

FACILITIES DIVISION CONTRACT

JULY 1, 2015 TO JUNE 30, 2016

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PREAMBLE

The purpose and intent of the Department and the Union entering into this agreement is to promote orderly and peaceful relations between the City and the organized employees in the bargaining unit included in the following agreement and to provide on behalf of the citizens of Manchester approved services in an effective and efficient and economical manner.

ARTICLE 1 **RECOGNITION**

1.1 DEFINITIONS.

- "Department" refers to the Department of Public Works
- "Division" refers to the Facilities Division of the Department
- "Management" or "Director" refers to the Public Works Director or his/her designee.
- "Union" refers to Local 298, AFSCME, AFL-CIO.
- "Regular Employee" refers to an employee who has completed an initial probation period and is in a budgeted permanent position.

1.2 EXCLUSIVE REPRESENTATION. The Department recognizes Local 298, AFSCME, as the sole and exclusive representative of all employees in the Bargaining Unit, for the purpose of collective bargaining for salaries, wages, benefits and such working conditions as are covered by this Agreement and which are not excluded from negotiations under New Hampshire law.

1.3 BARGAINING UNIT. The Bargaining Unit shall include all regular, full-time, permanent employees of the Facilities Division in the classifications of Building Automation Specialist, Highway Support Specialist, Building Maintenance Technician, HVAC Technician, Plumber and Electrician and excluding all others.

ARTICLE 2
NON-DISCRIMINATION

2.1 The Division and the Union agree not to discriminate In any way against employees covered by this Agreement on the basis of membership in the union, non-membership in the union, race, religion, creed, color, national origin, sex, age or handicapped persons, except where physical condition is a bona fide occupational qualification.

ARTICLE 3

MAINTENANCE OF MEMBERSHIP

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

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

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

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

ARTICLE 4
RIGHTS OF EMPLOYEE REPRESENTATIVES

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

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

ARTICLE 5
DUES DEDUCTIONS

5.1 The Department agrees to authorize the deduction of Local 298 dues from each employee who has signed an authorization and to send said dues to: The Treasurer of Local 298, AFSCME.

5.2 The Union will keep the City informed of the correct name and address of the Treasurer of Local 298, AFSCME.

5.3 This deduction of dues shall be made on a weekly basis and shall be sent monthly to the Treasurer of Local 298, AFSCME.

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

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

5.6 DUES DEDUCTION. Members of the bargaining unit who are not members of the Union shall be required to pay agency fees, in lieu of union dues, to the union.

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

ARTICLE 6
UNION RESPONSIBILITIES

6.1 Consistent with the principle of a fair day's work for a-fair day's pay, and consistent with the employees welfare in regard to safety, health and sustained effort, the Union agrees to cooperate with management in its effort to increase employee effectiveness and productivity.

6.2 The Union also agrees to cooperate to eliminate excessive absenteeism and sick leave abuse.

ARTICLE 7
MANAGEMENT'S RIGHTS

7.1 The direction of Division operations and the determination of the methods and the means by which such operations are to be conducted shall be the function of Management. All rights and responsibilities not specifically modified by this agreement shall remain the function of Management and the Board and in accordance with the provisions of New Hampshire law.

7.2 It shall be the right of the Union, however, to present and process grievances of its members whose wages, working conditions or status of employment are changed as a result of Management's exercising the above mentioned rights, whenever such grievances exist.

ARTICLE 8
STRIKES AND LOCKOUTS PROHIBITED

8.1 Under no circumstances will the union cause, encourage, sponsor or participate in any strike, sit-down, stay-out, sick-in, sick-out, work slowdowns, withholding of services or any curtailment of work or restriction or interference with the operations of the Department or the City of Manchester during the term of this agreement.

ARTICLE 9
CONTRACTING AND SUBCONTRACTING OUT

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

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

ARTICLE 10
SENIORITY

10.1 Seniority shall be based upon:(1) Departmental, which means the total length of service with the department;(2) Classification, which means the length of time an employee has been assigned to his/her current job classification and (3) Divisional, which means the length of time an employee has been assigned to the Division in which he/she works. All of the above categories mean continuous employment or assignment, without interruption of service.

10.2 Until an employee has served the initial probationary period, it shall be deemed that he/she has no seniority status, and he/she may be discharged or laid off with or without cause, and such discharge or layoff shall not be subject to the grievance procedure.

10.3 Upon appointment to a regular full time position, the first six months of service in the position shall be considered the initial probationary period.

In the event an employee is not meeting the work standard, the probationary period may be extended up to an additional six months not to exceed a total of 12 months' probation.

In the event an employee does not meet the work standard at the conclusion of the first six months or at the conclusion of the extended probationary period, he or she shall be separated from service except in the case of a promotional probationary period, all efforts will be made to return said employee to his or her former position if such position is available.

10.4 Seniority Lists by Department, Classification and Division shall be revised to reflect the employee's status as of January and July 1st of each year and shall be posted within thirty (30) days thereafter.

Employees shall have fifteen (15) working days after the posting of the seniority lists to raise objections to their seniority status.

Any employee failing to protest his/her seniority status as shown on the lists within the fifteen day period shall be considered as to have confirmed his/her seniority as listed.

