

AGREEMENT BETWEEN

CITY OF MANCHESTER

AND

TEAMSTERS UNION LOCAL NO. 633 OF N.H.

Affiliated with the International Brotherhood of Teamsters

July 1, 2010 through June 30, 2013

(Airport Authority)

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PREAMBLE

The purpose and intent of the City of Manchester and the Union entering into this Agreement is to promote orderly and peaceful relations between the City, the Airport Authority and the organized employees in the Bargaining Unit included in the following Agreement to provide on behalf of the citizens of Manchester and the general public approved services in an effective and efficient manner.

ARTICLE I - RECOGNITION

1. DEFINITIONS:

"Department" refers to the Department of Aviation, City of Manchester.

"Management" refers to the Airport Authority and the Airport Director or his/her designee.

"Union" refers to Teamsters Union Local No. 633 of N.H.

"Regular" employee refers to a permanent employee who has completed an initial probation period and is in a budgeted permanent position.

2. EXCLUSIVE REPRESENTATION:

The Department of Aviation recognizes Teamsters Union Local No. 633 of NH, as the sole and exclusive representative of all regular employees in the Bargaining Unit, for the purpose of collective bargaining for salaries, wages, benefits and such working conditions as are covered by this Agreement and which are not excluded from negotiations under RSA 273-A:1,XI.

3. BARGAINING UNIT:

(A) The Bargaining Unit shall include all regular permanent full-time, and regular permanent part-time employees of the Department of Aviation except those excluded in the certification by the PELRB and those excluded under RSA 273-A:2.IX and RSA 273-A:8,II.

(B) The Bargaining Unit shall include Department of Aviation positions as follows: Airport Building Technicians, Airport Maintenance Workers I and II, Airport Operations and Maintenance Specialists, Equipment Mechanic II and Airport Communications/Operations Specialists.

(C) The following positions are excluded from the Bargaining Unit: Accountant II, Accounting Specialist II, Accounting Technician, Administrative Assistant II, Administration Services Manager I, Airport Building Maintenance and Structure Superintendent, Airport Director, Airport Maintenance Superintendent, Airport Operations Superintendent, Assistant Airport Directors, Assistant Airport Maintenance Superintendent, Customer Service Representative I, Equipment Maintenance Superintendent II, Financial Analyst, Inventory Specialist, LAN Administrator and Marketing/Public Relations Specialist, Airport Maintenance Supervisor(s), Airport Security Specialist.

(D) In order to be eligible for fringe benefits provided under this agreement, regular permanent part-time employees must work at least twenty (20) hours per week.

ARTICLE II - NON DISCRIMINATION

Non-Discrimination by the City:

The City and the Department covered by this Agreement agree not to discriminate in any way against employees covered by this Agreement on account of membership in the Union.

Non-Discrimination by the Union:

The Union Officers and members agree not to discriminate in any way against employees who are not members of the Union, or to bar employees from joining or remaining in the Union, except for non-payment of dues.

The City, the Departments covered by this Agreement and the Union agree not to discriminate in any way against employees covered by this Agreement on account of religion, race, creed, color, national origin, sex, age, or physical handicap, except where age or physical condition are bonafide qualifications for employment.

ARTICLE III - MAINTENANCE OF MEMBERSHIP

Each member of the bargaining unit who, on the effective date of this Agreement, is a member of the Union, and each employee who becomes a member of the bargaining unit and the Union after that date, shall continue his/her membership in the Union during the duration of this Agreement; provided, however, that an employee may at his/her discretion, and in writing, withdraw his/her membership from the Union anytime within twenty (20) calendar days prior to the anniversary date thereafter.

The Union shall post notices on departmental bulletin boards thirty (30) calendar days prior to the anniversary date of the contract notifying employees of their right to withdraw from the Union.

Any employee who is in the bargaining unit and is not a member of the Union but wishes to have the Union represent them in grievances, shall assume full financial responsibilities as to the actual costs of processing the grievances. Collection of such fees shall be the sole responsibility of the Union.

Should there be a dispute between an employee and the Union over the matter of an employee's Union membership, the Union agrees to hold the City harmless in any such dispute.

ARTICLE IV - RIGHTS OF EMPLOYEE REPRESENTATIVES

With the exception of processing and resolving grievances, negotiating contracts and discussing immediate safety hazards, the Union will not be allowed to transact any business on Department time. The Department Steward shall be allowed reasonable time for the handling of such grievances, provided such processing of grievances does not disrupt the normal operations of the Department.

The Steward shall ask the supervisor for permission to leave the job to investigate and adjust grievances, and such permission shall be granted without unreasonable delay, provided the job assignment is not of an emergency nature. It is further agreed that this provision shall be limited to periods of regular pay.

ARTICLE V - UNION DUES

Effective on the date of ratification of this Agreement, the Airport Authority agrees to authorize the deduction of Union dues from each bargaining unit member who has signed an authorization card and to remit same to Teamsters Local No. 633 of New Hampshire on a monthly basis, on or before the twentieth (20th) day of the month.

At no time will the City be required to deduct fines or assessments beyond the regular monthly dues or initiation fees. If any bargaining unit member has no check coming to him/her or if his/her check is not large enough to satisfy the dues, then no deduction will be made from that employee.

The Airport Authority shall be held harmless in any dispute arising between the union and the employee for the payment of regular monthly dues and/or initiation fees.

The City agrees to a D.R.I.V.E. check-off for bargaining unit members. Upon written authorization by the employee, the City shall deduct the amount specified by the employee on a weekly basis and shall remit same to the Granite State Teamsters' D.R.I.V.E. account. The employee shall provide written authorization in the form required by law.

ARTICLE VI - MANAGEMENT'S RIGHTS

The direction of Department operations and the determination of the methods and the means by which such operations are to be conducted shall be the function of Management. All rights and responsibilities not specifically modified by this agreement shall remain the function of Management and in accordance with the provisions of RSA 273-A:1,XI.

ARTICLE VII - NO STRIKES OR LOCKOUTS

There shall be no strikes, work stoppages, concerted interference with normal operations, job actions or lockouts during the term of this Agreement.

The Union and its members agree that violation of this Article shall subject those in violation to disciplinary action, up to and including discharge.

Should any group of employees covered by this Agreement engage in a strike or any unlawful form of job action, the Union shall disavow any such unlawful action and shall take all reasonable means to induce such employees to terminate such illegal activity forthwith.

ARTICLE VIII - CONTRACTING AND SUBCONTRACTING OUT

The City recognizes the concern of the Union in regard to contracting or subcontracting work, which results in a reduction of the work force.

If the City or the Department changes its method of operations which involves contracting out work which is now being performed by bargaining unit employees, the City and/or the Department will give notice to the Union of its intention. Furthermore, the City will make every effort to absorb affected employees into other City positions. In those cases where employees are not absorbed into other City positions, the City and/or Department will provide as much advance notice of pending layoffs as reasonably possible.

ARTICLE IX - SENIORITY

There shall be two types of seniority:

- (.) Departmental Seniority.
- (.) Classification Seniority.

Departmental seniority shall be defined as the length of time the employee has been employed within the Department and shall be based on his/her date of hire.

Lay-off and recall from layoff shall be based upon Departmental seniority.

Transfers and promotions shall be based on Departmental Seniority. However, no employee shall displace another employee in any classification based solely on Departmental seniority, unless by virtue of lay-off.

Vacation selection shall be based on Department seniority.

Shift preference shall be based on Classification seniority within each of the four (4) classifications:

- (.) Field Crew – comprised of Airport Operations and Maintenance Specialist.
- (.) Building Maintenance – comprised of Airport Building Technicians and Airport Maintenance Workers I and II.
- (.) Mechanics – comprised of Equipment Mechanics II.
- (.) Communications – comprised of Airport Communications/ Operations Specialists.

Employees who transfer or are promoted to another classification shall be placed at the bottom of the new classification seniority list and shall not be placed ahead of any employee then in the classification regardless of his/her Departmental seniority listing. New employees, hired on the same day, shall have their respective seniority determined by the drawing of lots.

Layoff Procedure:

The following shall apply to all bargaining unit employees:

- (.) The Airport Authority shall have the sole right to determine employees to be laid-off within each classification.
- (.) Probationary employees shall be laid-off first.
- (.) Non-certified employees shall be laid-off secondly.
- (.) Regular/Certified employees shall be laid off last by seniority within their classification.

When a recall to work is necessary, each employee shall be recalled within his/her classification by seniority, that is, the most senior employee shall be recalled first within each classification.

Such notice of recall shall be delivered by hand or certified mail, postage prepaid, to the last address given to the employer by the employee.

If the employee fails to respond to such notice within ten (10) calendar days after receipt of such notice, the employer may then go to the next employee, in seniority order, for notice of recall.

Employees shall remain on the recall list for a period of twenty-four (24) months after the effective date of layoff unless:

- (.) Waives recall rights.
- (.) Resigns/Retires.
- (.) Fails to accept recall.
- (.) Fails to report after accepting recall within 14 calendar days after receipt of recall notice.

ARTICLE X - PROMOTIONS AND TRANSFERS

Management reserves and shall have the right to make promotions and transfers for positions included with the Bargaining Unit primarily on the basis of qualifications, ability and the performance of duty, but shall be governed by seniority where equal qualifications, ability and performance of duty, as determined by Management, have been demonstrated.

Bargaining Unit jobs to be filled through promotion shall be posted for a period of seven (7) working days.

Management shall make a determination of the filling of such posted position no later than thirty (30) working days after the close of the posting.

After an award is made of a promotion, the name of the person promoted shall be posted for five (5) working days following said award. Employees may file a grievance within five (5) working days of the date posted, in accordance with the Grievance Procedure.

Wherever possible, promotions shall be made from the ranks of regular employees who are employed by the Manchester Airport Authority.

Employees who are absent during the entire posting period shall be automatically placed on the list for consideration for the position(s); provided, however, that such employees may, at his/her discretion, have his/her name removed from the list within five (5) work days of returning to work.

When a question as to the proper person having been chosen to fill any job arises and it cannot be resolved, it will be settled by using the Grievance Procedure.

Job posting shall include job specifications, rate of pay, job location, the shift, and also if the job is permanent with a permanent rating.

The above procedures shall be followed in all promotions, vacancies and transfers whether temporary or permanent.

ARTICLE XI - WAGE RATES

1. Effective July 1, 2010, the Salary Schedules shall be increased by one and one half percent (1.5%). (See salary schedule attached and made part of this Agreement.) NOTE: The members' work weeks are specified in Article XV.
2. Effective July 1, 2011, the Salary Schedules shall be increased by two and one half percent (2.5%).
3. Effective July 1, 2012, the Salary Schedules shall be increased by two and one half percent (2.5%).
4. Employees will receive a step increase on their anniversary date of current position. This step increase will be subject to a satisfactory performance evaluation. An incomplete evaluation will be considered a satisfactory performance evaluation. This process may be changed at any time by mutual agreement. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.
5. Outstanding performance evaluation bonus payments will cease, effective on date of ratification.
6. Employee appeals on their annual performance evaluation will be according to the process mutually agreed to by the Union and the City.
7. The longevity waiting periods for employees shall be 5-10-15-20-15-30-35-40 and 45 years of service. An increase of three-percent (3%) will take effect on the employee's anniversary date of employment.

8. Employees being promoted from one grade to a higher grade shall be placed on the lowest step of the new grade, which will provide for a minimum of a ten-percent (10%) increase in salary.

9. Effective July 1, 2000, employees who have attained the requirements for the achievement grade (A-Step) associated with their positions will be placed on the corresponding step on the achievement grade in accordance with mutually agreed provisions which shall be attached as a sidebar letter.

ARTICLE XII - SHIFT DIFFERENTIAL

Effective on the date of ratification, the shift differential for employees at the Manchester Airport Authority shall be eight percent (8.0%).

Further, effective on the date of ratification, employees who are assigned to the day shift shall receive the shift differential for all additional hours worked, whenever they work four (4) hours or more, before or after, but not during their normal day shift hours.

ARTICLE XIII - DISCIPLINARY ACTION

The right of Management to discharge, suspend, or otherwise discipline in a fair and impartial manner is hereby acknowledged.

Written notice of an intent to discipline an employee shall be given to the employee and the Steward within five (5) working days after Management has knowledge of the alleged infraction.

The normal progression of discipline shall be:

- (.) Verbal warning.
- (.) Written warning.
- (.) Suspension.
- (.) Discharge.

Disciplinary action involving serious offenses need not proceed through the normal progression as listed above.

All disciplinary action taken against an employee, shall, upon request of the Union, be subject to the Grievance Procedure.

With the exception of sick leave use warnings (Art. XXX), verbal warnings/reprimands and written warnings/reprimands shall be removed from the employee's personnel file twenty-four (24) months after the date of the warning/reprimand, provided there are no similar infractions committed in the intervening period. Letters of suspension shall remain in the employee's permanent record.

ARTICLE XIV - GRIEVANCE PROCEDURE

Definitions:

A grievance is defined as a claim or dispute arising out of the application or interpretation of this agreement, under express provisions of this Agreement, and shall be processed in the following manner:

The Union and Management must resort to the use of the Grievance Procedure established herein; provided, however, that this shall not be construed as requiring the Union Steward to process a grievance which he/she considers to have insufficient or no merit.

Procedure:

A. Step I - Informal Level

Prior to the institution of any formal grievance, an employee must attempt to resolve the matter with his/her supervisor. Any adjustment reached at this informal level without the presence of a designated representative of the Union, shall not establish a precedent on either party.

