

Memorandum of Agreement  
Between  
THE CITY OF HAVERHILL and  
THE ENGINEERING 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% salary increase effective 7-1-2022  
2% salary increase effective 7-1-2023

**Re-establishment of the Jr. Civil Engineer position**

The parties agree to continue to bargain on this issue as proposed by the union.

**Amend Article VII Section 2A: Professional Development**

Effective 7/1/2021 increase the amount of the Professional Development allowance from \$125.00 to \$250.00 per year.

**Amend Article VII Section 3: 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 7) to Article VII:**

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 VIII: HOLIDAYS**

Effective 1/1/2022 add "Juneteenth holiday" to Section 1 of Article VII 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 22: Educational Pay**

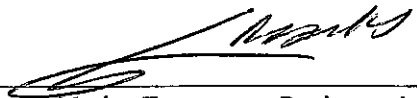
Effective 7/1/2021 the City shall increase the amount available for educational courses from \$1,000 to \$2,000 per year.

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

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William D. Cox, Jr., City Solicitor

  
\_\_\_\_\_  
James Marks, Teamsters Business Agent

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Shop Steward (Engineering Group)