

MEMORANDUM OF AGREEMENT BETWEEN
THE CITY OF HAVERHILL
AND
THE NEW ENGLAND POLICE BENEVOLENT ASSOCIATION LOCAL 119 (DISPATCHERS)

This proposed term sheet modifies the existing collective bargaining agreement 7/1/23 – 6/30/26 for the term of 7/1/26 – 6/30/29. All terms of the existing agreement are extended except as modified herein. Unless otherwise provided, all provisions shall become effective on the date the contract is ratified by the Union Membership and funded (or otherwise approved) by City Council.

ARTICLE 1 - BARGAINING UNIT

The City proposes to create a new bargaining unit position, Dispatch Supervisor, with the duties specified in the attached draft job description and amend the first paragraph of Article 1 as follows:

The CITY recognizes the New England PBA, Inc. ("UNION") as the exclusive bargaining agent for the purpose of collective bargaining relative to wages, hours, and other conditions of employment. The bargaining unit shall consist of all fulltime & regularly scheduled part-time dispatchers, and the Dispatch Supervisor, employed by the Employer in its police department but excluding all sworn police officers and all other employees of the Employer.

ARTICLE 11 - Shift bids

Replace paragraph with the following:

The City shall post a shift bid for all dispatchers once a year within the month of December. The shift bid shall be posted for seven (7) days. The shift bid will be based on full-time employment with the Haverhill Police Department. If shifts are changed, changes will take place on the 1st Sunday of January, unless it's the Holiday and then will be the following Sunday.

ARTICLE 12 – Overtime: Sick time – overtime shift language

Add to Article 12 the following:

Employees covered under this agreement should not be allowed to work an overtime shift if they call out sick until they complete one regular shift upon their return from sick leave. Discretion is given to the Police Chief regarding holds and order in's.

ARTICLE 13 – VACATION

The City proposals the vacation policy attached hereto (appendix B).

ARTICLE 15 – Clothing

All employees shall receive a two hundred (\$200) dollar stipend in the first regular payroll of July of each year for the purchase and cleaning of suitable clothing. All employees will be expected to wear business casual attire when reporting to duty subject to the Chief's discretion. All clothing shall be clean, neat and free from tears.

ARTICLE 16 – Sick time

Effective 7/1/26, after five years of service with the City, all employees shall be entitled to sick leave as listed in new section 1a. 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 7/1/2026.

New - Section 1a. After five years of service with the city of Haverhill, employees (full-time and permanent part-time) shall be credited with sick leave with pay not to exceed fifteen (15) working days for each year of service, at the rate of one and one-quarter (1.25) day per month, provided that said leave is caused by sickness or injury which incapacitates the employee in the performance of this or her duties. Sick leave credit for full-time and permanent part-time employees working twenty (20) hours or more shall begin on the first day of the month following employment. Full-time and permanent part-time employees who are absent without pay and/or on leave without pay for more than one (1) day in any calendar month shall not receive sick leave credit for that month unless otherwise approved by the Mayor.

ARTICLE 23 – SALARIES

2% salary increase effective 7-1-2026

2% salary increase effective 7-1-2027

2% salary increase effective 7-1-2028

Steps

Effective 7/1/26 - remove step 1 and add new step at the end of scale with a 3.5% increase.

Effective 7/1/27 - add new step at the end of scale with a 3.5% increase.

DISPATCH SUPERVISOR SALARY

Dispatcher rate Step 5 + \$10,000 annually

ARTICLE 24 – Longevity

There will be longevity payments in the first pay period of November in accordance with the following schedule:

\$1,400	5 < 10 years of service
\$1,450	10 < 15 years of service
\$1,500	15 < 20 years of service
\$1,750	20 < 25 years of service
\$2,000	25 < 30 years of service

ARTICLE 28 – Miscellaneous:

a. Personal day

Effective 12/31/2026, after five years of service with the City, all employees shall be entitled to personal leave in accordance with new section a.1. 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 1/1/27.

Add New – Section a. 1 Personal Day: Employees shall be entitled to four (4) personal days with pay in each calendar year for personal reasons. An employee must work six (6) months prior to becoming eligible to use these four (4) Personal Days. During the first six (6) months of employment, a Personal Day may be granted on an emergency basis by the Department Head. The employee must notify the Department Head or his/her designee a reasonable time in advance. The Department Head or designee shall not unreasonably withhold personal leave.

ARTICLE 31 – Rest period

Add new paragraph as follows:

Employees covered under this agreement that are held over (forced to work) a consecutive shift shall not be held or forced to work more than two (2) of their four (4) day work rotation unless mutually agreed upon. This section does not apply in emergency situations.

