



CITY OF AMESBURY
IN THE YEAR TWO THOUSAND TWENTY-FIVE

SPONSORED BY: Kassandra Gove **BILL No. 2025-**
Kassandra Gove, Mayor

An Order to fund the employment agreement between the City of Amesbury and the American Federation of State, County and Municipal Employees (AFSCME), Council 93, Local 939 dated July 1, 2025 to June 30, 2028.

Summary: This order will authorize a transfer and an appropriation to the DPW, Water and Sewer Salaries & Wages accounts and other expenses to adjust budgets to cover the cost of the AFSCME employment agreement.

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Account Name	Transfer To:
DPW Salaries & Wages	\$40,504
DPW Other Expenses	\$5,000
Sewer Salaries & Wages	\$29,711
Sewer Other Expenses	\$2,500
Water Salaries & Wages	\$30,689
Water Other Expenses	\$2,500
TOTAL	\$110,904
Account Name	Transfer From:
Salary Reserve	\$45,504
Sewer Salary Reserve	\$15,000
Sewer Retained Earnings	\$17,211
Water Salary Reserve	\$20,000
Water Retained Earnings	\$13,189
TOTAL	\$110,904

Pursuant to Chapter 95, Section 95-2 of the City Ordinances, the initial request for appropriations for funding of a labor contract agreement must be submitted by the Mayor as a unique measure separately from the annual operating budget and be accompanied by a copy of the contract for which funding is requested.

**MEMORANDUM OF AGREEMENT
BETWEEN THE
CITY OF AMESBURY
AND
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES,
COUNCIL 93**

OCTOBER 7, 2025

This Memorandum of Agreement (the “Agreement”) is entered into this 14TH day of October, 2025, by and between the City of Amesbury, acting by and through its Mayor, and the American Federation of State, County and Municipal Employees, Council 93, by and through its duly authorized representatives.

WHEREAS, the City of Amesbury (the “City”) and the American Federation of State, County and Municipal Employees, Council 93 (“AFSCME” or the “Union”) are parties to a collective bargaining agreement (the “CBA”);

WHEREAS, the parties’ current CBA expired on June 30, 2025;

WHEREAS, the parties have engaged in good faith negotiations and have reached a successor agreement, subject to ratification and appropriation of funds;

NOW, THEREFORE, the parties agree as follows;

1. That the existing contract remain in full force and effect except to the extent specifically amended by the parties.
2. To amend ARTICLE, I – RECOGNITION to read as follows:

All Employees who are members of said Union's Collective Bargaining Committee (not to exceed four) shall be allowed time off providing 24-hour advanced notice to their immediate supervisor for Collective Bargaining and Negotiation sessions without loss of pay or benefits during working hours and without the requirement to make up said loss of time. The Director of Public Works reserves the right to cancel any meeting in the event of a public works emergency that prevents the union team from attending.

3. To amend ARTICLE I, Section 2: TIME OFF FOR NEGOTIATIONS to read as follows:

All employees covered by this Agreement who are officers of the Union or who are members of said Union's collective bargaining team (not to exceed four (4)) shall be allowed time off for official union business, negotiations, or conference with the Mayor and/or with the Director of public Works providing 24-hour advanced notice to their immediate supervisor without loss of pay or benefits during working hours and without the requirements to make up said loss of time. The Director of Public Works reserves the right to cancel any meeting in the event of a public works emergency that prevents the union team from attending.

4. To amend ARTICLE I, Section 4: SHOP STEWARDS to read as follows:

The Union shall have the right to designate a shop steward and an alternate. The shop steward shall be permitted to leave his post without loss of pay at any reasonable time during work hours by providing 24-hour advanced notice to their immediate supervisor who will determine if it is all right to leave before the work is completed. Such absence will be only for the purpose of ascertaining the facts of a complaint or to deliver grievances to the Director of Public Works or their designated representative. Such permission will not be unreasonably withheld. The Director of Public Works reserves the right to cancel any meeting in the event of a public works emergency that prevents the union team from attending.

5. To amend ARTICLE III - HOURS OF WORK - Section 7: STANDBY

PERSONNEL by having it read:

All departments will have standby emergency on-call phones. Those employees who are designated to standby in case of emergency and thus remain available by phone during the week they serve shall be paid the additional sum of \$400.00.

6. To amend ARTICLE IV – WAGES - Section 1, Paragraph 2: WAGE

SCHEDULE by deleting the section.

7. To amend ARTICLE IV by:

- a. Effective 7/1/25, bumping all job titles in Grades C< D< E and G in the unit to the next sequential grade on the current grade matrix with all employees maintaining their current step in year 1 of this agreement;
- b. Effective 7/1/25, add 2% to base wage of Grades I, K and M;

- c. Adding a 2% COLA (all Grades) to years 2 and 3 of the agreement;
 - d. Pay an annual stipend of \$5,000 to those employees who are assigned to perform the duties of Cross Connection and Pre-Treatment Coordinator;
and
 - e. Maintain language in appendix that employees promoted to a Grade M position start at Step 5.
8. To amend ARTICLE VI, Section 13 by removing CDL licensure from the current list of licenses to be reimbursed and to add the following paragraph at the end of this section and further:
- The City agrees to pay all training costs incurred by the employee for taking Commercial Driver's License (CDL) classes with the following requirements:
- a. The employee must work at least twenty (20) hours per week and have worked a minimum of one (1) year to be eligible for this educational benefit;
 - b. CDL training must be approved by the Director;
 - c. Participation is limited to 2 employees per fiscal year;
 - d. Participants must notify the Director by January who, if eligible, will be selected on a "seniority" basis;
 - e. Participants must provide proof of completion and issued licensure.
- Employees receiving this benefit will be required to payback 100% of the city's incurred costs for this training should they leave the employ of the city within one year and 50% if they leave before 18 months.
9. To amend ARTICLE III, Section 6 by increasing the call back time from 3 hours to 4.
10. To amend ARTICLE VI, Section 4 - SICK LEAVE by adding the following sentence to the end of subsection B:

The City may request a return to full duty note from a physician for an employee who is out 3 consecutive sick days or more.