10.5 Upon receiving a promotion an employee's name shall be entered at the bottom of that particular classification seniority list to which he/she has been promoted, regardless of his/her Department seniority, and he/she shall be considered to be the junior or youngest employee in that classification, regardless of the Department seniority of other employees already in that job, until such time as other promotions are

made into this classification. New promotions shall be entered at the bottom of that particular classification seniority list concerned.

10.6 An employee shall not forfeit seniority during absences caused by:

- (a) Illness resulting in total temporary disability due to his/her regular work with the Department involved, certified to by an affidavit from Workmen's Compensation Carrier.
- (b) Illness not the result of his/her misconduct, resulting in total temporary disability, certified to by a physician's affidavit every three months.
- (c) Maternity Leave will not affect the seniority of an employee.

10.7 An employee shall lose his/her seniority for, but not limited to, the following reasons:

- (a) If an employee is discharged and if such discharge is not overruled by an appropriate authority.
- (b) If he/she resigns.

10.8 LAYOFFS. In the event of a layoff temporaries in the affected classification shall be laid off first and probationers next. Permanent employees shall be laid off by Classification Seniority. Employees in a classification which is to be reduced as a result of a reduction in funding shall be laid off in reverse order of classification seniority i.e. the employee in the affected classification with the least classification seniority shall be laid off first.

An employee in a higher classification whose position is abolished or not filled due to funding, shall have the right to replace an employee in the same or next lower classification in which he/she has previously served or who is qualified and have Divisional seniority.

Employees who are laid off shall have recall rights in the inverse order of the layoff that is, the last person laid off shall have first right to recall if he/she has the qualifications for the job to be performed.

Employees shall have recall rights for a period of two years from the date first laid off.

During the time an employee is laid off he/she shall retain seniority rights and shall continue to accrue departmental seniority, but shall not accrue any other benefits during the time of layoff. Such retention of seniority rights shall not extend beyond two years from the date the employee was laid off.

ARTICLE 10 - SENIORITY (continued)

In the event an employee in a higher classification replaces an employee in a lower classification as a result of a layoff then such employee shall continue to be paid at the rate he/she received in the higher classification for a period not to exceed twelve (12) months. If the employee continues in the lower classification position beyond twelve months then he/she shall be reduced in pay to the same pay step in the lower classification salary range.

10.9 Department Seniority shall be the type considered in matters concerning "promotions" and "transfers" as set forth in Article 11 of this Agreement.

ARTICLE 11
PROMOTIONS AND TRANSFERS

11.1 The Department reserves and shall have the right to make promotions and transfers primarily on the basis of qualifications, ability and performance of duty, but shall be governed by departmental seniority where equal qualifications, ability and performance of duty as determined by the Department, have been demonstrated.

11.2 Jobs to be filled through promotion shall be posted on the department bulletin boards for a period of five (5) working days. Management shall make a determination of the filling of such posted position no later than 30 working days after the close of the posting period.

11.3 After an award is made of a promotion the name of the person promoted shall be posted for five (5) working days following said award. Employees may file a grievance within eight (8) working days of the date posted, in accordance with the grievance procedure.

11.4 Vacancies in management positions which are excluded from the bargaining unit shall be posted on the departmental bulletin boards, provided, however, that appointment to these positions shall not be subject to the grievance procedure of this contract.

11.5 Whenever possible promotions shall be made from the ranks of regular employees who are employed by the department.

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

11.7 When a question as to the proper person having been chosen to fill a job arises and it cannot be resolved it will be settled by using the grievance procedure in Article 14.

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

11.9 The above procedures shall be followed in all permanent promotions, vacancies and transfers.

ARTICLE 11 - PROMOTIONS AND TRANSFERS (continued)

11.10 If qualified candidates are not available within the Department or have not responded to the posting the job will then be posted throughout the City Departments. Preference will be given to City employees who meet the qualification, ability and performance of duty standards before seeking applicants outside the City service. Candidates from other departments shall be notified by the Department of the status of their application and the reason(s) for not being selected for the position. A candidate from another department shall not have the right to file a grievance if not selected for such position(s).

11.11 An employee who is promoted to a higher level position shall be placed in a probationary status for six (6) months in the higher position. The employee shall periodically be evaluated to determine if he/she is performing the job in a satisfactory manner. In the event an employee is not meeting the work standard the probationary period may be extended up to an additional six (6) months not to exceed a total of 12 months' probation. If an employee is not able to satisfactorily perform the higher level duties then he/she shall be reduced in status to the same classification, pay grade and pay step as he/she had obtained prior to promotion.

11.12 LATERAL TRANSFERS. An employee who has been promoted or transferred shall only be eligible for additional lateral transfers within the same pay grade after one (1) year on the job, unless the financial rewards are greater, or at the discretion of the Department Head, if he/she seeks such a lateral transfer within a shorter time period.

ARTICLE 12
WAGE RATES

12.1 Effective July 1, 2015, the salary schedule shall be increased by zero (0%).

12.2 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.

12.3 Employee appeals on their annual performance evaluation will be according to the process mutually agreed to by the Union and the City. See Appendix A, attached.

12.4 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.

12.5 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.

12.6 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 B to this agreement.

ARTICLE 13
DISCIPLINARY PROCEDURES

13.1 All disciplinary actions shall be in a fair manner and shall be consistent with the infractions for which disciplinary action is being taken.

