

AGREEMENT
BETWEEN THE
CITY OF MANCHESTER, N.H.
AND THE
MANCHESTER ASSOCIATION OF POLICE SUPERVISORS
2010 - 2013

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PREAMBLE

For purposes of this Agreement, the City of Manchester, NH is hereinafter referred to as the "City" and the Manchester Police Department is hereinafter referred to as the "Department" and the Manchester Association of Police Supervisors is hereinafter referred to as "MAPS" or the "Association". The City, the Department and the Association agree to be bound by the terms of this Agreement.

ARTICLE 1
UNIT DESCRIPTION

1.1 The Bargaining Unit to which this Agreement is applicable shall consist of all City of Manchester Police Department employees in the classifications of Police Sergeant, Police Lieutenant, Police Captain, Custodial Services Supervisor, Police Telecommunications Manager, Police Records Supervisor, Equipment Maintenance Superintendent I, Ordinance Violations Coordinator and Emergency Communications Supervisor (Police).

1.2 It is agreed by the parties to this Agreement that if at any time in the future the City of Manchester establishes a Centralized Garage operations which includes the maintenance and repair of Police Department equipment the position of Equipment Maintenance Superintendent may be transferred to the Centralized Garage without grievance.

ARTICLE 2
DUES DEDUCTION

2.1 The Department agrees to authorize the deduction of MAPS dues from each employee who has signed an authorization card and to send said dues to: The Treasurer, MAPS, 351 Chestnut Street, Manchester, N.H.

2.2 MAPS will keep the Department informed of the correct name and address of the Treasurer of MAPS.

2.3 This deduction of dues will be made on a weekly basis and shall be sent monthly to the Treasurer of MAPS.

2.4 If any employee has no check coming to him or if his check is not large enough to satisfy the dues, then no dues deduction will be made from that employee. In no case will the City attempt to collect fines or assessments for the Association beyond the regular dues.

2.5 Should there be a dispute between an employee and the Association over the matter of deductions, the Association agrees to hold the City harmless in any such dispute.

ARTICLE 3

MANAGEMENT RIGHTS

3.1 The Department will continue to have, whether exercised or not, all the rights, powers and authority heretofore existing, including, but not limited to, the following:

Determine the standards of service to be offered by the Police Department; Determine the standards of selection for employment; direct its employees; take disciplinary action; relieve its employees from duty because of lack of work or other legitimate reasons; issue and enforce rules and regulations; maintain the efficiency of governmental operations; determine the methods, means, and personnel by which the Police Department operations are to be conducted; Determine the content of job classifications; exercise complete control and discretion over its organization and the technology of performing its work; and fulfill all its responsibilities.

3.2 All the rights, responsibilities, and prerogatives that are inherent in the Department by virtue of statutory and charter provisions cannot be subject to any grievance or arbitration proceedings.

ARTICLE 4
EMPLOYEE RIGHTS

4.1 MAPS and the Department agree there will be no discrimination against any employee on account of membership or non-membership in MAPS and no disciplinary action shall be taken against an employee except for just cause.

4.2 The Department agrees that it will not interfere with the formation, existence, operation or administration of MAPS.

4.3 The members of MAPS bargaining committee who are scheduled to work a tour of duty during collective bargaining negotiations shall be granted time off without loss of pay or benefits for all meetings between the Department, its agents or representatives and MAPS for the purpose of negotiating the terms of the contract or any supplements thereto. The MAPS Negotiating Committee will be excused from work one hour before the starting time for negotiations.

4.4 The President of MAPS or his designee shall be granted a reasonable amount of time off during working hours, without loss of pay or benefits, to investigate, process and settle grievances, provided the President of MAPS or his designee shall request permission, prior to his taking such time off, from the Chief of Police or his designee. Time off will be granted unless it will interfere with the operations of the department; provided, however, that denial of permission shall not be made arbitrarily without good reason.

4.5 Effective on the date of ratification of this Agreement, the President and Vice President of the bargaining unit will be exempt from investigating fellow bargaining unit members. The exempt positions will remain in effect for the life of this Agreement or until changed through collective bargaining.

ARTICLE 5

NO STRIKE CLAUSE

5.1 No employee covered by this Agreement shall engage in, induce or encourage any strike, work stoppage, "sick-in", "sick-out", slowdown or withholding of services to the City of Manchester.

5.2 The Association agrees that neither it, nor any of its officers or agents, national or MAPS will call, institute, authorize, participate in, sanction or ratify any such strike, work stoppage, slowdown or withholding of services to the City of Manchester.

5.3 In the event of a strike, work stoppage, slowdown or withholding of services to the City of Manchester, any employees participating in the same shall be subject to disciplinary action, including immediate dismissal.

ARTICLE 6
RULES AND REGULATIONS

6.1 The rules and regulations of the Manchester, NH Police Department which are now in effect or as may be amended by the Department shall be the prime governing factor in the conduct and actions of all Supervisors and every Supervisor shall be thoroughly conversant with them.

6.2 These rules and regulations shall be applied equally for all members and shall be void where preempted by Federal, State or Local Law.

6.3 Any disputes arising as a result of this Article are subject to the application of the Grievance procedure as outlined in Article 7 of this agreement.

ARTICLE 7
GRIEVANCE PROCEDURE

1 (A) A grievance is defined as a claim or dispute arising out of the application or interpretation of this Agreement, under express provisions of the Agreement, and shall be processed by following the steps described in this article.

1 (B) For the purpose of this article, a "BUSINESS DAY" shall be defined as Monday through Friday with Holidays excluded.

2. **STEP ONE:** A member of the bargaining unit must first take up the grievance with his immediate supervisor. The immediate supervisor shall give his answer within two (2) business days.

3. **STEP TWO:** Failing adjustment by these parties, the grievant may, within three (3) business days, submit the grievance, which must be in writing and which must list the article and section violated and the specific grievance to the Supervisor in charge of the Administration Division. The Supervisor in charge of the Administration Division will render his decision within three (3) calendar days.

4. **STEP THREE:** Failing adjustment by these parties, the grievant may, within five (5) business days, submit the written grievance referred to in STEP 2 above, to the Chief of Police. The Chief will render his decision within five (5) business days.

5 (A) **STEP FOUR:** If the decision of the Chief of Police is not acceptable to the aggrieved member of the bargaining unit, the grievant and the Union may submit the grievance to arbitration.

5 (B) **PRE-ARBITRATION MEETING:** Prior to submission of the grievance to arbitration, a meeting will be held to determine if the grievance can be settled without arbitration. Such meeting will include representative(s) from the Department, the Union, the Chief Negotiator/Contract Administrator and the grievant(s).

ARTICLE 7 - GRIEVANCE PROCEDURE (continued)

5 (B) (continued)

The parties may agree that the grievant(s) may not need to attend. The date for the pre-arbitration meeting will be determined by mutual agreement within ten (10) business days from the date that the Chief rendered his decision.

5 (C) After making full use of the above pre-arbitration procedure and having failed to reach a satisfactory solution, the grievance may be submitted by the Union to the New Hampshire Public Employee Labor Relations Board or other mutually acceptable agency for the appointment of an arbitrator in accordance with the rules and regulations of the agency. The Union must make its submission within fifteen (15) business days after the date of the report of the pre-arbitration meeting and it must simultaneously convey a copy of the submission to the Chief of Police.

If the Union fails to request the appointment of an arbitrator within fifteen (15) business days after the date of the report of the pre-arbitration meeting, the grievance shall be deemed abandoned and no further action shall be taken with respect to the grievance.

6. The arbitrator shall not have the power to add to, ignore or modify any of the terms and conditions of this agreement. His decision shall not go beyond what is necessary for the interpretation and application of express provisions of this agreement.

The arbitrator shall not substitute his judgment for that of the parties in the exercise of rights granted or retained by this agreement. The decision of the arbitrator shall be final and binding upon the parties as to the matter in dispute.

7. Each party shall make arrangements to pay the expenses of any witnesses who are called by them. The cost of arbitration shall be shared equally by the parties.

ARTICLE 7 - GRIEVANCE PROCEDURE (continued)

8. If the grievance involved the immediate supervisor, section 3 of this article shall become the first step in the grievance procedure.

9. A grievance shall be put in motion within thirty (30) business days of the event which gives rise to the grievance or shall be considered null and void. If the (grievant does not process the grievance within the time limits set forth in sections 2, 3, 4 and 5, it shall be considered as dismissed. If a decision is not rendered within the time limits as set forth in sections 2, 3 and 4 above, the grievant may proceed to the next step.

10. The above times may be extended by mutual written agreement of the parties.

11. The employee, when discussing his grievance with management, may or at his/her discretion, be accompanied by a union representative.

12. The grievant shall be in a pay status when processing a grievance or acting as a witness if said processing of a grievance or acting as a witness occurs during his/her scheduled duty hours. A representative of the Union shall be in a pay status when processing a grievance or acting as a witness if said processing of a grievance or acting as a witness occurs during his scheduled duty hours, provided said representative shall request permission prior to taking such time off from the Chief of Police or his designee and it is understood that such permission may be refused if it will interfere with the normal and orderly operation of the Department, but in no event will such time off be denied for more than two (2) of the representative's consecutive shift periods, not including days off.