B. Step II - Formal Grievance

Absent resolution at the informal Step I level, the grievant, with the assistance of his/her Shop Steward, must place the grievance in writing within five (5) working days of the occurrence giving rise to the grievance. Such grievance must be filed with the Airport Director or his/her designee, in detail, on grievance forms provided by the Union. Upon receipt of said grievance by the Airport Director or his/her designee, a meeting shall be called within five (5) working days between the grievant, the Shop Steward, the Airport Director and his/her designee and the Union Representative of Teamsters Local No. 633.

Subsequent to the above-mentioned meeting, the Airport Director or his/her designee must respond, in writing, as to the disposition of the grievance, within five (5) working days. Such response shall be given to the Shop Steward and copied to the Local Union.

If the resolution of the grievance is not reached by the parties, a pre-arbitration meeting shall be scheduled within five (5) days of receipt of the Step II response, by mutual agreement of the parties. The purpose of the meeting is to determine if the grievance can be resolved without arbitration.

C. Step III - Pre-Arbitration

The pre-arbitration panel shall consist of the City's Chief Negotiator, the Airport Director and/or his/her designee, the Union's Business Officer and/or his designee, the Shop Steward, and the grievant. A written response to the Union relative to the

disposition of the grievance heard at pre-arbitration shall be rendered five (5) working days from the date of such pre-arbitration meeting. Failure to reach resolution at pre-arbitration shall, upon request of either party, allow for the grievance to proceed to arbitration. Either party may submit a written demand for arbitration, with a copy to the other party, to a mutually agreed - upon neutral dispute resolution agency under its

rules or failing agreement, to the American Arbitration Association.

D. Step IV - Arbitration

The Arbitrator shall schedule the arbitration hearing at a time and place mutually agreeable to the parties. The Arbitrator shall have no authority to hold a hearing on more than one grievance at any hearing unless the parties mutually agree to the submission of multiple grievances to one arbitrator.

The Arbitrator shall not have the power to alter, add to, or subtract from the terms of the Agreement. The Arbitrator shall have the flexibility to fashion a remedy to fit the violation, but his/her decision shall not go beyond what is necessary for the interpretation and application of the express provisions of the Agreement. The Arbitrator shall not substitute his/her judgment for that of the parties in the exercise of rights granted or retained under this Agreement. The Arbitrator shall have no authority to render a decision which required the payment of retroactive wages or adjustments which extend prior to the date of the occurrence giving rise to the grievance. The decision of the Arbitrator shall be final and binding upon the parties as to the matter in dispute.

The party submitting a grievance to arbitration shall pay the total administration fee for the processing of such grievance. Each party shall make arrangements to pay the expenses of witnesses who are called by them. The expenses of the arbitrator shall be shared equally by the parties. The parties agree that the party who requests a postponement of any arbitration hearing shall be obligated to pay any related postponement costs or fees.

E. Miscellaneous

Failure of the grievant and/or the Union to abide by the time limits set forth in this Article shall result in the grievance being dismissed without action being taken with respect to such grievance.

Failure at any level of the grievance procedure of "management" to render a decision within the specified time limits shall permit the grievance to proceed to the next level.

It is agreed that the time limits above may be extended by mutual, written agreement between the Airport Director and/or his/her designee and the Shop Steward and/or Local Union Representative.

The Airport Director and/or his/her designee may initiate a grievance against any bargaining unit member or the Union under the terms of this Article, by specifying to the Union, in writing, the specific name(s), date(s), alleged violation(s) or misapplication(s) and the provision(s) of this Agreement involved. Such a grievance shall be commenced at Step III. If such a grievance is not filed within ten (10) working days of the date(s) of the alleged violation(s) or misapplication(s), then the grievance will be considered waived.

ARTICLE XV - WORKDAY/WORKWEEK

The normal workweek shall run in five consecutive days, Sunday through Saturday, with two consecutive days off.

There shall be three shifts on the Airfield in each normal workday:

- a. Day Shift (1st Shift) 7:30 AM to 4:00 PM with a one-half (1/2) hour unpaid lunch.
- b. Evening Shift (2nd Shift) 3:30 PM to 12:00 midnight with a one - half (1/2) hour unpaid lunch.
- c. Night Shift (3rd Shift) 11:30 PM to 8:00 AM with a one-half (1/2) hour unpaid lunch.

The normal Building Maintenance Employee schedule shall be as follows:

BUILDING	----	----	06:30	06:30	06:30	06:30	06:30
TECH	----	----	15:00	15:00	15:00	15:00	15:00
BUILDING	09:30	09:30	09:30	09:30	09:30	----	----
TECH	18:00	18:00	18:00	18:00	18:00	----	----
MAINT 1	----	04:00	04:00	04:00	04:00	04:00	----
#1	----	12:30	12:30	12:30	12:30	12:30	----
MAINT 1	----	12:00	12:00	12:00	12:00	12:00	----
#2	----	20:30	20:30	20:30	20:30	20:30	----
MAINT 1	07:30	07:30	07:30	07:30	07:30	----	----
#3	16:00	16:00	16:00	16:00	16:00	----	----

MAINT 1	----	----	07:30	07:30	07:30	07:30	07:30
#4	----	----	16:00	16:00	16:00	16:00	16:00

MAINT 2	----	09:30	09:30	09:30	09:30	09:30	----
	----	18:00	18:00	18:00	18:00	18:00	----

Dispatcher Schedule: Eight (8) hour shifts:

First Shift: *Midnight to 8:00 a.m.*
Sunday through Thursday
Tuesday through Saturday

Second Shift: *8:00 a.m. to 4:00 p.m.*
Sunday through Thursday
Tuesday through Saturday

Third Shift: *4:00 p.m. to Midnight*
Sunday through Thursday
Tuesday through Saturday

BREAK PERIODS

The present practice with respect to break periods at the Manchester Airport Authority shall be continued. That is, each employee shall be entitled to two (2) fifteen (15) minute break periods within the eight (8) hour shift.

LUNCH PERIODS

With the exception of dispatchers, employees shall receive a one-half hour unpaid lunch and two (2) fifteen (15) minute paid breaks in the regular workday.

In the event the employees are unable to receive their one-half hour lunch period or two (2) fifteen (15) minute breaks due to snow emergencies, or other emergencies such as breakdown of equipment, power failures, or Acts of God, such lunch period shall be considered as time worked and, as such, shall be compensated at the appropriate rate.

WORK BEYOND REGULAR SHIFT

When an employee is required to work beyond his regular shift, he shall be entitled to one (1) fifteen (15) minute paid break, subject to the operational needs of the airport.

Those employees required to work four (4) hours beyond the completion of their regular shift shall be entitled to a one half (1/2) hour paid lunch period at the completion of four (4) hours overtime, subject to the operational needs of the airport.

Those employees who work in excess of twelve (12) hours shall be entitled to a second fifteen (15) minute paid break at the completion of fourteen (14) consecutive hours, subject to the operational needs of the airport.

Those employees who work in excess of sixteen (16) consecutive hours shall receive an additional one half (1/2) hour paid lunch, subject to the operational needs of the airport.

Dispatchers who are required to work beyond the end of their eight (8) hour shifts shall receive an additional fifteen (15) minute paid a break, at the completion of each two (2) hours of overtime provided the dispatcher is required to continue to work beyond the two (2) hour period of scheduled or assigned overtime.

Any employee who does not receive his paid breaks or lunch periods as a result of the operational needs of the airport shall be compensated for same at the applicable rate of pay, in addition to his hours worked.

The schedules for land-side employees shall be five (5) consecutive days on the shift they bid for. Such schedule shall remain unchanged subsequent to semi-annual shift bidding unless the Union receives a two (2) week written notice to the intent to change the shift start times. The two (2) week notice may be waived in cases of emergencies or special projects of an unforeseen nature in which case the Union will be notified as soon as possible.

ARTICLE XVI - SHIFT PREFERENCE

Shift preference shall be applicable to all regular/certified employees, and shall be bid semi-annually by seniority within each classification, in April and November of each year.

New employees hired by the City may be assigned to any shift for their certification period but shall not be assigned to the shift for a period of more than nine (9) months for certification purpose, unless agreeable to by both Management and the Union.

Upon certification, all new employees shall be assigned to either the evening shift or the night shift in their respective classifications, if more senior employees desire the day shift.

Shift complements shall be determined by Management.

ARTICLE XVII - OVERTIME

All hours worked in excess of eight (8) hours per day shall be paid at the rate of time and one-half.

All hours worked in excess of forty (40) hours per week shall be paid at the rate of time and one-half.

Employees shall be paid double time for all hours worked in excess of sixteen (16) consecutive hours as the result of snow or other emergencies as determined by the Airport Director.

When the employee is relieved from duty during emergencies prior to the completion of his/her regular shift, the employee shall be compensated at one and one-half times his/her regular rate upon recall to work in advance of his next regular shift.

Paid holidays and sick days taken during the workweek shall not count in the computation of the determination of the forty-hour-week.

Any person who has left their place of employment and is recalled to work prior to the next normal shift will be paid for a minimum of three (3) hours at the rate of time and one-half; provided, further, that an employee who is called back for overtime or emergency work and who completes the required task and returns to his/her residence within the three (3) hour minimum guarantee may be called back for additional emergency or overtime without an additional three (3) hours minimum work guarantee. It is the purpose and intent of this section to assure an employee of at least three (3) hours of pay at over-time rates for the inconvenience of being called back to work between the normal shifts, but not to be separately paid for several callbacks within the three (3) hour minimum guarantee period.

Any employee who is called in immediately prior to the start of his/her normal shift shall receive such time at the overtime rate, but is excluded from the three (3) hour minimum guarantee outlined in the previous subsection of this section.

Management may schedule employees to start their next day's shift at a time earlier than the regular time without extra compensation under the call-back provision of this section, provided such change in schedule is made prior to the completion of the shift the preceding day.

No temporary or seasonal employees shall be assigned to overtime work normally performed by regular employees until all regular employees, in the classification which customarily performs the work have had the opportunity for such assignment.

Overtime work which is scheduled in advance or which requires employees to be called in for unscheduled work shall be assigned first, on a rotating basis, among all qualified employees, by seniority, within the classification.

If the required overtime demands an additional number of employees be assigned then such assignment shall be made by seniority amongst the qualified employees within the classification.

If Management is unable to staff due to lack of qualified volunteers within a classification, then the least senior qualified employee within that classification shall be required to work, unless he has a valid excuse, acceptable to the employer, in which case the next least senior qualified employee shall be required to work.

Overtime work required beyond the employee's regular shift shall first be offered to the employee/employees then performing the specific function giving rise to the need for such overtime. Should the employee/employees performing the job decline the overtime it shall be offered to the most senior qualified employee/employees within the classification on that shift. If no qualified employee on that shift will accept the overtime then the least senior qualified employee on that shift shall be required to work, unless he has a valid excuse acceptable to the employer, in which case the next least senior qualified employee shall be required to work.

Management shall give as much advance notice as possible in the notification of scheduled overtime.

ARTICLE XVIII - EMERGENCY WORK

The responsibility of employees to make themselves available during periods of emergency is hereby recognized.

When an employee responds to an emergency situation and, as a result of hours worked and/or physical exhaustion, such employee is relieved from working his/her normal work schedule, and said employee is subsequently scheduled to work on his/her normal day off, such work shall be paid for at the applicable overtime rate.

If an employee is called in to work due to an emergency situation, while on vacation, such employee shall be compensated at the rate of time and one-half for all hours worked. Employees who are on vacation and are unavailable or cannot be contacted by the Employer shall not be disciplined for failure to respond to an emergency.

Deliberate refusal to respond to such emergency situations without justification may result in disciplinary action.

If an employee responds to the emergency situation while on vacation, he/she shall receive an equal amount of days or days worked, while on vacation at a subsequent date, mutually agreeable to the employee and Management. (Such time shall be unpaid.)

Such "Comp-Time" shall be taken within the same calendar year in which the emergency condition occurred.

ARTICLE XIX - PLUS RATES

In any case when an employee is qualified for and is temporarily required to serve regularly in and accept the responsibility for work in a higher class of position, such employee shall receive the entrance rate of that class or one rate step above his present rate, whichever is higher, while so assigned, subject to the approval of the personnel director or personnel committee. Such temporary assignment to a higher class of positions, to qualify for the higher rate of pay, shall be regular and continuous in character for at least one workday. An employee may be temporarily assigned to the work of any position of the same or lower class grade without change in pay. In

those cases when an hourly rated employee is assigned to temporarily serve in a higher level salaried position then such hourly rated employees shall be granted a plus rate in accordance with this section if the assignment is for one full work day or longer.

ARTICLE XX - HOSPITAL/MEDICAL COVERAGE

1. Effective July 1, 2002, the City will continue to provide and bargaining unit members may enroll in the Blue Cross/Blue Shield Blue Choice Plan II or in the Matthew Thornton Blue Health Plan.

2. Effective July 1, 2002, the City shall pay ninety-five percent (95%) of Hospital/Medical Insurance premiums for all bargaining unit members enrolled in an HMO and eighty-seven and one-half percent (87.5%) of Hospital/Medical insurance premiums for all bargaining unit members enrolled in Blue Cross/Blue Shield Blue Choice Plan II.

Effective on the date of ratification of this Agreement, "Blue Choice Plan II" will be replaced by "Blue Choice Plan III" Plan III will be the same as Plan II except the employee's co-pays shall be as follows:

Option I (PCP) office visit co-pay \$10.00 until July 1, 2003; then \$15.00

Option II (direct referral to specialist) office visit - \$30.00

Emergency room visit - \$75.00

Generic prescriptions (one month supply) - \$10.00

Other prescription (one month supply) - \$15.00

Mail order prescriptions (three month supply) - \$1.00

Effective on the date of ratification, the City may place newly hired employees who are eligible for Health Insurance into the Matthew Thornton HMO plan until the next enrollment period following the employee's one year anniversary, at which time, those employees may elect to remain in Matthew Thornton or elect to change to Blue Choice.