13.2 (A) All suspensions and discharges shall be stated in writing and the reasons stated and a copy given to the employee(s) and the Union within five (5) work days from the date of suspension or discharge.

(B) If the Department does not follow Section 13.2. (A) above in the case of a suspension then it shall be deemed that the suspension is without merit. When Section 13.2 (A) above is not followed in the case of a discharge said discharge shall be changed to a two (2) week suspension which shall be grievable.

13.3 Disciplinary actions will normally be taken in the following order:

- (A) Verbal warning (written verification)
- (B) Written warning
- (C) Suspension without pay
- (D) Discharge

However, the above sequence need not be followed if an infraction is sufficiently severe to merit immediate suspension or discharge.

13.4 No employee shall be penalized, disciplined, suspended or discharged without just cause.

13.5 Employees who are absent from work for more than five working days and who have not been granted a leave of absence during that period, or who do not present justifiable evidence showing they were unable to report, shall be deemed to have quit.

13.6 The Personnel record of an employee will be cleared of written reprimands after a period of one (1) year from the date of the reprimand, provided there are no similar infractions committed during the intervening period.

13.7 The Personnel record of an employee will be cleared of suspension notices after a period of three (3) years from the date of suspension, provided there are no similar infractions committed during the intervening period.

13.8 A discharge shall be given precedence over any other grievance case. Both the Union and the Department agree to exercise their best efforts to settle such cases within five (5) days after their presentation to management.

ARTICLE 14
GRIEVANCE PROCEDURE

14.1 A grievance is defined as a claim or dispute arising out of the application or interpretation of this Agreement, under express provisions of this Agreement Grievances shall be processed in accordance with the following steps:

14.2 STEP ONE. An employee having a grievance must discuss the grievance with the employee's immediate Supervisor, or the Supervisor/Management representative responsible for the matter being grieved within eight (8) working days from the date of the event giving rise to the grievance or the date the employee could reasonably have been first made aware of the event. Such grievance shall be discussed between the employee, a Union representative and the Supervisor as defined above.

The Supervisor shall give his/her answer within three (3) working days from the date he/she received the notice of the grievance.

14.3 STEP TWO If the Grievant or the Union disagrees with the decision of the immediate Supervisor, or if a decision is not given within the three day time period listed in Step One, and desires to proceed with the grievance then such grievance shall be submitted in writing, listing the Article(s) and Section(s) of the contract violated, the specific grievance and the remedy desired.

Such written grievance shall be submitted to the Department Head or the Department Head's Designee, even if he/she is the supervisor responsible for the matter being grieved. Such written grievance must be submitted within five (5) working days from the date the decision of the immediate Supervisor was rendered.

All disciplinary grievances shall commence with the next higher Supervisor not involved with the disciplinary action being grieved.

14.4 PRE-ARBITRATION STEP. If the Union is not satisfied with the disposition of the grievance by the Department Head or if no decision has been reached within five (5) working days after the Union submitted the grievance as stated in Step Two, the Union must file, within ten (10) working days after the Department Head's decision, or fifteen (15) working days after the submission of the grievance at Step Two, whichever is earlier, a request for a pre- arbitration meeting, or the grievance shall be null and void.

The purpose of the pre-arbitration meeting shall be to determine if the grievance can be settled without arbitration.

ARTICLE 14 - GRIEVANCE PROCEDURE (continued)

The Pre-arbitration meeting shall include the Grievant, a reasonable number of Union representatives, the Department Head and/or his Designee, and the Chief Negotiator/Contract Administrator or Human Resources Representative. A representative of the Human Resources Department and/or the City Solicitor's Office shall attend only as necessary and by mutual agreement of the parties. Either party may request the attendance of the Human Resources Department and/or City Solicitor's Office representative however, this privilege may be curtailed by either party after a one-year trial period.

The pre-arbitration meeting shall be held within ten (10) working days from the date submitted, unless there is mutual agreement to extend the time limit.

14.5 ARBITRATION. If no settlement is reached at the pre-arbitration meeting as stated above the Union may submit in writing a request to a mutually agreed upon neutral arbitration agency or to the New Hampshire Public Employees' Labor Relations Board, to submit a list of Arbitrators to hear such grievance, or by mutual agreement. Such request for Arbitration must be submitted within ten (10) working days from the date of the pre-arbitration meeting. If the Union fails to submit such written request for the appointment of an Arbitrator within the ten (10) working days the grievance shall be deemed abandoned and no further action shall be taken with respect to such grievance.

14.6 MULTIPLE GRIEVANCES. The arbitrator shall not have the authority to hear more than one grievance at the same time involving different incidents, unless the Management and the Union mutually agree to have more than one grievance heard at the same time. If more than one grievance concerning the same incident is filed at the same time then such grievances may be heard by the same arbitrator without mutual agreement. Neither the Management or the Union will arbitrarily and capriciously deny having more than one grievance heard at the same time.

14.7 PAYMENT OF ARBITRATION. The expenses of the Arbitrator shall be borne by the losing party. The Arbitrator shall be required to declare the losing party. Each party shall make arrangements for and pay the expenses of witnesses who are not City employees who are called by them.

14.8 GRIEVANCE BY DEPARTMENT HEAD. A grievance by the Department Head against the Union shall be presented in writing to the Union President and shall be discussed at a meeting to be held within five (5) working days after the grievance is presented.

