

Memorandum of Agreement
Between
THE CITY OF HAVERHILL and
HIGHWAY/PARK GROUP (LIUNA Local 175)

This Memorandum of Agreement sets forth the agreements of the HIGHWAY/PARK Group (the "Union") and the City of Haverhill (the "City"), for a new agreement, to supplement and supersede inconsistent terms of prior agreements in effect through June 30, 2025. The parties sign this MOA to reflect their agreements which will be integrated by the parties into the expired collective bargaining agreement.

The Agreement is subject to ratification by the membership of the Union and a funding vote by the City Council. Except as modified in this Memorandum, the terms and conditions of the old contract will be carried forward into the new contract. Unless otherwise stated, the effective date of all new language or benefits shall be following ratification and funding by the City Council. Failing such ratification, or funding, this MOA shall not be admissible in any proceeding between the parties, and both sides are free to return to their last "on-the-record" positions.

CONTRACT INTEGRATION

Upon approval, ratification and funding of the memorandum of agreement which results from these negotiations, the parties shall agree to integrate the terms thereof into the collective bargaining agreement in a timely manner within 60 days.

DURATION

July 1, 2025-June 30, 2026

July 1, 2026-June 30, 2027

July 1, 2027-June 30, 2028

COLA

Effective 7/1/2025: 2%

Effective 7/1/2026: 2%

Effective 7/1/2027: 2%

STEPS

Effective 7/1/2025, remove step 1 and add new step at end of scale at 3.5% increase.

Effective 7/1/2026, remove bottom step and add new step at end of scale at 3.5% increase

ARTICLE X SECTION 1A - Amend:

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 7/1/2025.

ARTICLE VIII SECTION 3A - Amend

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.

Note: no retro of accumulated time will be provided prior to 1/1/26.

ARTICLE VII – SECTION 7 – Amend

Increase yearly boot allowance to \$200 per year.

ARTICLE VII – SECTION 7 – Amend

Increase yearly clothing allowance to \$800 per year.

ARTICLE VII SECTION 3 – Amend to read as follows:

\$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+

ARTICLE VII – SECTION 8 – Amend

All mention of a food allowance benefit shall be removed from this contract. Insert in its place, “the city will provide meals to employees who are working 24-hour snow events.”

ARTICLE VII – SECTION 11 – Amend

Employees who operate loader/wing blade during snow events shall receive an additional \$3 per hour (total).

Employees who operate sidewalk snow blower/plow during snow events shall receive an additional \$3 per hour (total).

ARTICLE XXIII – EDUCATIONAL PAY – Add the following:

Professional licenses – training shall (when feasible) be completed during working hours. With prior approval of the DPW Director, training may be completed outside of work hours and paid in accordance with the contract.

CORE HOLIDAYS – Amend

Employees required to work on Thanksgiving & Christmas shall receive double-time for all hours worked.

ARTICLE VI – VARIOUS ITEMS – Amend/Add

Working 7 consecutive days:

Any employee who works all seven (7) days within the same workweek shall be compensated at double-time (2x) their regular straight-time rate for all hours worked on the seventh (7th) day of that workweek.

In addition, any employee who continues to work beyond seven (7) consecutive days due to a declared snowstorm, weather emergency, or other emergency event requiring continuous operations shall be compensated at double-time (2x) for all hours worked thereafter, until the emergency event has concluded.

For the purpose of this section:

- The work week shall be defined as Monday through Sunday.

- A "day worked" shall mean any calendar day within the workweek on which an employee performs four (4) or more hours of work for the City. Days on which an employee works less than four (4) hours shall not be counted as a day worked.
- Authorized paid leave, holidays, or other excused absences shall not count as a day worked for the purpose of determining eligibility for double-time under this section.
- Once the employee begins a new workweek and the emergency event has concluded, the consecutive-day count resets, and all hours worked revert to the employee's regular rate of pay.

This new language will become effective 7/1/2026. In lieu of implementation on 7/1/2025, a one-time stipend of \$750 will be paid to those employees who were employed with the city of Haverhill Highway/Park departments as of 1/1/2026.