ARTICLE 32 – Training

Replace 2nd paragraph with the following:

Whenever an employee is required to assist in the orientation of a new employee to the Haverhill Police Department Dispatchers area, said employee shall be compensated

with four (4) hours of overtime for every one (1) eight-hour shift of training. All new employees must complete at least twelve (12) weeks of training. Such training requirements may be waived if management is able to hire a trained dispatcher or trainee demonstrates exceptional performance as determined by the Chief.

ARTICLE 37 – EFFECTIVE DATE OF AGREEMENT AND TERM:

Update section with new dates. All articles pertaining to wages shall receive retro back to July 1, 2026.

NEW ARTICLE 38 – Civilian traffic control

Civilian Traffic Control Officers monitor and control traffic through or around road construction sites. Individuals appointed to this position must go through specific training at no cost to the Union Member to obtain certification under 701 CMR 7.00. The parties agree that this article shall be implemented consistent with the existing language of the Police Patrolmen's Association as it relates to the assignment of details.

- Sworn police officers (and superior officers) shall have first preference in accordance with Article 9C of the Police Contract.
- Retired Haverhill Police Officers or reserves, in accordance with Article 9c of the Police Contract.
- Persons who are not sworn police officers but are members of Local 119 (Dispatchers) subject to the training requirements above, shall be offered the detail.

Rates to be determined by the City. The employee may not work the detail if there is an open shift or another employee is requesting the day off.

NEW ARTICLE 41 – Job Posting

When a permanent job vacancy occurs in the bargaining unit, the Department shall post a job vacancy notice for seven (7) working days. Any employees desiring to fill the posted vacancy may so indicate in writing on forms provided by the City. An employee shall have no right to consideration unless they possess all minimum licenses, education, specific skills, or experience required by the job posting. An employee may be deemed disqualified due to prior discipline. Selection shall be made first based on skills and qualifications for the position as determined by the City, provided that equally qualified applicants shall be selected in accordance with seniority as defined in Article 8. If two (2) or more candidates are equal in seniority as defined in Article 8, the City may choose the candidate to fill the vacancy. It is understood that any employee awarded a vacancy, after a reasonable period of training, must demonstrate his/her ability to satisfactorily

perform the work. If no qualified employee within the Department is selected, then the Department may post the position externally.

NEW ARTICLE 40 - Hold policy

If an employee accepts an overtime shift or they are ordered in on their day off, the employee will be placed at the bottom of the list of the seniority list in regard to being held for the following shift. If an emergency arises and that same employee is held for a double shift, they will be compensated at double the rate of pay for the hold shift.

NEW ARTICLE 39 - Accreditation

Effective July 1, 2026, an annual accreditation stipend shall be paid at the same time as the annual longevity payment, provided the department remains accredited as of July 1 each year. The union agrees to continue to cooperate with National Accreditation (CALEA), to include allowing members to be evaluated in the performance of their duties.

The accreditation stipend shall be paid in any year that the Haverhill Police Department maintains its accreditation. If the Department loses or is unable to maintain accreditation part way through a given year, the stipend will continue to be paid in that year, however, the stipend will not be paid the following year unless the Department is able to reestablish its accreditation status by July 1. Once the Department's accreditation status is reinstated, employees will again become eligible for the annual stipend and no further bargaining will be required. The accreditation stipend to be paid to employees shall be as follows:

Effective July 1, 2026	\$200.00 per year
Effective July 1, 2027	\$400.00 per year
Effective July 1, 2028	\$600.00 per year

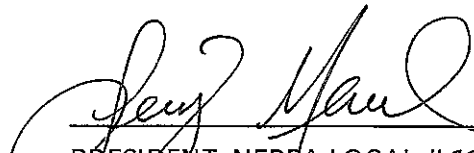
HOUSEKEEPING ITEMS

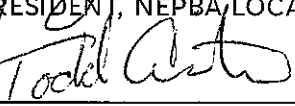
The parties agree to integrate contract to reflect the modified terms herein.

IN WITNESS WHEREOF, the Union and the City, by their authorized representatives, have set their hands to this Memorandum of Agreement on this 29th day of July, 2026.



MELINDA E. BARRETT, MAYOR



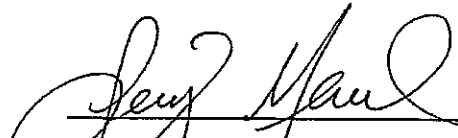
PRESIDENT, NEPBA LOCAL # 119
 V.P.

