

(16.3)

34-B

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

**Three-year contract:**

July 1, 2021 to June 30, 2022  
July 1, 2022 to June 30, 2023  
July 1, 2023 to June 30, 2024

**Wages****Amend Article VII: WAGES**

1.75% salary increase effective 7-1-2021  
2.00% salary increase effective 7-1-2022  
2.00% salary increase effective 7-1-2023

Effective 7/1/2021 job titles will be adjusted to the new titles *as listed* on the attached salary schedule. Effective 7/1/2022 add one new step for all job titles *as listed* on the attached salary scale.

Effective 7/1/2022 add a new step for licensure/certification for specific job titles as marked on the attached salary scale. As a result of the new step for licensure/certification, there will be no more out-of-grade pay for backflow device testing or surveying.

Water Department License Requirements sheet is attached and agreed to as to the requirements needed for listed job titles.

**Amend Article VII: WAGES**

Effective 7/1/2022 step raises for all positions (laborers and clerical) shall be six (6) months apart from date of hire or advancement.

**Longevity****Amend Article 7 Section 1: Longevity**

Effective 7/1/2021 longevity will be as follows:

- \$1,300.00 for 5<10 years
- \$1,350.00 for 10<15 years
- \$1,400.00 for 15<20 years
- \$1,450.00 for 20<25 years
- \$1,700.00 for 25<30 years

**Also add a new step for 30-year employees as follows:**

- \$2,500.00 for 30 years

**Clothing/professional development allowance**  
**Amend Article 7 Section 5: Clothing Allowance**

Effective 7/1/2022, amend the following:

- In paragraph 1, change amount from \$600 yearly to \$700 yearly.
- In paragraph 2, change amount from \$350 yearly to \$450 yearly.

**Holiday language**

**Amend Article 8: HOLIDAYS**

Effective upon passage add "Juneteenth holiday" to 1<sup>st</sup> paragraph of Article 8 as a paid holiday. This day shall be considered a "floating" holiday. Employees shall be entitled to an additional day off without loss of pay. An employee may take the day at the discretion of the department head and offices are to remain open at all times.

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: 3/7/23

  
 James J. Florentini, Mayor

  
 William D. Cox, Jr., City Solicitor

  
 James Marks, Teamsters Business Agent

Shop Steward (Water Department Group)

IN CITY COUNCIL: March 14 2023

TO COME BACK MARCH 28 2023

Attest:

\_\_\_\_\_  
 City Clerk

## Water Department License Requirements

Existing Title	New Title	Hoisting License	Distribution License	Backflow Testing and Inspection	Cross Connection Surveyor	Commercial Drivers License (CDL)
General Foreperson	General Foreperson	2A	D4	Required	Required	A
	Water Distribution Operator 3	2A	D4	Required	Required	A
P.W. Maintenance Craftsperson/Plumber Bkfl	Delete					
P.W. Maintenance Craftsperson/Plumber	Water Distribution Operator 2	2B	D3	Required	Required	B
Carpenter/Maintenance Person	Delete	Not Required	Not Required	Not Required	Not Required	Not Required
Water Meter Installer Laborer/Watchperson Water Meter Installer/Tester Water Meter Reader/Installer	Water Distribution Operator 1	2B	D2	Required	Required	B
New position	Water Distribution Laborer	Not Required	Not Required	Not Required	Not Required	Not Required
Meter Reader	Water Meter Technician 3	Not Required	D2	Required	Required	Not Required
Water Meter Reader/Installer/Craftsperson Water Meter Repairman/Installer	Water Meter Technician 2	Not Required	D1	Required	Required	Not Required
New position	Water Meter Technician 1	Not Required	Not Required	Not Required	Not Required	Not Required
Motor Equipment Operator B&G	Motor Equipment Operator	2A	Not Required	Not Required	Not Required	A
P.W. Maintenance Person	Delete					

- All licenses and certifications shall be Massachusetts licenses and certifications.
- Existing job titles shall be changed as shown.
- Employees performing tasks for which they are licensed shall not receive out-of-grade pay.
- Employees required to have a CDL must have the endorsements applicable to the equipment used by the City.
- Employees in the Water Distribution Laborer and Water Distribution Operator job classifications will automatically move to the next higher job classification upon obtaining the applicable licenses. There shall be a maximum of five employees between the Water Distribution Operator 2 and 3 job classifications.
- Employees in the Water Meter Technician 1 job classification will automatically move to the Water Meter Technician 2 classification upon obtaining the applicable licenses.
- The employees in the Water Distribution Operator 2 and 3 and General Foreman job classifications will assume the on-call and weekend shift responsibilities of the Craftsman-Plumber.
- The employees in the Water Distribution Operator 1, Water Distribution Laborer, and Motor Equipment Operator job classifications will assume the on-call and weekend shift responsibilities of the Laborer.

February 7, 2023