3. *Effective July 1, 2003 all employees shall be required to pay the employee share of the health and dental insurance premiums as specified in the collective bargaining agreement.*

4. It is agreed by all parties concerned the City reserves and shall have the right to change insurance carriers provided that there is no significant decrease in overall benefits.

5. Effective July 1, 1999 or date of ratification whichever occurs later, bargaining unit members who enroll in the Northeast Delta Dental Plan, Coverage C will have eighty-five percent (85%) of the premium paid by the City. The entire premium will be paid for bargaining unit members whose spouse also works for the City.

Effective July 1, 2003, the total yearly maximum will be increased to \$1,500.00.

6. The provisions of this Article (XX) which have been changed (as shown in italics) will lapse on June 30, 2004 if any other union, with an agreement that expired on June 30, 2002 and which participated in the Collaborative Bargaining, receives health/dental benefit changes which are better than the changes contained in this Agreement. In such case, such better benefit changes will apply to the bargaining unit members, under the same terms and conditions, effective July 1, 2004 and they will continue until different benefits are negotiated and agreed.

ARTICLE XXI - LIFE INSURANCE

Effective on July 1, 1999, the Survivor Benefit will be \$10,000 for members of the Bargaining Unit covered by this Agreement. The City will establish a fund to provide for the payment of \$10,000 to the named beneficiary or estate of any member of the bargaining unit who dies from any cause while employed by the City of Manchester or who dies within sixty (60) calendar days of separation from service with the City because of retirement, disability, retirement or resignation due to health reasons. Such benefit of \$10,000 shall be payable in a lump sum. There shall be no right to benefits under this provision of this Agreement beyond the sixty (60) calendar day period as above described.

Effective September 1, 1999, or date of ratification, whichever is later, the City will provide for a Life Insurance fund to provide for the payment of a death benefit of an amount equal to the employee's last yearly base pay, but not to exceed \$50,000.00 to the named beneficiary or estate of any member of the Bargaining Unit who dies from any cause while employed by the City or within sixty (60) calendar days after retirement or resignation for health reasons.

The City reserves the right to obtain insurance coverage for the above amounts, and reserves the sole right to select such insurance carrier.

ARTICLE XXII - EDUCATION INCENTIVE REIMBURSEMENT

1. The City agrees to provide reimbursement to employees who complete approved courses relating to their current responsibilities or as part of an approved career development program based upon the following standards: Payment of seventy-five percent (75%) of the cost of such courses, but not to exceed \$1050.00 per employee in a fiscal year and not to exceed the total budgeted amount per fiscal year of \$3000.00 for this program. Effective on the date of ratification, the total amount shall increase to \$6,000.00 per fiscal year.

2. Courses must be approved in advance by the Airport Director or his/her designee as meeting the requirement that the course is related to the employee's job or is part of a career development program. Approval must be obtained through the Personnel Department of payment of the course. A procedure will be established to effectuate these payments.

3. Once a course has been approved as meeting the requirement an advance will be made to the employee of one-half (1/2) of the authorized seventy-five percent (75%) of the cost of the course tuition and books. The remainder of the course reimbursement will be paid to the employee upon presentation of a certificate of satisfactory completion of the course.

4. Approval for courses will be considered on the basis of relevancy of the course, number of employees applying and funds available.

5. If a course is paid for in whole or in part through a Federal or State program then the City will not reimburse for such amount, it being the intent of this section to eliminate double payment of any course.

6. Commercial Drivers Licenses (CDL)

Effective on date of ratification of this Agreement, the Manchester Airport Authority or the City of Manchester, N.H. shall pay for all Commercial Drivers Licenses (CDL) as required of the employees of the Manchester Airport Authority.

ARTICLE XXIII - LEAVE OF ABSENCE

1. In addition to other leaves authorized by this Agreement, the Airport Director or his/her designee, with the approval of the mayor, may authorize an employee to be absent without pay for personal reasons for a period or periods not to exceed then (10) work days in a calendar year.

2. The board of mayor and aldermen may authorize special leaves of absence with or without pay for any period or periods not exceed one calendar year for the following purposes: Attendance at college, university or business school for the purpose of training in subjects relating to the work of the employee and which will benefit the employee and the Aviation Department, urgent personal business requiring the employee's attention for an extended period, such as settling estates, liquidating a business, serving on a jury and attending court as a witness, and for purposes other than the above that are deemed beneficial to the city service.

ARTICLE XXIV - MILITARY LEAVE

Shall be governed by applicable State and Federal law.

ARTICLE XXV - MATERNITY LEAVE

Maternity leave shall be governed by applicable law.

ARTICLE XXVI - BEREAVEMENT LEAVE

Bereavement Leave of five (5) working days with pay between the date of death and the date of the funeral, inclusive, shall be granted to a permanent full-time employee who works at least half-time in the event of the death of his/her:

- | | |
|-----------------|---------------|
| Spouse | Sister |
| Father | Brother |
| Mother | Child |
| Father-in-Law | Mother-in-Law |
| Daughter-in-Law | Son-in-Law |
- or a blood relative or ward residing in the same household.

Permanent part-time employees who are normally scheduled to work twenty (20) hours per week or more shall be eligible for bereavement leave on the same basis as permanent full-time employees.

Under extenuating circumstances, two (2) additional days with pay may be granted under Section 1, with the written approval of the Aviation Director or his/her designee; such days to be charged to the employee's accrued sick leave.

At the request of the employee, a Special Leave of one (1) working day with pay, for the purpose of attending the funeral, shall be granted an employee in the event of the death of his/her:

Grandmother	Sister-in-Law	Brother-in-Law
Grandfather	Aunt	Great Grandparents
Grandchild	Uncle	
Ex-spouse (provided there are minor children at the time of the death.) (of employee only)		

Under no circumstances shall bereavement leave be paid on an overtime basis.

ARTICLE XXVII - JURY DUTY

Any bargaining unit member who is called for jury duty shall notify the Airport Director or his/her designee within five (5) workdays after being summoned to appear for jury duty. Notification to the Airport Director or his/her designee must be made in advance of the jury duty assignment with supporting documentation. Upon proper notification, the employee called will be paid the difference between the fee received for jury duty and the amount of straight time earning lost by reason of the jury duty. Satisfactory evidence of actual jury duty must be submitted to the Airport Director or his/her designee.

Bargaining unit members who are excused from jury duty for a day or days shall be responsible to report to their assignment. Employees, serving as jurors in the courts of Rockingham, Merrimack or Hillsborough Counties shall, if there are more than two (2) hours remaining in the normal work day, be responsible to report to their work site as soon as possible after being released. Failure to report will disqualify the employee from the City's Jury Duty Leave payment. In this case, the employee will retain the daily stipend paid by the Court in which the employee serves as a juror.

ARTICLE XXVIII - HOLIDAYS

Permanent full-time employees and permanent part-time employees who are normally scheduled to work twenty (20) hours per week or more shall receive their regular compensation for the following named holidays:

New Year's Day	Columbus Day
Martin Luther King Day	Biennial Election Day
President's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Fourth of July	Christmas Day
Labor Day	

If a holiday falls on a Sunday and is celebrated on the following Monday or if a holiday falls on a Saturday and is celebrated on the previous Friday, all eligible employees will be paid for that day.

Any employee shall forfeit his/her right to payment of any holiday if he/she has an unexcused absence on the last day preceding such holiday (or the alternative day under section 2, above) or the next regular work day following such holiday (or such alternative day).

Eligible employees who are required to work on a holiday (or the alternative day under section 2, above) shall be paid in accordance with Article XVII, Overtime.

ARTICLE XXIX - VACATIONS

All bargaining unit members shall be entitled to vacation leave with pay in accordance with the following schedule:

- a. Accrual rate for two (2) calendar weeks begins on date of hire.
- b. Accrual rate for three (3) calendar weeks begins at the beginning of six (6) years of continuous service.
- c. Accrual rate for four (4) calendar weeks begins at the beginning of fifteen (15) years of continuous service.
- d. Accrual rate of five (5) calendar weeks begins at the beginning of twenty (20) years of continuous service.

Vacation credits shall accrue during the first six (6) working months of employment, but an employee shall not be eligible to use such vacation credits until the successful completion of his/her six (6) month probationary period. If an employee leaves or is terminated for any cause during his/her probationary period, he/she shall not have earned any vacation credits and shall not be eligible for payment for any vacation credits. Employees who are initially employed in a full-time temporary status and who are subsequently appointed to a permanent status, without break in service, as determined by the Personnel Department, shall be allowed credit for the time served in temporary status towards accrual of vacation benefits.

Vacation pay shall be based upon the employee's regular daily rate of pay. Upon termination, permanent employees shall be paid for all unused vacation time based upon their then current rate of pay.

No employees shall be permitted to accrue in excess of one and one-half (1-1/2) times his/her annual vacation; i.e. employees who earn ten (10) days of vacation per year shall have not more than fifteen (15) days earned vacation to their credit at any one time.

Maximum vacation accrual. Effective upon the ratification date of this agreement, no employee shall be permitted to accrue in excess of two (2) times his/her annual earned vacation time, i.e. employees who earn ten (10) days of vacation per year shall have no more than twenty (20) days earned vacation to his/her credit at any time; employees who earn fifteen (15) days of vacation per year shall have no more than thirty (30) days earned vacation to his/her credit at any time; employees who earn twenty (20) days of vacation per year shall have no more than forty (40) days earned vacation to his/her credit at any time; employees who earn twenty five (25) days of vacation per year shall have no more than fifty (50) days earned vacation to his/her credit at any time.

Absence on account of sickness, injury or disability in excess of leave authorized in other articles may, at the request of the employee and within the discretion of the Airport Director or his/her designee, be charged against earned vacation leave allowance.

Vacation schedules shall be posted by Management in January of each year and vacation selections shall be completed by March 1st of each year.

Upon completion of the vacation schedule, the list will be reviewed by the Airport Director and the Union Steward for approval.

The right to take vacation shall not be unreasonably withheld, however, Management shall determine the number of employees allowed to take vacation in any one (1) week. Employees shall be allowed to select one (1) week of paid vacation in not less than single day increments. Those employees wishing to designate one (1) week vacation as described above shall indicate that desire annually in January. Notice of a desire to take a single day of vacation shall be given not less than five (5) working days in advance of the date to be taken off. Not more than one (1) single day shall be utilized in any workweek. Management shall not unreasonably withhold the request for single days of vacation and the denial of such requests shall be based solely on the operational needs of the department.

ARTICLE XXX - SICK LEAVE ACCRUAL AND PAYMENT

All employees of the Department of Aviation who have satisfactorily completed six (6) months of continuous employment shall be entitled to paid sick leave which shall accrue at the rate of one and one-quarter (1-1/4) work days with pay for each completed month of service. Accrual shall include the probationary period. Unused sick leave may be accumulated up to a maximum of one hundred and five (105) workdays. Effective July 1, 1999 or date of ratification, whichever is later, the maximum sick leave accrual shall be one hundred twenty days (120) days.

Any employee eligible for sick leave with pay may use such sick leave, for absence due to his or her illness, injury; the illness or injury of a spouse, child or other blood relative or ward residing in the same household when FMLA leave is approved; or for the exposure to contagious disease.

Employees shall be required to substantiate sick leave in excess of three (3) days with a letter from a qualified physician or any other excuse acceptable to the Employer. In case of chronic absenteeism or if the Airport Director has reason to believe that an employee is abusing his/her sick leave, he shall give a written warning. If the abuse continues, the Airport Director may request a doctor's certificate for each period of illness.

If, after a written warning has been issued, there is a substantial improvement in the employee's sick leave record for twelve (12) months, the written warning shall be removed from the employee's record.

When a member of the Bargaining Unit terminates his/her employment with the City of Manchester due to death, paid retirement or duty disability retirement all accrued sick leave up to a maximum of eighty days (sixteen weeks) shall be payable to the employee or the designated beneficiary.

Effective upon the date of ratification of this Agreement, such payment for accrued sick leave shall not exceed eighty (80) days of regular pay plus payment of one-quarter of the balance of the days accrued over eighty (80) but not more than one hundred twenty (120) days of accrued sick leave at their regular pay; provided however, employees hired after the date of ratification shall be limited to payment for accrued sick leave not to exceed sixty (60) days, plus payment of one-quarter of the balance over sixty (60) days, but not more than one hundred twenty (120) days.

ARTICLE XXXI - SICK LEAVE BANK

Bargaining unit members shall be eligible to participate in the City's Non-Affiliated Sick Leave Bank under its rules and regulations. Decisions of the Non-Affiliated Sick Leave Bank shall not be grievable.

ARTICLE XXXII - SAFETY

The Department shall have the right to make regulations for the safety and health of its employees during their hours of employment. Representatives of the Department and the Union may meet once in ninety (90) days at the request of either party, to discuss such regulations. The Union agrees that its members who are employees of the Department will comply with the Department's rules and regulations relating to safety.

The Bargaining Unit members agree to exercise proper care and to be responsible for all department property issued or entrusted to them during their working hours.

Any personal protective equipment shall be assigned to each individual. No employee shall be required to wear the personal safety or protective equipment of another employee, i.e., boots, chaps, helmets, safety glasses or personal hearing equipment.

When safe storage space is provided by the Department, employees shall be responsible for replacing articles issued to them if the same type of article has been lost twice in the same twelve month period. In such cases the employee shall replace the second lost article.

Management agrees to furnish raincoats and rubber boots for all employees for whom such issue is necessary. Management shall furnish gloves, special clothing, safety vests and safety helmets as needed for the health and safety of its employees. The employees agree to exercise due care in the use of such items. All replacements of previous issue shall be made only when an article is turned in or exchanged for the one issued.

