

(Note: The following Memorandum of Agreement is an "Off-the-Record" document unless and until approved and ratified by both parties. In the event either side rejects or fails to ratify the Agreement, both sides are free to return to their last "on-the-record" positions.)

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.

Increase the total available vacation hours to carry over to the next calendar year from 3 to 24 hours. Carried over hours must be used by June 30 of the following year.

In Section 2: First Step - Delete "270" days and insert "30" days.

## MOA/COH &amp; Firefighters Local #1011 – P a g e | 1

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years in the respective rank title. \*Upon promotion, must progress to the step of the new rank which pays more than the step in previous rank.

#### **LEAD OPERATOR**

##### **Article XII Section 1b. Lead Operator – add the following:**

Effective 7/1/2024 increase the differential of 3% of top step private for all hours worked to 6% of year 5 step private for all hours worked. Effective 7/1/2026, an employee working as a Lead Operator will receive a differential of 6% for all hours worked based on the appropriate step available (minimum of year 5 step).

Effective 6/30/2028 increase the differential of 6% to 9% for all hours worked based on the appropriate step available (minimum of year 5 step).

#### **LONGEVITY PAY**

##### **Article XII Section 7: Longevity Pay – replace with the following:**

Effective 7/1/2024

\$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

#### **EMT CERTIFICATE HOLDERS**

##### **Article XII Section 9: Payment for Valid EMT Certificate Holders – change the following:**

Effective 7/1/2026 change EMT-B and EMT-I stipends from flat rate of \$5,000 to \$5,250 annually and EMT-P stipend from flat rate \$6,000 to \$6,250 annually.

Effective 7/1/2027 change EMT-B and EMT-I stipends from flat rate of \$5,250 to \$5,500 annually and EMT-P stipend from flat rate of \$6,250 to \$6,500 annually.

#### **LINE OF DUTY DEATH**

##### **Article XVI Section: Line of Duty Death – change the following:**

Increase employer payment from \$50,000 to \$100,000.

#### **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.

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.

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**Committee – re drug/alcohol policy**

The parties agree to form a four-person committee to include: the union president, vice president, the Fire Chief, and the Human Resources Director to prepare an Alcohol and Drug policy to be presented to the bargaining teams at the next successor negotiations.

Date: 6-9-25

For the City:

Melinda E. Barrett  
Melinda Barrett, Mayor

For the Union:

Donald Minion  
Donald Minion, Haverhill Firefighters Local #1011

APPROVED AS TO FORM

By:

Katherine McNamara Feodoroff  
Katherine McNamara Feodoroff  
City Solicitor

IN CITY COUNCIL: June 17 2025  
PLACED ONFILE for at least 10 days

Attest:

Kaitlin M. Wright City Clerk

IN CITY COUNCIL: July 8 2025

APPROVED/PASSED

Kaitlin M. Wright City Clerk

PASSED

Attest:

Melinda E. Barrett Mayor

	7/1/2024	103.25%	2.25% COLA & 1% MA (ALL)			
FIRE		START	YEAR 1	YEAR 2	YEAR 3	YEAR 5
PRIVATE		\$1,009.53	\$1,077.28	\$1,151.43	\$1,225.71	\$1,267.08
F/P PRIVATE						\$1,267.08
MECHANIC		\$1,009.53	\$1,077.28	\$1,151.43	\$1,225.71	\$1,267.08
SIGNAL MAINTAINER		\$1,009.53	\$1,077.28	\$1,151.43	\$1,225.71	\$1,267.08
		START	6 MONTHS	YEAR 1		
LIEUTENANT		\$1,326.22	\$1,385.33	\$1,444.48		
F/P LIEUTENANT				\$1,444.48		
TRAINING/EDUCATION LIEUTENANT				\$1,444.48		
CAPTAIN		\$1,507.07	\$1,569.67	\$1,632.25		
DEPUTY CHIEF		\$1,697.54	\$1,762.82	\$1,828.12		
F/P DEPUTY CHIEF				\$1,828.12		
SR. DEPUTY CHIEF				\$1,828.12		
TRAINING/EDUCATION DEPUTY CHIEF				\$1,828.12		
F/A SUPERINTENDENT				\$1,632.25		
MASTER MECHANIC		\$1,393.79	\$1,457.16	\$1,520.52		

