

## **AGENDA**

### **CHARTER COMMISSION**

**March 13, 2013**

**Commissioners Duval, Girard,  
Martin, D'Allesandro, Lopez, Pappas,  
Clayton, Ashooh, Infantine**

**6:00 p.m.**

**Aldermanic Chambers  
City Hall (3<sup>rd</sup> Floor)**

1. Chairman Duval calls the meeting to order.
2. The Clerk calls the roll.
3. Discussion regarding employee compensation.
  - o Response from the Human Resources Director is attached regarding the welfare commissioner
4. Administrative/Housekeeping items
  - o Financial disclosure on boards and commissions
5. Proposed budget timeline.
6. Discussion regarding voter turn out.
7. Consideration by commissioners to propose votes on any charter revisions.
8. New business to come before the commission.

**TABLED ITEM**

*A motion is in order to remove this item from the table*

9. Education Discussion:
  - Timeline of the school budget
  - Role of the mayor on the School Board
  - School District becoming a City department
  
10. If there is no further business, a motion is in order to adjourn.

Charter Commission Questions:

- 1) Can the charter commission remove the welfare commissioner from the personnel ordinance via the charter? If so, can we determine the position's compensation as an elected official?**

Please find the attached letter from the City of Manchester Solicitor's Office that explains the conflicting provisions of the personnel ordinance. The City Solicitor's office was consulted relative to removing the Welfare Commissioner from the personnel ordinance via the Charter. The Solicitor's office advised against amending the ordinance through the city charter.

- 2) Is there any reason why the mayor or the welfare commissioner must be part of the city's contributory retirement system? If so, what, if anything can we do to remove them from the system.**

The City of Manchester Employees' Contributory Retirement System is established by state statute and cannot be amended through the Charter process.

- 3) How does the personnel ordinance treat the mayor, welfare commissioner, aldermen and school board members? Are they considered employees? If so, for what reason? If so, what would need to be done to change them from employees to independent contractors?**

The Aldermen, Mayor and School Board Members are all elected officials. Regarding the Welfare Commissioner, please refer to answer #1.

The NH Public Employee Labor Relations Act (RSA Ch 273-A: 1) defines public employees as those persons employed by the public employer except (a) those who are elected, (b) those appointed by the chief executive or legislative body, (c) those whose duties imply a confidential relationship to the public employer, and (d) those in probationary or temporary status, or employed seasonally, irregularly, or on call.

10/2/12 BMA - to City

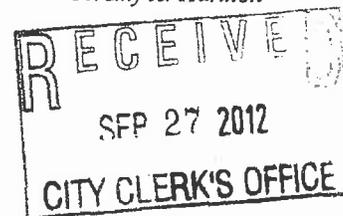
*Thomas R. Clark*  
City Solicitor



*Peter R. Chiesa*  
*Gregory T. Muller*  
*John G. Blanchard*  
*Jeremy A. Harmon*

*Thomas I. Arnold, III*  
Deputy City Solicitor

**CITY OF MANCHESTER**  
*Office of the City Solicitor*



September 27, 2012

Committee of Human Resources/Insurance  
c/o Matthew Normand, Clerk  
One City Hall Plaza  
Manchester, New Hampshire 03101

**Re: Welfare Commissioner**

Gentlemen:

The Committee on Human Resources/Insurance at its meeting on September 4, 2012 requested that I research the ordinances related to the salary of the Welfare Commissioner. Upon conducting my research I determined the following:

1. On November 4, 1998 the Board of Mayor and Aldermen discussed and then voted to adopt the recommendations of the Yarger Decker position and classification and compensation study for the City of Manchester. The recommendations included a listing of present and proposed pay grade assignments which included the position of Welfare Commissioner. Prior to adopting the Yarger Decker recommendations the Board of Mayor and Aldermen specifically discussed the fact that the Welfare Commissioner was included in the list of present and proposed pay grade assignments. I have attached the pertinent position of the pay grade listing and the Board of Mayor and Aldermen minutes from the November 4, 1998 meeting.

2. At its meeting on November 4, 1998 the Board of Mayor and Aldermen also amended ordinance Section 33.022 "Positions Not Covered by Chapter". While the amendment did remove a number of positions which had previously been not covered by Sections 33.020 through 33.082 the position of Commissioner of Welfare was not affected by the amendment and remained a position not covered by Chapter 33 Sections 33.020 through 33.082.

3. On December 7, 1999 the Board of Mayor and Aldermen ordained an ordinance amending Section 33.024 Classification of Positions, an ordinance

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amending Section 33.025 "Compensation of Positions" and an ordinance amending Section 33.026 "Class Specifications". Each of these Ordinances lists the position of Commissioner of Welfare thus including that position within Yarger Decker. The classifications in all these ordinances were effective January 3, 1999.