The parties agree that there shall be a jointly-staffed safety committee comprised of a minimum of two (2) members of management and two (2) members of the Union. The committee shall be comprised of an equal number of Union and management representatives.

The Union Business Agent shall appoint the Union representatives to the safety committee.

The Airport Director or Designee shall appoint the Manchester Airport representatives to the committee.

The committee shall meet not less than quarterly at the Manchester Airport, or at a site mutually agreeable to the parties.

The committee shall be “advisory only” and, as such, shall not have the right or ability to change or modify any language contained in the collective bargaining agreement.

Effective on the date of ratification of this Agreement, the City agrees to provide one pair of prescription safety glasses in each calendar year to all employees covered by this collective bargaining agreement. Each employee shall be reimbursed for the total cost of such prescription safety glasses upon receipt of purchase documentation.

The City is not obligated to replace or repair lost, stolen or broken prescription safety glasses

ARTICLE XXXIII – BULLETIN BOARD

Space shall be provided by Management for the posting of official Union notices.

No Union notice shall be posted on the City’s property other than on such space provided for the posting of such Union notices.

The Union agrees not to post any notice that is derogatory in nature. The Union will provide a copy of all notices to be posted to Management prior to posting.

ARTICLE XXXIV – STABILITY OF AGREEMENT

Should any article, section, or portion thereof, of this Agreement be declared invalid because it is in conflict with a Federal or State Law or Regulation or be held to be unenforceable by any court of competent jurisdiction, such determination shall apply only to the specific article, sections, or portion thereof, specified in the decision.

The parties to this Agreement agree to meet to negotiate only on the specific article or section, or portion thereof, which has been declared invalid or unenforceable, but neither party is required to make any concession in order to reach agreement on the specific article or section in question.

ARTICLE XXXV – UNIFORMS

1. The Department will continue to supply uniforms, etc. as it has in the past (\$50.00 safety shoe replacement); provided, however, effective as soon as practicable after the expiration of the current contract with the uniform provider, the Department agrees to provide and clean the official uniforms, which employees will wear.

2. Effective on July 1, 2007, the boot allowance will be increased to \$150.00 per fiscal year, upon presentation of receipts for replacement safety shoes.

3. Tool Allowance – Effective on the date of ratification, the Department will reimburse bargaining unit members, up to four hundred dollars (\$400.00) per fiscal year upon presentation of receipts, for pre-approved tools, including power tools that will be utilized in the performance of the job.

Further, effective on the date of ratification, the Department will reimburse bargaining unit members, in an aggregate amount, not to exceed five thousand dollars (\$5,000.00) per fiscal year, for special pre-approved tools which will belong to and remain in the Airport

ARTICLE XXXVI – TRAVEL ALLOWANCE

Travel allowance shall be subject to City Ordinances.

ARTICLE XXXVII – CONSULTATION

A representative of the Union may meet with the Airport Director, or his/her designee, once a month to discuss matters of mutual concern, including those matters necessary to the implementation of this Agreement. If there is to be a meeting, a written agenda shall be submitted by the Airport Director to the Union or his/her designee, no less than five days before the scheduled meeting. At the discretion of the Union, additional matters for discussion may be placed on the agenda. Nothing contained herein shall prevent the Airport Director, or his/her designee, and the Union from meeting on a less frequent basis on mutual agreement.

Nothing contained herein shall prevent the Union from consulting with the Airport Director or his/her designee at any time, if matters of mutual concern arise of an urgent or emergency nature.

ARTICLE XXXVIII – EMPLOYEES INJURED IN LINE OF DUTY

1. The parties agree to be bound by Section 18-47 of the City Ordinances, entitled, “Employees Injured in the Line of Duty”, as it may be amended from time to time.

ARTICLE XXXIX – EFFECT OF AGREEMENT

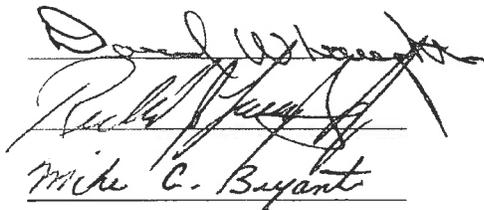
This instrument constitutes the entire Agreement of the City and the Union, arrived at as a result of collective bargaining negotiations, except such amendments hereto as shall have been reduced in writing and signed by the parties.

ARTICLE XXXX - DURATION AND TERMINATION

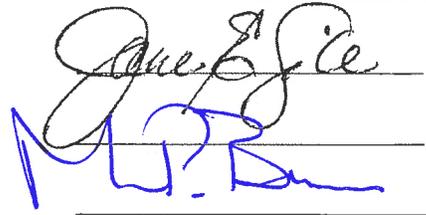
1. This agreement shall be in full force and effect from July 1, 2010 to and including June 30, 2013 and shall automatically renew itself from year to year thereafter unless, prior to December 1, 2012, or any succeeding anniversary of such date, either party serves written notice on the other party that changes are desired therein or that it desires to terminate the agreement.

This agreement is formally agreed to and signed this date: 6/18/10

TEAMSTERS LOCAL 633 OF NH


Mike C. Bryant

CITY OF MANCHESTER
NEGOTIATING COMMITTEE


M.P. B.

MEMORANDUM OF UNDERSTANDING
BETWEEN
CITY OF MANCHESTER, AVIATION DEPARTMENT
AND
TEAMSTERS UNION LOCAL 633, N.H.
FINGERPRINTING OF EMPLOYEES

Whereas, the Aviation Security Improvement Act of 1990 (ASIA) has been enacted by the federal congress and signed into law; and,

Whereas, the Federal Aviation Administration (FAA) is expected to issue rules in 1992 pursuant to ASIA relating to criminal background investigations for employees with unescorted access to air carrier aircraft and other secured areas; and,

Whereas, the FAA is expected to request the Federal Bureau of Investigation (FBI) to conduct criminal history record checks for affected employees; and,

Whereas, the American Association of Airport Executives (AAAE) has recommended that Airport Operators begin to fingerprint employees in preparation for the anticipated FBI criminal history record checks; and,

Whereas, the City of Manchester, Aviation Department (Department) would like to fingerprint affected employees in the near future in association with the issuance of employee identification badges; and,

Whereas, the Department pledges to keep the fingerprints in a secure, locked place until such time as they are delivered to the FBI or another agency designated by the FAA and further that the Department will destroy the fingerprints if for any reason the criminal history records checks are not conducted; now,

Therefore, Teamsters Union Local 633 of NH hereby agrees that the Department may fingerprint affected employees in accordance with the reasons and the commitments stated above.

Agreed to this 21st day of October, 1991.

TEAMSTERS UNION LOCAL 633 OF NH

BY:

WITNESS:




CITY OF MANCHESTER,
AVIATION DEPARTMENT

BY:

WITNESS:




Employee Development Appeals Process

Only employees who are denied a merit step increase on their anniversary date of position due to a sub-standard performance evaluation may file an appeal. All appeals shall be initially filed with the employee's department head. Any employees receiving a satisfactory performance evaluation shall not have the right to appeal or grieve their evaluation, their pay step or the supervisor's comments. In the event that there is a disagreement between the employee and his/her supervisor over the EDP goals, the employee, after discussing the disagreement with the Department Head or his/her designee may with the concurrence of the Union, file a grievance.

If the department head rules in the employee's favor, the employee shall receive his/her merit step as of their anniversary date of the right to appeal the decision to the city-wide appeals committee. position. If the department head rules against the employee, the employee shall have

Employees will have thirty (30) days from the date of denial by their department head to file an appeal with the Human Resources Director or their right to appeal shall be forfeited.

An appeals committee shall be comprised of the following representatives:

- Two union representatives appointed by the unions (with two alternates).
- One department head (with one alternate).
- One non-affiliated (with one alternate).
- An independent neutral party to act as tie breaker. This person to be selected through agreement between the City and the unions. If no decision can be reached, the neutral shall be appointed by the P.E.L.R.B. Any costs associated with the neutral party hearing appeals shall be borne half by the City and half proportionally split amongst the unions whose members are appealing. The unions shall not be responsible for any costs incurred in appeal hearings from non-affiliated employees.
- The Human Resources Director as non-voting chairman to provide staff resources. Members cannot sit in on appeals where the appellant is a member of the same department or union.

Terms of the members on this committee shall be staggered with two (2) year terms and members cannot serve more than two consecutive terms. Members must take at least one year off after serving two terms before being allowed to serve on the committee again. Alternates shall have no term limitations.

Unless agreed to by the appellant and the Human Resources Director the committee shall have sixty (60) days from receipt of the appeal to conduct a hearing on the matter.

The committee shall have thirty (30) days to render a decision on the matter.

A majority vote shall rule and all decisions are final, binding and non-grieveable. A decision favorable to the employee means the employee shall receive their merit step effective (including retro-active pay) to their date of position. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.

The provisions of this Article shall expire on the last day of this Agreement, provided that any employee denied a merit pay increase during the duration of this agreement shall be entitled to an appeal under this Article.

The committee shall have thirty (30) days to render a decision on the matter.

A majority vote shall rule and all decisions are final, binding and non-grieveable. A decision favorable to the employee means the employee shall receive their merit step effective (including retro-active pay) to their date of position. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.

The provisions of this Article shall expire on the last day of this Agreement, provided that any employee denied a merit pay increase during the duration of this agreement shall be entitled to an appeal under this Article.

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	
GRADE 1	Ex	13,496.22	13,901.12	14,318.14	14,747.70	15,190.13	15,645.83	16,115.22	16,598.66	17,096.61	17,609.51	18,137.81	18,681.95	19,242.40
	H	6.56	6.75	6.96	7.17	7.38	7.59	7.83	8.06	8.30	8.56	8.81	9.07	9.36
	O	9.840	10.125	10.440	10.755	11.070	11.385	11.745	12.090	12.450	12.840	13.215	13.605	14.040
GRADE 1A	Ex	13,968.59	14,387.67	14,819.27	15,263.86	15,721.77	16,193.41	16,679.24	17,179.62	17,695.01	18,225.84	18,772.63	19,335.81	19,915.88
	H	6.72	6.92	7.13	7.34	7.57	7.79	8.02	8.27	8.50	8.76	9.02	9.31	9.57
	O	10.080	10.380	10.695	11.010	11.355	11.685	12.030	12.405	12.750	13.140	13.530	13.965	14.355
GRADE 2	Ex	14,440.96	14,874.19	15,320.43	15,780.04	16,253.45	16,741.05	17,243.25	17,760.55	18,293.39	18,842.18	19,407.44	19,989.66	20,589.37
	H	6.93	7.16	7.36	7.59	7.82	8.05	8.31	8.56	8.81	9.07	9.36	9.63	9.92
	O	10.395	10.740	11.040	11.385	11.730	12.075	12.465	12.840	13.215	13.605	14.040	14.445	14.880
GRADE 2A	Ex	14,946.40	15,394.80	15,856.63	16,332.32	16,822.30	17,326.96	17,846.77	18,382.19	18,933.66	19,501.64	20,086.70	20,689.32	21,310.00
	H	7.21	7.40	7.63	7.86	8.09	8.34	8.59	8.84	9.10	9.39	9.66	9.96	10.25
	O	10.815	11.100	11.445	11.790	12.135	12.510	12.885	13.260	13.650	14.085	14.490	14.940	15.375
GRADE 3 (6A0)	Ex	15,451.83	15,915.38	16,392.85	16,884.65	17,391.16	17,912.90	18,450.30	19,003.81	19,573.94	20,161.13	20,765.99	21,388.95	22,030.62
	H	7.43	7.65	7.89	8.13	8.37	8.62	8.87	9.14	9.42	9.69	9.99	10.30	10.60
	O	11.145	11.475	11.835	12.195	12.555	12.930	13.305	13.710	14.130	14.535	14.985	15.450	15.900
GRADE 3A (6AA)	Ex	15,992.64	16,472.42	16,966.60	17,475.61	17,999.88	18,539.85	19,096.05	19,668.93	20,259.01	20,866.79	21,492.79	22,137.57	22,801.69
	H	7.68	7.92	8.16	8.40	8.66	8.92	9.19	9.47	9.74	10.04	10.34	10.66	10.99
	O	11.520	11.880	12.240	12.600	12.990	13.380	13.785	14.205	14.610	15.060	15.510	15.990	16.485
GRADE 4 (6B0)	Ex	16,533.45	17,029.46	17,540.34	18,066.55	18,608.55	19,166.80	19,741.83	20,334.06	20,944.10	21,572.42	22,219.59	22,886.17	23,572.77
	H	7.97	8.21	8.44	8.71	8.96	9.23	9.51	9.78	10.08	10.40	10.70	11.03	11.36
	O	11.955	12.315	12.660	13.065	13.440	13.845	14.265	14.670	15.120	15.600	16.050	16.545	17.040
GRADE 4A (6BA)	Ex	17,112.15	17,625.48	18,154.27	18,698.90	19,259.87	19,837.66	20,432.78	21,045.75	21,677.14	22,327.44	22,997.26	23,687.19	24,397.81
	H	8.22	8.48	8.74	8.99	9.28	9.54	9.84	10.12	10.44	10.75	11.07	11.41	11.74
	O	12.330	12.720	13.110	13.485	13.920	14.310	14.760	15.180	15.660	16.125	16.605	17.115	17.610
GRADE 5 (6C0)	Ex	17,690.80	18,221.50	18,768.19	19,331.22	19,911.15	20,508.50	21,123.74	21,757.46	22,410.19	23,082.47	23,774.96	24,488.20	25,222.86
	H	8.52	8.77	9.02	9.31	9.57	9.88	10.16	10.47	10.78	11.10	11.44	11.78	12.14
	O	12.780	13.155	13.530	13.965	14.355	14.820	15.240	15.705	16.170	16.650	17.160	17.670	18.210
GRADE 5A (6CA)	Ex	18,309.98	18,859.27	19,425.04	20,007.81	20,608.04	21,226.28	21,863.08	22,518.97	23,194.54	23,890.37	24,607.09	25,345.29	26,105.65
	H	8.80	9.08	9.37	9.64	9.94	10.23	10.54	10.84	11.17	11.52	11.86	12.21	12.59
	O	13.200	13.620	14.055	14.460	14.910	15.345	15.810	16.260	16.755	17.280	17.790	18.315	18.885
GRADE 6 (6D0)	Ex	18,929.15	19,497.02	20,081.93	20,684.39	21,304.93	21,944.08	22,602.42	23,280.50	23,978.89	24,698.27	25,439.21	26,202.39	26,988.44
	H	9.11	9.40	9.67	9.97	10.26	10.57	10.87	11.20	11.55	11.89	12.24	12.63	12.99
	O	13.665	14.100	14.505	14.955	15.390	15.855	16.305	16.800	17.325	17.835	18.360	18.945	19.485