Add

An employee working 24 continuous hours shall be paid 5 hours straight time

Add

Employees who fill in for another worker who is at higher step shall receive at least \$.50 per hour increase.

On-call Status

To provide for emergency response from April 1 through November 14, an employee shall carry a pager or cell phone and shall be on-call during all hours outside of the regular work week. The City and union shall establish an On-Call List of qualified employees, as determined by the Highway Superintendent. The On-Call List shall be posted on or before March 1 and may be updated by the Highway Superintendent as needed.

Employees on the On-Call List shall rotate the on-call status weekly and shall be compensated twelve (12) hours of pay at their base hourly pay rate for each week of on-call status. The on-call rotation shall be determined by seniority, from highest to lowest. The on-call week shall start and end on Wednesday at 3:00 P.M.

Employees unable to serve their assigned on-call duty must notify the Superintendent or designee as soon as practicable and shall be responsible for securing a qualified replacement from the On-Call List, subject to supervisory approval. If an employee is unable to serve their assigned on-call duty, on-call compensation shall be reduced by 1½ hours for each day Monday through Friday and 2½ hours each day for being unavailable on Saturday or Sunday. The total reduction shall not exceed twelve (12) hours.

The on-call employee must always be accessible by phone or pager during the designated on-call hours and able to report to work promptly after being contacted. If contact cannot be made with the on-call employee or if that employee fails to respond to a call or page within fifteen (15) minutes, he/she is ineligible for on-call and call-in pay. Failure to respond or report when called may result in disciplinary action.

When it is necessary for the on-call employee to report to work, he/she must report within thirty (30) minutes to the Highway Garage to punch in and/or out. If the call is due to an emergency situation where time is of the essence, the on-call employee may report directly to the location of the emergency.

When an on-call employee is called and it is necessary to report he/she will be paid as per the union contract for hours worked and a minimum of 4 hours. On-call employees who report will not be compensated again if another call occurs during the minimum period. Additional compensation will occur once the total response time exceeds the initial minimum pay period.

It is understood and agreed that in planning snow removal work only, the DPW Director may reschedule starting times in the best interest of the City, provided however, any employee who is required to work at any time other than his/her regular scheduled time shall be compensated at the overtime rate of pay for those hours not included in his/her regular scheduled work day and is guaranteed eight (8) hours work or pay at the applicable rate, and all time worked in excess of eight (8) hours shall be compensated for at the applicable overtime rate. Employees assigned to snow and ice operations and on overtime shall continue to receive time-and-one-half (1.5x) pay for all hours worked until the conclusion of the snow event and related clean-up, regardless of whether the hours worked fall within the employee's regular schedule. Immediately upon the completion of the snow removal work, all employees are to be restored to their regular assigned starting times and continue to perform his/her regular duties at his/her straight rate of pay.

Eliminate

Remove compensatory time accrual language from contract

Eliminate 20-minute morning break – use new language as listed:

ARTICLE VI: HOURS OF WORK AND OVERTIME

The regular work week shall be five (5) consecutive days, Monday through Friday inclusive from 7:00 A.M. to 3:00 P.M., with a forty (40) minute lunch period generally from 12pm-12:40pm. Employees may, at their option and with the approval of the Highway Superintendent, take a ten (10) minute morning coffee break and a thirty (30) minute lunch break in lieu of the standard forty (40) minute lunch period. Employees may leave the job site during their break periods but travel time to and from the job site or work area must be within the allotted break time.

Add

Probationary employees shall not be eligible for safety and training pay.

