

Auditor

14-H

Memorandum of Agreement
Between
**THE CITY OF HAVERHILL and
THE ENGINEERING GROUP – Teamsters Local #170**

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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

Remove last paragraph starting with "Effective 7/1/19" and ending with "\$1,196.74 (weekly)".

AMEND ARTICLE 7: WAGES**Section 2. Step Raise Schedule**

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

Steps

Except for the Senior Civil Engineer/GIS Administrator position, effective 7/1/25 - remove step 1 and add new step at end of scale at 3.5% increase

Except for the Senior Civil Engineer/GIS Administrator position, effective 7/1/26 - add new step at end of scale at 3.5% increase

Senior Civil Engineer/GIS Administrator position salary scale as follows and amendment to the agreement as follows (the incumbent in the Assistant Civil Engineer position shall be placed in the Senior Civil Engineer/GIS Administrator position at Step 6):

The position of Senior Civil Engineer/GIS Administrator shall be recognized within the bargaining unit and will include the duties of a Senior Civil Engineer and GIS Administrator for which said employee will receive the salary set forth in the pay scale below. The position will be exempt and not be eligible for overtime or out-of-grade pay. The regular work schedule of the Senior Civil Engineer/GIS Administrator position will be determined.

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
7/1/2024	\$81,587.20	\$84,442.75	\$87,398.25	\$90,457.19	\$93,623.19	\$96,900.00
7/1/2025	\$84,550.45	\$87,509.71	\$90,572.55	\$93,742.59	\$97,023.58	\$100,419.41
7/1/2026	\$87,621.32	\$90,688.07	\$93,862.15	\$97,147.32	\$100,547.48	\$104,066.64

The above steps shall be in 6-month increments from date of hire and/or advancement.

4-H

Section 2A: Professional Development

Increase amount to \$700 per year. All employees who are in the bargaining unit, who are members as of January 1, shall receive \$700 per year. Payable weekly in equal installments (\$13.47/week). This amount will not be included for the purpose of calculating an overtime rate.

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

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.

Section 3A Personal leave

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 AND BEREAVEMENT LEAVE

Section 1A

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 24 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: 11/19/24

Melinda E. Barrett, Mayor



James Marks, Teamsters Business Agent

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

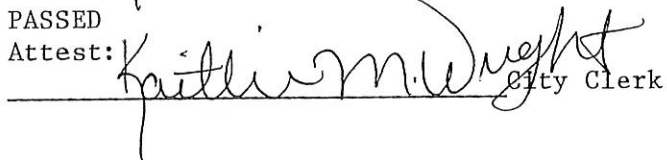
Attest:

 City Clerk

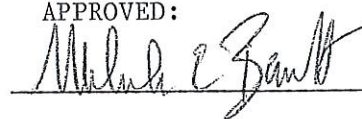
IN CITY COUNCIL: December 17 2024 -

PASSED

Attest:

 City Clerk

APPROVED:



Mayor

7/1/2024 COLA/MARKET ADJUSTMENT

	102%	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Jr. Draftsperson	\$	748.90	\$ 796.22	\$ 863.83	\$ 889.75		
Sr. Engineering Aide	\$	908.93	\$ 953.48	\$ 1,018.71	\$ 1,049.28		
Assistant Civil Engineer-Office	\$	1,489.81	\$ 1,562.81	\$ 1,669.76	\$ 1,719.85		
Senior Civil Engineer/GIS Administrator	\$	81,587.20	\$ 84,442.75	\$ 87,398.25	\$ 90,457.19	\$ 93,623.19	\$ 96,900.00

7/1/2025 drop 1st step-add step

	102%	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Jr. Draftsperson	\$	812.15	\$ 881.10	\$ 907.54	\$ 939.30		
Sr. Engineering Aide	\$	972.55	\$ 1,039.09	\$ 1,070.27	\$ 1,107.73		
Assistant Civil Engineer-Office	\$	1,594.07	\$ 1,703.16	\$ 1,754.25	\$ 1,815.65		
Senior Civil Engineer/GIS Administrator	\$	84,550.45	\$ 87,509.71	\$ 90,572.55	\$ 93,742.59	\$ 97,023.58	\$ 100,419.41

7/1/2026 add step

	102%	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Jr. Draftsperson	\$	828.39	\$ 898.73	\$ 925.69	\$ 958.09	\$ 991.62	
Sr. Engineering Aide	\$	992.00	\$ 1,059.87	\$ 1,091.68	\$ 1,129.88	\$ 1,169.43	
Assistant Civil Engineer-Office	\$	1,625.95	\$ 1,737.22	\$ 1,789.33	\$ 1,851.96	\$ 1,916.78	
Senior Civil Engineer/GIS Administrator	\$	87,621.32	\$ 90,688.07	\$ 93,862.15	\$ 97,147.32	\$ 100,547.48	\$ 104,066.64