11. To amend ARTICLE VIII, Section 2. Step 4 by deleting the words “State Board of Arbitration and Conciliation” and replacing it with the words “Labor Relations Connection.”

12. To further amend ARTICLE VI, Section 4 - SICK LEAVE, Subsection D by having the union administer the sick leave bank to read as follows:

Effective July 1, 2015, employees may donate up to five (5) of their accumulated sick days per year to another Union member. Employees wishing to make such a donation shall do so by notifying the union and the city in writing in advance of such donation. The City shall make the necessary adjustments to each affected employee's sick leave balance.

13. To amend ARTICLE VI, Section 2 - VACATIONS by replacing the word “days” with the word “hours” to read:

Vacation shall be scheduled at least forty-eight (48) hours in advance.

14. To amend ARTICLE V, CONDITIONS OF EMPLOYMENT, Section 1: NEW EMPLOYEES, Subsection C by deleting this section and replacing it with the following:

The Employer shall notify the Union Steward in writing of all new hires within 3 business days of their start date, providing the employee's name, position, department, and classification (full-time, part-time, temporary).

FOR THE CITY

Kassandra Gove
Kassandra Gove, Mayor 10/28/25

FOR THE UNION

Joseph Cooper AFSCME
STAFF REP
10/15/25

James Mitchell 10/15/25
James Mitchell 10/15/25

Benjamin Brindle
Benjamin Brindle 10/15/25

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Appendix A

Effective 7/1/2025

Step Adjustment- Move C,D,E,Gup, eliminate C and add 2% to I,K,M

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
M	Chief Operator WTP/WWTP Primary Distribution Operator Facilities Superintendent Highway Superintendent	\$40.07	\$41.27	\$42.51	\$43.79	\$45.10	\$46.45	\$47.85	\$49.28
K	Crew Chief Asst Chief Operator WTP/WWTP Foreman	\$29.34	\$30.22	\$31.12	\$32.06	\$33.02	\$34.01	\$35.03	\$36.08
I	Operator I WTP/WWTP Chief Excavator Operator Journeymen Electrician / Plumber	\$27.77	\$28.60	\$29.46	\$30.34	\$31.25	\$32.19	\$33.16	\$34.15
H	Pipelayer Operator Mechanic Meter Repairman/Installer	\$26.46	\$27.25	\$28.07	\$28.91	\$29.78	\$30.67	\$31.59	\$32.54
G	Heavy Equipment Operator Operator II WTP/WWTP Bricklayer/Mason	\$24.91	\$25.66	\$26.43	\$27.22	\$28.04	\$28.88	\$29.74	\$30.64
E	Skilled Maintenance Laborer Light Equipment Operator	\$24.18	\$24.90	\$25.65	\$26.42	\$27.21	\$28.03	\$28.87	\$29.74
D	Asst. Mechanic Laborer	\$21.53	\$22.17	\$22.84	\$23.52	\$24.23	\$24.95	\$25.70	\$26.47

*** Any current bargaining unit member as of July 1, 2022, promoted to a Grade M position shall start at Step 5**

**** Effective July 1, 2022 all bargaining unit members move step to step**

Appendix D: Incentives			
		Per Pay Period	Cost Per 12/Months
Employees are eligible for one of:			
	T1 Sewer/Drinking Water License	\$20.00	\$522
	T2 Sewer/Drinking Water License	\$25.00	\$653
	T3 Sewer/Drinking Water License	\$30.00	\$783
	T4 Sewer/Drinking Water License	\$55.00	\$1,436
	T5 Sewer/Drinking Water License	\$60.00	\$1,566
	T6 Sewer/Drinking Water License	\$65.00	\$1,696.50
Employees are eligible for one of:			
	D1 Drinking Water License/Collections	\$20.00	\$522
	D2 Drinking Water License/Collections	\$25.00	\$653
	D3 Drinking Water License/Collections	\$30.00	\$783
	D4 Drinking Water License/Collections	\$55.00	\$1,436
Employees are eligible for one of:			
	2B Hoisting License	\$30.00	\$783
	2C Hoisting License	\$30.00	
	2A Hoisting License	\$40.00	\$1,044
	4G Hoisting License	\$40.00	
Employees are eligible for one of:			
	OSHA 10 hrs Cert.	\$10.00	\$261
	OSHA 30 hrs Cert.	\$20.00	\$522
	CDL	\$40.00	\$1,044
	Cross Connection Tester	\$20.00	\$522
	Surveyor License	\$20.00	\$522
	Construction Supervisor License	\$40.00	\$1,044
	Stormwater	\$25.00	\$653
	Erosion Control	\$25.00	\$653
	Playground Cert	\$25.00	\$653