ARTICLE 14 - GRIEVANCE PROCEDURE (continued)

If a satisfactory settlement of the grievance is not reached at the meeting as stated above then the Department Head may submit the grievance to Arbitration in accordance with the Section 14.4 of this grievance procedure. The grievance must be submitted to arbitration within twenty (20) working days of the above meeting or the grievance shall be deemed null and void.

14.9 AUTHORITY OF ARBITRATOR. The Arbitrator shall not have the power to add to, ignore or modify any of the terms and conditions of this agreement.

14.10 ARBITRATOR'S DECISION. The Arbitrator's decision shall be final and binding on the Union and its members, the employee or employees involved and the Department. The Union will discourage any attempts of its members in any appeal to any court or labor board from a decision of the Arbitrator.

14.11 TIME LIMITS FOR PROCESSING GRIEVANCES. If said grievance is not reported and/or processed within the time limits set forth in Sections 14.2, 14.3, 14.4 and 14.7 then the matter shall be dismissed and no further action shall be taken with respect to said grievance.

The above time limits may be extended by mutual written agreement of the parties to this agreement.

14.12 RETROACTIVE AWARDS. If the Arbitrator shall award back wages covering the period of an employee's separation from the payroll of the Department the amount so awarded shall be reduced by any compensation the employee may have received from Unemployment Compensation and/or Workers' Compensation.

14.13 DISCUSSIONS WITH MANAGEMENT. Any employee may present an oral grievance to his employer without the intervention of the exclusive representative. Until such grievance is reduced to writing the exclusive representative shall be excluded from a hearing if the employee so requests; provided, however, any resolution of the grievance shall not be inconsistent with the terms of an existing agreement between the parties.

14.14 All decisions involving wages, wage rates, promotions, transfers, hours worked and not worked, shall be retroactive to the date the grievance first occurred, at the discretion of the Arbitrator.

ARTICLE 15
HOURS OF WORK

15.1 NORMAL WORK WEEK. The normal work week shall consist of any work performed up to forty (40) hours per week. The normal work week shall be Monday through Friday. During the heating season, for the purpose of heating and ventilation system maintenance, the Department may establish a work week of five (5) consecutive days that include Saturday and Sunday upon serving two (2) weeks' notice to employees. Such work week shall be offered to the most senior qualified employee(s) in the classification. In the event that no senior qualified employee(s) chooses such work week, then the most junior qualified and experienced employee(s) in the classification shall be assigned.

Effective on July 20, 2004, new employees hired to fill positions included in the bargaining unit may be assigned by Management to a work week consisting of any five (5) consecutive days between Sunday and the following Saturday. The number of hours worked in a normal work week will continue to be forty (40).

15.2 NORMAL WORK DAY. The normal work day shall consist of any work performed up to eight hours.

15.3 AVOIDANCE OF OVERTIME. The work week or the work day shall not be interrupted to avoid the payment of overtime.

15.4 PAYMENT FOR OVERTIME WORK.

- Salaried Employees: All time worked in excess of the normal work day in any one day and all time worked in excess of the normal work week shall be paid at the rate of time and one-half.
- Hourly Employees: All time worked in excess of eight (8) hours in any one day and forty regular hours in any one week for Hourly rated employees shall be paid at the rate of time and one-half.

Paid holidays occurring during the work week shall be counted as hours worked for the purpose of determining the thirty-five (35) or forty (40) straight time hours.

ARTICLE 16
CLASSIFICATION OVERTIME AND CALLBACKS

16.1 MANDATED OVERTIME. The Department may mandate overtime in emergency situations of hazard to public health, safety or property.

Regular Employees who refuse to work overtime as required by the Director and/or the Supervisor shall be subject to disciplinary action.

The Department does recognize that it may be inconvenient for individual regular employees to work overtime and it will give due consideration to each request for relief from overtime work.

ADVANCE NOTICE. Regular employees who work overtime will be given as much advance notice as is reasonably possible under the circumstances.

16.2 PLANNED OR SCHEDULED OVERTIME. Planned or scheduled overtime shall be on a voluntary basis. Regular employees who wish to participate in planned/scheduled overtime shall sign up for such overtime on the posted notices, which shall be posted twice a year. Overtime lists shall be developed from the regular employees who sign up on the posted notices. Placement on the lists shall be assigned first on a rotating basis among all qualified regular employees by seniority within the Division.

16.3 OVERTIME FOR DIVISION. Overtime work which is scheduled in advance or which requires regular employees to be called in for unscheduled work shall be assigned first on a rotating basis among the members within the classification who normally perform the work among all qualified regular employees within the Division who have signed up for overtime in accordance with Section 16.2 above. If the overtime situation requires additional regular employees to be assigned then such assignments shall be made among qualified regular employees from the Overtime List in accordance with Section 16.2 above.

ARTICLE 16 - OVERTIME AND CALLBACKS(continued)

16.4 FAILURE TO WORK OVERTIME. Any regular employee who accepts an overtime assignment who fails to work without an acceptable excuse will be by-passed until the rotating cycle among regular employees on the overtime list has been completed twice and his/her turn is due again.