The parties agree that no more than two (2) Union representatives may attend a pre-arbitration meeting or an arbitration hearing while in a pay status, if such meeting/hearing occurs during their scheduled duty hours.

The Department shall have the right to initiate a grievance growing out of a claim or dispute arising out of the application or interpretation of this Agreement, under express provision of the Agreement, provided,

ARTICLE 7 - GRIEVANCE PROCEDURE (continued)

7.12 (continued)

however, that the Department may, in its discretion, submit any claim by the Department for breach of Article 25 of this Agreement entitled "No Strike Clause" to any other forum of the Department's choice. In the event the Department initiates a grievance, it shall do so by filing said grievance with the Union within forty-five (45) business days from the date of the event which gives rise to the alleged grievance. If the matter is not resolved by and between the Department and the Union within fifteen (15) business days from the date the Department submitted said grievance to the Union, the Department: may submit a written request to the permanent neutral (arbitrator) to resolve said grievance in accordance with its rules and regulations and the provision of sections 6, 7 and 8 of this article shall apply to such processing. The Department will simultaneously convey a copy of the request for arbitration to the Union President.

ARTICLE 8

HOURS OF WORK

8.1 The regular work day for supervisors on rotating shift assignments shall be eight and one-half (8 1/2), except for communications supervisors whose regular work day shall be eight hours (8 hours) and their days on and off duty shall be computed according to the "four and two" system. The first half-hour of each work day for these supervisors shall be used for in-service and roll-call instruction, scheduling and work preparation.

8.2 Supervisors who are not assigned to rotating shifts assignments on the "four and two" system shall be assigned to shifts of eight and one-half (8 1/2) hours per day, five consecutive days per week, with Saturday, Sunday and Holidays off. These employees will receive payment for scheduled Holidays the same as employees on the "four and two", shift system.

8.3 The Police Telecommunications Manager and Equipment Maintenance Superintendent shall be assigned to schedules of eight hours per day, five days per week, with Saturdays, Sundays and Holidays off.

8.4 The average regular work week shall consist of forty (40) hours per week. All work performed by supervisors over and above their regular work day and average work week shall be subject to the overtime provisions of this Agreement.

8.5 As soon as practicable after July 1, 1999, the department may establish a Swing Shift for the Patrol Division only (consisting of two consecutive evening shifts followed by two consecutive day shifts followed by two consecutive days off duty). Assignments to the swing shift shall be made in accordance with section 10.4, shift by seniority.

8.6 NIGHT SHIFT PREMIUM. Effective on the date of signing of this Agreement, any non-sworn bargaining unit member who is assigned to night shifts on a periodic rotating basis shall be paid at a rate which is seven percent (7%) higher than his/her normal rate. Such premium shall apply when half or more of the shift

is scheduled after 6:00 P.M. or before 8:00 A.M. and shall be paid only while the non-sworn bargaining unit member is actually working on such shift or is on authorized vacation or sick leave with pay, provided that he/she is so assigned both immediately before and after.

ARTICLE 9

SALARIES

9.1 Effective July 1, 2010, the Salary Schedule shall be increased by one percent and one half (1.5%) (See, salary schedule attached and made part of this Agreement.) NOTE: The member's work weeks are specified in Article 8.

9.2 Effective July 1, 2011, the Salary Schedules shall be increased by two and one half percent (2.5%).

9.3 Effective July 1, 2012, the Salary Schedules shall be increased by two and one half percent (2.5%).

9.4 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.

9.5 Outstanding performance evaluation bonus payments will cease, effective on date of ratification.

9.6 Employee appeals on their annual performance evaluation will be according to the process mutually agreed to by the Union and the City. See appendix B.

9.7 The longevity waiting periods for employees shall be 5-10-15-20-25-30-35-40 and 45 years of service. An increase of three-percent (3%) will take effect on the employee's anniversary date of employment.

9.8 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.

ARTICLE 9 - SALARIES (continued)

9.9 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 the following mutually agreed provisions as detailed on attached appendix A to this agreement.

9.10 The Classifications and associated Pay Grades for bargaining unit members are as follows...

Position	Class Code	YDM Pay Grade	Effective D.O.R.
Police Sergeant	9300	21	22
Police Lieutenant	9310	23	24
Police Captain	9320	25	26
Custodial Services Supervisor	5010	17	18
Equipment Maintenance Superintendent I	5570	20	21
Ordinance Violations Coordinator	9035	17	18
Police Records Supervisor	9190	17	18
Police Telecommunications Manager	9125	22	23
Emergency Communications Supervisor (Police)	9010	17	18

ARTICLE 10

SENIORITY

10.1 Seniority shall be determined by time in grade. When supervisors of equal rank have equal time in grade, seniority shall be determined by total length of sworn service in the Manchester Police Department.

10.2 Seniority shall not be broken by vacations, paid sick time, jury duty, suspension or any authorized leave of absence or military duty.

10.3 Employees who resign voluntarily or who may be discharged for just cause shall lose seniority; provided, however, that employees who resign in good standing and who are returned to duty before the expiration of one year shall regain their seniority; provided, however, that the period of separation will not count for seniority or entitlement to benefits based on length of service.

10.4 Seniority shall not give any employee the right to choose his assignment, his relief or his job since it is recognized these factors are a part of management's inherent rights and any dissatisfaction with assignments, reliefs, etc. shall NOT be subject to the grievance procedure. However, the Department will give consideration to seniority in making assignments that are not promotional.

Shift by Seniority - Captains and Lieutenants and Sergeants, only:

Notwithstanding the preceding two (2) sentences, effective on the first shift change following ratification of this Agreement, Captains, Lieutenants and Sergeants, only, shall have the right to choose their relief (shift) based upon seniority as it is defined in Section 10.1, above.

10.5 Whenever a senior employee feels that he has been bypassed for an assignment, he may request and be entitled to an explanation.

ARTICLE 11

TEMPORARY DUTY IN HIGHER RANK

11.1 Any Police Supervisor in the Bargaining Unit who is assigned to perform the duties of a higher ranking officer for one (1) full work day or longer shall be compensated for such higher level responsibilities by receiving either the entrance rate for the higher level pay grade or one pay Step (approximately 5%), above his/her present rate, whichever is the greater amount. Such assignments are subject to the approval of the Department Head and the Personnel Director.

11.2 Plus rate will be paid when Relief Lieutenant is in charge of the work shift during sickness, injury, vacations or authorized leave of absence of Relief Captain except when the Relief Lieutenant would normally be in charge of the work shift.

11.3 Plus rate will be paid when Relief Sergeant is in charge of a work shift.

11.4 Plus rate will be paid to persons assigned by the Chief of Police to fulfill the duties and responsibilities of a department head, division heads, section head in times of extended sickness, vacation, injury or authorized leaves of absences.

ARTICLE 12

SPECIAL DETAILS

12.1 A special detail shall be any duty performed by an off-duty supervisor for compensation which is paid exclusively by the City.

12.2 The Special Details referred to in Section 12.1 includes, but not limited to, Christmas traffic and store details, parades, Election duty and VIP escorts.

12.3. Effective 30 Days after ratification of this agreement the rate of pay for Special Details shall be as follows:

(A) When a member of the Bargaining Unit is assigned to a Special Detail in a SUPERVISORY capacity the rate of pay shall be at one and one-half (1 1/2) times the Supervisor's regular hourly rate of pay.

(B) When a member of the Bargaining Unit is assigned to a Special Detail in a NON-SUPERVISORY capacity (such as directing traffic) he/she shall be paid at the overtime rate for the pay grade 18, step 13. (Nevertheless, the parties agree that bargaining unit members will recognize their supervisory responsibilities.)

ARTICLE 13

EXTRA DETAILS

13.1 An extra detail shall be defined as that duty performed by an off-duty police officer for an employer other than the Manchester Police Department and will include those duties required by statute or ordinance and those duties for which requests are made to the Manchester Police Department.

13.2 Personnel performing extra details shall at all times be governed by the rules and regulations of the Manchester Police Department in effect at the time the work is performed.

13.3 Personnel desiring extra details shall submit in writing their names to the Chief of Police or his designee for placement on the extra detail roster. Personnel desiring to withdraw their names from the extra detail roster shall do so in writing to the Chief of Police or his designee. Personnel who have so withdrawn may, at any time, apply for reinstatement.

13.4 All names on the extra detail roster will be treated equally. In the event of a swap, the Relief Commander or Extra Detail Clerk must be notified by the man originally assigned to the detail. Failure to notify the Relief Commander or Extra Detail Clerk of a swap may disqualify that individual from the extra detail roster for a period not to exceed two weeks.

