

*Human
Resource*

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

MAY 30 4:50:00
HANCITYCLERK**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 PM
HAUG CITY CLERK

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”.

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

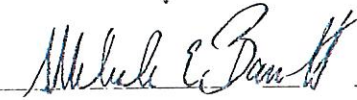
July 1, 2026 to June 30, 2027

MAY 30 AM 9:00
HAYCITYCLERK

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, Mayor

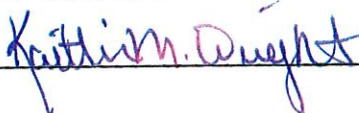

 James Marks, Teamsters Business Agent

APPROVED AS TO FORM

 By: 
 Katherine McNamara Feodoroff
 City Solicitor

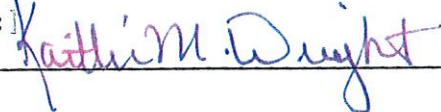
IN CITY COUNCIL: JUNE 3 2025

PLACED ON FILE for at least 10 days

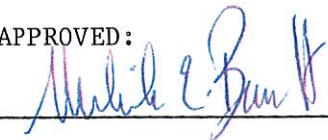
 Attest:  City Clerk

IN CITY COUNCIL: June 17 2025

PASSED

 Attest:  City Clerk

APPROVED:

 Mayor

CURRENT (EES HIRED PRIOR 7/1/10)				CURRENT (EES HIRED AFTER 7/1/10)						
7/1/2024				7/1/2024						
Step 1	Step 2	Step 3	Step 4	Step 1	Step 2	Step 3	Step 4			
102%				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				7/1/2025						
102%				102%						
DROP 1ST STEP/ADD NEW STEP AT END				DROP 1ST STEP/ADD NEW STEP AT END						
	STEP 1	STEP 2	STEP 3	STEP 4		STEP 1	STEP 2	STEP 3	STEP 4	YR 5
Senior Water Treatment Plant Operator	\$ 34.25	\$ 35.57	\$ 36.81	\$ 38.35	Senior Water Treatment Plant Operator	\$ 33.38	\$ 34.66	\$ 35.86	\$ 37.36	\$ 38.66
Grade 4 Water Treatment Plant Operator	\$ 30.01	\$ 31.14	\$ 32.33	\$ 33.47	Grade 4 Water Treatment Plant Operator	\$ 29.25	\$ 30.35	\$ 31.51	\$ 32.61	\$ 33.47
Grade 3 Water Treatment Plant Operator	\$ 29.22	\$ 30.33	\$ 31.48	\$ 32.61	Grade 3 Water Treatment Plant Operator	\$ 28.49	\$ 29.56	\$ 30.69	\$ 31.78	\$ 32.61
Operator In Training	\$ 25.10	\$ 26.03	\$ 27.01	\$ 28.05	Operator In Training	\$ 24.47	\$ 25.38	\$ 26.33	\$ 27.34	\$ 28.30
Laboratory Technician In Training	\$ 26.13	\$ 27.11	\$ 28.12	\$ 29.10	Laboratory Technician In Training	\$ 25.49	\$ 26.43	\$ 27.43	\$ 28.36	\$ 29.35
Grade 4 Laboratory Technician	\$ 28.24	\$ 29.30	\$ 30.42	\$ 34.55	Grade 4 Laboratory Technician	\$ 29.25	\$ 30.35	\$ 31.51	\$ 32.61	\$ 33.76
Grade 3 Laboratory Technician	\$ 29.22	\$ 30.33	\$ 31.48	\$ 32.61	Grade 3 Laboratory Technician	\$ 28.49	\$ 29.56	\$ 30.69	\$ 31.78	\$ 32.89
Maintenance Mechanic	\$ 21.16	\$ 21.93	\$ 22.73	\$ 25.54	Maintenance Mechanic	\$ 20.66	\$ 21.42	\$ 22.20	\$ 24.92	\$ 25.79
Water/Wastewater Electrician	\$ 35.66	\$ 37.54	\$ 38.92	\$ 43.90	Water/Wastewater Electrician	\$ 34.16	\$ 35.96	\$ 37.11	\$ 38.23	\$ 39.57
7/1/2026				7/1/2026						
102%				102%						
ADD NEW STEP AT END				ADD NEW STEP AT END						
	STEP 1	STEP 2	STEP 3	STEP 4		STEP 1	STEP 2	STEP 3	STEP 4	YR 5
Senior Water Treatment Plant Operator	\$ 36.28	\$ 37.55	\$ 39.12	\$ 40.49	Senior Water Treatment Plant Operator	\$ 35.35	\$ 36.58	\$ 38.10	\$ 39.44	\$ 40.82
Grade 4 Water Treatment Plant Operator	\$ 31.77	\$ 32.98	\$ 34.14	\$ 35.33	Grade 4 Water Treatment Plant Operator	\$ 30.96	\$ 32.14	\$ 33.27	\$ 34.14	\$ 35.33
Grade 3 Water Treatment Plant Operator	\$ 30.94	\$ 32.11	\$ 33.27	\$ 34.43	Grade 3 Water Treatment Plant Operator	\$ 30.15	\$ 31.30	\$ 32.42	\$ 33.27	\$ 34.43
Operator In Training	\$ 26.55	\$ 27.55	\$ 28.61	\$ 29.61	Operator In Training	\$ 25.89	\$ 26.85	\$ 27.89	\$ 28.87	\$ 29.88
Laboratory Technician In Training	\$ 27.65	\$ 28.69	\$ 29.68	\$ 30.72	Laboratory Technician In Training	\$ 26.96	\$ 27.98	\$ 28.93	\$ 29.94	\$ 30.99
Grade 4 Laboratory Technician	\$ 29.89	\$ 31.03	\$ 32.24	\$ 36.48	Grade 4 Laboratory Technician	\$ 30.96	\$ 32.14	\$ 33.27	\$ 34.43	\$ 35.64
Grade 3 Laboratory Technician	\$ 30.94	\$ 32.11	\$ 33.27	\$ 34.43	Grade 3 Laboratory Technician	\$ 30.15	\$ 31.30	\$ 32.42	\$ 33.55	\$ 34.73
Maintenance Mechanic	\$ 22.37	\$ 23.19	\$ 26.05	\$ 26.96	Maintenance Mechanic	\$ 21.85	\$ 22.65	\$ 25.42	\$ 26.31	\$ 27.23
Water/Wastewater Electrician	\$ 38.29	\$ 39.70	\$ 44.78	\$ 46.35	Water/Wastewater Electrician	\$ 36.68	\$ 37.85	\$ 38.99	\$ 40.36	\$ 41.77

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

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.
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MAY 30 AM 9:00
HAUGHTY/CLERK