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	
GRADE 6A (6DA)	Ex	19,591.68	20,179.43	20,784.81	21,408.35	22,050.61	22,712.12	23,393.49	24,095.30	24,818.14	25,562.70	26,329.59	27,119.46	27,933.05
	H	9.42	9.70	10.00	10.31	10.62	10.94	11.26	11.60	11.94	12.29	12.68	13.04	13.44
	O	14.130	14.550	15.000	15.465	15.930	16.410	16.890	17.400	17.910	18.435	19.020	19.560	20.160
GRADE 7 (6E0)	Ex	20,254.20	20,861.83	21,487.69	22,132.32	22,796.28	23,479.83	24,184.58	24,910.10	25,657.41	26,427.13	27,219.95	28,036.55	28,877.63
	H	9.73	10.03	10.34	10.66	10.98	11.31	11.64	11.98	12.33	12.73	13.10	13.50	13.90
	O	14.595	15.045	15.510	15.990	16.470	16.965	17.460	17.970	18.495	19.095	19.650	20.250	20.850
GRADE 7A (6EA)	Ex	20,963.10	21,592.00	22,239.76	22,906.94	23,594.15	24,301.95	25,031.05	25,781.96	26,555.42	27,352.08	28,172.65	29,017.85	29,888.37
	H	10.07	10.40	10.70	11.03	11.37	11.70	12.06	12.41	12.78	13.17	13.56	13.96	14.37
	O	15.105	15.600	16.050	16.545	17.055	17.550	18.090	18.615	19.170	19.755	20.340	20.940	21.555
GRADE 8 (6F0)	Ex	21,672.00	22,322.15	22,991.82	23,681.58	24,392.03	25,123.79	25,877.49	26,653.83	27,453.44	28,277.04	29,125.33	29,999.13	30,899.07
	H	10.43	10.74	11.06	11.40	11.73	12.09	12.45	12.82	13.21	13.61	14.02	14.42	14.88
	O	15.645	16.110	16.590	17.100	17.595	18.135	18.675	19.230	19.815	20.415	21.030	21.630	22.320
GRADE 8A (6FA)	Ex	22,430.50	23,103.43	23,796.53	24,510.43	25,245.75	26,003.12	26,783.20	27,586.71	28,414.30	29,266.73	30,144.74	31,049.08	31,980.58
	H	10.77	11.09	11.44	11.78	12.15	12.50	12.88	13.27	13.67	14.08	14.50	14.95	15.39
	O	16.155	16.635	17.160	17.670	18.225	18.750	19.320	19.905	20.505	21.120	21.750	22.425	23.085
GRADE 9 (6G0)	Ex	23,189.04	23,884.72	24,601.26	25,339.29	26,099.47	26,882.44	27,688.91	28,519.59	29,375.18	30,256.44	31,164.12	32,099.05	33,062.02
	H	11.14	11.51	11.85	12.20	12.58	12.95	13.34	13.75	14.17	14.60	15.02	15.47	15.94
	O	16.710	17.265	17.775	18.300	18.870	19.425	20.010	20.625	21.255	21.900	22.530	23.205	23.910
GRADE 9A (6GA)	Ex	24,000.66	24,720.66	25,462.30	26,226.15	27,012.95	27,823.33	28,658.06	29,517.79	30,403.31	31,315.40	32,254.86	33,222.53	34,219.20
	H	11.55	11.89	12.24	12.63	12.99	13.38	13.80	14.21	14.64	15.06	15.52	16.00	16.46
	O	17.325	17.835	18.360	18.945	19.485	20.070	20.700	21.315	21.960	22.590	23.280	24.000	24.690
GRADE 10 (6H0)	Ex	24,812.26	25,556.65	26,323.32	27,113.05	27,926.42	28,764.24	29,627.14	30,515.98	31,431.45	32,374.38	33,345.62	34,345.99	35,376.35
	H	11.92	12.27	12.66	13.02	13.41	13.84	14.25	14.69	15.11	15.56	16.04	16.50	17.01
	O	17.880	18.405	18.990	19.530	20.115	20.760	21.375	22.035	22.665	23.340	24.060	24.750	25.515
GRADE 10A (6HA)	Ex	25,680.69	26,451.12	27,244.65	28,062.00	28,903.85	29,770.97	30,664.09	31,584.04	32,531.55	33,507.48	34,512.72	35,548.09	36,614.53
	H	12.33	12.74	13.11	13.51	13.91	14.32	14.75	15.18	15.64	16.11	16.60	17.10	17.61
	O	18.495	19.110	19.665	20.265	20.865	21.480	22.125	22.770	23.460	24.165	24.900	25.650	26.415
GRADE 11 (6I0)	Ex	26,549.12	27,345.59	28,165.97	29,010.94	29,881.28	30,777.72	31,701.06	32,652.07	33,631.62	34,640.58	35,679.80	36,750.22	37,852.69
	H	12.78	13.15	13.55	13.95	14.36	14.80	15.26	15.71	16.17	16.66	17.16	17.68	18.21
	O	19.170	19.725	20.325	20.925	21.540	22.200	22.890	23.565	24.255	24.990	25.740	26.520	27.315
GRADE 11A (6IA)	Ex	27,478.33	28,302.70	29,151.77	30,026.33	30,927.12	31,854.93	32,810.59	33,794.90	34,808.72	35,853.02	36,928.59	38,036.46	39,177.54
	H	13.22	13.62	14.03	14.44	14.90	15.34	15.80	16.28	16.77	17.27	17.78	18.32	18.87
	O	19.830	20.430	21.045	21.660	22.350	23.010	23.700	24.420	25.155	25.905	26.670	27.480	28.305

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	
GRADE 12 Ex (6J0)	Ex	28,407.57	29,259.77	30,137.56	31,041.70	31,972.97	32,932.15	33,920.12	34,937.70	35,985.84	37,065.44	38,177.38	39,322.71	40,502.40
	H	13.66	14.07	14.49	14.94	15.38	15.84	16.32	16.82	17.32	17.82	18.36	18.91	19.49
	O	20.490	21.105	21.735	22.410	23.070	23.760	24.480	25.230	25.980	26.730	27.540	28.365	29.235
GRADE 12A Ex (6JA)	Ex	29,401.82	30,283.91	31,192.42	32,128.17	33,091.99	34,084.78	35,107.31	36,160.53	37,245.34	38,362.72	39,513.62	40,699.00	41,919.99
	H	14.14	14.57	15.00	15.45	15.92	16.39	16.89	17.40	17.92	18.46	19.02	19.58	20.17
	O	21.210	21.855	22.500	23.175	23.880	24.585	25.335	26.100	26.880	27.690	28.530	29.370	30.255
GRADE 13 Ex (6K0)	Ex	30,396.08	31,307.99	32,247.22	33,214.62	34,211.06	35,237.40	36,294.52	37,383.35	38,504.84	39,660.01	40,849.83	42,075.29	43,337.58
	H	14.63	15.05	15.50	15.99	16.45	16.96	17.46	18.00	18.52	19.09	19.65	20.25	20.85
	O	21.945	22.575	23.250	23.985	24.675	25.440	26.190	27.000	27.780	28.635	29.475	30.375	31.275
GRADE 13A Ex (6KA)	Ex	31,459.96	32,403.75	33,375.88	34,377.15	35,408.46	36,470.72	37,564.82	38,691.78	39,852.53	41,048.11	42,279.54	43,547.96	44,854.37
	H	15.11	15.57	16.06	16.53	17.03	17.54	18.08	18.60	19.17	19.75	20.34	20.94	21.58
	O	22.665	23.355	24.090	24.795	25.545	26.310	27.120	27.900	28.755	29.625	30.510	31.410	32.370
GRADE 14 Ex (6L0)	Ex	32,523.84	33,499.55	34,504.53	35,539.66	36,605.84	37,704.01	38,835.15	40,000.21	41,200.20	42,436.21	43,709.27	45,020.58	46,371.20
	H	15.62	16.11	16.60	17.09	17.59	18.13	18.68	19.23	19.81	20.41	21.03	21.66	22.32
	O	23.430	24.165	24.900	25.635	26.385	27.195	28.020	28.845	29.715	30.615	31.545	32.490	33.480
GRADE 14A Ex (6LA)	Ex	33,662.17	34,672.02	35,712.19	36,783.53	37,887.05	39,023.64	40,194.38	41,400.22	42,642.21	43,921.48	45,239.12	46,596.29	47,994.16
	H	16.17	16.67	17.17	17.69	18.22	18.77	19.33	19.90	20.50	21.13	21.76	22.41	23.07
	O	24.255	25.005	25.755	26.535	27.330	28.155	28.995	29.850	30.750	31.695	32.640	33.615	34.605
GRADE 15 Ex (6M0)	Ex	34,800.49	35,844.51	36,919.84	38,027.44	39,168.25	40,343.31	41,553.61	42,800.22	44,084.22	45,406.75	46,768.95	48,172.01	49,617.16
	H	16.73	17.23	17.75	18.30	18.85	19.41	20.00	20.58	21.21	21.84	22.49	23.16	23.86
	O	25.095	25.845	26.625	27.450	28.275	29.115	30.000	30.870	31.815	32.760	33.735	34.740	35.790
GRADE 15A Ex (6MA)	Ex	36,018.51	37,099.06	38,212.02	39,358.40	40,539.14	41,755.32	43,007.99	44,298.23	45,627.17	46,995.98	48,405.86	49,858.04	51,353.77
	H	17.34	17.83	18.38	18.94	19.52	20.11	20.70	21.32	21.94	22.60	23.30	23.99	24.71
	O	26.010	26.745	27.570	28.410	29.280	30.165	31.050	31.980	32.910	33.900	34.950	35.985	37.065
GRADE 16 Ex (6N0)	Ex	37,236.53	38,353.62	39,504.22	40,689.34	41,910.04	43,167.33	44,462.35	45,796.22	47,170.11	48,585.22	50,042.77	51,544.05	53,090.37
	H	17.91	18.45	19.02	19.58	20.17	20.77	21.39	22.02	22.70	23.39	24.08	24.80	25.55
	O	26.865	27.675	28.530	29.370	30.255	31.155	32.085	33.030	34.050	35.085	36.120	37.200	38.325
GRADE 16A Ex (6NA)	Ex	38,539.80	39,695.99	40,886.87	42,113.50	43,376.88	44,678.19	46,018.55	47,399.08	48,821.07	50,285.70	51,794.27	53,348.09	54,948.53
	H	18.52	19.09	19.65	20.25	20.87	21.50	22.17	22.82	23.50	24.19	24.94	25.69	26.46
	O	27.780	28.635	29.475	30.375	31.305	32.250	33.255	34.230	35.250	36.285	37.410	38.535	39.690
GRADE 17 Ex (6O0)	Ex	39,843.08	41,038.38	42,269.52	43,537.61	44,843.74	46,189.06	47,574.71	49,001.97	50,472.01	51,986.17	53,545.75	55,152.14	56,806.69
	H	19.16	19.74	20.33	20.93	21.57	22.23	22.89	23.57	24.28	25.01	25.75	26.52	27.31
	O	28.740	29.610	30.495	31.395	32.355	33.345	34.335	35.355	36.420	37.515	38.625	39.780	40.965