13.5 Any individual who is assigned to and accepts an extra detail must fill that detail as scheduled or notify the Relief Commander as to his reason for not filling that detail at least thirty-six (36) hours prior to the start of the detail, except in cases of “confining illness”. Failure to notify the Relief Commander or failure to fill the detail shall automatically disqualify that individual from the extra roster for a period of two (2) weeks, subject to review by the Police Chief. If a detail is cancelled by the contractor and the assigned officer is unable to obtain a replacement detail the same week, he/she will be allowed first choice of the details scheduled

13.5 (continued)

for the following week. In no case will an officer already assigned to a detail be removed from that detail to compensate the cancelled officer.

The Union accepts that when a job is designated as weather-related, it is incumbent upon the officer to check his voice mail one hour prior to the start of the job for a cancellation notice.

13.6 If a question arises over use of sick leave or recurring injuries by an individual whose name is on the extra detail roster, action may be taken by the Chief of Police or his designee to have him or her Disqualified from performing extra details.

13.7 Personnel on the extra detail roster shall not be assigned or allowed to take more than twenty-four (24) hours, combined, of extra details, planned overtime and/or special details in any work week. Court appearances, emergency overtime and training overtime shall not be included for the purpose of calculating this twenty-four (24) hour limit.

13.8 Personnel on the extra detail roster shall submit on the required form the date, place, name of employer, starting and finishing time, and the amount of money due them for such details. Personnel will not perform extra details on either a voluntary or paid basis without having such extra details recorded in the Extra Detail Book and must complete the required form even though the extra detail was on a voluntary non-paid basis. The extra detail slips are to be deposited in the extra work box which is located in the wall of the business office. If any officer receives cash for a detail, such cash will be turned into either the Relief Commander or the Clerk of extra work detail, with the extra work slip attached within five days of completion of the detail.

13.9 If there is any detail where assignment is in excess of four (4) officers and less than ten (10) officers one Superior Officer should be assigned. If the detail is assigned ten (10) or more officers then two Superior Officers should be assigned. It is recognized that assignment of Supervisor Officers is a managerial prerogative in the case of special details and such management decisions shall not be subject to the grievance procedure. On any detail where there is no Superior Officer and an excess of four officers are assigned, the Relief Commander will be in charge of the detail. The Clerk of the Extra Details will inform the Relief Commander of this.

13.10 If a detail is canceled by a contractor, without compensation to the officer, and the officer assigned to same is not able to receive another detail assignment in the same week, he or she will be given first consideration the following week, no matter what shift he or she is on. The officer whose detail is canceled must submit a note to the Clerk of the extra detail notifying the clerk of the cancellation.

13.11 In the event headquarters receives a call of an extra detail with less than twenty-four (24) hours notice, the clerk or Relief Commander will use his/her discretion to fill the detail. Also, if an officer cancels a detail less than twenty-four (24) hours notice, due to illness, the clerk or Relief Commander in charge of headquarters will use his/her discretion to fill the detail.

13.12 It will be the responsibility of the Relief Commander in charge of the 1600 to 2400 relief and the 2400 to 0800 relief, if a cancellation of a detail for the following day between 1201 and 1600 hours is received from the contractor, to cancel the officer assigned to the detail. It will also be their responsibility in the event an officer calls to cancel his detail due to sickness, to attempt to fill that detail.

13.13 Assignment of extra work details will be completed as follows:

13.13 (continued)

- A. Prior to Tuesday of each week, all officers on shifts that end between 0100 hours and 0700 hours may leave a note requesting an extra detail. The note will be given to the extra detail clerk who will assign the detail.
- B. All other officers, except the day relief, will pick extra details on Tuesdays between 0800 and 0900 hours.
- C. Day Relief will pick extra details after 0900 hours on Tuesdays.
- D. On Thursdays between 0700 and 1100 hours any officer can pick a second detail.
- E. After 1100 hours on Thursdays, extra details can be assigned within the prescribed time limits.

The period of time between Tuesday and Thursday gives each Officer ample time to contact whoever is handling the extra details. If an officer has not contacted whoever is assigning the work during that time period, **HE WILL NOT HAVE RECOURSE OF TAKING AWAY A JOB FROM AN OFFICER WHO HAS TWO OR THREE JOBS.**

13.14 Effective 45 days after ratification of this agreement the rate of pay for Extra Details shall be set at one and one half (1 1/2) times the normal rate of Yarger Decker salary schedule Grade 18 Step 13, plus five dollars (\$5.00) per hour or any fraction of an hour with a minimum of four (4) hours, except for scholastic events wherein the minimum will be three (3) hours. The rate of pay for establishments serving alcohol after midnight and mandated by the Department to hire a detail for that event will be one and one-half (1 ½) times the normal rate of Yarger Decker salary schedule Grade 18, Step 13, plus ten dollars (\$10.00) per hour. Should the Manchester Police Patrolman's Association's Collective Bargaining Agreement covering the time period of this agreement set a different rate of pay for Extra Details then the rate for this agreement shall change to coincide with the MPPA rate upon ratification of their Association's Collective Bargaining Agreement.

13.14 (continued)

Any hours worked in excess of eight (8) hours on details shall be compensated for at one and one half (1 1/2) times the Extra Details rate as described above. Extra details performed on Christmas Eve, Christmas Day, New Years Eve and New Years Day shall be paid at double the normal Extra Detail hourly rate as described above. Extra Details performed on Thanksgiving Day, Memorial Day (Effective (5/08), July 4th (effective 7/08), and Labor Day (effective (09/09) shall be paid at double the normal Extra Detail hourly rate as described above, except for City athletic events.

13.14 (a) Effective July 20, 2004, or the date of ratification, whichever comes sooner, the rate of pay for Extra Details in cases of declared strikes (company requests police presence during labor dispute) shall be set at one and one-half (1 ½) times the normal Extra Details rate as specified in Section 13.14, above. It is expressly understood and agreed that declared strikes, by location, may be deemed priority Extra Details and must be filled before any other Extra Details.

13.15 (A) As a consideration for the Police Department to continue to administer the Extra Details program the MAPS Bargaining Unit agrees to the following method of payment for the program: An administrative fee of one dollar and seventy cents (\$1.70) per hour of extra detail worked shall be returned to the Police Department for the purpose of administering the extra detail program. Such fee, plus an amount sufficient to cover the City's retirement contribution shall be withheld prior to payment to the officer working the extra detail. In addition, the City shall deduct the proper amount, to cover the employee's share, from the earnings paid to the bargaining unit member for the extra detail work, and shall make payments to the employee's retirement system.

13.15 (B) Subject to approval of the Finance Director of the administrative procedure required in this section, one dollar (\$1.00) from the payment for each extra detail hour worked shall be placed in a revolving fund. This fund shall be used for the pre-payment to officers for extra details pending payment by the contractors. This fund shall be administered jointly by the Police Department and the Finance Department. Payment of \$1.00 per extra detail hour worked shall be made until Jun 30, 1998, at which time an accounting of the fund will be made. During such period the officer shall be paid in accordance with Section 13.14 (with exceptions as noted). The City shall receive \$1.70 per hour and the Revolving Fund shall receive \$1.00 per hour. On June 30, 1998 the payment into the Revolving Fund shall cease and the officer shall receive one additional dollar per hour. The Revolving Fund will be maintained thereafter by the re-payment of pre-paid extra details as the officers receive payment for the contractors.

Nothing in this section shall obligate the department or the City to expend any City funds for the implementation of this Article.

13.16 The administration costs shall include the salary and fringe benefits costs of the individual who handles the extra work assignment and bookkeeping functions, overhead costs which are a direct cost to the employer and the cost of workmen's compensation insurance.

13.17 In addition to the above administrative costs the MAPS Bargaining Unit members agree that if in the future the City is required to make payments into any retirement system or unemployment compensation fund on the earnings paid to bargaining unit members for extra detail work then the hourly rate shall be increased to cover the City's actual costs for retirement and unemployment compensation costs. Such retirement and unemployment payments shall be deducted from monies owed to the individual participant from funds collected from the employing agencies.

13.18 Within a period of 90 days from the date of ratification of this agreement Counsel for the MAPS and Counsel for the City of Manchester shall develop language which is mutually agreed to **WHICH SHALL HOLD HARMLESS** the City of Manchester in the event of any delinquent payment by a Contractor to an officer for services rendered on an Extra Detail or in the event the City is charged with the responsibility of advancing payments to the officers prior to the collection of payments by the Contractors. Such mutually acceptable language shall be inserted in this agreement and shall become a part of this agreement.

Failure of the parties to develop mutually satisfactory language within the 90-day period will necessitate the parties to this agreement to meet to negotiate on this one particular article.

If the parties to this agreement are not able to reach agreement on this article after negotiations then the City, in its sole discretion, reserves and shall have the right to discontinue the administration of the Extra Details assignments.

13.19 Supervisors shall receive \$7.50 per hour more than the regular hourly rate or the strike detail rate of pay for extra details when acting in a supervisory capacity, as per Section 13.9 of this Article.