	7/1/2025	102.0%	102.75%	2% COLA & .75% MA (OFFICERS ONLY)		
FIRE		START	YEAR 1	YEAR 2	YEAR 3	YEAR 5
PRIVATE		\$1,029.72	\$1,098.83	\$1,174.46	\$1,250.23	\$1,292.43
F/P PRIVATE						\$1,292.43
MECHANIC		\$1,029.72	\$1,098.83	\$1,174.46	\$1,250.23	\$1,292.43
SIGNAL MAINTAINER		\$1,029.72	\$1,098.83	\$1,174.46	\$1,250.23	\$1,292.43
		START	6 MONTHS	YEAR 1		
LIEUTENANT		\$1,362.69	\$1,423.42	\$1,484.20		
F/P LIEUTENANT				\$1,484.20		
TRAINING/EDUCATION LIEUTENANT				\$1,484.20		
CAPTAIN		\$1,548.51	\$1,612.83	\$1,677.14		
DEPUTY CHIEF		\$1,744.23	\$1,811.30	\$1,878.40		
F/P DEPUTY CHIEF				\$1,878.40		
SR. DEPUTY CHIEF				\$1,878.40		
TRAINING/EDUCATION DEPUTY CHIEF				\$1,878.40		
F/A SUPERINTENDENT				\$1,677.14		
MASTER MECHANIC		\$1,432.12	\$1,497.23	\$1,562.34		

	7/1/2026	102.0%	102.75%	2% COLA & .75% MA (OFFICERS ONLY)	102.25%	
FIRE		START	YEAR 1	YEAR 2	YEAR 3	YEAR 5
PRIVATE		\$1,050.31	\$1,120.80	\$1,197.95	\$1,275.23	\$1,347.94
F/P PRIVATE						\$1,347.94
MECHANIC		\$1,050.31	\$1,120.80	\$1,197.95	\$1,275.23	\$1,347.94
SIGNAL MAINTAINER		\$1,050.31	\$1,120.80	\$1,197.95	\$1,275.23	\$1,347.94
		START	6 MONTHS	YEAR 1		YEAR 10
LIEUTENANT		\$1,400.16	\$1,462.57	\$1,525.02		\$1,559.33
F/P LIEUTENANT				\$1,525.02		\$1,559.33
TRAINING/EDUCATION LIEUTENANT				\$1,525.02		\$1,559.33
CAPTAIN		\$1,591.10	\$1,657.19	\$1,723.26		\$1,762.03
DEPUTY CHIEF		\$1,792.19	\$1,861.11	\$1,930.05		\$1,973.48
F/P DEPUTY CHIEF				\$1,930.05		\$1,973.48
SR. DEPUTY CHIEF				\$1,930.05		\$1,973.48
TRAINING/EDUCATION DEPUTY CHIEF				\$1,930.05		\$1,973.48
F/A SUPERINTENDENT				\$1,723.26		\$1,762.03
MASTER MECHANIC		\$1,471.51	\$1,538.40	\$1,605.30		\$1,641.42