In conclusion while Ordinance Section 33.022 states that the position of Commissioner of Welfare is not covered by Chapter 33 of the Code of Ordinances one ordinance ordained by the Board of Mayor and Aldermen at the same meeting that it adopted the Yarger Decker recommendations and three ordinances passed after the adoption of Yarger Decker have all listed the classification of Welfare Commissioner and its pay grade as being included within Yarger Decker. In addition I have not found any action by the Board of Mayor and Aldermen that established the pay of the Commissioner of Welfare separate from Yarger Decker.

Very Truly Yours,



Thomas I. Arnold, III  
Deputy City Solicitor

TIA/hms

as Water Works, or such as Highway, or whatever and I'm not picking any single one here, it seems to me that the Boston market is probably 20-25% higher than what we might be here.

Mr. Decker stated I'm not sure if it's that much higher, but it is considerably higher so I don't think you need to in every case or in many cases try to match the Boston market unless someone's commuting there and living here and driving there every day I think that you've got a whole different taxing situation there, you've got a whole different housing market, so I think that in many cases you might say to someone that if you want to commute to Boston good luck to you or if you want to move to Boston good.

Mayor Wieczorek asked, Floyd, did you say within an hour's driving time, is that it.

Mr. Decker replied that roughly is what I think the area that someone would go unless they were willing to go much further. Now, I've driven between Boston and Manchester many times and depending on the time of day it's between 45 minutes and an hour-and-a-half depending on the time of day.

Mayor Wieczorek stated I heard you mention ninety miles and I said if that's where you're going in one hour, I don't want to be in your car.

Mayor Wieczorek asked are there any other questions from anybody. There were none.

Mayor Wieczorek stated I did talk to the Human Resources Director today and my understanding is that there's an awful lot of work that has to be done to implement this program. So, under normal circumstances I wouldn't suspend the rules to try to get it done, but where they need the time to get it done by January 1st, I'm going to look at the suspension of the rules. So, if the Board so desires to adopt the recommendations a motion would be in order to adopt the recommendations of the Yarger Decker position and classification and compensation study for the City of Manchester as presented in the final report with updates as presented to the Board November 3rd such recommendations to begin implementation January 3, 1999.

Alderman Girard so moved to adopt the recommendations of the Yarger Decker position and classification and compensation study for the City of Manchester as presented in the final report with updates as presented to the Board November 3rd such recommendations to begin implementation January 3, 1999. Alderman Sysyn duly seconded the motion.

Alderman Thibault asked, your Honor, at that point will we still have time to question some of the...

Mayor Wieczorek replied what Floyd was saying if I heard him correctly is that there is an appeal process of ninety days.

Alderman Sysyn stated I just wanted to thank Floyd Decker for all the work he's done and the effort that he's put into this and I also want to thank Mark Hobson and Frank Thomas of the Oversight Committee...a lot of work, they took their time, they answered our questions, thank you very much.

Mayor Wiczorek stated that's said very well, Madame Chairman of the Human Resources Committee.

Alderman Hirschmann asked can I ask a technical question probably of Mark Hobson. One of the positions on here is an elected position that being the Welfare Commissioner. Now, that being an elected position wouldn't it be that that person wouldn't get that until the next cycle. You're not going to give an elected official an increase, are you. Technically, if this grade change happened wouldn't it go onto the next elected official, it wouldn't happen with this person...

Mr. Hobson stated I'm going to back off from giving you a one hundred percent answer but my response is that the position is in the City's classification system. Whether the position is elected or not.

Alderman Hirschmann stated I know that elected officials can't give themselves a raise and they shouldn't be giving other elected officials a raise.

Mayor Wiczorek stated she's not giving herself a raise, she doesn't vote on this.

Mr. Hobson stated the Mayor's salary obviously is set by the Charter and is not part of the classification system, but that position is in the classification system.

Alderman O'Neil commented I don't know if there is anyone on this Board who has spoken to Floyd more than I have and I just want to thank him for his time and I wish all of our studies and consulting work went this easy. Well done.

Mr. Decker stated, Mr. Mayor, I'd like to say one thing too that we do quite a few of these studies and I think it's important for all of you to know that during this entire study I've never seen a place where's there's been less effort on the part of the people to try to influence our judgment. Everyone worked with us in a very highly professional manner and we appreciated that very much.

Mayor Wiczorek stated I had a whole list of people here that have been involved in this and maybe this would be the appropriate time to do it since Alderman O'Neil you're recognizing Floyd and Alderman Sysyn is recognizing other people. Why don't we recognize all of those

members of the Compensation and Classification Plan Oversight Committee whose efforts were critical in the successful completion of the project and that would be Frank Thomas from the Highway Department, the Chairman; Alderman Klock, Alderman Pinard; Sophia Plentzas, the School Department representing the Manchester Educational Sport Association; Jean Brassard the Fire Department representing the International Association of Firefighters; Michael Roche, Water Works representing the International Steel Workers Union; Michael Rockwell, Highway Department representing the American Federation of State, Council, and Municipal Employees; Stephen Tierney, Highway Department representing the Non-Affiliated Employees; Diane Prew, Information Systems; Regis Lemaire, Office of Youth Services; Fred Testa, Aviation; Fred Rusczek, Health Department; Sean Thomas, Mayor's Office; Mark Driscoll, Police Department; Mark Hobson, Human Resources. I would also like to recognize the efforts of the Human Resources/Insurance Committee including Aldermen Mary Sysyn, William Shea and Daniel O'Neil. Finally, I would like to thank Mr. Floyd Decker and Yarger Decker and Associates, all of these parties have done an outstanding job working together to support this effort. So, it is a collaborative effort here with a lot of people that have been involved to bring us to this point and this is a very important step for this City to take.