HOUSEKEEPING ITEMS

Integrated contract

Job titles – reclassified/structured to streamline salary scale

Date:

5/21/2026

Melinda E. Barrett, Mayor

Michael Gagliardi, Business Manager

APPROVED AS TO FORM

By:

KATHERINE McNAMARA FEODOROFF

Katherine McNamara Feodoroff
City Solicitor

102%	DROP STEP/ADD STEP								
7/1/2025	Step 1-DROP	Step 2	Step 3	Step 4	Step 5 -NEW	Step 6-NEW			
General Foreperson Highway	\$ 32.71	\$ 34.05	\$ 35.31	\$ 36.31	\$ 37.54	\$ 38.86			
General Foreperson Park	\$ 32.71	\$ 34.05	\$ 35.31	\$ 36.31	\$ 37.54	\$ 38.86			
Working Foreperson III (Garage)	\$ 31.21	\$ 32.55	\$ 33.85	\$ 34.81	\$ 35.99	\$ 37.25			
Working Foreperson II (Traffic)	\$ 28.88	\$ 30.20	\$ 31.52	\$ 32.40	\$ 33.50	\$ 34.67			
Working Foreperson I	\$ 28.11	\$ 29.43	\$ 30.75	\$ 31.61	\$ 32.68	\$ 33.83			
Craftsman II	\$ 26.09	\$ 27.41	\$ 28.17	\$ 29.12	\$ 30.13				
MEO III w/CDL	\$ 24.32	\$ 25.64	\$ 26.34	\$ 27.23	\$ 28.18				
MEO II w/CDL	\$ 23.56	\$ 24.85	\$ 25.53	\$ 26.39	\$ 27.31				
MEO I no cdl	\$ 22.85	\$ 24.17	\$ 24.83	\$ 25.66	\$ 26.56				
Laborer I	\$ 22.28	\$ 23.62	\$ 24.26	\$ 25.07	\$ 25.95				
102%	DROP STEP/ADD STEP								
7/1/2026	Step 1	Step 2	Step 3	Step 4	Step 5 -NEW	Step 6-NEW			
General Foreperson Highway	\$ 34.73	\$ 36.02	\$ 37.04	\$ 38.29	\$ 39.63	\$ 41.02			
General Foreperson Park	\$ 34.73	\$ 36.02	\$ 37.04	\$ 38.29	\$ 39.63	\$ 41.02			
Working Foreperson III (Garage)	\$ 33.20	\$ 34.53	\$ 35.50	\$ 36.71	\$ 37.99	\$ 39.32			
Working Foreperson II (Traffic)	\$ 30.80	\$ 32.15	\$ 33.05	\$ 34.17	\$ 35.36	\$ 36.60			
Working Foreperson I	\$ 30.02	\$ 31.37	\$ 32.24	\$ 33.34	\$ 34.50	\$ 35.71			
Craftsman II	\$ 27.95	\$ 28.73	\$ 29.70	\$ 30.74	\$ 31.81				
MEO III w/CDL	\$ 26.15	\$ 26.87	\$ 27.77	\$ 28.74	\$ 29.75				
MEO II w/CDL	\$ 25.35	\$ 26.04	\$ 26.92	\$ 27.86	\$ 28.83				
MEO I no cdl	\$ 24.65	\$ 25.32	\$ 26.17	\$ 27.09	\$ 28.04				
Laborer I	\$ 24.09	\$ 24.75	\$ 25.58	\$ 26.47	\$ 27.40				
102%	DROP STEP/ADD STEP								
7/1/2027	Step 1	Step 2	Step 3	Step 4	Step 5				
General Foreperson Highway	\$ 36.74	\$ 37.78	\$ 39.06	\$ 40.43	\$ 41.84				
General Foreperson Park	\$ 36.74	\$ 37.78	\$ 39.06	\$ 40.43	\$ 41.84				
Working Foreperson III (Garage)	\$ 35.22	\$ 36.21	\$ 37.44	\$ 38.75	\$ 40.11				
Working Foreperson II (Traffic)	\$ 32.79	\$ 33.71	\$ 34.85	\$ 36.07	\$ 37.33				
Working Foreperson I	\$ 31.99	\$ 32.89	\$ 34.00	\$ 35.19	\$ 36.42				
Craftsman II	\$ 29.30	\$ 30.29	\$ 31.35	\$ 32.45					
MEO III w/CDL	\$ 27.41	\$ 28.33	\$ 29.32	\$ 30.35					
MEO II w/CDL	\$ 26.56	\$ 27.45	\$ 28.42	\$ 29.41					
MEO I no cdl	\$ 25.83	\$ 26.70	\$ 27.63	\$ 28.60					
Laborer I	\$ 25.24	\$ 26.09	\$ 27.00	\$ 27.94					

