

Memorandum of Agreement
Between
THE CITY OF HAVERHILL and
THE ANIMAL CONTROL OFFICERS/POLICE MECHANICS/POLICE CRAFTSMAN-
CUSTODIAN/BUILDING CUSTODIAN 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 7: WAGES AND PRIVATE PAID DETAILS:

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

See attached salary ordinance

It is agreed that the current employee on the Police Mechanic salary scale will remain at Step 1 of the 7/1/22 scale until his next 6-month anniversary date and will advance to the next step in accordance with the contract language. It is agreed that the current employee on the Sr. Animal Control Officer salary scale will move to step 3 of 7/1/22 scale until her next 6-month anniversary date and will advance to the next step in accordance with the contract language. It is agreed that the current employee on the Custodian salary scale will remain on step 3 of the 7/1/22 scale until her next 6-month anniversary date and will advance to the next step in accordance with the contract language.

Tool Allowance

Article 7: WAGES AND PRIVATE PAID DETAILS:

Effective 7/1/21 amend Tool Allowance section for Police Mechanic position as follows:

Increase yearly tool allowance amount from \$400 to \$600 per year.

Effective 7/1/21 amend Clothing Allowance sections (3, 4, & 5) for Police Mechanic, Building Maintenance Craftsman/Custodian and Custodian as follows:

Increase yearly clothing allowance by \$200.

Longevity

Amend Article 7 Section 6: 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

Holiday language

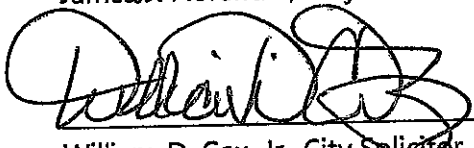
Amend Article 9: HOLIDAYS

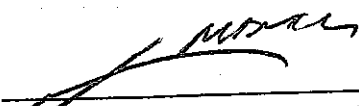
Effective 1/1/2022 add "Juneteenth holiday" to Section 1 of Article 9 as a paid holiday. This day should be considered a "floating" holiday. Employees shall be entitled to an additional day off without loss of pay. An employee may take the day at the discretion of the department head and offices are to remain open at all times.

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: _____


James J. Fiorentini, Mayor


William D. Cox, Jr., City Solicitor


James Marks, Teamsters Business Agent

Shop Steward