Mayor Wicczorek called for a vote on the motion. The motion carried with Alderman Pariseau duly recorded as abstaining on the advice of counsel and Alderman Hirschmann duly recorded in opposition.

On motion of Alderman Rivard, duly seconded by Alderman Sysyn, it was voted to suspend the rules and place this Ordinance on its third and final reading without referral to the Committee on Bills on Second Reading and without referral to the Committee on Accounts, Enrollment and Revenue Administration.

**"An Ordinance Amending Chapter 33, Personnel Policy of the Code of Ordinances of the City of Manchester."**

Alderman Clancy moved that the Ordinance be read by title only. Alderman Pinard duly seconded the motion. The motion carried with Alderman Pariseau duly recorded as abstaining at the advice of counsel and Alderman Hirschmann duly recorded in opposition.

This Ordinance having had its final reading by title only, Alderman O'Neil moved on passing same to be Ordained. Alderman Sysyn duly seconded the motion. The motion carried with Alderman Pariseau duly recorded as abstaining at the advice of counsel, and Alderman Hirschmann duly recorded in opposition.

Mayor Wicczorek stated let me congratulate everybody, this is really a very difficult task that was done and I'm very pleased to see that we finally, finally have a classification system. Thank you all very much.

PRESENT AND PROPOSED PAY GRADE ASSIGNMENT

PROPOSED CLASS TITLE	CLASS CODE	CURRENT			PROPOSED			CUR			PROPOSED vs.			SURVEY			FACTOR POINT TOTAL
		GRADE	MIN	MAX	GRADE	MIN	MAX	MIN	MAX	2nd LO	SVY	2nd HI	MIN	2nd LO	2nd HI	MAX	
Deputy Finance Director	2110	32	50259	70885	26	59042	84180	1.17	1.19							770	
Building Regulations Director	5190	33	52200	73077	26	58042	84180	1.13	1.15							772	
Deputy Fire Chief	9115	28	41484	60399	26	59042	84180	1.42	1.39							775	
Economic Development Director	1230	34	56269	77957	26	59042	84180	1.05	1.08							775	
Youth Services Director	7230	30	45271	64952	26	59042	84180	1.30	1.30							775	
Board of Assessors, City Officers	1160	32-33	50259	70885	26	59042	84180	1.17	1.19	1.65	1.12	33725	35700	75000	94882	780	
Welfare Commissioner	7150	30	45271	64952	26	59042	84180	1.30	1.30	1.58	1.36	35715	37277	61994	64952	780	
Deputy City Solicitor	1410	33	52200	73077	26	59042	84180	1.13	1.15							785	
City Clerk	1210	31	47257	67443	26	59042	84180	1.25	1.25	1.66	1.07	33098	35479	78488	95000	795	
Deputy Public Works Director	5830	33	52200	73077	27	63175	90072	1.21	1.23							800	
Assistant Fire Chief	9120	28	41484	60399	27	63175	90072	1.52	1.49	1.93	1.34	31678	32727	66970	81500	810	
Deputy Police Chief	9330	26-28	41484	60399	27	63175	90072	1.52	1.49	1.52	1.21	41210	41484	74574	84198	810	
Human Resources Director	1310	34	56269	77957	28	67597	96377	1.20	1.24							835	
Parks, Recreation and Cemetery Director	6170	30	45271	64952	28	67597	96377	1.49	1.48							835	
Library Director	8070	31	47357	67443	28	67597	96377	1.43	1.43							840	
Waterworks Director	4350	34	56269	77957	28	67597	96377	1.20	1.24	1.52	1.45	37694	44458	68242	77957	845	
Public Health Director	7110	34	56269	77957	29	72328	103124	1.29	1.32							865	
Fire Chief	9130	32	50259	70885	29	72328	103124	1.44	1.46	1.56	1.07	43319	46259	98800	98534	880	
Police Chief	9340	32	50259	70885	29	72328	103124	1.44	1.46	1.52	1.09	46259	47651	94682	108000	880	
Information Services Director	2220	31	47357	67443	29	72328	103124	1.53	1.53							890	
Planning Director	1370	35	61282	84312	29	72328	103124	1.18	1.22							890	
Airport Director	3130	37	68669	96888	29	72328	103124	1.05	1.07	1.53	1.36	43319	47133	75763	86688	895	
Finance Director	2120	36	64533	90148	29	72328	103124	1.12	1.14	1.56	1.09	45878	46289	94082	110000	895	
Public Works Director	5840	34	56269	77957	29	72328	103124	1.29	1.32							895	
City Solicitor	1420	38	72808	103161	30	77392	110342	1.08	1.07	1.43	1.07	51147	54080	103161	106130	910	

