

14/6

Teamsters (Clerks)  
And  
City of Haverhill  
Negotiations  
8/6/24  
Memorandum of Agreement

Personnel

**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.*

**ARTICLE 9: WAGES**

7/1/24 2%

7/1/25 2%

7/1/26 2%

**Steps:**

Drop 1 step, add 1 step YR 2 @ 3.5%

Add 1 step, YR 3 @ 3.5%

Computer Operator - Add equal steps to bottom of scale.

**Longevity: Section 2**

\$1,400	5 < 10
\$1,450	10 < 15
\$1,500	15 < 20
\$1,550	20 < 25
\$1,800	25 < 30
\$2,750	30 < 40
\$3,000	40 < 50
\$4,000	50+

IN CITY COUNCIL: November 19 2024  
PLACED ON FILE for at least 10 days

Attest:

Kathleen M. Wright City Clerk

**Professional Development: Section 3**

Increase by \$200 annually from \$18.50 per week to \$22.35 per week.

IN CITY COUNCIL: December 3 2024

PASSED

Attest:

Kathleen M. Wright City Clerk

APPROVED:

Andrew E. Burt Mayor

**Teamsters (Clerks)  
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**ARTICLE 10: HOLIDAYS**

*Amend Article 10, Section 1, paragraph 1, as follows, with additions in boldface, underlined text and deletions with strikethrough text:*

Section 1. 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.

~~Juneteenth 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.~~

**ARTICLE 10, SECTION 3A, PERSONAL LEAVE**

**Amend by adding the following sentence:**

After five years of service with the City all employees shall be entitled to personal leave in accordance with Section 3.

**ARTICLE 12: SICK LEAVE**

**Article 12, Section 1A, Sick Leave**

**Amend by adding the following sentence:**

After five years of service with the City, all employees shall be entitled to sick leave in accordance with Section 1.

**ARTICLE 30: DURATION & ARTICLE 31: TERMINATION**

3-year term 2024-2027

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**MISCELLANEOUS**

Job descriptions - In the event new material duties are added to a position, Human Resources and the Department Head will review job description to ensure accuracy, amending the same as necessary.

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.



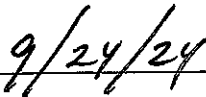
Melinda Barrett

Mayor



Jim Marks

Business Agent



Date



Date

102%

7/1/2024

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Principal Clerk	\$ 742.51	\$ 762.91	\$ 783.90	\$ 805.59	\$ 827.84	\$ 850.74	\$ 874.30	\$ 895.27
Head Clerk/Account Clerk	\$ 791.00	\$ 813.24	\$ 836.11	\$ 859.66	\$ 883.96	\$ 908.87	\$ 934.52	\$ 956.99
Office Manager/Ofc Act Clk	\$ 830.74	\$ 854.15	\$ 878.29	\$ 903.10	\$ 928.68	\$ 954.92	\$ 981.89	\$ 1,005.56
Head Admin Clerk	\$ 881.90	\$ 907.65	\$ 934.15	\$ 961.48	\$ 989.68	\$ 1,017.68	\$ 1,046.51	\$ 1,071.79
Chief Admin Clerk	\$ 928.46	\$ 955.60	\$ 983.57	\$ 1,012.41	\$ 1,042.14	\$ 1,071.68	\$ 1,102.12	\$ 1,128.78
Payroll Clerk	\$ 925.00	\$ 952.01	\$ 979.81	\$ 1,008.42	\$ 1,037.86	\$ 1,068.17	\$ 1,095.79	\$ 1,122.29

102%

del 1st add 1 step 7/1/2025

	DELETE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Principal Clerk	<del>\$ 757.36</del>	\$ 778.17	\$ 799.58	\$ 821.70	\$ 844.40	\$ 867.76	\$ 891.79	\$ 913.18	\$ 945.14
Head Clerk/Account Clerk	<del>\$ 806.82</del>	\$ 829.50	\$ 852.84	\$ 876.85	\$ 901.64	\$ 927.05	\$ 953.21	\$ 976.13	\$ 1,010.30
Office Manager/Ofc Act Clk	<del>\$ 847.35</del>	\$ 871.23	\$ 895.86	\$ 921.16	\$ 947.25	\$ 974.02	\$ 1,001.53	\$ 1,025.67	\$ 1,061.57
Head Admin Clerk	<del>\$ 899.54</del>	\$ 925.80	\$ 952.83	\$ 980.71	\$ 1,009.47	\$ 1,038.04	\$ 1,067.44	\$ 1,093.22	\$ 1,131.48
Chief Admin Clerk	<del>\$ 947.02</del>	\$ 974.71	\$ 1,003.24	\$ 1,032.66	\$ 1,062.99	\$ 1,093.12	\$ 1,124.16	\$ 1,151.36	\$ 1,191.66
Payroll Clerk	<del>\$ 943.50</del>	\$ 971.05	\$ 999.40	\$ 1,028.59	\$ 1,058.62	\$ 1,089.53	\$ 1,117.70	\$ 1,144.73	\$ 1,184.80

102%

add new step 9 7/1/2026

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Principal Clerk	\$ 793.73	\$ 815.57	\$ 838.13	\$ 861.29	\$ 885.11	\$ 909.63	\$ 931.44	\$ 964.04	\$ 997.79
Head Clerk/Account Clerk	\$ 846.09	\$ 869.89	\$ 894.39	\$ 919.67	\$ 945.59	\$ 972.28	\$ 995.66	\$ 1,030.51	\$ 1,066.57
Office Manager/Ofc Act Clk	\$ 888.66	\$ 913.77	\$ 939.58	\$ 966.20	\$ 993.50	\$ 1,021.56	\$ 1,046.18	\$ 1,082.80	\$ 1,120.70
Head Admin Clerk	\$ 944.32	\$ 971.89	\$ 1,000.33	\$ 1,029.66	\$ 1,058.80	\$ 1,088.79	\$ 1,115.09	\$ 1,154.11	\$ 1,194.51
Chief Admin Clerk	\$ 994.20	\$ 1,023.30	\$ 1,053.31	\$ 1,084.25	\$ 1,114.98	\$ 1,146.65	\$ 1,174.39	\$ 1,215.49	\$ 1,258.03
Payroll Clerk	\$ 990.47	\$ 1,019.39	\$ 1,049.16	\$ 1,079.79	\$ 1,111.32	\$ 1,140.06	\$ 1,167.63	\$ 1,208.49	\$ 1,250.79