CURRENT (7/1/24-6/30/25)	Step 1	Step 2	Step 3	Step 4	Step 5	new title	rank
General Foreperson	\$ 32.07	\$ 33.38	\$ 34.62	\$ 35.60	\$ 36.81	General Foreman Highway	1
Working Foreperson (Garage)	\$ 30.60	\$ 31.91	\$ 33.19	\$ 34.12	\$ 35.28	Working Foreperson III	2
Working Foreperson (Traffic)	\$ 28.31	\$ 29.60	\$ 30.90	\$ 31.76	\$ 32.84	Working Foreperson II	3
Working Foreperson	\$ 27.56	\$ 28.85	\$ 30.15	\$ 30.99	\$ 32.04	Working Foreperson I	4
Welder	\$ 25.58	\$ 26.87	\$ 27.61	\$ 28.54		Craftsperson II	5
ME Repairperson	\$ 25.58	\$ 26.87	\$ 27.61	\$ 28.54		Craftsperson II	5
Mason	\$ 25.58	\$ 26.87	\$ 27.61	\$ 28.54		Craftsperson II	5
MEO B&G (Front End) Loader & BG Sweeper	\$ 23.84	\$ 25.13	\$ 25.83	\$ 26.69		MEO III w/CDL	6
MEO LHS Crane Operator	\$ 23.84	\$ 25.13	\$ 25.83	\$ 26.69		MEO III w/CDL	6
PW Craftsperson	\$ 23.84	\$ 25.13	\$ 25.83	\$ 26.69		MEO III w/CDL	6
Yardperson/Dispatcher	\$ 23.10	\$ 24.36	\$ 25.03	\$ 25.87		MEO II w/CDL	7
MEO L&H (Sidewalk Plow)	\$ 23.10	\$ 24.36	\$ 25.03	\$ 25.87		MEO II w/CDL	7
PW Maintenance Person	\$ 23.10	\$ 24.36	\$ 25.03	\$ 25.87		MEO II w/CDL	7
Spray Painter	\$ 23.10	\$ 24.36	\$ 25.03	\$ 25.87		MEO II w/CDL	7
MEO Laborer	\$ 22.40	\$ 23.69	\$ 24.34	\$ 25.16		MEO I no CDL	8
Laborer	\$ 21.84	\$ 23.15	\$ 23.78	\$ 24.58		Laborer I	9
Highway/Park Maintenance Person	\$ 21.84	\$ 23.12	\$ 23.76	\$ 24.55		Laborer I	9
Stores Delivery Person/Houseworker	\$ 18.59	\$ 18.59	\$ 19.08	\$ 19.71		remove	
General Foreperson	\$ 32.07	\$ 33.38	\$ 34.62	\$ 35.60	\$ 36.81	General Foreman Park	1
Working Foreperson/Tree	\$ 27.56	\$ 28.86	\$ 29.80	\$ 30.63	\$ 31.67	Working Foreperson I	4
Working Foreperson/Park Mntce Craftsperson	\$ 27.56	\$ 28.86	\$ 30.15	\$ 30.99	\$ 32.04	Working Foreperson I	4
Park Maintenance Craftsperson (Skylift Operator)	\$ 23.84	\$ 25.14	\$ 25.83	\$ 26.70		MEO III w/CDL	6
Senior Groundswoker	\$ 23.10	\$ 24.36	\$ 25.03	\$ 25.87		MEO II w/CDL	7
MEO-LHS	\$ 23.10	\$ 24.36	\$ 25.03	\$ 25.87		MEO II w/CDL	7
MEO/Groundswoker/Laborer	\$ 22.39	\$ 23.69	\$ 24.34	\$ 25.16		MEO I no CDL	8
Groundswoker	\$ 21.84	\$ 23.15	\$ 23.79	\$ 24.58		Laborer I	9