13.20 If a contractor specifically requests an officer whose rate of pay for extra details is lower than the rates listed in Section 13.14 of this Article, thereby by-passing a supervisor for the extra detail assignment, such action will not be grievable under this agreement or any article contained in this agreement.

ARTICLE 14

OVERTIME

14.1 Overtime shall be paid at the rate of time and one-half the regular hourly rate for authorized time worked in excess of the regular work day or the regular work week, as defined in Article 8 of this Agreement.

14.2 If an employee elects to be compensated for overtime by taking compensatory time off, such time will be at the rate of one and one-half times the hours worked. Compensatory time off must be approved by Management prior to taking such time off.

14.3 Supervisors called back to work shall be compensated in accordance with Section 33.059 of the City of Manchester Classification and Compensation Plan.

14.4 The overtime premium will not be pyramided, compounded, added together or paid twice for the same time worked.

14.5 Except in emergency situations, all overtime must be authorized in writing by the Relief Commander on duty. In the Detective and Juvenile Divisions, the Division Captain shall give this authorization. All overtime is subject to final approval by the Chief or his designee. All employees must work Overtime when requested unless otherwise excused.

14.6 Absences shall not be counted as hours or days worked in determining whether or not an employee is entitled to compensation at the overtime rate.

14.7 Regularly scheduled tours of duty shall not be changed to avoid the payment of overtime and on Special Details, paid by the City, no patrolman shall be used to provide to other patrolmen supervision unless efforts to assign a Supervisor have been exhausted within two (2) hours of the time of the detail.

14.8 **TRAINING** - Effective upon the date of ratification of this agreement, it is agreed by the Association that members of the Bargaining Unit will report for training courses/classes and staff meetings of

14.8 (continued)

the administrative discretion of the Department during off-duty hours; such training hours to be paid at one and one-half times the regular hourly rate for the employee. It is further agreed such training courses/classes shall not exceed three (3) full days of training during any calendar year. It is further agreed that employees will not be scheduled for training courses during their scheduled vacations and shall be given advance notice of at least ten (10) days of the scheduled training.

It is understood and agreed that the management of the department may schedule employees for less than four (4) hours of training on off-duty days and the employees will only be paid for actual hours of training time, provided that employees shall be paid for a minimum of four (4) hours at time and one-half for each training session.

14.9 **COMMUNICATIONS DIVISION SUPERVISOR OVERTIME** – Effective July 20, 2004, or the date of ratification, whichever comes sooner, members of the Bargaining Unit who are qualified, as determined by the Department, shall be eligible to work overtime shifts as a Dispatcher supervisor if no civilian Dispatch Supervisor is available; provided, however, that Sergeants shall be paid at their regular overtime rate and Lieutenants and Captains and the Telecommunications Supervisors shall be paid overtime at the grade 21, step 13 rate.

ARTICLE 15

VACATION

15.1 Effective July 1, 1999 or the date of ratification, whichever is the later, vacation leave policy for the regular department employees shall be as follows:

- (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 for five (5) calendar weeks begins at the beginning of twenty (20) years of continuous service.

15.2 Supervisors shall earn vacation time at the rate of 1/12 of their annual entitlement for each completed month of service. Vacation credits may accrue to 2 times the employee's annual accrual amount.

15.3 When a supervisor terminates his/her employment with the Manchester Police Department for any reason, he/she shall be compensated for all earned vacation time, but not to exceed 2 times his/her annual accrual amount.

15.4 Selection of vacation periods shall be by seniority and rank. Summer vacation shall not extend beyond two weeks until all eligible persons have had an opportunity to select a summer vacation. The summer vacation period shall extend from the first Sunday in June through the first Saturday after Labor Day (7 two week periods). All remaining calendar time shall be apportionately taken for vacations; provided, however, that no vacation period shall extend over two weeks to the exclusion of other employees having a right to choose in that period of time that an employee wishes to choose a vacation longer than two weeks.

ARTICLE 15 - VACATION (continued)

15.5 Nothing in the foregoing section shall be construed as prohibiting a supervisor from taking a vacation of longer duration than two weeks, provided that he has the earned vacation time and no other employee will be denied a proper selection of a vacation period.

ARTICLE 16(A)

SICK LEAVE ACCRUAL

16.1 All members of the bargaining unit who have satisfactorily completed six months of continuous employment shall be entitled to paid sick leave which shall accrue at the rate of 1 1/4 days (10 hours) per month for each completed month of service.

New employees hired into the bargaining unit after July 20, 2004, or the ratification date of this Agreement, whichever comes sooner, shall be entitled to paid sick leave which shall accrue at the rate of one-half (1/2) work day for each completed month of service. Accrual shall include the probationary period, but employees will not be allowed to use sick leave until they have satisfactorily completed the probationary period.

16.2 Effective January 1, 1980 and during the term of this agreement the maximum sick leave accrual shall be one hundred twenty (120) days.

If any other bargaining unit receives more than 120 days accrued sick leave MAPS will receive the added amount.

For new employees hired into the bargaining unit after July 20, 2004, or the ratification date of this Agreement, whichever comes sooner, unused sick leave may be accumulated up to a maximum of sixty (60) work days.

16.3 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 usage in excess of three days with a certificate from a qualified physician.

In case of chronic absenteeism, if the Chief has reason to believe an employee is abusing his sick leave privilege, the Chief may require a doctor's certificate for each period of illness.

ARTICLE 16 (continued)

16.4 Effective on July 20, 2004, or the date of ratification of this Agreement, whichever comes sooner, when a member of the Bargaining Unit terminates his/her employment with the Manchester Police Department due to death, paid retirement or duty disability retirement, all accrued sick leave up to a maximum of eighty (80) days, plus one-quarter (1/4) of the balance of the days accrued over eighty (80) but not more than one hundred twenty (120) days shall be payable to the employee or the designated beneficiary.

16.5 Members of the Bargaining Unit shall also be entitled to any other benefit in accordance with ordinance 33-081(H).

16.6 New employees hired into the bargaining unit after July 20, 2004, or the ratification date of this Agreement, whichever comes sooner, shall be entitled to payment for accrued sick leave, under the conditions specified above; provided however, that payment shall not exceed forty (40) days.

ARTICLE 16 (B)

SICK LEAVE BANK ADMINISTRATION

In accordance with the mutual agreement reached June 22, 1979 an appointee from the Executive Board of the Manchester Association of Police Supervisors shall serve as a voting member of the Sick Leave Bank Administrative Committee.

The Memorandum of Understanding signed July 5, 1979, a copy of which is attached, is hereby made a part of this agreement.

MEMORANDIUM OF UNDERSTANDING OF AMENDMENT TO AGREEMENT

BETWEEN

INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS,

LOCAL 394, AND

CITY OF MANCHESTER POLICE COMMISSION

DATED

JULY 31, 1978 AND EFFECTIVE JANUARY 1, 1978

The representatives of Local 394, IBPO, the City of Manchester Police Commission and the Aldermanic Negotiating Committee agree to amend the contract currently in effect as follows:

ARTICLE 15 - SICK LEAVE, SECTION 5 - SICK LEAVE BANK ADMINISTRATION

In order to provide for representation for members of the IBPO and the Manchester Association of Police Supervisors of the Sick Leave Bank shall be administered by four members of the Department, two to be appointed by the Union Board of Stewards, one by the Police Commission and one by the Executive Board of the Manchester Association of Police Supervisors and shall hereinafter be called the "Administrative

ARTICLE 16 (B) - SICK LEAVE, SECTION 5 - SICK LEAVE BANK

ADMINISTRATION (continued)

Committee" or "The Committee". Committee members shall be appointed in the following manner: One for one year, one for two years and two for three years; and upon expiration of each of these terms one member shall be appointed each year to serve a term of three years. Vacancies, when they occur, shall be filled by appointment in the same manner as the original appointments and shall be for the entire remaining term so filled.

The original appointee of the Police Commission shall be for a one year term and subsequent appointments shall be for three year terms. One appointee of the IBPO shall be for one year and one appointee shall be for two years and subsequent appointments shall be for three year terms. The appointee for MAPS shall be for a three year term and subsequent appointments shall be for three year terms.

The Committee shall select one of its members as Chairman by a majority vote, at the first meeting in January of each year, who shall serve a one year term.

The Committee shall meet upon the second Wednesday of each month. Three members present shall constitute a quorum and a majority of those members present and voting shall decide all questions. Members who are absent for either three (3) consecutive meetings or any six (6) meetings in any 12 months period shall be automatically terminated from the Committee and their terms declared vacant.

ARTICLE 17

NON-ABUSE OF SICK LEAVE

17.1 Members of the bargaining unit will be eligible for two days of Personal Leave per year, or payment in lieu of taking personal leave, provided they are determined to not have mis-used or abused their sick leave privileges during the preceding twelve months period starting January 1, 1978.

17.2 The determination whether or not employees have mis-used or abused their sick leave privileges will be made by the Sick Leave Bank Administrative Committee.

