collector Manager	\$	1,195.49	\$ 1,305.55	\$ 1,354.75				
Wastewater Facility Manager	\$	1,962.71	\$ 2,026.50	\$ 2,090.34	\$ 2,160.41	\$ 2,230.49	\$ 2,300.57	
Collection System Supervisor	\$	1,962.71	\$ 2,026.50	\$ 2,090.34	\$ 2,160.41	\$ 2,230.49	\$ 2,300.57	
Wastewater Chemist	\$	1,123.42	\$ 1,244.62	\$ 1,427.63	\$ 1,478.04	\$ 1,534.00	\$ 1,584.68	
Wastewater Head Mechanic	\$	1,244.79	\$ 1,334.13	\$ 1,364.55	\$ 1,420.74	\$ 1,476.62	\$ 1,527.34	
Executive Assistant to the Supt./Eng.	\$	1,114.14	\$ 1,144.78	\$ 1,222.76	\$ 1,259.44	\$ 1,297.22	\$ 1,336.16	
Head Account Clerk	\$	893.40	\$ 920.28	\$ 945.85	\$ 973.24	\$ 1,001.47	\$ 1,030.59	
Business Manager	\$	1,317.22	\$ 1,379.35	\$ 1,441.46	\$ 1,505.55	\$ 1,564.20	\$ 1,608.56	
Asset & Information Specialist	\$	1,175.81	\$ 1,244.97	\$ 1,314.14	\$ 1,383.31	\$ 1,452.48	\$ 1,521.64	\$ 1,590.81
Water/Wastewater Engineer	\$	1,962.71	\$ 2,026.50	\$ 2,090.34	\$ 2,160.41	\$ 2,230.49	\$ 2,300.57	
Chief Financial Administrative assistant	\$	1,150.38	\$ 1,182.01	\$ 1,208.16	\$ 1,244.95	\$ 1,281.50	\$ 1,319.13	
General Foreman	\$	35.48	\$ 36.67	\$ 37.95	\$ 39.28			

		7/1/2026 COLA/Market Adjustment						
	102.00%	step 1	step 2	step 3	step 4	step 5	step 6	step 7
Water Maintenance Supervisor	\$	2,031.99	\$ 2,098.03	\$ 2,164.12	\$ 2,236.68	\$ 2,309.23	\$ 2,381.78	
Treatment Plant Supervisor	\$	2,031.99	\$ 2,098.03	\$ 2,164.12	\$ 2,236.68	\$ 2,309.23	\$ 2,381.78	
Computer Specialist	\$	1,705.77	\$ 1,716.60	\$ 1,818.16				
Chemist	\$	1,580.00	\$ 1,639.80	\$ 1,694.00				
Wastewater Compliance Coordinator	\$	1,580.00	\$ 1,639.80	\$ 1,694.00				
Water Service Inspector	\$	1,277.96	\$ 1,395.61	\$ 1,448.20				
Billing/Collector Manager	\$	1,277.96	\$ 1,395.61	\$ 1,448.20	\$ 1,658.26			
Wastewater Facility Manager	\$	2,031.99	\$ 2,098.03	\$ 2,164.12	\$ 2,236.68	\$ 2,309.23	\$ 2,381.78	
Collection System Supervisor	\$	2,031.99	\$ 2,098.03	\$ 2,164.12	\$ 2,236.68	\$ 2,309.23	\$ 2,381.78	
Wastewater Chemist	\$	1,200.91	\$ 1,330.48	\$ 1,526.11	\$ 1,580.00	\$ 1,639.80	\$ 1,694.00	
Wastewater Head Mechanic	\$	1,330.67	\$ 1,426.16	\$ 1,458.68	\$ 1,518.75	\$ 1,578.48	\$ 1,632.70	
Executive Assistant to the Supt./Eng.	\$	1,191.00	\$ 1,223.74	\$ 1,307.10	\$ 1,346.31	\$ 1,386.71	\$ 1,428.32	
Hired after 2010								
Water Maintenance Supervisor	\$	2,031.99	\$ 2,098.03	\$ 2,164.12	\$ 2,236.68	\$ 2,309.23	\$ 2,381.78	
Treatment Plant Supervisor	\$	2,031.99	\$ 2,098.03	\$ 2,164.12	\$ 2,236.68	\$ 2,309.23	\$ 2,381.78	
Computer Specialist	\$	1,652.03	\$ 1,662.51	\$ 1,760.88				
Chemist	\$	1,530.22	\$ 1,588.15	\$ 1,640.62				
Wastewater Compliance Coordinator	\$	1,530.22	\$ 1,588.15	\$ 1,640.62				
Water Service Inspector	\$	1,237.69	\$ 1,351.64	\$ 1,402.58				
Billing/Collector Manager	\$	1,237.69	\$ 1,351.64	\$ 1,402.58				
Wastewater Facility Manager	\$	2,031.99	\$ 2,098.03	\$ 2,164.12	\$ 2,236.68	\$ 2,309.23	\$ 2,381.78	
Collection System Supervisor	\$	2,031.99	\$ 2,098.03	\$ 2,164.12	\$ 2,236.68	\$ 2,309.23	\$ 2,381.78	
Wastewater Chemist	\$	1,163.08	\$ 1,288.56	\$ 1,478.03	\$ 1,530.22	\$ 1,588.15	\$ 1,640.62	
Wastewater Head Mechanic	\$	1,288.73	\$ 1,381.23	\$ 1,412.72	\$ 1,470.89	\$ 1,528.75	\$ 1,581.25	
Executive Assistant to the Supt./Eng.	\$	1,153.47	\$ 1,185.19	\$ 1,265.92	\$ 1,303.90	\$ 1,343.02	\$ 1,383.33	
Head Account Clerk	\$	924.94	\$ 952.77	\$ 979.24	\$ 1,007.60	\$ 1,036.83	\$ 1,066.97	
Business Manager	\$	1,363.71	\$ 1,428.04	\$ 1,492.35	\$ 1,558.69	\$ 1,619.42	\$ 1,665.34	
Asset & Information Specialist	\$	1,217.32	\$ 1,288.92	\$ 1,360.53	\$ 1,432.15	\$ 1,503.75	\$ 1,575.36	\$ 1,646.96
Water/Wastewater Engineer	\$	2,031.99	\$ 2,098.03	\$ 2,164.12	\$ 2,236.68	\$ 2,309.23	\$ 2,381.78	
Chief Financial Administrative assistant	\$	1,190.99	\$ 1,223.74	\$ 1,250.81	\$ 1,288.90	\$ 1,326.74	\$ 1,365.70	
General Foreman	\$	36.73	\$ 37.96	\$ 39.29	\$ 40.67			