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
GRADE 17A Ex	41,237.61	42,474.71	43,748.96	45,061.42	46,413.25	47,805.66	49,239.83	50,717.02	52,238.55	53,805.71	55,419.86	57,082.45	58,794.93
(60A) H	19.82	20.42	21.04	21.67	22.33	22.99	23.67	24.39	25.11	25.86	26.67	27.45	28.27
O	29,730	30,630	31,560	32,505	33,495	34,485	35,505	36,585	37,665	38,790	40,005	41,175	42,405
GRADE 18 Ex	42,632.09	43,911.05	45,228.38	46,585.24	47,982.80	49,422.28	50,904.96	52,432.11	54,005.06	55,625.20	57,293.96	59,012.79	60,783.15
(6P0) H	20.49	21.12	21.74	22.39	23.06	23.76	24.49	25.21	25.98	26.78	27.58	28.41	29.25
O	30,735	31,680	32,610	33,585	34,590	35,640	36,735	37,815	38,970	40,170	41,370	42,615	43,875
GRADE 18A Ex	44,124.22	45,447.93	46,811.39	48,215.74	49,662.19	51,152.06	52,686.61	54,267.22	55,895.25	57,572.09	59,299.27	61,078.23	62,910.59
(6PA) H	21.22	21.85	22.50	23.18	23.88	24.60	25.34	26.11	26.88	27.68	28.51	29.35	30.26
O	31,830	32,775	33,750	34,770	35,820	36,900	38,010	39,165	40,320	41,520	42,765	44,025	45,390
GRADE 19 Ex	45,616.34	46,984.84	48,394.37	49,846.20	51,341.59	52,881.85	54,468.30	56,102.35	57,785.42	59,518.97	61,304.55	63,143.69	65,037.99
(6Q0) H	21.93	22.59	23.28	23.97	24.68	25.44	26.20	26.98	27.80	28.62	29.50	30.37	31.29
O	32,895	33,885	34,920	35,955	37,020	38,160	39,300	40,470	41,700	42,930	44,250	45,555	46,935
GRADE 19A Ex	47,212.91	48,629.30	50,088.17	51,590.82	53,138.55	54,732.71	56,374.66	58,065.94	59,807.90	61,602.14	63,450.20	65,353.72	67,314.32
(6QA) H	22.72	23.41	24.10	24.82	25.57	26.32	27.11	27.93	28.78	29.65	30.52	31.43	32.39
O	34,080	35,115	36,150	37,230	38,355	39,480	40,665	41,895	43,170	44,475	45,780	47,145	48,585
GRADE 20 Ex	48,809.48	50,273.74	51,781.96	53,335.44	54,935.50	56,583.57	58,281.08	60,029.51	61,830.39	63,685.30	65,595.86	67,563.73	69,590.65
(6R0) H	23.47	24.16	24.90	25.67	26.44	27.23	28.04	28.90	29.75	30.64	31.56	32.50	33.48
O	35,205	36,240	37,350	38,505	39,660	40,845	42,060	43,350	44,625	45,960	47,340	48,750	50,220
GRADE 20A Ex	50,517.81	52,033.35	53,594.35	55,202.19	56,858.25	58,564.00	60,320.90	62,130.53	63,994.45	65,914.27	67,891.72	69,928.47	72,026.30
(6RA) H	24.31	25.04	25.78	26.55	27.34	28.17	29.02	29.89	30.80	31.71	32.65	33.64	34.64
O	36,465	37,560	38,670	39,825	41,010	42,255	43,530	44,835	46,200	47,565	48,975	50,460	51,960
GRADE 21 Ex	52,226.14	53,792.92	55,406.71	57,068.93	58,780.98	60,544.43	62,360.74	64,231.56	66,158.51	68,143.27	70,187.58	72,293.19	74,462.01
(6S0) H	25.10	25.86	26.66	27.44	28.26	29.13	30.00	30.90	31.83	32.77	33.75	34.76	35.81
O	37,650	38,790	39,990	41,160	42,390	43,695	45,000	46,350	47,745	49,155	50,625	52,140	53,715
GRADE 21A Ex	54,054.05	55,675.69	57,345.96	59,066.33	60,838.32	62,663.47	64,543.36	66,479.69	68,474.06	70,528.29	72,644.13	74,823.47	77,068.15
(6SA) H	26.00	26.80	27.60	28.43	29.27	30.17	31.06	31.99	32.97	33.95	34.96	36.01	37.09
O	39,000	40,200	41,400	42,645	43,905	45,255	46,590	47,985	49,455	50,925	52,440	54,015	55,635
GRADE 22 Ex	55,881.97	57,558.42	59,285.17	61,063.75	62,895.65	64,782.55	66,726.00	68,727.78	70,789.61	72,913.30	75,100.68	77,353.73	79,674.32
(6T0) H	26.87	27.67	28.50	29.34	30.25	31.15	32.07	33.05	34.04	35.08	36.12	37.21	38.33
O	40,305	41,505	42,750	44,010	45,375	46,725	48,105	49,575	51,060	52,620	54,180	55,815	57,495
GRADE 22A Ex	57,837.84	59,572.98	61,360.19	63,200.96	65,097.00	67,049.92	69,061.42	71,133.23	73,267.26	75,465.26	77,729.24	80,061.11	82,462.94
(6TA) H	27.82	28.64	29.52	30.39	31.31	32.27	33.20	34.21	35.23	36.29	37.37	38.49	39.66
O	41,730	42,960	44,280	45,585	46,965	48,405	49,800	51,315	52,845	54,435	56,055	57,735	59,490

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	
GRADE 23 (6U0)	Ex	59,793.71	61,587.52	63,435.16	65,338.19	67,298.37	69,317.28	71,396.82	73,538.73	75,744.89	78,017.24	80,357.75	82,768.48	85,251.53
	H	28.72	29.63	30.50	31.41	32.37	33.35	34.34	35.35	36.43	37.51	38.63	39.79	41.00
	O	43,080	44,445	45,750	47,115	48,555	50,025	51,510	53,025	54,645	56,265	57,945	59,685	61,500
GRADE 23A (6UA)	Ex	61,886.49	63,743.09	65,655.38	67,625.03	69,653.79	71,743.42	73,895.70	76,112.58	78,395.96	80,747.83	83,170.26	85,665.37	88,235.33
	H	29.75	30.64	31.56	32.51	33.50	34.51	35.54	36.60	37.70	38.82	39.99	41.19	42.43
	O	44,625	45,960	47,340	48,765	50,250	51,765	53,310	54,900	56,550	58,230	59,985	61,785	63,645
GRADE 24 (6V0)	Ex	63,979.27	65,898.64	67,875.63	69,911.89	72,009.23	74,169.52	76,394.58	78,686.43	81,047.03	83,478.45	85,982.78	88,562.27	91,219.15
	H	30.76	31.68	32.63	33.61	34.62	35.67	36.73	37.84	38.98	40.13	41.34	42.60	43.87
	O	46,140	47,520	48,945	50,415	51,930	53,505	55,095	56,760	58,470	60,195	62,010	63,900	65,805
GRADE 24A (6VA)	Ex	66,218.56	68,205.11	70,251.26	72,358.80	74,529.56	76,765.44	79,068.41	81,440.45	83,883.67	86,400.18	88,992.18	91,661.96	94,411.81
	H	31.84	32.79	33.76	34.78	35.83	36.91	38.01	39.15	40.34	41.55	42.79	44.07	45.39
	O	47,760	49,185	50,640	52,170	53,745	55,365	57,015	58,725	60,510	62,325	64,185	66,105	68,085
GRADE 25 (6W0)	Ex	68,457.82	70,511.55	72,626.90	74,805.70	77,049.88	79,361.40	81,742.22	84,194.48	86,720.34	89,321.93	92,001.59	94,761.64	97,604.49
	H	32.92	33.90	34.91	35.97	37.04	38.16	39.32	40.49	41.70	42.95	44.24	45.55	46.93
	O	49,380	50,850	52,365	53,955	55,560	57,240	58,980	60,735	62,550	64,425	66,360	68,325	70,395
GRADE 25A (6WA)	Ex	70,853.85	72,979.47	75,168.82	77,423.91	79,746.63	82,139.01	84,603.20	87,141.29	89,755.55	92,448.20	95,221.66	98,078.29	101,020.65
	H	34.07	35.10	36.15	37.23	38.35	39.50	40.69	41.91	43.17	44.46	45.80	47.17	48.58
	O	51,105	52,650	54,225	55,845	57,525	59,250	61,035	62,865	64,755	66,690	68,700	70,755	72,870
GRADE 26 (6X0)	Ex	73,249.86	75,447.37	77,710.79	80,042.10	82,443.36	84,916.68	87,464.18	90,088.11	92,790.74	95,574.47	98,441.69	101,394.96	104,436.78
	H	35.23	36.29	37.37	38.49	39.65	40.83	42.06	43.31	44.62	45.96	47.33	48.75	50.21
	O	52,845	54,435	56,055	57,735	59,475	61,245	63,090	64,965	66,930	68,940	70,995	73,125	75,315
GRADE 26A (6XA)	Ex	75,813.63	78,088.03	80,430.67	82,843.59	85,328.89	87,888.75	90,525.42	93,241.18	96,038.43	98,919.57	101,887.15	104,943.75	108,092.10
	H	36.46	37.56	38.68	39.84	41.04	42.25	43.53	44.85	46.19	47.58	48.99	50.48	51.99
	O	54,690	56,340	58,020	59,760	61,560	63,375	65,295	67,275	69,285	71,370	73,485	75,720	77,985
GRADE 27 (6Y0)	Ex	78,377.36	80,728.67	83,150.55	85,645.05	88,214.41	90,860.84	93,586.66	96,394.28	99,286.08	102,264.66	105,332.62	108,492.59	111,747.39
	H	37.69	38.81	39.98	41.18	42.42	43.70	44.99	46.34	47.74	49.18	50.64	52.17	53.74
	O	56,535	58,215	59,970	61,770	63,630	65,550	67,485	69,510	71,610	73,770	75,960	78,255	80,610
GRADE 27A (6YA)	Ex	81,120.57	83,554.17	86,060.81	88,642.63	91,301.91	94,040.97	96,862.19	99,768.05	102,761.12	105,843.94	109,019.24	112,289.82	115,658.52
	H	39.01	40.16	41.37	42.63	43.90	45.22	46.57	47.98	49.41	50.88	52.42	53.99	55.61
	O	58,515	60,240	62,055	63,945	65,850	67,830	69,855	71,970	74,115	76,320	78,630	80,985	83,415
GRADE 28 (6Z0)	Ex	83,863.78	86,379.69	88,971.06	91,640.23	94,389.42	97,221.12	100,137.73	103,141.86	106,236.12	109,423.20	112,705.89	116,087.08	119,569.71
	H	40.32	41.53	42.77	44.06	45.38	46.73	48.15	49.59	51.08	52.63	54.21	55.84	57.51
	O	60,480	62,295	64,155	66,090	68,070	70,095	72,225	74,385	76,620	78,945	81,315	83,760	86,265

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
GRADE 28A (62A)	Ex	86,799.01	89,402.97	92,085.05	94,847.64	97,693.05	100,623.84	103,642.56	106,751.83	109,954.39	113,253.02	116,650.59	120,150.15
	H	41.73	43.00	44.28	45.60	46.98	48.39	49.83	51.33	52.86	54.44	56.08	57.76
	O	62.595	64.500	66.420	68.400	70.470	72.585	74.745	76.995	79.290	81.660	84.120	86.640
GRADE 29 (600)	Ex	89,734.22	92,426.27	95,199.05	98,055.03	100,996.67	104,026.57	107,147.39	110,361.79	113,672.64	117,082.83	120,595.33	124,213.17
	H	43.16	44.45	45.79	47.16	48.57	50.03	51.54	53.08	54.69	56.32	58.01	59.73
	O	64.740	66.675	68.685	70.740	72.855	75.045	77.310	79.620	82.035	84.480	87.015	89.595
GRADE 29A (60A)	Ex	92,874.93	95,661.17	98,531.02	101,486.97	104,531.56	107,667.51	110,897.54	114,224.46	117,651.19	121,180.73	124,816.15	128,560.63
	H	44.65	46.00	47.38	48.80	50.27	51.78	53.34	54.94	56.59	58.27	60.03	61.82
	O	66.975	69.000	71.070	73.200	75.405	77.670	80.010	82.410	84.885	87.405	90.045	92.730
GRADE 30 (610)	Ex	96,015.61	98,896.11	101,862.98	104,918.89	108,066.43	111,308.43	114,647.68	118,087.12	121,629.73	125,278.63	129,036.99	132,908.09
	H	46.15	47.54	48.97	50.46	51.96	53.52	55.11	56.79	58.48	60.26	62.06	63.90
	O	69.225	71.310	73.455	75.690	77.940	80.280	82.665	85.185	87.720	90.390	93.090	95.850
GRADE 30A (61A)	Ex	99,376.17	102,357.47	105,428.19	108,591.04	111,848.78	115,204.23	118,660.35	122,220.17	125,886.78	129,663.38	133,553.28	137,559.87
	H	47.79	49.23	50.71	52.22	53.80	55.41	57.07	58.79	60.54	62.36	64.23	66.15
	O	71.685	73.845	76.065	78.330	80.700	83.115	85.605	88.185	90.810	93.540	96.345	99.225
GRADE 31 (620)	Ex	102,736.73	105,818.84	108,993.40	112,263.21	115,631.09	119,100.04	122,673.03	126,353.22	130,143.82	134,048.14	138,069.57	142,211.54
	H	49.40	50.87	52.40	53.97	55.59	57.25	58.97	60.74	62.57	64.46	66.41	68.39
	O	74.100	76.305	78.600	80.955	83.385	85.875	88.455	91.110	93.855	96.690	99.615	102.585
GRADE 31A (62A)	Ex	106,332.52	109,522.49	112,808.16	116,192.41	119,678.18	123,268.52	126,966.57	130,775.58	134,698.84	138,739.82	142,902.00	147,189.06
	H	51.12	52.66	54.24	55.88	57.55	59.28	61.06	62.87	64.77	66.70	68.72	70.78
	O	76.680	78.990	81.360	83.820	86.325	88.920	91.590	94.305	97.155	100.050	103.080	106.170
GRADE 32 (630)	Ex	109,928.32	113,226.15	116,622.93	120,121.62	123,725.26	127,437.03	131,260.13	135,197.93	139,253.87	143,431.50	147,734.43	152,166.46
	H	52.84	54.43	56.07	57.75	59.49	61.28	63.11	65.00	66.96	68.96	71.03	73.17
	O	79.260	81.645	84.105	86.625	89.235	91.920	94.665	97.500	100.440	103.440	106.545	109.755
GRADE 32A (63A)	Ex	113,775.78	117,189.06	120,704.75	124,325.88	128,055.67	131,897.33	135,854.25	139,929.87	144,127.77	148,451.59	152,905.14	157,492.29
	H	54.71	56.36	58.06	59.79	61.57	63.42	65.35	67.28	69.30	71.38	73.53	75.73
	O	82.065	84.540	87.090	89.685	92.355	95.130	98.025	100.920	103.950	107.070	110.295	113.595
GRADE 33 (640)	Ex	117,623.26	121,151.99	124,786.54	128,530.13	132,386.04	136,357.61	140,448.34	144,661.78	149,001.64	153,471.68	158,075.88	162,818.11
	H	56.55	58.24	60.01	61.80	63.66	65.56	67.54	69.56	71.64	73.79	76.01	78.30
	O	84.825	87.360	90.015	92.700	95.490	98.340	101.310	104.340	107.460	110.685	114.015	117.450
GRADE 33A (64A)	Ex	121,740.09	125,392.30	129,154.08	133,028.69	137,019.55	141,130.13	145,364.02	149,724.93	154,216.70	158,843.22	163,608.51	168,516.77
	H	58.52	60.29	62.10	63.96	65.88	67.85	69.89	71.98	74.15	76.36	78.66	81.04
	O	87.780	90.435	93.150	95.940	98.820	101.775	104.835	107.970	111.225	114.540	117.990	121.560