16.5 INABILITY TO STAFF OVERTIME FROM VOLUNTEERS. If for any reason the Division is unable to staff for the above-mentioned overtime, the regular employee with the least classification seniority must make himself/herself available for such overtime work. If the regular employee with the least seniority is unavailable for a legitimate reason, then the overtime will be assigned to the regular employee with next lowest classification seniority. The intent of this Section is that overtime shall be assigned to regular employees in the reverse order of classification seniority.

16.6 CALLBACKS. Any person whose shift has ended and is recalled to work prior to the next normal shift will be paid for a minimum of three (3) hours at the rate of time and one-half; provided, further, that a regular employee who is called back for overtime or emergency work and who completes the required task and returns to his/her residence within the three (3) hour minimum guarantee may be called back for additional emergencies or overtime without an additional three (3) hours minimum work guarantee.

It is the purpose and intent of this section to assure an regular employee of at least three (3) hours of pay at overtime rates for the inconvenience of being called back to work between the normal work shifts, but not to be separately paid for several callbacks within the three (3) hour minimum period.

If a person on call gets more than three (3) calls from unrelated incidents in a three (3) hour period and does not have to respond to a call, then the person will be entitled to the three (3) hour call back pay under the callback provision.

16.7 REPORTING PRIOR TO REGULAR SHIFT. Any regular employees who is called in one hour or less prior to the start of his/her normal shift shall receive such time at the overtime rate, but is excluded from the three (3) hour minimum guarantee outline in the previous Section 16.7.

16.8 TEMPORARY EMPLOYEES. No Temporary Employees shall be assigned to overtime work until all regular employees by classification have had the opportunity for such assignment.

16.9 TARDINESS. Employees who report late for work without providing advance notice to the Department, or without adequate explanation for their failure to give notice in advance, may be sent home without pay.

ARTICLE 17
EMERGENCY WORK AND SPECIAL EMERGENCY RATES

17.1 It shall be the duty of all able bodied employees to make themselves available during the course of emergency situations. Deliberate refusal to work during such situations without adequate justification may result in disciplinary action.

17.2 When an employee responds to an emergency work situation and due to hours worked and/or physical exhaustion is relieved from working the normal work schedule and such employee is required to work on a Saturday then such Saturday work shall be paid at the overtime rate.

17.3 If an employee is called back from vacation due to an emergency situation then all hours of work shall be paid at the time and one-half rate of pay until the employee returns to his/her regular work schedule.

17.4 Employees in said bargaining unit shall be paid double time for all work performed in excess of sixteen (16) consecutive hours as the result of snow or other emergencies as determined by the department head.

17.5 When an employee is relieved from duty during emergencies prior to the completion of his/her regular work shift, either at the request of the supervisor or at the request of the employee, with the approval of the proper authority, because of long hours of work and/or exhaustion as the result of said emergency, and said employee is required to return to work prior to the start of his/her regular work shift, he/she shall be paid at his/her overtime rate for such hours of work performed prior to the start of said employee's next regular shift.

17.6 Emergency overtime shall be paid at one and one-half (1) times the regular hourly rate of pay when an employee has been out on vacation or has been out sick during a regular scheduled work week.

ARTICLE 18
STANDBY TIME COMPENSATION

18.1 RESPONSE TIME. Employees who are qualified and assigned during their normal off-duty hours by their department to standby duty shall be in immediate communication with the Department during the standby period and shall report to work immediately, but in no case longer than thirty (30) minutes from the time of first contact.

18.2 DEFINITION OF STANDBY DAY. For the purpose of this Article a standby day shall mean sixteen (16) hours per day Monday through Friday and twenty-four (24) hours per day on Saturday, Sunday or a Holiday.

18.3 COMPENSATION FOR STANDBY. Effective the date of ratification, the standby duty rate shall be \$25.00 per day for Monday through Friday and \$30.00 per day for Saturday, Sunday and Holidays.

18.4 NO REDUCTION OF STANDBY PAY. There shall be no reduction of the standby rate, as defined in the preceding section, in the event an employee on standby is called in and reports to work.

18.5 COMMUNICATION DEVICES. The Department agrees to provide employees who are on Standby duty with communication devices.

18.6 MANDATORY STANDBY. For the standby rotation, if a sufficient number of qualified employees, as determined by Management, do not volunteer for standby duty, it shall be mandatory for the three (3) least senior qualified employees within the bargaining unit, to serve on the standby rotation.

18.7 Regular Employees, while on standby, will have the option to take a city vehicle home, provided they live within 15 miles of the Department of Public Works and can respond within 30 minutes (as determined through Google Maps (or another mutually agreeable map service)).

ARTICLE 19
NIGHT SHIFT DIFFERENTIAL

19.1 Effective July 1, 2012, any permanent full-time or permanent part-time employee covered by this Agreement who is assigned to a permanent second or third shift or on periodic rotating basis to the second shift shall be paid (10% of their hourly rate) in addition to the regular rate of pay for such assignment.

Such premium shall apply when half or more of the shift is scheduled after 6:00 pm and before 8:00 am and shall be paid for all hours work on such shift.

19.2 Night shift payments shall not be pyramided, compounded or paid at an overtime rate, but shall be based on the flat cents per hour as provided in Sections 19.1, and 19.2.

19.3 It is agreed by all parties concerned that incumbents in positions which are currently assigned to night shifts shall receive either the cents per hour, as stated under the provisions of Section 19.1 and 19.2 above, OR a 6% shift differential whichever is the higher amount.

