

Memorandum of Agreement
Between
THE CITY OF HAVERHILL and
THE HAVERHILL SUPERIOR OFFICERS GROUP

This Memorandum of Agreement sets forth the agreement of the parties for a new agreement, to supplement and supersede inconsistent terms of prior agreements in effect through June 30, 2022. This Memorandum shall not be binding until ratified by the membership of the Union and funded by City Council. Failing such ratification, or funding, the Memorandum shall not be admissible in any proceeding between the parties and both parties will be free to revert to bargaining positions prior to the negotiations which produced this agreement.

1. Duration. One three-year agreement covering the period July 1, 2022 to June 30, 2025. All language changes to be effective after funding by the City Council, unless otherwise specified or agreed. All economic terms to be effective as specified.

2. Article XIV – Holidays.

1. Add Juneteenth (June 19th) as a holiday. Employees shall receive retroactive holiday pay for June 19, 2022. This shall resolve the pending grievance regarding same.

3. Article XXII – Salaries and Longevity.

1. Wages Increases - Effective July 1, 2022 - 2%
 Effective July 1, 2023 - 2%
 Effective July 1, 2024 - 2%

2. Longevity - Increase 20 years payment from \$950 to \$1,000.

3. Accreditation Stipend - Effective July 1, 2022 an annual accreditation stipend of \$1,000 to be paid at the same time as annual longevity payment provided the Department remains accredited as of July 1st of each year. The union agrees to continue to cooperate with National Accreditation, (CALEA), to include allowing our members to be evaluated in the performance of their duties. This shall resolve the pending claim regarding impact bargaining between the parties regarding changes in the evaluation procedure requiring the members of this group to conduct performance evaluations on other subordinate employees.

4. Article XXX – Differentials.

1. Any member of the Bargaining Unit who works any hours between the hours of 4:30 p.m. and 8:30 a.m. will receive a night differential of twelve and one-quarter percent (12.25%) computed on their annual salary. Said differential to be paid weekly. An employee does not have to be regularly assigned to said shift to receive the differential.

2. Any member of the Bargaining Unit who works any hours between the hours of 8:30 a.m. and 4:30 p.m. will receive a differential of two and one-quarter percent (2.25%) computed on those hours on their annual salary. Said differential to be paid weekly. An employee does not have to be regularly assigned to said shift to receive the differential.

5. Article XXVIII -- Miscellaneous.

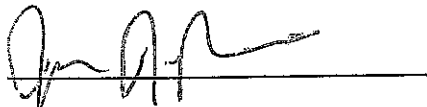
1. Effective the week following the City Council funding of this agreement increase detail rate \$2 to \$56 per hour.
2. Amend residency requirement to within 20 miles from perimeter of City effective the week following the City Council funding of this agreement.
3. Parenting Leave - Insert City's proposed language to comply with Federal/ Massachusetts Law.
4. All employees agree to accept and comply with the City's January 23, 2022 Vaccination and Testing Policy, as amended. All fully vaccinated members of this group shall receive the one-time \$500 payment pursuant to said policy.

6. Article XXIX - EDUCATIONAL INCENTIVE PAY.

1. Section F - Effective July 1, 2022 (and to be included in this year's educational payment) increase the educational stipend by \$1,000 to a total of \$11,700 for all members currently receiving the \$10,700 education stipend.
2. Section G - Effective July 1, 2022 (and to be included in this year's educational payment) officers not otherwise eligible for education incentive pay under Sections A-F of this agreement shall be eligible to receive an education incentive stipend for Quinn-qualifying criminal justice degrees or a law degree from an accredited institution as follows: Associate's Degree: \$3,700; Bachelor's Degree: \$6,200; Master's Degree: \$8,200. (Increase of \$1,000 for each)

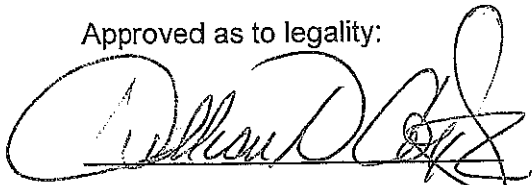
Date: October , 2022

For the City:



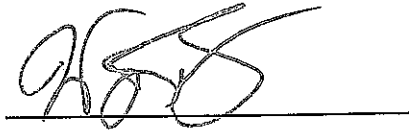
James J. Fiorentini, Mayor

Approved as to legality:

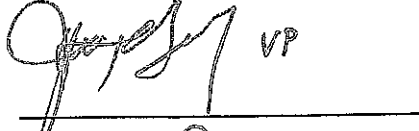


William D. Cox, Jr., City Solicitor

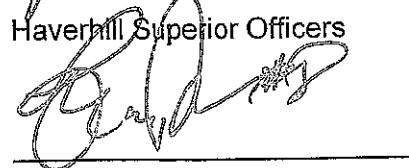
For the Union:



Haverhill Superior Officers, President



Haverhill Superior Officers



Haverhill Superior Officers