	Health		Dental	
Single	6530.68		388.96	
Single	6530.68		388.96	
Single	6530.68		388.96	
Two	13127.40		801.32	
Two	13127.40		801.32	
Two	13127.40		801.32	
Family	17568.20		1811.16	
Family	17568.20		1811.16	
Family	17568.20		1811.16	
Total:	111678.84		9004.32	120683.16



## Classification of Elected and Appointed Officials

### Government Officials as Employees

Generally, any individual who serves as a public official is an employee of the government for whom he or she serves. Therefore, the government entity is responsible for withholding and paying Federal income tax, social security and Medicare taxes, and issuing Form W-2, Wage and Tax Statement, to a public official.

### Public Officials and Public Officers

Although there is no precise definition for the term "public official" or "public officer," the courts have generally held that anyone who exercises significant authority pursuant to public laws is a public officer. This includes any official who administers or enforces public laws, whether the individual is elected by the public or appointed to an office.

The regulations for section 1402, addressing the applicability of self-employment tax, indicate that holders of "public office" are not in a trade or business and therefore not subject to self-employment tax. These regulations state that the performance of the functions of a public office does not constitute a trade or business. An exception applies for certain public officials paid solely on a fee basis. All other holders of public office, paid on a salary basis, are excepted from self-employment tax and are presumed to be employees receiving wages.

Generally, if there is any provision in a public law that authorizes the employment of the individual, and the individual is hired or elected under this authority, the individual is considered an employee of the state or political subdivision to which the provision applies.

The following facts indicate that an office is a "public office":

- The office was created by the constitution or through legislation, or by a municipality or other body with authority conferred by the legislature.
- The office was delegated a portion of the powers of a government body.
- The powers conferred and the duties to be discharged are defined either directly or indirectly law or through legislative authority.
- The duties are to be performed independently and without control of a superior power other than the law.
- The office has some permanency and continuity, and the officer takes an official oath.

Examples of public officers are: the President and the Vice President; a governor or mayor; the secretary of state; a member of a legislative body, such as a state legislature, county commission, city council, school board, utility or hospital district; a judge, a justice of the peace, a county or city attorney, a marshal, a sheriff, a constable and a registrar of deeds; tax collectors and assessors; and members of advisory boards and committees.

If there is not any authority in a public law to hire or elect an individual to fill a position, one, a determination must be made about the employment status of that position under the general common-law rules, discussed below.

### Common-Law Rules

In applying the common-law rules, the IRS considers whether the recipient of the services, in this case a government body, has behavioral and financial control over the worker and evaluates the type of relationship between the parties.

Behavioral controls are evidenced by facts that indicate whether the service recipient has a right to direct or control how the worker performs the tasks for which he or she is hired. Facts that illustrate the right to control how a worker performs a task include the provision of training or instruction.

Financial controls are evidenced by facts that indicate whether the service recipient has a right to direct or control the financial aspects of the worker's activities. These facts include whether the individual has a significant investment and unreimbursed expenses, makes services available to the relevant market, and has an opportunity for profit or loss.

A "type of relationship" determination is evidenced by facts that indicate whether the parties intended there to be an employee-employer relationship. These include a written contract that describes the relationship the parties intended to create, whether the individual is provided with employee-type benefits, and the permanency of the relationship.

### Exception for Fee-Based Public Officials

When a public office is compensated solely on a fee basis, then the person who serves in that capacity is considered to operate a trade or business and is not considered an employee. This exception only applies when the fees are received directly from the public rather than from the government. For example, a building inspector who is compensated solely from fees paid directly to him or her by clients is considered to operate a trade or business and is not treated as an employee of the government.

## Manchester, NH Code of Ordinances

**§ 33.022 POSITIONS NOT COVERED BY CHAPTER.**

(A) The provisions of §§ 33.020 through 33.082 of this chapter shall not apply to elected officials, members of appointed boards and commissions, the secretary, and the administrative assistants to the Mayor.

(B) Certificated employees of the school system shall be exempt from the provisions of all but those sections of §§ 33.020 through 33.082 of this chapter in which they are specifically included.

(C) Limited term appointments shall consist of appointments to positions which are funded for a limited period of time or for an indefinite period. Limited term appointees shall have the same privileges as regular employees with the exception that their services will be terminated conterminously with the termination of funding for the positions they occupy.

(D) The provisions of §§ 33.020 through 33.082 of this chapter shall not apply to elected officials, including the Commissioner of Welfare.