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	7/1/2027	102.0%	102% 2% COLA			102.25%	102.25%
	START	YEAR 1	YEAR 2	YEAR 3	YEAR 5	YEAR 10	YEAR 20
FIRE PRIVATE	\$1,071.32	\$1,143.22	\$1,221.91	\$1,300.74	\$1,344.64	\$1,374.89	\$1,405.83
F/P PRIVATE					\$1,344.64	\$1,374.89	\$1,405.83
MECHANIC	\$1,071.32	\$1,143.22	\$1,221.91	\$1,300.74	\$1,344.64	\$1,374.89	\$1,405.83
SIGNAL MAINTAINER	\$1,071.32	\$1,143.22	\$1,221.91	\$1,300.74	\$1,344.64	\$1,374.89	\$1,405.83
	START	6 MONTHS	YEAR 1			YEAR 10	YEAR 20
LIEUTENANT	\$1,428.16	\$1,491.82	\$1,555.52			\$1,590.52	\$1,626.30
F/P LIEUTENANT			\$1,555.52			\$1,590.52	\$1,626.30
TRAINING/EDUCATION LIEUTENANT			\$1,555.52			\$1,590.52	\$1,626.30
CAPTAIN	\$1,622.92	\$1,690.33	\$1,757.72			\$1,797.27	\$1,837.71
DEPUTY CHIEF	\$1,828.04	\$1,898.33	\$1,968.65			\$2,012.95	\$2,058.24
F/P DEPUTY CHIEF			\$1,968.65			\$2,012.95	\$2,058.24
SR. DEPUTY CHIEF			\$1,968.65			\$2,012.95	\$2,058.24
TRAINING/EDUCATION DEPUTY CHIEF			\$1,968.65			\$2,012.95	\$2,058.24
F/A SUPERINTENDENT			\$1,757.72			\$1,797.27	\$1,837.71
MASTER MECHANIC	\$1,500.94	\$1,569.17	\$1,637.41			\$1,674.25	\$1,711.92

	6/30/2028	100.0%	102% 2% MA (OFFICERS ONLY)					103.00%
	START	YEAR 1	YEAR 2	YEAR 3	YEAR 5	YEAR 10	YEAR 20	YEAR 25
FIRE PRIVATE	\$1,071.32	\$1,143.22	\$1,221.91	\$1,300.74	\$1,344.64	\$1,374.89	\$1,405.83	\$1,448.00
F/P PRIVATE					\$1,344.64	\$1,374.89	\$1,405.83	\$1,448.00
MECHANIC	\$1,071.32	\$1,143.22	\$1,221.91	\$1,300.74	\$1,344.64	\$1,374.89	\$1,405.83	\$1,448.00
SIGNAL MAINTAINER	\$1,071.32	\$1,143.22	\$1,221.91	\$1,300.74	\$1,344.64	\$1,374.89	\$1,405.83	\$1,448.00
	START	6 MONTHS	YEAR 1			YEAR 10	YEAR 20	YEAR 25
LIEUTENANT	\$1,456.73	\$1,521.65	\$1,586.63			\$1,622.33	\$1,658.83	\$1,708.59
F/P LIEUTENANT			\$1,586.63			\$1,622.33	\$1,658.83	\$1,708.59
TRAINING/EDUCATION LIEUTENANT			\$1,586.63			\$1,622.33	\$1,658.83	\$1,708.59
CAPTAIN	\$1,655.38	\$1,724.14	\$1,792.88			\$1,833.22	\$1,874.46	\$1,930.70
DEPUTY CHIEF	\$1,864.60	\$1,936.30	\$2,008.03			\$2,053.21	\$2,099.41	\$2,162.39
F/P DEPUTY CHIEF			\$2,008.03			\$2,053.21	\$2,099.41	\$2,162.39
SR. DEPUTY CHIEF			\$2,008.03			\$2,053.21	\$2,099.41	\$2,162.39
TRAINING/EDUCATION DEPUTY CHIEF			\$2,008.03			\$2,053.21	\$2,099.41	\$2,162.39
F/A SUPERINTENDENT			\$1,792.88			\$1,833.22	\$1,874.46	\$1,930.70
MASTER MECHANIC	\$1,530.95	\$1,600.55	\$1,670.15			\$1,707.73	\$1,746.16	\$1,798.54

IN CITY COUNCIL: June 17 2025

PLACED ON FILE for at least 10 days

Attest: Kaitlin M. Wright City Clerk

IN CITY COUNCIL: July 8 2025

APPROVED: Kaitlin M. Wright Mayor

PASSED

Attest: Michael E. Burt City Clerk