Standards and procedures to determine sick leave mis-use or abuse will be established by the Sick Leave Bank Administrative Committee, subject to approval by the signators to this agreement.

17.3 Longevity included in Personal Leave Days: In accordance with Article 25, Section 25.1, Longevity increments will be included in payment for Personal Leave Days.

ARTICLE 18

HOSPITAL-MEDICAL INSURANCE

18.1 Effective as soon as practicable after ratification, bargaining unit members will have the option to enroll in the Blue Cross/Blue Shield “Blue Choice Plan II” Plan on a voluntary basis in which case the City will pay eighty-seven and one-half percent (87.5%) of the single, two-person or family premium or in Matthew Thornton HMO Blue, in which case the City will pay up to ninety-five percent (95%) of the single, two-person or family premium.

Effective on the date of ratification of the 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 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 Prescriptions (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 open 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.

ARTICLE 18 HOSPITAL/MEDICAL INSURANCE (continued)

18.2 Effective upon the ratification of this Agreement the City may offer Health Maintenance Organization options to members of the Bargaining Unit on a voluntary basis. Such options shall include Matthew Thornton HMO Blue and any others which are mutually agreed to by the City and the Union.

Members who select other options than Matthew Thornton HMO Blue, including “Blue Choice Plan II”, may change their selection upon the annual reopening date.

18.3 It is agreed by all parties concerned that the City reserves and shall have the right to change insurance carriers or become self-insured, provided that there is no significant decrease in overall benefits and that the New Hampshire Retirement System must accept the new plan for retired officers.

18.4 Effective on the date of ratification of this Agreement, the City will pay one thousand five hundred dollars (\$1,500.00) annually to any bargaining unit member who terminates his/her existing health insurance coverage under the City’s/School District’s plan and who also provides satisfactory evidence that he/she has valid alternative health insurance coverage elsewhere.

18.5 The City further agrees that if any other group of employees are provided payment of any or all of the hospital-medical insurance premium for retirees then the MAPS Bargaining Unit shall be offered the same program on the same basis.

18.6 Effective July 1, 1999 or date of ratification, whichever is later, bargaining unit members will have the option to enroll in the Delta Dental's Plan including coverage A, B & C with a total yearly maximum

ARTICLE 18 HOSPITAL/MEDICAL INSURANCE (continued)

18.6 (continued)

of \$1,000.00 on a voluntary basis in which case the City will pay eighty-five percent (85%) of the single, two-person or family premium. 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. Also, effective July 1, 2003, all employees shall be required to pay the employee share of the dental insurance premiums (see Sec. 18.4 above).

Employees who are promoted into the MAPS Bargaining Unit from the IBPO Bargaining Unit after July 1, 1990 will retain any dental benefit to which they were entitled until such time as they become entitled to the MAPS dental benefit.

ARTICLE 19

BEREAVEMENT LEAVE

19.1 Any employee shall be excused from work for not more than five (5) consecutive calendar days, which may include regularly scheduled days off, because of death in the immediate family and shall be paid his/her normal rate of pay for the scheduled hours missed.

19.2 Immediate family shall mean spouse, parents, children, brothers, sisters, mother-in-law, father-in-law, son-in-law, daughter-in-law, step parents and step children or a blood relative or ward residing in the same house.

19.3 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	Aunt
Grandfather	Uncle
Grandchild	Brother-in-law

Sister-in-law

19.4 Under extenuating circumstances two (2) additional days with pay may be granted under Section 19.1 and 19.3 above, with written approval of the Department Head, such days to be chargeable to the employee's accrued sick leave.

ARTICLE 20

CLOTHING AND UNIFORMS

20.1 The City will provide the required uniforms for the MAPS Bargaining Unit members. Simultaneously the uniform allowance for uniformed personnel within the MAPS Group shall be discontinued;

20.2 provided, further, that the City will provide for the cleaning of uniforms and the officers' civilian clothes on a once per week basis, at a vendor of the City's choosing, such cleaning not to exceed \$185.00 per employee per year, effective January 1, 1990. Effective July 1, 2000 the provision for cleaning maximum shall increase to \$225.00 per employee per year.

Effective on the date of ratification, the provision for cleaning maximum shall increase to \$300.00 per employee per year. Effective July 1, 2008 said provision shall increase to \$325.00.

20.3 provided, further, the City shall review the issuance of uniforms no later than December 31, 1985, at which time the City retains and reserves the right to discontinue providing uniforms, and if such action is taken by the City, the Department will revert to the payment of an allowance for the Bargaining Unit members to purchase and clean their uniforms, such allowance to be the subject of negotiations with the Association at the time Of such reversion;

20.4 provided, further, that upon the effective date of the City's providing uniforms to Bargaining Unit members all issued uniforms, or parts of uniforms, shall be the property of the City and shall revert to the City upon the separation of an employee from the Police Department.

ARTICLE 20 - CLOTHING & UNIFORMS (continued)

20.5 Only members of the bargaining unit who are primarily assigned to duties requiring the wearing of civilian clothes will receive semi/annual payments of \$150.00 as an allowance therefore in addition to being issued uniforms and will be entitled to have said civilian clothes cleaned by the contractor selected by the City for cleaning of uniforms, such cleaning not to exceed \$185.00 per year, effective January 1, 1996. Effective July 1, 2000 the provision for clothing allowance shall increase to \$200.00 semi-annually and the cleaning maximum shall increase to \$225.00 per employee per year.

Members of the bargaining unit who are assigned to a Division which customarily wears uniforms will not receive the civilian clothes allowance.

20.6 An Administrative Committee composed of one IBPO Representative, one MAPS representative and one Administrative representative shall be established to review each case of civilian clothes and personal belongings destroyed in the line of duty. Guidelines will be established by the Administrative Committee, subject to approval by the Police Chief, for determining replacement values. The Committee shall submit such reports and recommendations to the Police Chief. The Police Chief shall have the final decision in such matters and such decision shall not be subject to the grievance procedure contained in this contract.

ARTICLE 21

COURT TIME

21.1 Effective January 1, 1993 bargaining unit members who are called in during off-duty hours for court appearances pertaining to their official duties, including DCYS hearings, DMV hearings, depositions and civil cases, shall be paid at the rate of time and one-half (1 1/2) their regular hourly rate including longevity with a minimum payment of three (3) hours at time and one-half (1 1/2).

21.2 Effective January 1, 1993 bargaining unit members who are held over from their shift for court appearances pertaining to their official duties, etc., shall be paid at the rate of time and one-half (1 1/2) their regular hourly rate including longevity, for all time actually worked in excess of their scheduled shift.

21.3 In return for the payments under sections 1 and 2 above, the bargaining unit member shall remit the court witness fee to the City Treasury.

21.4 The parties agree to cooperate to maintain a list showing when supervisors are on vacation*. Supervisors will be responsible to advise the Department of vacations at least sixty (60) days in advance. The Department will make a good faith effort to avoid supervisors being subpoenaed while on vacation. However, since the Department does not control the issuance of subpoenas, if the supervisor is subpoenaed while on vacation the matter shall not be grievable.

* For the purpose of this section, vacation shall include combinations of vacation days, swaps, regular days off, personal days or compensatory time which extend regular vacation.

ARTICLE 22

PAYMENT FOR MEALS

22.1 Supervisors shall be reimbursed up to \$3.50 per meal when assigned to participate in seminars or as instructors or aides in training schools by the department, or by outside agencies under the auspices of the department, that are daylong events outside the City limits.

22.2 No more than two (2) such meals shall be reimbursed unless such events shall require staying overnight and are not covered under a per diem rate.

22.3 Receipts will be required for such reimbursements.

ARTICLE 23

STABILITY OF AGREEMENT

23.1 Any portion of this Agreement found to be in conflict with any City ordinance, State statute, or Federal Law on regulations now in effect, or any State statute or Federal Law or regulations enacted at a later date, will be null and void. However, all other portions of this agreement will remain in effect.

23.2 This agreement represents the entire agreement between the parties hereto and may not be modified in whole or in part except by an instrument, in writing, duly executed by both parties. Provided however that if the parties mutually agree to modify this agreement it must be reduced to writing and signed by both parties within 30 days of reaching said agreement or the agreement shall not take effect.

ARTICLE 24

MISCELLANEOUS

24.1 Longevity payments included in Holiday Pay. Effective upon the date of this agreement Longevity Steps shall be included in the payment for Holidays, which are paid in lieu of employees being allowed time off.

24.2 Longevity payments included in Overtime. Effective upon the date of this agreement Longevity Steps shall be included in the payment for earned overtime.

24.3 Longevity payments shall be included in payment for Personal Leave Days.

24.4 The City shall also pay to a member of the Association injured in the performance of his/her duty the difference between his/her regular pay at the time of injury and the amount of Worker's Compensation benefits to which he/she is entitled, said payments to be in accordance with all applicable State statutes and the City ordinance in effect on January 1, 1992. In the event any such State statutes are amended so as to eliminate such payments, such payments shall cease as of the effective date of any such amendments.