('71 Code, § 18-22) (Ord. passed 6-14-67; Am. Ord. passed 11-12-69; Am. Ord. passed 10-21-86; Am. Ord. passed 12-17-91; Am. Ord. passed 11-4-98)

**§ 33.048 ADVANCEMENTS WITHIN PAY RANGE.**

(A) *Initial hire.* An employee whose entrance is at a rate of pay below the maximum of the base range may be advanced one step in the appropriate range effective the date of the successful completion of the initial probationary period. Such advancement may be recommended by the department head and approved by the Human Resources Director or Human Resources and Insurance Committee.

(1) Although police and fire personnel serve a 12 month initial probationary period, such personnel shall be eligible for pay advancement after six months of employment upon the recommendation of the department head.

(B) *Step Increases.* Full time employees may be advanced to the higher rates within the range as recommended by the department head and approved by the Human Resources Director or the Human Resources and Insurance Committee, based upon their job performance and length of service except as otherwise provided for in collective bargaining agreements. Such advancement may be made yearly until the employee has reached the maximum base rate of the class grade for the position. The Human Resources Director shall develop a standardized form and process for use by the department heads in evaluating employees' work performance. Such evaluation of work performance shall be made on an objective and equitable basis. If the department head fails to complete the performance evaluation in a timely manner, the employee's step increase shall be processed on the eligibility date of the step increase.

('71 Code, § 18-38) (Ord. passed 6-14-67; Am. Ord. passed 4-19-88; Am. Ord. passed 11-4-98; Am. Ord. passed 9-5-00; Am. Ord. passed 11-28-06; Am. Ord. passed 1-2-07)

**Disclaimer:**

This Code of Ordinances and/or any other documents that appear on this site may not reflect the most current legislation adopted by the

# TITLE XXIII LABOR

## CHAPTER 273-A PUBLIC EMPLOYEE LABOR RELATIONS

### Section 273-A:1

**273-A:1 Definitions.** – In this chapter:

I. "Board" means the public employee labor relations board created by RSA 273-A:2.

II. "Board of the public employer" means the executive body of the public employer, such as the city council, board of selectmen, the school board or the county commissioners.

(a) For purposes of this chapter:

(1) The board of the public employer for executive branch state employees means the governor and council.

(2) The board of the public employer for the judiciary means the chief justice of the supreme court with the advice and consent of the judicial branch administrative council appointed pursuant to supreme court rule 54.

(b) In certain political subdivisions of the state the board of the public employer may also be the legislative body.

III. "Budget submission date" means the date by which, under law or practice, the public employer's proposed budget is to be submitted to the legislative or other similar body of the government, or to the city council in the case of a city, for final action. In the case of a town, school district or supervisory union it means February 1 of each year, except in the case of a city school district or city school administrative unit which has a separate budget submission date applied to it by the city.

IV. "Cost item" means any benefit acquired through collective bargaining whose implementation requires an appropriation by the legislative body of the public employer with which negotiations are being conducted.

V. "Grievance" means an alleged violation, misinterpretation or misapplication with respect to one or more public employees, of any provision of an agreement reached under this chapter.

VI. "Impasse" means the failure of the 2 parties, having exhausted all their arguments, to achieve agreement in the course of good faith bargaining, resulting in a deadlock in negotiations.

VII. "Legislative body" means that governmental body having the power to appropriate public money. The legislative body of the state university system shall be the board of trustees.

VIII. "Professional employee" means any employee engaged in work predominantly intellectual and varied in character, involving the consistent exercise of discretion and judgment, and requiring knowledge in a discipline customarily acquired in a formal program of advanced study.

IX. "Public employee" means any person employed by a public employer except:

(a) Persons elected by popular vote;

(b) Persons appointed to office by the chief executive or legislative body of the public employer;

(c) Persons whose duties imply a confidential relationship to the public employer; or

(d) Persons in a probationary or temporary status, or employed seasonally, irregularly or on call. For the purposes of this chapter, however, no employee shall be determined to be in a probationary status who shall have been employed for more than 12 months or who has an individual contract with his employer, nor shall any employee be determined to be in a temporary status solely by reason of the source of funding of the position in which he is employed.

X. "Public employer" means the state and any political subdivision thereof, the judicial branch of the state, any quasi-public corporation, council, commission, agency or authority, and the state university

system.

XI. "Terms and conditions of employment" means wages, hours and other conditions of employment other than managerial policy within the exclusive prerogative of the public employer, or confided exclusively to the public employer by statute or regulations adopted pursuant to statute. The phrase "managerial policy within the exclusive prerogative of the public employer" shall be construed to include but shall not be limited to the functions, programs and methods of the public employer, including the use of technology, the public employer's organizational structure, and the selection, direction and number of its personnel, so as to continue public control of governmental functions.

