

**Teamsters (Inspectional Services)
And
City of Haverhill
Negotiations
8/6/24
Memorandum of Agreement**

Personnel

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.

ARTICLE 7: WAGES

7/1/24	2%
7/1/25	2%
7/1/26	2%

Longevity:

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

Hazard Pay:

Increase from \$550.00 to \$900.00 per contract year

Steps:

Delete a step and add a step 2nd year of contract.
Add step 3rd year of the contract.
3.5% between steps both years

Sanitary Inspector:

After this position reaches the third step, this position will automatically bump to Sr. Sanitary Inspector.

Years:

Remove reference to years and keep as steps.

IN CITY COUNCIL: November 19 2024

PLACED ON FILE for at least 10 days

Attest:

Professional Development:

Increase of \$200.00, from \$1150.00 to \$1350.00 per year

Kaitlin M. Wright City Clerk

IN CITY COUNCIL: December 3 2024

PASSED

Attest:

Kaitlin M. Wright City Clerk

APPROVED:

Michael E. Bennett Mayor

Teamsters (Inspectional Services)
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ARTICLE 8: HOLIDAYS

Section 1.

Amend Article 8, Section 1, as follows, with addition in boldface, underlined text and deletions with strikethrough text:

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.
~~Juneteenth shall be considered a "floating" holiday. Employees shall be entitled to an additional day off without loss of pay at the discretion of the department head. Municipal offices shall remain open if Juneteenth occurs on a regular operating day. Section 2 shall not apply to the Juneteenth holiday.~~

Section 2A.

After five years of service with the City all employees shall be entitled to sick leave in accordance with Section 1.

ARTICLE 10: SICK AND BEREAVEMENT

Amend Section 1A.

After five years of service with the City all employees shall be entitled to sick leave in accordance with Section 1

ARTICLE 23: TERMINATION

3 Year term 2024-2027


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.



Melinda Barrett Mayor

9/24/24

Date



James D. Marks Business Agent

9/24/24

Date

102%								
7/1/2024	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	
Local Building Inspector	\$ 67,505.87	\$ 70,111.61	\$ 72,916.07	\$ 75,832.71	\$ 78,107.68	\$ -	\$ -	
Sr. Sanitary Inspector	\$ 1,328.64	\$ 1,366.04	\$ 1,407.02	\$ -	\$ -	\$ -	\$ -	
Sanitary Inspector	\$ 1,134.17	\$ 1,252.58	\$ 1,290.15	\$ 1,328.85	\$ -	\$ -	\$ -	
Rehab Specialist	\$ 992.02	\$ 1,021.77	\$ -	\$ -	\$ -	\$ -	\$ -	
CHC/Nurse Leader	\$ 1,321.94	\$ 1,370.82	\$ 1,419.85	\$ 1,469.03	\$ 1,518.09	\$ 1,567.09	\$ 1,616.19	

102% delete 1st step add 1 step								
7/1/2025	DELETE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Local Building Inspector	\$ 68,855.99	\$ 71,513.84	\$ 74,374.39	\$ 77,349.36	\$ 79,669.84	\$ 82,458.28	\$ -	\$ -
Sr. Sanitary Inspector	\$ 1,355.21	\$ 1,393.36	\$ 1,435.16	\$ 1,485.39	\$ -	\$ -	\$ -	\$ -
Sanitary Inspector	\$ 1,156.85	\$ 1,277.63	\$ 1,315.95	\$ 1,355.42	\$ 1,402.86	\$ -	\$ -	\$ -
Rehab Specialist	\$ 1,011.86	\$ 1,042.21	\$ 1,078.69	\$ -	\$ -	\$ -	\$ -	\$ -
CHC/Nurse Leader	\$ 1,348.38	\$ 1,398.24	\$ 1,448.25	\$ 1,498.42	\$ 1,548.45	\$ 1,598.43	\$ 1,648.51	\$ 1,706.21

102% add new step								
7/1/2026	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Local Building Inspector	\$ 72,944.12	\$ 75,861.88	\$ 78,896.35	\$ 81,263.23	\$ 84,107.45	\$ 87,051.21	\$ -	\$ -
Sr. Sanitary Inspector	\$ 1,421.22	\$ 1,463.86	\$ 1,515.10	\$ 1,568.13	\$ -	\$ -	\$ -	\$ -
Sanitary Inspector	\$ 1,303.18	\$ 1,342.27	\$ 1,382.53	\$ 1,430.92	\$ 1,481.00	\$ -	\$ -	\$ -
Rehab Specialist	\$ 1,063.05	\$ 1,100.26	\$ 1,138.77	\$ -	\$ -	\$ -	\$ -	\$ -
CHC/Nurse Leader	\$ 1,426.20	\$ 1,477.21	\$ 1,528.38	\$ 1,579.42	\$ 1,630.40	\$ 1,681.48	\$ 1,740.34	\$ 1,801.25