24.5 **EDUCATION INCENTIVE REIMBURSEMENT POLICY** - Effective on the date of ratification the City will reimburse employees for approved courses, which are in accordance with the established procedures of the Department and the City, on the basis of 75% of the cost of tuition, books and materials to a maximum of \$2,000.00 per fiscal year provided, however, the City will not reimburse an employee for a course or courses and books or materials which are paid for through Federal or State Programs.

Courses must be approved in advance by the Department Head concerned as meeting the requirement that such course is related to the employee's job or is part of a career development program.

ARTICLE 24 - MISCELLANEOUS (continued)

24.5 (continued)

Approval must be obtained through the Human Resources Department for payment for the course in accordance with the established procedure.

Approval for courses will be considered on the basis of relevancy of the course, number of employees applying and funds available. The total amount expended for Tuition Reimbursement for Bargaining Unit employees shall not exceed \$6,000 during the fiscal year.

Effective July 1, 2008, the maximum reimbursement amount per employee shall \$2,000. per fiscal year and the total amount expended for Tuition Reimbursement shall not exceed \$7,000 during the fiscal year. Effective July 1, 2009, the total amount expended shall not exceed \$8,000 in any fiscal year.

ARTICLE 25

INDEMNIFICATION

25.1 The City of Manchester currently purchases liability insurance and/or self-insurers which includes coverage of Liability of Public officials and employees for actions taken as part of their official duties while employed by the City.

25.2 Furthermore, on the 25th of November 1975, the Board of Mayor and Aldermen acted under the provisions of RSA 31:105 by voting to indemnify - and hold harmless for loss or damage any person employed by the City while acting in their official capacity. Such action by the Board of Mayor and Aldermen protects the Officials and employees of the City for the deductible amount of liability insurance.

25.3 Employees of the City within the Bargaining Unit are covered under the Liability Insurance and the Indemnification for the deductible amount of the liability coverage, which are currently in effect.

ARTICLE 26

HOLIDAYS

26.1 The following days shall be paid holidays for the Manchester Association of Police Supervisors:

New Years Day	Labor Day
Martin Luther King Day	Columbus Day
Washington's Birthday	Election Day <u>or</u> the day after Thanksgiving*
Fast Day	Veteran's Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Day

* (NOTE: Employees will be given an option of which day will be taken as a holiday under procedures established by the Department).

26.2 If a holiday occurs within an employee's scheduled vacation period, the employee shall be given an additional day's pay at the straight time rate.

26.3 Employees who are on schedules other than Monday through Friday shall be granted a day's pay at straight time for each of the above holiday's in lieu of the holiday time off.

26.4 Employees who are on regular Monday through Friday schedules on an 8 1/2 hour of work per day schedule shall receive payment for holidays the same as those on "four and two" shifts.

The incumbents in the position of Police Telecommunications Manager and Equipment Maintenance Superintendent shall continue to receive payment for holidays on the same basis as employees assigned to a "four and two" schedule; provided, however, when those positions become vacant and replacements are assigned to these positions such employees may, at the discretion of the management, be placed on a Monday

ARTICLE 26 - HOLIDAYS (continued)

26.4 (continued)

through Friday, eight hours of work per day schedule, and in such case shall not receive payment in lieu of taking holidays off, but shall be allowed time off on all regular holidays.

26.5 For the purpose of this article the holiday shall be the twenty-four hour period commencing at 12:01 AM of that day.

26.6 It is agreed that if any additional holidays are granted by action of the Federal or State Governments or by the Board of Mayor and Aldermen other than those currently in effect or established through contract negotiations within the City of Manchester government then the members of MAPS will automatically receive such additional holiday under the same conditions as described above.

26.7 It is further agreed the granting of the day after Thanksgiving as a holiday is in exchange for Election Day and that such exchange is for a trial period of one year, at which time the City may in its sole discretion determine to revert to granting Election Day as a holiday and discontinue the day after Thanksgiving as a holiday.

26.8 Longevity included in Holiday Pay

In accordance with Article 24.1 Longevity increments will be included in payment for holidays.

ARTICLE 27

PERSONAL LEAVE DAY

27.1 Effective January 1, 1980 members of the MAPS Bargaining Unit who attain twenty-five years of service with the City shall be granted one (1) Personal Leave Day per year thereafter, or shall be paid one additional day's pay in lieu of taking the Personal Leave Day.

ARTICLE 28

RESIDENCY

28.1 Effective upon the date of ratification of this Agreement not more than forty percent (40%) of the authorized complement which is covered by this Agreement may reside within the towns which are contiguous to the City of Manchester or within twenty (20) road miles of the Manchester Police Station. Towns which are contiguous to the City of Manchester are Auburn, Bedford, Goffstown, Hooksett, Londonderry, Litchfield and Merrimack.

28.2 Bargaining Unit members who wish to reside in the contiguous towns shall be authorized to do so on a seniority basis, with the most senior employees having the first option to reside in the contiguous towns.

28.3 At least sixty percent (60%) of the Bargaining Unit members shall reside within the Manchester City limits.

ARTICLE 29

LIFE INSURANCE

29.1 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 fifty thousand (\$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 who dies 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 30

COMMITTEE REPRESENTATIVES

30.1 Whenever a committee is formed by the City and said committee is to have a representative from MAPS, such representative shall be appointed by the President of MAPS.

ARTICLE 31

DURATION

Upon ratification by the respective parties, this Agreement shall be in effect from July 1, 2010 through June 30, 2013, with effective dates for specific provisions as stated in the various Articles.

It is further agreed and understood by the parties hereto that no later than sixty days of the termination date above either party may notify the other party of its desire and intention to terminate the contract upon the expiration date or, if either party wishes to continue the contract in effect after the termination date, but wishes to amend any Article or part of the contract, then such party shall notify the other party no later than sixty (60) days prior to the termination date above of its intent to modify the contract; and, further, shall indicate which articles or portions of the contract it desires to modify through negotiations.

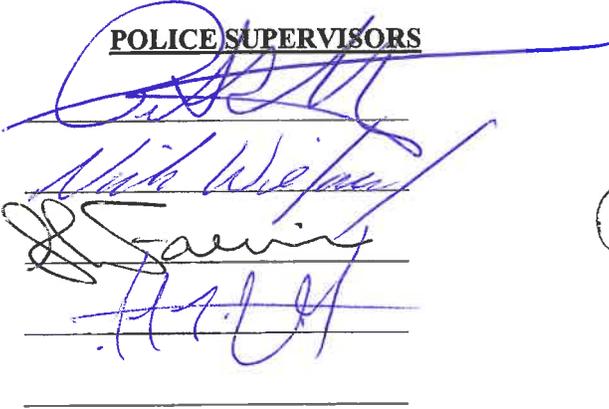
This contract is hereby agreed to by the parties concerned as certified to by their signatures affixed below:

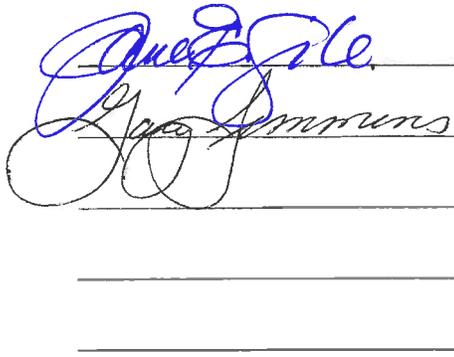
FOR MANCHESTER ASSOCIATION OF

FOR THE ALDERMANIC NEGOTIATING

POLICE SUPERVISORS

TEAM


Four handwritten signatures in blue ink are written over four horizontal lines. The signatures are: 1. A large, stylized signature starting with 'C'. 2. A signature starting with 'M'. 3. A signature starting with 'S'. 4. A signature starting with 'A'.


Two handwritten signatures in blue ink are written over two horizontal lines. The signatures are: 1. A signature starting with 'D'. 2. A signature starting with 'A'.

DATE SIGNED 6-16-10

DATE SIGNED: 6-10-10

DATE APPROVED BY THE BOARD OF MAYOR AND ALDERMEN: _____

Appendix A

Qualifications for Achievement Steps

Current members of the MAPS bargaining unit will be grandfathered to assure those presently holding an A-Step status keep it at their current rank.

Upon ratification of the contract, members need to obtain their criteria prospectively with the exception being formal education. Post Secondary Education will carry forward through the ranks as outlined in Appendix A.

Bargaining unit members who have attained the following certifications shall be deemed to have achieved the "A Step"...