XII. [Repealed.]

**Source.** 1975, 490:2. 1977, 437:1. 1983, 270:1. 2001, 170:1, 2. 2007, 107:1, eff. June 11, 2007; 368:1, eff. Sept. 15, 2007. 2011, 159:1, I, eff. Aug. 8, 2011.

## **Who is entitled to participate in the Plan?**

The Retirement System applies to all *eligible* employees of the City, the Manchester school district, Manchester public library, and the Manchester Contributory Retirement System including elected and appointed officials. Trustees of the retirement system who are not otherwise eligible to participate are prohibited from being member in the plan. The Retirement System does not cover certain categories of employees, such as temporary employees, members of boards and commissions who are not *eligible* employees of the City, trustees of the plan who are not otherwise eligible to participate, members of the fire and police departments, and teachers who are eligible to participate in a state-administered retirement system, and other persons who are eligible to participate in the New Hampshire Retirement System. *Eligible* employees are identified by the number of hours they routinely work per week, (generally, more than 32 hours for City workers, or 30 hours for a minimum of 180 days for school district employees, except for school food & nutrition workers for whom the standard is 20 hours per week). Employees who were participants before January 1, 2008 but fail to meet minimum participation standards are grandfathered under certain circumstances. Contact the retirement system for details.

All covered employees hired after January 1, 1974 are required to participate in the Retirement System as a condition of employment. Employees are 100% vested after five years of service. The normal retirement age is 60 and the benefit is calculated at 1.5% of final average total compensation during the highest three years or 36 highest consecutive months of service in the last ten years of service (hereafter final average earnings) multiplied by the years of service. The benefit was increased to 2% for service completed after January 1, 1999. Permanent employees of the City of Manchester prior to January 1, 1974 who were in service as of January 1, 1974, are eligible for early retirement if credited with no less than twenty (20) years of service.

Proposed budget timeline:

By the first Tuesday in February, The Board of School Committee shall submit a proposed budget or budgets to the Mayor.

On or after the third Tuesday in February, but not later than the second Tuesday in March, the mayor shall submit a proposed budget to the Board of Mayor and Aldermen.