As incumbents leave the night shift assignments their replacements shall be paid the flat cents per hour for such shifts, as provided in Section 19.1, 19.2, and 19.3 above.

"Incumbents" are defined as those employees who were assigned to such night shifts in 1978 and continuing thereafter in such assignments.

19.4 An employee shall be paid a night shift differential only while the employee is actually working on such a shift or is on authorized vacation or sick leave with pay, provided that he/she is so assigned both immediately before and after such leave; provided, however, that such premium pay shall not continue for more than thirty (30) days while on paid sick leave.

ARTICLE 20
PLUS RATES

20.1 HOURLY EMPLOYEES. Effective upon the date of ratification of this Agreement Hourly paid employees in the Bargaining Unit will be compensated on a plus rate basis of 5% computed to the nearest whole cent above his/her present rate of pay or will be assigned to Base Step (1) of the higher grade, whichever is the higher amount, for working in a higher level classification for one-half day or longer on an assigned basis.

20.2 SALARIED EMPLOYEES. Effective upon the date of ratification of this Agreement Salaried Employees in the Bargaining Unit will be compensated on a plus rate basis for each completed work day of assignment in higher level classifications on the same basis as stated in Section 20.1 above.

20.3 TEMPORARY ASSIGNMENTS. An employee may be temporarily assigned for a period not to exceed 30 calendar days to the work of any position of the same or a lower class grade without any change in pay.

20.4 TEMPORARY PROMOTIONS. When a position becomes vacant and such position is filled on a plus rate basis for forty-five (45) calendar days the employee shall be temporarily promoted to the vacant position.

20.5 TEMPORARY TO PERMANENT PROMOTION. If the temporary promotion as stated in Section 20.4 becomes a permanent promotion for the employee then the time employed on a plus rate basis and on the temporary promotion basis shall be credited towards completion of the probationary period in the position, provided the employee has served satisfactorily and on a continuous basis in the promotional position.

20.6 POSTING. All new positions, promotions, transfers or assignments contemplated beyond a period of forty-five (45) calendar days shall be posted on the department bulletin boards for at least five (5) working days and any interested employee shall have the opportunity to apply for such positions, promotions or assignments.

ARTICLE 21
HOSPITAL/MEDICAL INSURANCE

21.1 July 1, 2012, bargaining unit members will have the option to enroll in the BlueChoice New England POS Plan on a voluntary basis in which case the City will pay eight-seven and one-half percent (87.5%) of the single, two-person or family premium or in the Access Blue New England -Plan, in which case the City will pay up to eighty-seven and one-half percent (87.5%) of the single, two-person or family premium.

Effective July 1, 2013, the City will pay 85% of the premium for the Blue Choice New England POS Plan or the Access Blue New England Plan.

The following co-pays will apply to both the BlueChoiceNew England POS Plan and the Access Blue New England Plan:

- Office Visit - \$20.00
- Specialist Visit - \$20.00
- Chiropractic - \$20.00
- Emergency room visit - \$150.00
- Inpatient care, Outpatient surgery, skilled nursing or rehab facility - \$100/\$200 co-pay (single/2 person or family) ·
- Prescriptions other than mail order (one month supply) - \$10/\$30/\$50 (Generic, Preferred, Premium)
- Mail order prescriptions (three month supply) \$20/\$60/\$100 (Generic, Preferred, Premium)

Bargaining unit members hired on or after ratification who are eligible for Health Insurance the City shall pay 80% of the premium. The BlueChoiceNew England POS Plan and the Access Blue New England Plan will have increased co-pays \$250/\$500 (single/2 person or family) for inpatient care, outpatient surgery, skilled nursing and rehab facilities.

The City may offer a high deductible health insurance plan accompanied by the establishment of a Health Savings Account (HSA) for each enrolled bargaining unit member with a present contribution of \$1,500.00 for an individual and \$3,000.00 for a two person or a family plan. The City retains the right to set the annual City contribution and shall each year prior to the open enrollment period disclose any changes to high deductible benefit plan and/or its contribution to the HSA or continuation of the HSA in the following fiscal year. Effective July 1, 2012 for Bargaining unit members availing themselves of this option the City shall pay 87.5% of the premium. Effective July 1, 2013 the City shall pay 85% of the premium. Bargaining unit members will be charged on the basis of a single, two person or family plan irrespective of the single, two person or family plan designation in the plan itself.

21.2 To a bargaining unit member who elects not to receive coverage under any City health insurance plan the City shall pay \$4,000.00 annually in lieu of health insurance coverage. The City shall make said payment in two equal payments of \$2,000.00. The first payment, in arrears, will be made in January/February and the second payment, in arrears will be made in July/August. Bargaining unit members 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 \$2,000.00 payment. Bargaining unit members will be able to enroll in the City health plans notwithstanding a qualifying event in the annual open enrollment period.

21.3 It is agreed by all parties that the City reserves and shall have the right to change insurance carriers provided that the benefits are not decreased and the costs to bargaining unit members do not increase above those percentages set for the in paragraph 21.1.