- Certified Polygraph Examiners
- Graduates from the FBI National Academy
- Certified Emergency Medical Technicians
- Certified Expert Fingerprint Examiners (Certified by a Superior Court Judge during judicial proceeding).
- USPCA Nationally Certified Canine Trainer
- Any other certification or experience in a specialized area which brings added benefit to the assigned duties of the member's position (as solely determined by the Chief of Police).
- Police Sergeants who have attained their Associates Degree plus one-third (1/3) the credit hours needed to achieve a Bachelor's Degree in Management, Criminal Justice or a related field.
- Police Lieutenants who have attained their Associates Degree plus two-third (2/3) the credit hours needed to achieve a Bachelor's Degree in Management, Criminal Justice or a related field.
- Police Captains who have attained their Bachelor's Degree in Management, Criminal Justice or a related field.
- Emergency Services Dispatch Supervisors who have attained their Associates Degree in Management, Criminal Justice, Telecommunications, Computer Sciences or a related field.
- Custodial Services Supervisor who has attained his/her Associates Degree in Management, Technical School or a related field; or having a master electrician's license or master plumber's license.
- Equipment Maintenance Superintendent I who has attained his/her Associates in Management, Technical School or a related field; or having attained ASE Certification in at least two areas related to automotive repair.
- Ordinance Violations Coordinator who has attained his/her Associates Degree plus one-third (1/3) the credit hours needed to achieve a Bachelor's Degree in Management, Accounting or a related field.
- Police Telecommunications Manager who has attained his/her Bachelor's Degree plus one-half the credit hours needed to achieve a Master's Degree in Business, Communications, Management, Computer Information Systems or a related field.

Members requesting reclassification to the "A" step shall submit proof of completion or achievement of the above requirements to the Chief of Police for approval.

Appendix B

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 position. If the department head rules against the employee, the employee shall have the right to appeal the decision to the city-wide appeals committee.

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.

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 Ex (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 Ex (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 Ex (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 Ex (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 Ex (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 Ex (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 Ex (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 Ex (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 Ex (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 Ex (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 Ex (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 (60A) H O	41,237.61 19.82 29,730	42,474.71 20.42 30,630	43,748.96 21.04 31,560	45,061.42 21.67 32,505	46,413.25 22.33 33,495	47,805.66 22.99 34,485	49,239.83 23.67 35,505	50,717.02 24.39 36,585	52,238.55 25.11 37,665	53,805.71 25.86 38,790	55,419.86 26.67 40,005	57,082.45 27.45 41,175	58,794.93 28.27 42,405
GRADE 18 Ex (6P0) H O	42,632.09 20.49 30,735	43,911.05 21.12 31,680	45,228.38 21.74 32,610	46,585.24 22.39 33,585	47,982.80 23.06 34,590	49,422.28 23.76 35,640	50,904.96 24.49 36,735	52,432.11 25.21 37,815	54,005.06 25.98 38,970	55,625.20 26.78 40,170	57,293.96 27.58 41,370	59,012.79 28.41 42,615	60,783.15 29.25 43,875
GRADE 18A Ex (6PA) H O	44,124.22 21.22 31,830	45,447.93 21.85 32,775	46,811.39 22.50 33,750	48,215.74 23.18 34,770	49,662.19 23.88 35,820	51,152.06 24.60 36,900	52,686.61 25.34 38,010	54,267.22 26.11 39,165	55,895.25 26.88 40,320	57,572.09 27.68 41,520	59,299.27 28.51 42,765	61,078.23 29.35 44,025	62,910.59 30.26 45,390
GRADE 19 Ex (6Q0) H O	45,616.34 21.93 32,895	46,984.84 22.59 33,885	48,394.37 23.28 34,920	49,846.20 23.97 35,955	51,341.59 24.68 37,020	52,881.85 25.44 38,160	54,468.30 26.20 39,300	56,102.35 26.98 40,470	57,785.42 27.80 41,700	59,518.97 28.62 42,930	61,304.55 29.50 44,250	63,143.69 30.37 45,555	65,037.99 31.29 46,935
GRADE 19A Ex (6QA) H O	47,212.91 22.72 34,080	48,629.30 23.41 35,115	50,088.17 24.10 36,150	51,590.82 24.82 37,230	53,138.55 25.57 38,355	54,732.71 26.32 39,480	56,374.66 27.11 40,665	58,065.94 27.93 41,895	59,807.90 28.78 43,170	61,602.14 29.65 44,475	63,450.20 30.52 45,780	65,353.72 31.43 47,145	67,314.32 32.39 48,585
GRADE 20 Ex (6R0) H O	48,809.48 23.47 35,205	50,273.74 24.16 36,240	51,781.96 24.90 37,350	53,335.44 25.67 38,505	54,935.50 26.44 39,660	56,583.57 27.23 40,845	58,281.08 28.04 42,060	60,029.51 28.90 43,350	61,830.39 29.75 44,625	63,685.30 30.64 45,960	65,595.86 31.56 47,340	67,563.73 32.50 48,750	69,590.65 33.48 50,220
GRADE 20A Ex (6RA) H O	50,517.81 24.31 36,465	52,033.35 25.04 37,560	53,594.35 25.78 38,670	55,202.19 26.55 39,825	56,858.25 27.34 41,010	58,564.00 28.17 42,255	60,320.90 29.02 43,530	62,130.53 29.89 44,835	63,994.45 30.80 46,200	65,914.27 31.71 47,565	67,891.72 32.65 48,975	69,928.47 33.64 50,460	72,026.30 34.64 51,960
GRADE 21 Ex (6S0) H O	52,226.14 25.10 37,650	53,792.92 25.86 38,790	55,406.71 26.66 39,990	57,068.93 27.44 41,160	58,760.98 28.26 42,390	60,544.43 29.13 43,695	62,360.74 30.00 45,000	64,231.56 30.90 46,350	66,158.51 31.83 47,745	68,143.27 32.77 49,155	70,187.58 33.75 50,625	72,293.19 34.76 52,140	74,462.01 35.81 53,715
GRADE 21A Ex (6SA) H O	54,054.05 26.00 39,000	55,675.69 26.80 40,200	57,345.96 27.60 41,400	59,066.33 28.43 42,645	60,838.32 29.27 43,905	62,663.47 30.17 45,255	64,543.36 31.06 46,590	66,479.69 31.99 47,985	68,474.06 32.97 49,455	70,528.29 33.95 50,925	72,644.13 34.96 52,440	74,823.47 36.01 54,015	77,068.15 37.09 55,635
GRADE 22 Ex (6T0) H O	55,881.97 26.87 40,305	57,558.42 27.67 41,505	59,285.17 28.50 42,750	61,063.75 29.34 44,010	62,895.65 30.25 45,375	64,782.55 31.15 46,725	66,726.00 32.07 48,105	68,727.78 33.05 49,575	70,789.61 34.04 51,060	72,913.30 35.08 52,620	75,100.68 36.12 54,180	77,353.73 37.21 55,815	79,674.32 38.33 57,495
GRADE 22A Ex (6TA) H O	57,837.84 27.82 41,730	59,572.98 28.64 42,960	61,360.19 29.52 44,280	63,200.96 30.39 45,585	65,097.00 31.31 46,965	67,049.92 32.27 48,405	69,061.42 33.20 49,800	71,133.23 34.21 51,315	73,267.26 35.23 52,845	75,465.26 36.29 54,435	77,729.24 37.37 56,055	80,061.11 38.49 57,735	82,462.94 39.66 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	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
(6U0)	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	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
(6UA)	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	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
(6V0)	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	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
(6VA)	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	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
(6W0)	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	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
(6WA)	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	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
(6X0)	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	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
(6XA)	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	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
(6Y0)	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	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
(6YA)	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	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
(6Z0)	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 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	123,754.64
(62A) 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	59.50
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	89.250
GRADE 29 Ex	89,734.22	92,426.27	95,199.05	98,055.03	100,986.67	104,026.57	107,147.39	110,361.79	113,672.64	117,082.83	120,595.33	124,213.17	127,939.57
(600) 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	61.53
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	92.295
GRADE 29A 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	132,417.46
(60A) 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	63.68
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	95.520
GRADE 30 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	136,895.32
(610) 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	65.83
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	98.745
GRADE 30A 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	141,686.66
(61A) 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	68.15
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	102.225
GRADE 31 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	146,478.02
(620) 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	70.43
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	105.645
GRADE 31A 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	151,604.75
(62A) 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	72.91
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	109.365
GRADE 32 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	156,731.46
(630) 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	75.36
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	113.040
GRADE 32A 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	162,217.07
(63A) 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	78.00
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	117.000
GRADE 33 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	167,702.68
(640) 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	80.63
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	120.945
GRADE 33A 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	173,572.27
(64A) 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	83.45
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	125.175