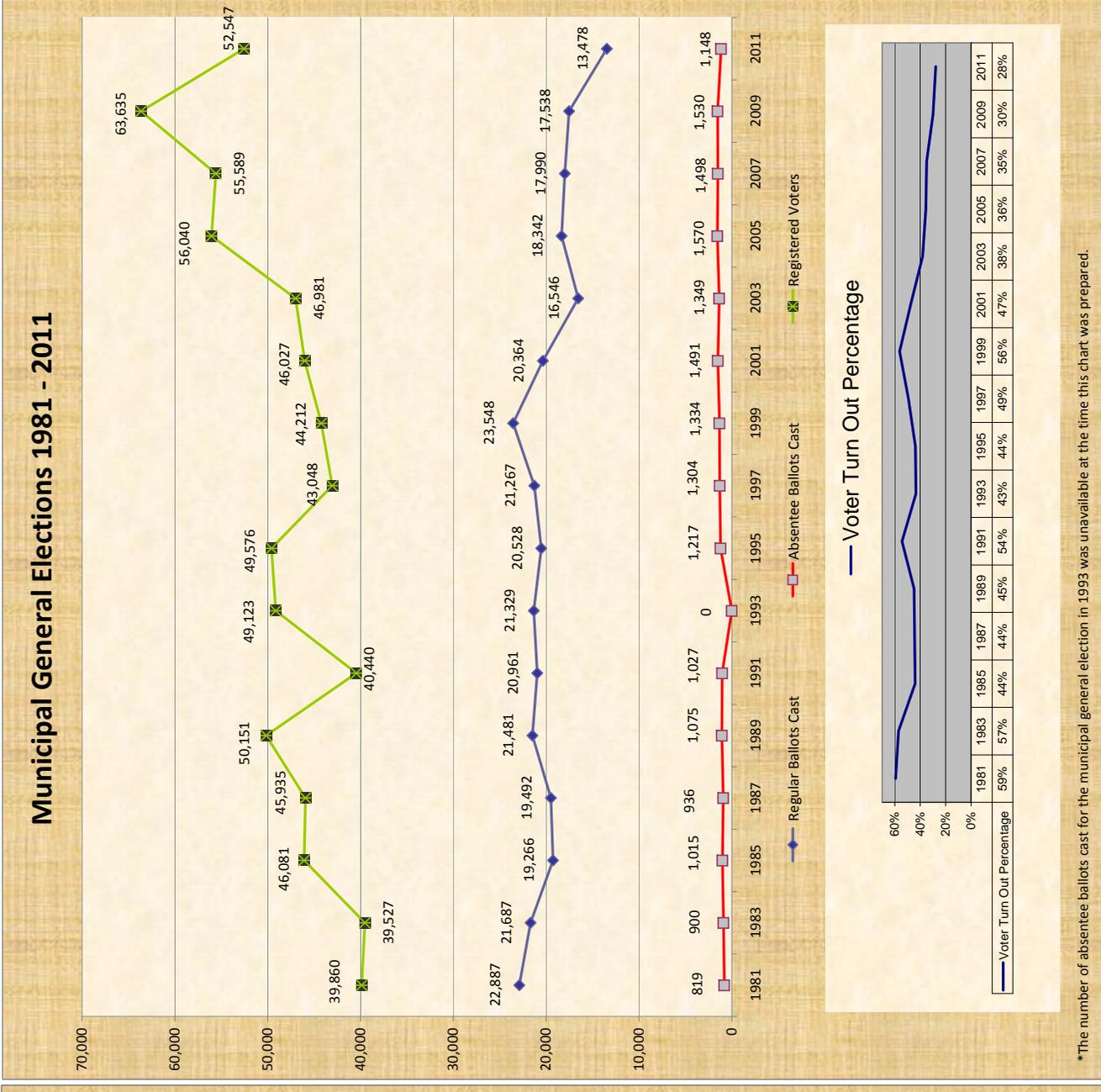
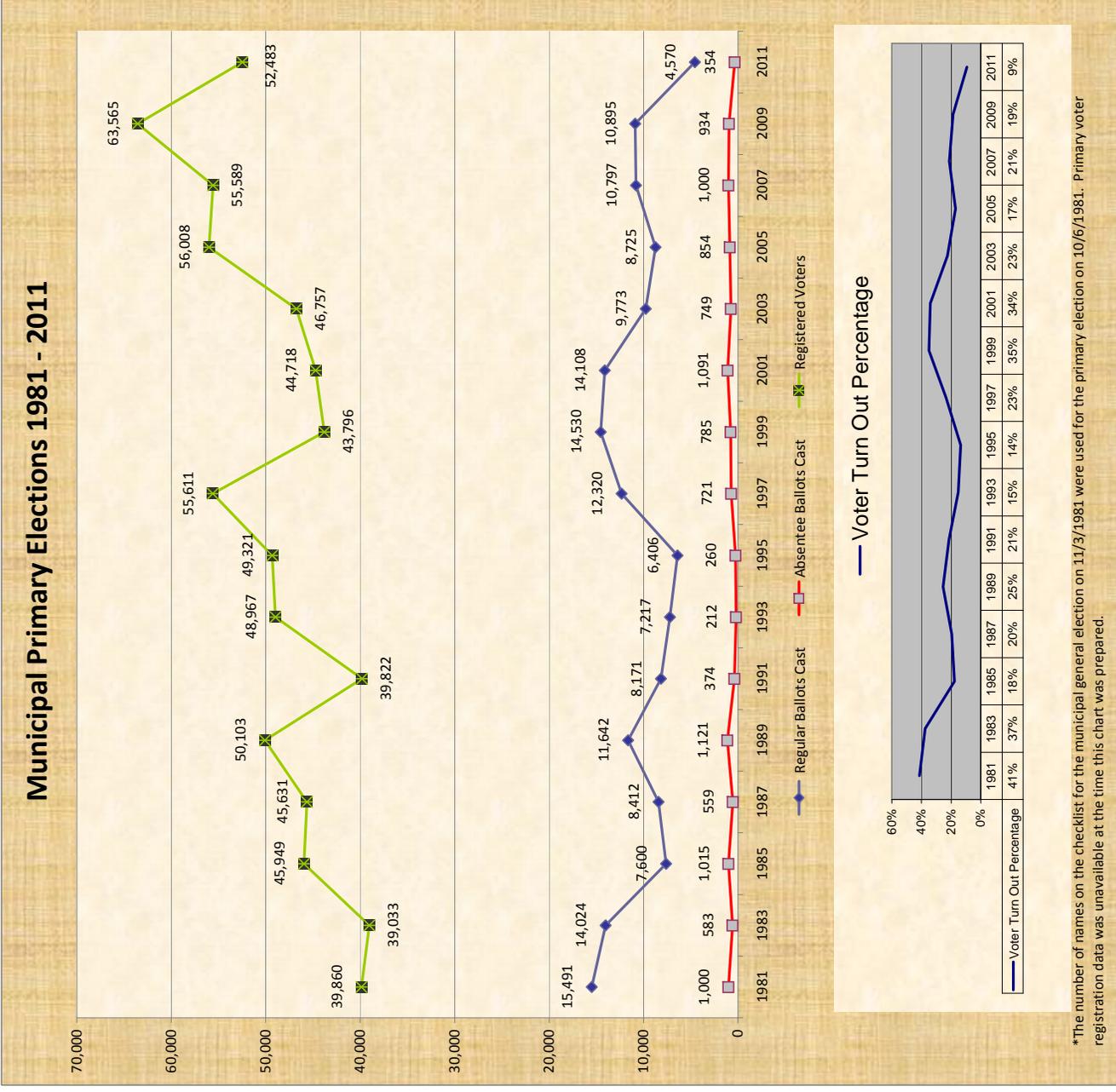
Within 30 calendar days of the mayor's budget proposal or the second Tuesday in April, whichever comes first, the Board of School Committee shall take whatever action is necessary to implement the budget required by the city's cap on spending and tax revenue.

