

Memorandum of Agreement
Between
**THE CITY OF HAVERHILL and
THE CITIZEN CENTER GROUP – Teamsters Local #170**

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.

Amend Article 7: WAGES**Section 2: Step Raise Schedule**

- 2% salary increase effective 7-1-2024
- 2% salary increase effective 7-1-2025
- 2% salary increase effective 7-1-2026

Market Adjustment/COLA on positions based on attached wage chart

Section 3: Longevity

Update with the following:

| | |
|---------|---------------|
| \$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 |
| \$3,000 | 40 < 50 years |
| \$4,000 | 50+ years |

Update Section 11: Mileage

Update language to read as "Travel mileage reimbursement amount will be equal to the current IRS mileage reimbursement rate".

ARTICLE 8: HOLIDAYS

Replace Section 1, paragraph 1 as follows:

The following shall be recognized as paid Holidays and all employees shall be paid their regular tour of duty at straight time pay therefore: New Year's Day, Martin Luther King Day, President's Day, Patriot's Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day, irrespective of the day on which the holiday falls.

Amend Section 3A Personal leave

Add the following sentence:

After five years of service with the City, all employees shall be entitled to personal leave in accordance with Section 3. The updated personal leave accrual will occur on January 1st of the next calendar year.

ARTICLE 10 SICK AND BEREAVEMENT LEAVE**Amend Section 1A**

Add the following sentence:

After five years of service with the City, all employees shall be entitled to sick leave in accordance with Section 1. The updated sick leave accrual will adjust starting with the month after the 5-year anniversary.

ARTICLE 24 TERMINATION

Update section with the following dates (three-year contract):

July 1, 2024 to June 30, 2025

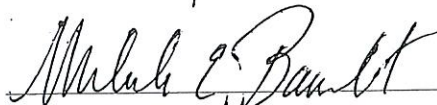
July 1, 2025 to June 30, 2026

July 1, 2026 to June 30, 2027

All articles pertaining to wages shall receive retro back to July 1, 2024.

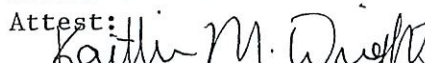
All remaining terms and conditions of the current CBA not altered as per above shall remain in full force and effect. This agreement is subject to ratification by the Union and appropriation by the City Council.

Date: 11/19/24



Melinda E. Barrett, Mayor

PLACED ON FILE for at least 10 days

Attest:  City Clerk

IN CITY COUNCIL: December 17 2024

PASSED

Attest:  City Clerk


James Marks, Teamsters Business Agent

APPROVED:

 Mayor

| | | COLA/MARKET ADJ/SCALE ADJ | | | | | | |
|----------------------------------|-----------|---------------------------|-----------|-----------|-----------|-------------|-----------|-------------|
| 7/1/2024 | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
| Program Coordinator | \$ 863.59 | \$ 889.50 | \$ 916.17 | \$ 939.75 | \$ 971.96 | \$ 1,001.09 | | |
| Principal Account Clerk | \$ 742.51 | \$ 762.91 | \$ 783.90 | \$ 805.59 | \$ 827.84 | \$ 850.74 | \$ 874.30 | \$ 895.27 |
| Office Manager | \$ 830.74 | \$ 854.15 | \$ 878.29 | \$ 903.10 | \$ 928.68 | \$ 954.92 | \$ 981.89 | \$ 1,005.56 |
| Sr. Bldg Mtnce Craft/Custodian | \$ 30.15 | \$ 30.99 | \$ 32.04 | | | | | |
| Bldg Maintenance Craft/Custodian | \$ 26.76 | \$ 27.41 | \$ 28.09 | | | | | |
| Activities/Volunteer | \$ 20.00 | \$ 20.70 | \$ 21.42 | | | | | |
| Driver | \$ 19.50 | \$ 20.18 | \$ 20.89 | | | | | |
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| | | | | | | | | |

| | | COLA/MARKET ADJ | | | | | | |
|----------------------------------|-----------|-----------------|-----------|-----------|-------------|-------------|-------------|-------------|
| 7/1/2025 | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
| Program Coordinator | \$ 894.08 | \$ 920.89 | \$ 948.51 | \$ 972.92 | \$ 1,006.27 | \$ 1,036.43 | | |
| Principal Account Clerk | \$ 778.17 | \$ 799.58 | \$ 821.70 | \$ 844.40 | \$ 867.76 | \$ 891.79 | \$ 913.18 | \$ 945.14 |
| Office Manager | \$ 871.23 | \$ 895.86 | \$ 921.16 | \$ 947.25 | \$ 974.02 | \$ 1,001.53 | \$ 1,025.67 | \$ 1,061.57 |
| Sr. Bldg Mtnc Craft/Custodian | \$ 30.75 | \$ 31.61 | \$ 32.68 | | | | | |
| Bldg Maintenance Craft/Custodian | \$ 27.71 | \$ 28.38 | \$ 29.08 | | | | | |
| Activities/Volunteer | \$ 20.40 | \$ 21.11 | \$ 21.85 | | | | | |
| Driver | \$ 19.89 | \$ 20.59 | \$ 21.31 | | | | | |
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