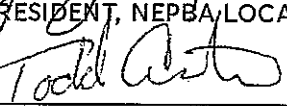
APPROVED AS TO FORM

KATHERINE MCNAMARA FEODOROFF
CITY SOLICITOR

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MELINDA E. BARRETT, MAYOR



PRESIDENT, NEPBA LOCAL # 119
 V.P.

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KATHERINE MCNAMARA FEODOROFF
CITY SOLICITOR

VACATION POLICY
Preapproved Vacation Requests

A vacation request shall consist of a minimum of four consecutive workdays (shifts) off, which can include the two workdays preceding, and the two workdays following the member's regularly scheduled days off.

Example: Requesting Tuesday and Wednesday off, regular days off being Thursday and Friday, and requesting Saturday and Sunday off, equaling a total of four consecutive workdays

Members must make the request with four (4) weeks' advance notice via the current time management program and also email the Division Commander, or his/her designee, of the entered request; vacation requests may not be submitted more than six (6) months in advance. Vacation shall be approved in accordance with the following seniority schedule:

- 0-5 years two (2) preapproved vacation requests per fiscal year
- 5-10 years three (3) preapproved vacation requests per fiscal year
- 10-21 years four (4) preapproved vacation requests per fiscal year
- 21+ four (4) preapproved vacation requests per fiscal year, plus additional ten hours per year for next four years. For the additional hours, the four workday minimum language shall not apply.

Members may continue to submit preapproved vacation requests even after use of the seniority based pre-approved vacation policy allotment above, and they may still receive pre-approval of a vacation. The above seniority schedule reflects the maximum number of guaranteed requests.

Division Commander, or his/her designee, will respond to the email acknowledging receipt of vacation request; a granted request for time off will be done in the current time management system, which provides an automatic written notification to the member. Requests for preapproved vacations will be granted on a first come, first serve basis, and by seniority when applicable. Preapproved vacations requests shall not be limited to those traveling and otherwise will not require proof of travel plans or purchases.

“Black Out” dates, as described previously by the Chief of Police, are holidays or specific dates within the calendar year where additional staffing is required to fill a special event or other function. Black Out dates considered dates where time off requests for preapproved vacation will not be considered in advance until the required number of employees has been filled for such duties or events. Time off for as the staffing needs of the department have been met. Black Out dates are as follows: July 4th, Thanksgiving Day, and Christmas Day.

In drafting the MOA and/or Integrated CBA, the parties agree to include language that clarifies that members may continue to submit preapproved vacation requests even after use of the seniority based pre-approved vacation policy allotment, and they may still receive pre-approval of a vacation. The above change reflects the maximum number of guaranteed requests.

current scale	step 1	step 2	step 3	step 4	step 5
7/1/2025	\$ 24.45	\$ 25.62	\$ 26.79	\$ 28.09	\$ 30.17
Dispatcher	\$ 978.00	\$ 1,024.80	\$ 1,071.60	\$ 1,123.60	\$ 1,206.80
	\$ 50,856.00	\$ 53,289.60	\$ 55,723.20	\$ 58,427.20	\$ 62,753.60

2% cola					
drop/add step					
	step 1	step 2	step 3	step 4	step 5
7/1/2026	\$ 26.13	\$ 27.33	\$ 28.65	\$ 30.77	\$ 31.85
Dispatcher	\$ 1,045.30	\$ 1,093.03	\$ 1,146.07	\$ 1,230.94	\$ 1,274.02
	\$ 54,355.39	\$ 56,837.66	\$ 59,595.74	\$ 64,008.67	\$ 66,248.98
new position	\$ 76,248.00				

2% cola						
add step						
	step 1	step 2	step 3	step 4	step 5	step 6
7/1/2027	\$ 26.66	\$ 27.87	\$ 29.22	\$ 31.39	\$ 32.49	\$ 33.62
Dispatcher	\$ 1,066.20	\$ 1,114.89	\$ 1,168.99	\$ 1,255.55	\$ 1,299.50	\$ 1,344.98
	\$ 55,442.50	\$ 57,974.42	\$ 60,787.66	\$ 65,288.85	\$ 67,573.96	\$ 69,939.04
new position	\$ 79,939.04					

2% cola						
	step 1	step 2	step 3	step 4	step 5	step 6
7/1/2028	\$ 27.19	\$ 28.43	\$ 29.81	\$ 32.02	\$ 33.14	\$ 34.30
Dispatcher	\$ 1,087.53	\$ 1,137.19	\$ 1,192.37	\$ 1,280.67	\$ 1,325.49	\$ 1,371.88
	\$ 56,551.35	\$ 59,133.91	\$ 62,003.41	\$ 66,594.62	\$ 68,925.43	\$ 71,337.82
new position	\$ 81,537.82					