By the final Tuesday in May, the Board of Mayor and Aldermen shall adopt a budget for the city of Manchester and the Manchester School District or the mayor's proposed budget for both shall become the budget.

If, and only if, the state of New Hampshire acts in such a way as to affect the budgets adopted by the Board of Mayor and Aldermen for the city of Manchester and the Manchester School District, the BMA may reopen and complete the necessary adjustments not later than the second Tuesday in July.

# City of Manchester, NH - Office of the City Clerk

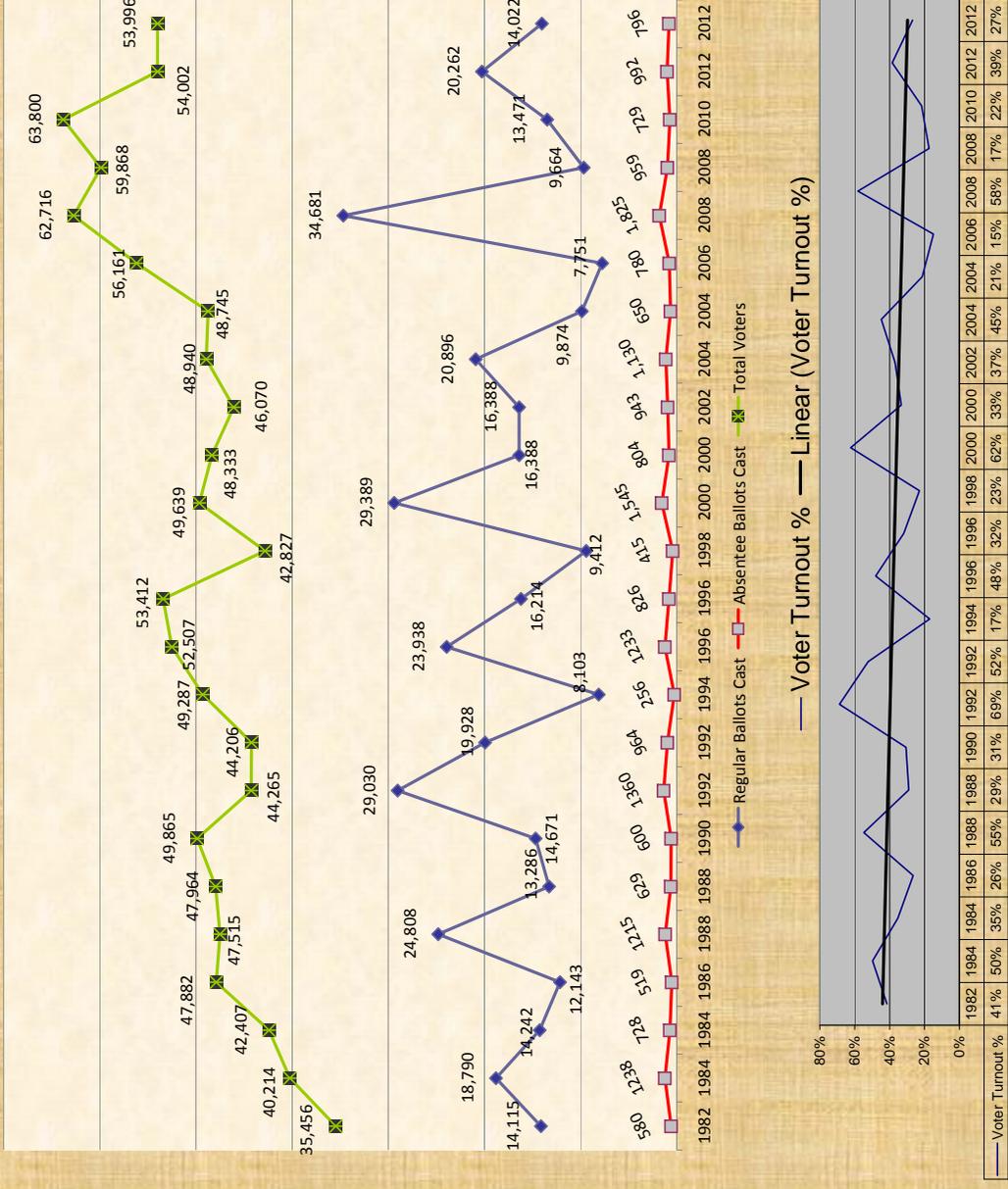
## Comparison of Ballots Cast - Voter Turnout from 1982 -2012 State and Municipal Elections



# City of Manchester, NH - Office of the City Clerk

## Comparison of Ballots Cast - Voter Turnout from 1982 - 2012 State and Municipal Elections

### State Primary Elections 1982 - 2012



### State General Elections 1982 - 2012