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 (650)	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
	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 (65A)	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
	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 (660)	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
	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 (66A)	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
	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 (670)	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
	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 (67A)	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
	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	26,758.92	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	72,310.34
	H	29.14	30.01	30.91	31.84	32.79	33.76	34.77
	O	43.710	45.015	46.365	47.760	49.185	50.640	52.155
GRADE 18 (6P0)	Ex	62,606.65	64,484.85	66,419.41	68,412.02	70,464.36	72,578.28	74,755.61
	H	30.14	31.04	31.97	32.95	33.93	34.94	35.99
	O	45.210	46.560	47.955	49.425	50.895	52.410	53.985
GRADE 18A (6PA)	Ex	64,797.90	66,741.83	68,744.09	70,806.40	72,930.60	75,118.51	77,372.05
	H	31.16	32.08	33.06	34.05	35.08	36.12	37.21
	O	46.740	48.120	49.590	51.075	52.620	54.180	55.815
GRADE 19 (6Q0)	Ex	66,989.12	68,998.82	71,068.75	73,200.86	75,396.84	77,658.76	79,988.52
	H	32.23	33.18	34.19	35.22	36.28	37.36	38.48
	O	48.345	49.770	51.285	52.830	54.420	56.040	57.720
GRADE 19A (6QA)	Ex	69,333.74	71,413.76	73,556.16	75,762.86	78,035.76	80,376.82	82,788.14
	H	33.37	34.36	35.38	36.45	37.54	38.67	39.83
	O	50.055	51.540	53.070	54.675	56.310	58.005	59.745
GRADE 20 (6R0)	Ex	71,678.38	73,828.72	76,043.59	78,324.89	80,674.65	83,094.87	85,587.73
	H	34.50	35.53	36.59	37.69	38.81	39.98	41.18
	O	51.750	53.295	54.885	56.535	58.215	59.970	61.770
GRADE 20A (6RA)	Ex	74,187.11	76,412.71	78,705.10	81,066.25	83,498.25	86,003.20	88,583.29
	H	35.69	36.77	37.87	39.00	40.15	41.36	42.61
	O	53.535	55.155	56.805	58.500	60.225	62.040	63.915
GRADE 21 (6S0)	Ex	76,695.85	78,996.72	81,366.64	83,807.64	86,321.84	88,911.49	91,578.85
	H	36.89	37.99	39.13	40.32	41.53	42.77	44.05
	O	55.335	56.985	58.695	60.480	62.295	64.155	66.075
GRADE 21A (6SA)	Ex	79,380.20	81,761.60	84,214.46	86,740.91	89,343.13	92,023.42	94,784.12
	H	38.20	39.35	40.52	41.73	42.99	44.27	45.59
	O	57.300	59.025	60.780	62.595	64.485	66.405	68.385
GRADE 22 (6T0)	Ex	82,064.55	84,526.51	87,062.29	89,674.16	92,364.38	95,135.31	97,989.37
	H	39.47	40.67	41.89	43.15	44.42	45.76	47.13
	O	59.205	61.005	62.835	64.725	66.630	68.640	70.695
GRADE 22A (6TA)	Ex	84,936.84	87,484.94	90,109.47	92,812.75	95,597.13	98,465.06	101,418.99
	H	40.84	42.07	43.32	44.63	45.97	47.35	48.76
	O	61.260	63.105	64.980	66.945	68.955	71.025	73.140

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	104,848.62
	H	42.21	43.49	44.80	46.13	47.52	48.94	50.44
	O	63.315	65.235	67.200	69.195	71.280	73.410	75.660
GRADE 23A (6UA)	Ex	90,882.40	93,608.88	96,417.13	99,309.67	102,288.93	105,357.59	108,518.34
	H	43.71	45.01	46.36	47.76	49.20	50.66	52.19
	O	65.565	67.515	69.540	71.640	73.800	75.990	78.285
GRADE 24 (6V0)	Ex	93,955.72	96,774.39	99,677.61	102,667.95	105,747.99	108,920.43	112,188.03
	H	45.19	46.54	47.95	49.38	50.85	52.36	53.94
	O	67.785	69.810	71.925	74.070	76.275	78.540	80.910
GRADE 24A (6VA)	Ex	97,244.17	100,161.50	103,166.35	106,261.32	109,449.17	112,732.65	116,114.64
	H	46.75	48.16	49.60	51.10	52.64	54.22	55.85
	O	70.125	72.240	74.400	76.650	78.960	81.330	83.775
GRADE 25 (6W0)	Ex	100,532.61	103,548.59	106,655.06	109,854.72	113,150.35	116,544.87	120,041.21
	H	48.34	49.79	51.29	52.82	54.40	56.04	57.72
	O	72.510	74.685	76.935	79.230	81.600	84.060	86.580
GRADE 25A (6WA)	Ex	104,051.26	107,172.80	110,387.99	113,699.61	117,110.61	120,623.94	124,242.64
	H	50.04	51.55	53.09	54.70	56.33	58.03	59.74
	O	75.060	77.325	79.635	82.050	84.495	87.045	89.610
GRADE 26 (6X0)	Ex	107,569.89	110,796.99	114,120.90	117,544.53	121,070.86	124,702.99	128,444.07
	H	51.71	53.27	54.87	56.52	58.21	59.97	61.76
	O	77.565	79.905	82.305	84.780	87.315	89.955	92.640
GRADE 26A (6XA)	Ex	111,334.85	114,674.89	118,115.15	121,658.60	125,308.35	129,067.58	132,939.64
	H	53.54	55.13	56.81	58.51	60.28	62.08	63.92
	O	80.310	82.695	85.215	87.765	90.420	93.120	95.880
GRADE 27 (6Y0)	Ex	115,099.79	118,552.78	122,109.36	125,772.67	129,545.83	133,432.21	137,435.17
	H	55.36	57.02	58.74	60.48	62.30	64.18	66.10
	O	83.040	85.530	88.110	90.720	93.450	96.270	99.150
GRADE 27A (6YA)	Ex	119,128.30	122,702.13	126,383.19	130,174.68	134,079.93	138,102.33	142,245.40
	H	57.27	58.99	60.76	62.60	64.47	66.43	68.41
	O	85.905	88.485	91.140	93.900	96.705	99.645	102.615
GRADE 28 (6Z0)	Ex	123,156.77	126,851.48	130,657.04	134,576.73	138,614.03	142,772.47	147,055.65
	H	59.24	61.01	62.83	64.73	66.66	68.66	70.73
	O	88.860	91.515	94.245	97.095	99.990	102.990	106.095

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

MAY 12 2010

MEMORANDUM OF AGREEMENT

AGREEMENT, made this 12 day of May, 2010, by and between the Manchester Association of Police Supervisors ("the Union") and 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 18.1, Hospital-Medical Insurance, by adding a new paragraph to say:

Effective July 1, 2010, the City may offer a third option which will be a high deductible health insurance plan accompanied by the establish 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.

Manchester Association of Police Supervisors

By: _____

Peter Bartlett, President

City of Manchester

By: _____

MEMORANDUM OF UNDERSTANDING

AGREEMENT made this 19 day of July, 2010, by and between the Manchester Association of Police Supervisors ("the Union") and the City of Manchester ("the City"), to wit:

1. The Parties desire to change the manner in which any employee accepts a City payment of \$1,500.00 annually in lieu of health insurance coverage as provided for in Article 18.4.

2. Effective July 1, 2010, the City shall make payment of the \$1,500.00 payment in two (2) equal payments of \$750.00, the first payable in arrears in January/February and the second in arrears in July/August. Employees who encounter a qualifying event so as to make them eligible for enrollment in the City's health insurance plans during either six month period will receive a pro rata amount based on the next \$750.00 payment. Employees will be able to enroll in the City plans notwithstanding a qualifying event in the annual open enrollment period.

WHEREFORE, the Parties have executed this Agreement on the date first cited above by their authorized representatives.

Manchester Association of Police Supervisors

By: _____

Peter Bartlett, President

City of Manchester

By: _____

MEMORANDUM OF UNDERSTANDING

BETWEEN THE

CITY OF MANCHESTER, N.H.

AND THE

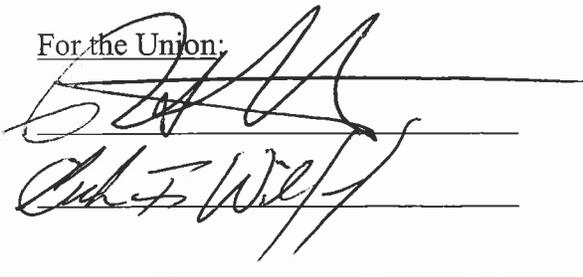
MANCHESTER ASSOCIATION OF POLICE SUPERVISORS

(MAPS)

2007 - 2010

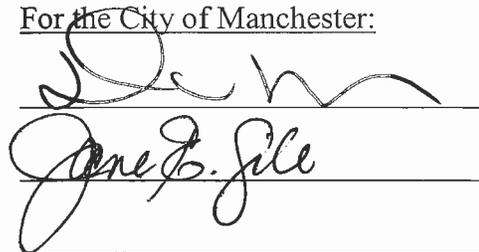
1. Upon ratification by the Board of Mayor and Aldermen, and the members of the MAPS, salary schedules originally scheduled to increase by three percent (3.0%) on July 1, 2009 (Article 9.3) shall instead be increased by three percent (3.0%) on January 1, 2010.
2. Any member of the MAPS bargaining unit 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 MAPS 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:



DATE: 7-1-09

For the City of Manchester:



DATE: 6-16-09