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	
GRADE 34	Ex	125,856.89	129,632.63	133,521.60	137,527.24	141,653.05	145,902.66	150,279.72	154,788.12	159,431.76	164,214.72	169,141.17	174,215.38	179,441.87
(650)	H	60.50	62.32	64.20	66.12	68.11	70.15	72.26	74.42	76.66	78.96	81.33	83.78	86.29
	O	90.750	93.480	96.300	99.180	102.165	105.225	108.390	111.630	114.990	118.440	121.995	125.670	129.435
GRADE 34A	Ex	130,261.89	134,169.77	138,194.85	142,340.71	146,610.92	151,009.24	155,539.51	160,205.70	165,011.87	169,962.22	175,061.10	180,312.92	185,722.35
(65A)	H	62.63	64.50	66.46	68.44	70.48	72.60	74.78	77.02	79.34	81.71	84.16	86.71	89.29
	O	93.945	96.750	99.690	102.660	105.720	108.900	112.170	115.530	119.010	122.565	126.240	130.065	133.935
GRADE 35	Ex	134,666.88	138,706.89	142,868.10	147,154.15	151,568.77	156,115.84	160,799.31	165,623.28	170,591.98	175,709.75	180,981.06	186,410.43	192,002.80
(660)	H	64.75	66.69	68.70	70.76	72.89	75.07	77.32	79.64	82.02	84.49	87.03	89.63	92.33
	O	97.125	100.035	103.050	106.140	109.335	112.605	115.980	119.460	123.030	126.735	130.545	134.445	138.495
GRADE 35A	Ex	139,380.22	143,561.66	147,868.48	152,304.55	156,873.68	161,579.89	166,427.28	171,420.10	176,562.70	181,859.58	187,315.41	192,934.82	198,722.90
(66A)	H	67.01	69.02	71.09	73.22	75.41	77.69	80.02	82.43	84.90	87.43	90.06	92.76	95.54
	O	100.515	103.530	106.635	109.830	113.115	116.535	120.030	123.645	127.350	131.145	135.090	139.140	143.310
GRADE 36	Ex	144,093.57	148,416.39	152,868.88	157,454.93	162,178.59	167,043.95	172,055.27	177,216.92	182,533.43	188,009.42	193,649.74	199,459.20	205,443.00
(670)	H	69.28	71.35	73.50	75.70	77.97	80.32	82.73	85.21	87.79	90.41	93.12	95.91	98.78
	O	103.920	107.025	110.250	113.550	116.955	120.480	124.095	127.815	131.685	135.615	139.680	143.865	148.170
GRADE 36A	Ex	149,136.83	153,610.98	158,219.29	162,965.85	167,854.85	172,890.48	178,077.19	183,419.50	188,922.08	194,589.75	200,427.46	206,440.27	212,633.50
(67A)	H	71.72	73.86	76.08	78.37	80.71	83.13	85.64	88.18	90.82	93.54	96.34	99.25	102.22
	O	107.580	110.790	114.120	117.555	121.065	124.695	128.460	132.270	136.230	140.310	144.510	148.875	153.330

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	
GRADE 1	Ex	19,819.67	20,414.25	21,026.68	21,657.49	22,307.22	22,976.42	23,665.72
	H	9.63	9.92	10.20	10.52	10.83	11.15	11.49
	O	14.445	14.880	15.300	15.780	16.245	16.725	17.235
GRADE 1A	Ex	20,513.36	21,128.76	21,762.63	22,415.49	23,087.96	23,780.62	24,494.03
	H	9.88	10.16	10.47	10.78	11.10	11.44	11.78
	O	14.820	15.240	15.705	16.170	16.650	17.160	17.670
GRADE 2	Ex	21,207.04	21,843.26	22,498.55	23,173.51	23,868.72	24,584.78	25,322.31
	H	10.20	10.52	10.82	11.14	11.50	11.83	12.19
	O	15.300	15.780	16.230	16.710	17.250	17.745	18.285
GRADE 2A	Ex	21,949.29	22,607.78	23,286.02	23,984.58	24,704.11	25,445.27	26,208.60
	H	10.56	10.86	11.20	11.55	11.89	12.24	12.63
	O	15.840	16.290	16.800	17.325	17.835	18.360	18.945
GRADE 3 (6A0)	Ex	22,691.53	23,372.29	24,073.46	24,795.65	25,539.52	26,305.68	27,094.88
	H	10.90	11.23	11.58	11.92	12.27	12.66	13.02
	O	16.350	16.845	17.370	17.880	18.405	18.990	19.530
GRADE 3A (6AA)	Ex	23,485.73	24,190.30	24,916.03	25,663.50	26,433.41	27,226.41	28,043.20
	H	11.31	11.64	11.98	12.33	12.73	13.10	13.50
	O	16.965	17.460	17.970	18.495	19.095	19.650	20.250
GRADE 4 (6B0)	Ex	24,279.95	25,008.33	25,758.59	26,531.35	27,327.29	28,147.11	28,991.52
	H	11.69	12.04	12.40	12.77	13.14	13.54	13.94
	O	17.535	18.060	18.600	19.155	19.710	20.310	20.910
GRADE 4A (6BA)	Ex	25,129.77	25,883.65	26,660.14	27,459.93	28,283.75	29,132.27	30,006.22
	H	12.10	12.45	12.82	13.21	13.61	14.02	14.42
	O	18.150	18.675	19.230	19.815	20.415	21.030	21.630
GRADE 5 (6C0)	Ex	25,979.54	26,756.92	27,561.69	28,388.54	29,240.19	30,117.40	31,020.92
	H	12.49	12.87	13.26	13.65	14.06	14.48	14.93
	O	18.735	19.305	19.890	20.475	21.090	21.720	22.395
GRADE 5A (6CA)	Ex	26,888.83	27,695.48	28,526.34	29,382.15	30,263.61	31,171.50	32,106.65
	H	12.96	13.35	13.77	14.18	14.61	15.03	15.48
	O	19.440	20.025	20.655	21.270	21.915	22.545	23.220
GRADE 6 (6D0)	Ex	27,798.10	28,632.05	29,491.01	30,375.75	31,287.02	32,225.62	33,192.40
	H	13.38	13.80	14.21	14.64	15.06	15.52	16.00
	O	20.070	20.700	21.315	21.960	22.590	23.280	24.000

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	
GRADE 6A (6DA)	Ex	28,771.05	29,634.18	30,523.18	31,438.90	32,382.05	33,353.53	34,354.14
	H	13.85	14.26	14.70	15.12	15.58	16.06	16.53
	O	20.775	21.390	22.050	22.680	23.370	24.090	24.795
GRADE 7 (6E0)	Ex	29,743.98	30,636.29	31,555.39	32,502.05	33,477.10	34,481.40	35,515.87
	H	14.31	14.74	15.17	15.63	16.10	16.59	17.07
	O	21.465	22.110	22.755	23.445	24.150	24.885	25.605
GRADE 7A (6EA)	Ex	30,785.01	31,708.56	32,659.82	33,639.64	34,648.79	35,688.26	36,758.94
	H	14.80	15.26	15.71	16.17	16.66	17.16	17.68
	O	22.200	22.890	23.565	24.255	24.990	25.740	26.520
GRADE 8 (6F0)	Ex	31,826.06	32,780.84	33,764.26	34,777.19	35,820.51	36,895.11	38,001.98
	H	15.32	15.78	16.25	16.73	17.22	17.74	18.28
	O	22.980	23.670	24.375	25.095	25.830	26.610	27.420
GRADE 8A (6FA)	Ex	32,939.97	33,928.17	34,946.00	35,994.39	37,074.21	38,186.45	39,332.03
	H	15.86	16.33	16.83	17.34	17.83	18.37	18.93
	O	23.790	24.495	25.245	26.010	26.745	27.555	28.395
GRADE 9 (6G0)	Ex	34,053.87	35,075.50	36,127.75	37,211.61	38,327.95	39,477.79	40,662.11
	H	16.41	16.92	17.42	17.96	18.48	19.04	19.60
	O	24.615	25.380	26.130	26.940	27.720	28.560	29.400
GRADE 9A (6GA)	Ex	35,245.74	36,303.15	37,392.23	38,514.01	39,669.42	40,859.48	42,085.29
	H	16.97	17.47	18.01	18.53	19.10	19.66	20.26
	O	25.455	26.205	27.015	27.795	28.650	29.490	30.390
GRADE 10 (6H0)	Ex	36,437.65	37,530.80	38,656.68	39,816.40	41,010.90	42,241.20	43,508.46
	H	17.52	18.06	18.58	19.15	19.72	20.31	20.92
	O	26.280	27.090	27.870	28.725	29.580	30.465	31.380
GRADE 10A (6HA)	Ex	37,712.96	38,844.34	40,009.68	41,209.97	42,446.27	43,719.65	45,031.26
	H	18.14	18.68	19.23	19.81	20.41	21.03	21.66
	O	27.210	28.020	28.845	29.715	30.615	31.545	32.490
GRADE 11 (6I0)	Ex	38,988.29	40,157.93	41,362.65	42,603.55	43,881.65	45,198.12	46,554.04
	H	18.75	19.31	19.89	20.49	21.12	21.74	22.39
	O	28.125	28.965	29.835	30.735	31.680	32.610	33.585
GRADE 11A (6IA)	Ex	40,352.87	41,563.45	42,810.38	44,094.66	45,417.51	46,780.05	48,183.45
	H	19.43	20.02	20.62	21.23	21.86	22.52	23.20
	O	29.145	30.030	30.930	31.845	32.790	33.780	34.800

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 12 Ex (6J0)	Ex	41,717.45	44,258.07	45,585.80	46,953.36	48,361.97	49,812.84
	H	20.09	21.29	21.92	22.58	23.27	23.96
	O	30.135	31.935	32.880	33.870	34.905	35.940
GRADE 12A Ex (6JA)	Ex	43,177.56	45,807.09	47,181.28	48,596.73	50,054.64	51,556.28
	H	20.77	22.03	22.71	23.40	24.09	24.81
	O	31.155	33.045	34.065	35.100	36.135	37.215
GRADE 13 Ex (6K0)	Ex	44,637.69	47,356.11	48,776.80	50,240.09	51,747.31	53,299.73
	H	21.48	22.80	23.48	24.17	24.90	25.67
	O	32.220	34.200	35.220	36.255	37.350	38.505
GRADE 13A Ex (6KA)	Ex	46,200.01	49,013.58	50,483.99	51,998.51	53,558.46	55,165.23
	H	22.24	23.59	24.30	25.03	25.77	26.54
	O	33.360	35.385	36.450	37.545	38.655	39.810
GRADE 14 Ex (6L0)	Ex	47,762.33	50,671.05	52,191.19	53,756.93	55,369.63	57,030.71
	H	22.98	24.39	25.11	25.86	26.64	27.43
	O	34.470	36.585	37.665	38.790	39.960	41.145
GRADE 14A Ex (6LA)	Ex	49,434.02	52,444.55	54,017.88	55,638.40	57,307.58	59,026.80
	H	23.77	25.22	25.99	26.79	27.59	28.42
	O	35.655	37.830	38.985	40.185	41.385	42.630
GRADE 15 Ex (6M0)	Ex	51,105.70	54,218.02	55,844.56	57,519.90	59,245.50	61,022.87
	H	24.59	26.10	26.87	27.67	28.50	29.34
	O	36.885	39.150	40.305	41.505	42.750	44.010
GRADE 15A Ex (6MA)	Ex	52,894.39	56,115.66	57,799.12	59,533.10	61,319.08	63,158.67
	H	25.45	26.99	27.81	28.63	29.50	30.37
	O	38.175	40.485	41.715	42.945	44.250	45.555
GRADE 16 Ex (6N0)	Ex	54,683.07	58,013.29	59,753.67	61,546.30	63,392.69	65,294.47
	H	26.29	27.90	28.73	29.61	30.48	31.40
	O	39.435	41.850	43.095	44.415	45.720	47.100
GRADE 16A Ex (6NA)	Ex	56,596.98	60,043.75	61,845.06	63,700.41	65,611.43	67,579.77
	H	27.25	28.92	29.77	30.67	31.59	32.53
	O	40.875	43.380	44.655	46.005	47.385	48.795
GRADE 17 Ex (6O0)	Ex	58,510.90	62,074.21	63,936.44	65,854.54	67,830.17	69,865.08
	H	28.14	29.86	30.76	31.68	32.62	33.60
	O	42.210	44.790	46.140	47.520	48.930	50.400