ARTICLE 22
LIFE INSURANCE

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

ARTICLE 23
EDUCATIONAL INCENTIVE REIMBURSEMENT

23.1 The following education reimbursement policy will apply to members of the bargaining unit covered by this agreement:

23.2 The City agrees to provide reimbursement to employees who complete approved courses relating to their current responsibilities or as part of an approved career development program based upon the following standards. Payment of seventy-five percent (75%) of the cost of such courses, but not to exceed \$1,000.00 per employee in a calendar year based on appropriation availability.

23.3 Courses must be approved in advance by the Department Head as meeting the requirements that the course is related to the employee's job or is part of a career development program. Approval must be obtained through the Personnel Department for payment of the course. A procedure will be established to effectuate these payments.

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

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

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

23.7 The City agrees to provide reimbursement to regular employees for any required licenses, certificates or code updates except driver's licenses. Regular employees will be allowed to charge these expenses to a city P-card and will not exceed State scheduled fees.

The City agrees to provide reimbursement to employees for any required licenses or certificates, except driver's licenses, such reimbursement not to exceed \$200.00, per employee, per year and to be charged against the budget limit specified in section 23.2, above.

ARTICLE 24
LEAVE OF ABSENCE

24.1 The City agrees to allow Union representatives, stewards and/or aggrieved employees reasonable time, without loss of pay, during regular working hours for the processing of grievances, provided such time away from work does not interfere with the work of the departments involved. Such time shall not be withheld unreasonably. The Union representatives shall obtain prior permission to absent themselves from work before leaving a work site and shall obtain prior permission of the immediate superior involved before interrupting the work of an employee located at a different work site.

24.2 Time lost by representatives of the Union on grievance settlements or negotiations shall be paid for by the City as provided in RSA 273-A:11.

24.3 When an employee is elected President of Local #298 and has to work which takes him/her away from his/her regular employment with the City, he/she shall, at the written request of the Union, be granted a leave of absence without pay, not to exceed two (2) years, and with no loss of seniority, provided satisfactory arrangements can be made for a substitute during such leave of absence.

24.4 Employees elected as delegates to either the AFSCME International Convention, NH Public Employees Council #93 Convention or the NH State Labor Council Convention shall be allowed a leave of absence with pay, not to exceed one (1) working day per year. This leave of absence may be granted to a maximum of two (2) Union employees to attend the above mentioned Conventions.

ARTICLE 25
MILITARY SERVICE

25.1 Shall be governed by existing Municipal, State and Federal Law.

ARTICLE 26
MATERNITY LEAVE

26.1 Upon application of the employee, on forms to be provided by the City, a maternity leave of absence without pay shall be granted to permanent, full-time female employees who have been employed at least one (1) year before said application, said leave to commence at the time recommended by the employee's attending physician and to extend for a period not to exceed six (6) months after the birth of the child. If an employee who has been granted a maternity leave of absence in accordance with this provision shall fail to return to work upon the expiration of such leave of absence shall be deemed to have voluntarily terminated her employment, unless she has been certified by her physician as being physically unable to perform her duties.

26.2 An employee shall be entitled to draw upon her accumulated sick leave benefits with pay for a period not to exceed sixty (60) work days from the date of confinement or the birth of the child, during which time the employee is certified as being unable to perform her regular duties, as certified to by an affidavit of the attending physician every thirty calendar days. Requests for such sick leave benefits must be submitted in writing to the Department Head no later than thirty (30) calendar days after the date of confinement in order to be eligible for sick leave benefits.

26.3 Extensions of the thirty (30) day paid sick leave benefits may be made by the Department Head if circumstances so warrant.

26.4 An employee shall not forfeit seniority during this leave of absence.

ARTICLE 27
BEREAVEMENT LEAVE

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

Spouse	Sister
Father	Brother
Mother	Child
Father-in-law	Mother-in-Law
Daughter-in-law	Son-in-Law
Paternal or Maternal Grandfather (excluding step grandparent)	Paternal or Maternal Grandmother (excluding step grandparent)
or a blood relative or ward residing in the same household.	

27.2 Under extenuating circumstances, two (2) additional days with pay may be granted under Section 27.1 and 27.3, with the written approval of the Department Head; such days to be charged to the employee's accrued sick leave.

27.3 Special Leave of one working with pay, for the purpose of attending the funeral, shall be granted an employee in the event of the death of his/her:

Grandchild	Sister-in-Law
Brother-in-Law	Aunt
Great Grandparents (of employee only)	Uncle

27.4 Under no circumstances shall bereavement leave be paid on an overtime basis; however, bereavement leave time shall be counted as hours worked for overtime computation purposes.

ARTICLE 28
JURY DUTY

28.1 An employee called as a Juror will be paid the difference between the fee received for such service and the amount of straight time earnings lost by reason of such services. Satisfactory evidence of such service must be submitted to the employee's immediate supervisor.

28.2 All time spent during the regular work shift while serving on Jury Duty shall be counted as hours worked when computing overtime.

28.3 Employees who are called to Jury Duty and are excused from Jury Duty for a day, or days, shall report to their regular work assignment as soon as possible after being excused.

ARTICLE 29
HOLIDAYS

29.1 All employees, except temporary and those who work less than one-half time, shall be paid for the following named holidays and any other day proclaimed as a holiday by the Board of Mayor and Aldermen. Should a holiday fall on a Sunday and be celebrated on a Monday, all regular employees shall be paid for this day. Should a holiday fall on a Saturday, the preceding Friday shall be considered the holiday.

