

Memorandum of Agreement
Between
THE CITY OF HAVERHILL and
THE CITY HALL CLERKS 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 9: WAGES and LONGEVITY

1.75% salary increase effective 7-1-2021
2% salary increase effective 7-1-2022
2% salary increase effective 7-1-2023

Amend Article 9 Section 3: Professional Development

Effective 7/1/2021 increase the amount of the Professional Development allowance from \$12.00 per week to \$18.50 per week. This allowance shall be pro-rated for part-time employees according to hours worked.

Amend Article 9 Section 2: 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

Add new section (Section 8) to Article 9:

Any employee receiving a one-time non reoccurring payment shall be paid via direct deposit and the employee may elect not to have a retirement deduction taken out of the payment.

Holiday language

Amend Article 10: HOLIDAYS

Effective 1/1/2022 add "Juneteenth holiday" to Section 1 of Article 10 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 at the discretion of the department head. Municipal offices shall remain open if Juneteenth occurs on a regular operating day. Section 2 shall not apply to the Juneteenth holiday.

Educational Pay

Amend Article 21: Education

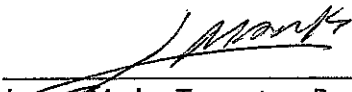
Effective 7/1/2021 the City shall increase the amount available for reimbursement for tuition from \$1,000 to \$2,000 per year.

All terms and conditions of the current CBA to remain in full force and effect. This agreement is subject to ratification by the Union and appropriation by the City Council.

Date: _____

James J. Fiorentini, Mayor

William D. Cox, Jr., City Solicitor



James Marks, Teamsters Business Agent

Shop Steward