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 17A (60A)	Ex	60,558.78	62,375.54	64,246.80	66,174.21	68,159.44	70,204.21
	H	29.14	30.01	30.91	31.84	32.79	33.76
	O	43.710	45.015	46.365	47.760	49.185	50.640
GRADE 18 (6P0)	Ex	62,606.65	64,484.85	66,419.41	68,412.02	70,464.36	72,578.28
	H	30.14	31.04	31.97	32.95	33.93	34.94
	O	45.210	46.560	47.955	49.425	50.895	52.410
GRADE 18A (6PA)	Ex	64,797.90	66,741.83	68,744.09	70,806.40	72,930.60	75,118.51
	H	31.16	32.08	33.06	34.05	35.08	36.12
	O	46.740	48.120	49.590	51.075	52.620	54.180
GRADE 19 (6Q0)	Ex	66,989.12	68,998.82	71,068.75	73,200.86	75,396.84	77,658.76
	H	32.23	33.18	34.19	35.22	36.28	37.36
	O	48.345	49.770	51.285	52.830	54.420	56.040
GRADE 19A (6QA)	Ex	69,333.74	71,413.76	73,556.16	75,762.86	78,035.76	80,376.82
	H	33.37	34.36	35.38	36.45	37.54	38.67
	O	50.055	51.540	53.070	54.675	56.310	58.005
GRADE 20 (6R0)	Ex	71,678.38	73,828.72	76,043.59	78,324.89	80,674.65	83,094.87
	H	34.50	35.53	36.59	37.69	38.81	39.98
	O	51.750	53.295	54.885	56.535	58.215	59.970
GRADE 20A (6RA)	Ex	74,187.11	76,412.71	78,705.10	81,066.25	83,498.25	86,003.20
	H	35.69	36.77	37.87	39.00	40.15	41.36
	O	53.535	55.155	56.805	58.500	60.225	62.040
GRADE 21 (6S0)	Ex	76,695.85	78,996.72	81,366.64	83,807.64	86,321.84	88,911.49
	H	36.89	37.99	39.13	40.32	41.53	42.77
	O	55.335	56.985	58.695	60.480	62.295	64.155
GRADE 21A (6SA)	Ex	79,380.20	81,761.60	84,214.46	86,740.91	89,343.13	92,023.42
	H	38.20	39.35	40.52	41.73	42.99	44.27
	O	57.300	59.025	60.780	62.595	64.485	66.405
GRADE 22 (6T0)	Ex	82,064.55	84,526.51	87,062.29	89,674.16	92,364.38	95,135.31
	H	39.47	40.67	41.89	43.15	44.42	45.76
	O	59.205	61.005	62.835	64.725	66.630	68.640
GRADE 22A (6TA)	Ex	84,936.84	87,484.94	90,109.47	92,812.75	95,597.13	98,465.06
	H	40.84	42.07	43.32	44.63	45.97	47.35
	O	61.260	63.105	64.980	66.945	68.955	71.025

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 23 (6U0)	Ex	87,809.07	90,443.35	93,156.65	95,951.35	98,829.90	101,794.79
	H	42.21	43.49	44.80	46.13	47.52	48.94
	O	63.315	65.235	67.200	69.195	71.280	73.410
GRADE 23A (6UA)	Ex	90,882.40	93,608.88	96,417.13	99,309.67	102,288.93	105,357.59
	H	43.71	45.01	46.36	47.76	49.20	50.66
	O	65.565	67.515	69.540	71.640	73.800	75.990
GRADE 24 (6V0)	Ex	93,955.72	96,774.39	99,677.61	102,667.95	105,747.99	108,920.43
	H	45.19	46.54	47.95	49.38	50.85	52.36
	O	67.785	69.810	71.925	74.070	76.275	78.540
GRADE 24A (6VA)	Ex	97,244.17	100,161.50	103,166.35	106,261.32	109,449.17	112,732.65
	H	46.75	48.16	49.60	51.10	52.64	54.22
	O	70.125	72.240	74.400	76.650	78.960	81.330
GRADE 25 (6W0)	Ex	100,532.61	103,548.59	106,655.06	109,854.72	113,150.35	116,544.87
	H	48.34	49.79	51.29	52.82	54.40	56.04
	O	72.510	74.685	76.935	79.230	81.600	84.060
GRADE 25A (6WA)	Ex	104,051.26	107,172.80	110,387.99	113,699.61	117,110.61	120,623.94
	H	50.04	51.55	53.09	54.70	56.33	58.03
	O	75.060	77.325	79.635	82.050	84.495	87.045
GRADE 26 (6X0)	Ex	107,569.89	110,796.99	114,120.90	117,544.53	121,070.86	124,702.99
	H	51.71	53.27	54.87	56.52	58.21	59.97
	O	77.565	79.905	82.305	84.780	87.315	89.955
GRADE 26A (6XA)	Ex	111,334.85	114,674.89	118,115.15	121,658.60	125,308.35	129,067.58
	H	53.54	55.13	56.81	58.51	60.28	62.08
	O	80.310	82.695	85.215	87.765	90.420	93.120
GRADE 27 (6Y0)	Ex	115,099.79	118,552.78	122,109.36	125,772.67	129,545.83	133,432.21
	H	55.36	57.02	58.74	60.48	62.30	64.18
	O	83.040	85.530	88.110	90.720	93.450	96.270
GRADE 27A (6YA)	Ex	119,128.30	122,702.13	126,383.19	130,174.68	134,079.93	138,102.33
	H	57.27	58.99	60.76	62.60	64.47	66.43
	O	85.905	88.485	91.140	93.900	96.705	99.645
GRADE 28 (6Z0)	Ex	123,156.77	126,851.48	130,657.04	134,576.73	138,614.03	142,772.47
	H	59.24	61.01	62.83	64.73	66.66	68.66
	O	88.860	91.515	94.245	97.095	99.990	102.990

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	
GRADE 28A (62A)	Ex	127,467.27	131,291.29	135,230.01	139,286.92	143,465.55	147,769.50	152,202.59
	H	61.29	63.12	65.01	66.98	68.98	71.05	73.18
	O	91.935	94.680	97.515	100.470	103.470	106.575	109.770
GRADE 29 (600)	Ex	131,777.76	135,731.08	139,803.02	143,997.13	148,317.03	152,766.53	157,349.52
	H	63.38	65.28	67.23	69.26	71.33	73.48	75.68
	O	95.070	97.920	100.845	103.890	106.995	110.220	113.520
GRADE 29A (60A)	Ex	136,389.99	140,481.66	144,696.14	149,037.01	153,508.11	158,113.36	162,856.76
	H	65.58	67.57	69.60	71.67	73.82	76.04	78.34
	O	98.370	101.355	104.400	107.505	110.730	114.060	117.510
GRADE 30 (610)	Ex	141,002.21	145,232.26	149,589.23	154,076.91	158,699.21	163,460.17	168,364.00
	H	67.80	69.84	71.93	74.11	76.32	78.60	80.96
	O	101.700	104.760	107.895	111.165	114.480	117.900	121.440
GRADE 30A (61A)	Ex	145,937.27	150,315.39	154,824.85	159,469.59	164,253.69	169,181.30	174,256.73
	H	70.18	72.29	74.46	76.68	78.98	81.34	83.79
	O	105.270	108.435	111.690	115.020	118.470	122.010	125.685
GRADE 31 (620)	Ex	150,872.35	155,398.52	160,060.48	164,862.29	169,808.16	174,902.40	180,149.48
	H	72.55	74.71	76.96	79.29	81.66	84.10	86.63
	O	108.825	112.065	115.440	118.935	122.490	126.150	129.945
GRADE 31A (62A)	Ex	156,152.89	160,837.47	165,662.59	170,632.48	175,751.45	181,023.99	186,454.71
	H	75.09	77.34	79.66	82.03	84.52	87.04	89.64
	O	112.635	116.010	119.490	123.045	126.780	130.560	134.460
GRADE 32 (630)	Ex	161,433.42	166,276.41	171,264.71	176,402.65	181,694.73	187,145.58	192,759.95
	H	77.64	79.96	82.35	84.81	87.37	90.00	92.69
	O	116.460	119.940	123.525	127.215	131.055	135.000	139.035
GRADE 32A (63A)	Ex	167,083.59	172,096.08	177,258.96	182,576.74	188,054.04	193,695.68	199,506.54
	H	80.36	82.77	85.24	87.81	90.44	93.14	95.93
	O	120.540	124.155	127.860	131.715	135.660	139.710	143.895
GRADE 33 (640)	Ex	172,733.76	177,915.76	183,253.23	188,750.84	194,413.35	200,245.75	206,253.12
	H	83.05	85.54	88.11	90.75	93.48	96.28	99.19
	O	124.575	128.310	132.165	136.125	140.220	144.420	148.785
GRADE 33A (64A)	Ex	178,779.43	184,142.81	189,667.08	195,357.09	201,217.81	207,254.35	213,471.98
	H	85.95	88.53	91.20	93.93	96.74	99.65	102.65
	O	128.925	132.795	136.800	140.895	145.110	149.475	153.975

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	
GRADE 34 (650)	Ex	184,825.12	190,369.88	196,080.96	201,963.41	208,022.29	214,262.96	220,690.85
	H	88.88	91.54	94.29	97.11	100.03	103.03	106.12
	O	133.320	137.310	141.435	145.665	150.045	154.545	159.180
GRADE 34A (65A)	Ex	191,294.01	197,032.82	202,943.78	209,032.11	215,303.07	221,762.16	228,415.03
	H	91.96	94.73	97.58	100.49	103.51	106.63	109.82
	O	137.940	142.095	146.370	150.735	155.265	159.945	164.730
GRADE 35 (660)	Ex	197,762.86	203,695.75	209,806.62	216,100.84	222,583.86	229,261.36	236,139.21
	H	95.10	97.96	100.90	103.91	107.03	110.24	113.55
	O	142.650	146.940	151.350	155.865	160.545	165.360	170.325
GRADE 35A (66A)	Ex	204,684.58	210,825.11	217,149.85	223,664.36	230,374.28	237,285.51	244,404.07
	H	98.40	101.36	104.40	107.54	110.78	114.10	117.51
	O	147.600	152.040	156.600	161.310	166.170	171.150	176.265
GRADE 36 (670)	Ex	211,606.28	217,954.46	224,493.09	231,227.88	238,164.73	245,309.65	252,668.96
	H	101.74	104.80	107.95	111.17	114.51	117.97	121.51
	O	152.610	157.200	161.925	166.755	171.765	176.955	182.265
GRADE 36A (67A)	Ex	219,012.49	225,582.87	232,350.35	239,320.86	246,500.48	253,895.49	261,512.35
	H	105.31	108.45	111.71	115.05	118.51	122.06	125.74
	O	157.965	162.675	167.565	172.575	177.765	183.090	188.610

MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF MANCHESTER, NH
AND
CITY OF MANCHESTER
AND
TEAMSTERS UNION LOCAL NO. 633 OF N.H.
(Airport)

Affiliated with the International Brotherhood of Teamsters

2007 - 2010

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1. Upon ratification by the Board of Mayor and Aldermen, and the members of the Local 633, salary schedules originally scheduled to increase by three percent (3.0%) on July 1, 2009 (Article XI 3) shall instead be increased by three percent (3.0%) on January 1, 2010.
 2. Any member of the Local 633 bargaining unit who retires from August 1, 2009 to July 1, 2010 will receive additional compensation necessary to make the salary adjustment of three percent (3.0%) retroactive to July 1, 2009.
 3. Any member of the Local 633 bargaining unit who retires from August 1, 2010 to December 31, 2010 will receive a pro-rata amount necessary to make the COLA effective for a full 12 months.
 4. On July 1, 2010, salary schedules shall be increased by one and one half percent (1.5%).
 5. On July 1, 2011, salary schedules shall be increased by two and one half percent (2.5%).
 6. On July 1, 2012, salary schedules shall be increased by two and one half percent (2.5%).
 7. The salary schedules herein shall be incorporated into a new three year agreement to be ratified by the parties covering the period from July 1, 2010 to June 30, 2013.

For the Union:





Mike C. Beyon

DATE: 6/24/08

For the City of Manchester:







DATE: 6.24.09

MEMORANDUM OF AGREEMENT

AGREEMENT, made this 30th day of JUNE, 2010, by and between the Teamsters Local No. 633 of NH – Airport Authority (Union), the City of Manchester (“the City”), and jointly referred to as “the Parties”, intending to be bound by their mutual promises agree as follows:

WHEREAS, the Parties desire to provide a health insurance program designed to meet the health needs of the members of the Unit and their families and the desire of both Parties to effectively manage costs incurred as a result of the purchase of these health insurance plans, the Parties agree to amend the Collective Bargaining Agreement as follows:

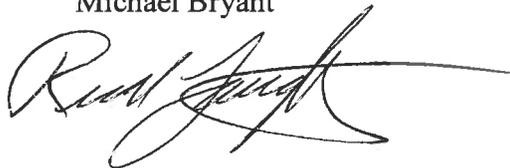
Amend Article XX.1 , Hospital/Medical Insurance, by adding a new paragraph

Effective July 1, 2010, the City may offer a third option which will be a high deductible health insurance plan accompanied by the establishment of a Health Savings Account (HSA) for each enrolled employee with an initial City contribution to the HSA of \$1,500.00 for an individual and \$3,000.00 for a family. The City retains the right to set the annual contribution and shall each year prior to the open enrollment period disclose any changes to the high deductible benefit plan and/or its anticipated contribution to HSAs or continuation of the HSA in the following fiscal year. Members availing themselves to this third option shall continue to pay a contribution to premium of five percent (5%). Employees will continue to be charged on the basis of a single two-person or family plan irrespective of the single/family designation in the plan itself.

WHEREFORE, intending to be bound by their mutual promises, the Parties have executed this Agreement on the date first cited above by their authorized representatives.

**Teamsters Local No. 633 of NH
Airport Authority**

By: _____
Michael Bryant



City of Manchester

By: _____