New Year's Day	Independence Day
Civil Rights' Day*	Labor Day
Washington's Birthday	Columbus Day
Memorial Day	Election Day
Veteran's Day	Thanksgiving Day
Christmas Day	½ Day before Christmas

*Civil Rights Day, Veteran's Day, Columbus Day and Election Day will be celebrated as a floating holiday, subject to the same scheduling provisions as found in Section 30.2 of this Agreement.

29.2 All work performed on a holiday shall be paid at the rate of time and one-half over and above regular hours paid for the holiday, for all hours worked.

29.3 An employee shall be entitled to the holiday pay referred to in Section 29.1 if he/she works the day preceding and the day following the particular holiday, but not otherwise except for a substantial reason or emergency.

29.4 Paid holidays occurring during the work week shall be counted as hours worked for the purpose of determining the thirty-five (35) or forty (40) straight time hours.

29.5 Should the MSD choose to hold school on one of the above holidays then no less than 3 employees will be required to work and float the holiday. If an insufficient number of employees volunteer, then the least senior divisional employees who normally perform the work will be required to work.

ARTICLE 30
ANNUAL VACATIONS

30.1 Permanent employees who have been in continuous employ of the Department for one (1) year or more will be allowed vacations in accordance with the following schedule:

(a) Accrual rate for two (2) calendar weeks begins on date of hire. Employees serving in an initial probationary period accrue vacation, but are not eligible to use vacation during the first six months of employment. Such probationary employees are not entitled to any vacation benefits if terminated during the initial probation period.

(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 six (6) calendar weeks begins at the beginning of twenty (20) years to continuous service.

30.2 Vacations shall be scheduled at the discretion of the Division Head to provide the least disruption of departmental operations.

Selection of vacation periods shall be by Division seniority and shall be granted insofar as possible at the times requested by the employee, in accordance with operating requirements; provided, however, that summer vacation shall not extend beyond two weeks until all eligible persons have had an opportunity to select a summer vacation. Furthermore, the department head may deny a vacation request of an employee if it will result in a disruption of the department or division operations.

30.3 No employee shall be permitted to accrue in excess of two (2) times his/her annual earned vacation; i.e. employees who earned (10) days of vacation per year shall have no more than 20 days earned vacation to his/her credit at any one time; employees who earned (15) days of vacation per year shall have no more than 30 days earned vacation to his/her credit at any one time, etc.

ARTICLE 31
SICK LEAVE

31.1 In order to qualify for sick leave benefit payments, an employee may be required to submit to an examination by a medical doctor of the Department's choice. Failure of an employee to submit to such an examination when deemed necessary shall bar the employee from any sick leave benefits he/she may be entitled to under the terms of the contract. Medical examinations shall be at the City's expense if the employee is out three days or less.

31.2 Under no circumstances shall sick leave benefits be made available:

- a. For days of absence other than regular work days.
- b. During layoff periods or during an unpaid leave of absence other than a maternity leave.
- c. During periods when the shop is shut down due to strikes or Acts of God, unless the employee was on sick leave at the time of the shutdown.

31.3 An employee who abuses sick leave benefits by falsification of reasons for such leave shall be subject to disciplinary action.

31.4 Employees who are initially employed in a temporary status and subsequently are employed in a regular status without a break in service shall be allowed credit for the time served in the temporary status towards accrual of sick leave benefits.

31.5 Each permanent full-time employee shall earn sick leave with pay at the rate of 1 1/4 days of sick leave for each completed month of service. Sick leave shall not be taken in advance of earning time.

The maximum sick leave accumulation shall be one hundred twenty (120) days.

Accrual shall include the six (6) months probationary period but employees will not be allowed to use sick leave until they satisfactorily complete the probationary period.

Employees who have been employed for a two year period shall be granted an additional forty-eight (48) hours of accrued sick leave on July 1, 2012.

ARTICLE 31 SICK LEAVE (continued)

31.6 Employees who are absent from work on legal holidays, during sick leave, vacation, for disability arising from injuries sustained in the course of their employment and for all authorized leaves of absence with pay shall continue to accumulate sick leave at the regularly prescribed rate as though they were on duty, subject to the maximum limitation herein provided. Employees who are absent on authorized leaves of absence without pay for not over ten (10) work days in any thirty (30) calendar period shall continue to accrue sick leave at the regularly prescribed rate during such absences as though they were on duty, subject to the maximum limitation herein provided.

31.7 An employee eligible for sick leave with pay may use such sick leave for absences due to his/her illness or 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 exposure to contagious disease. Upon approval of his/her department head, he/she may use sick leave for dental appointments, physical examinations or prescribed treatment by a physician. The Department Head shall require a doctor's certificate before approving sick leave with pay for a period or periods of absences of more than three (3) work days.

31.8 Absences for a fraction or part of a day that are chargeable to sick leave in accordance with these provisions shall be charged proportionately in an amount not smaller than one quarter of an hour. (15 minutes)

31.9 During periods of absence for approved paid sick leave the employee shall be entitled to full pay for such period at the regular rate of compensation, provided, however, that hourly employees shall be compensated on the basis of straight time pay not to exceed eight (8) hours per day and not to exceed forty (40) hours per week. No sick leave benefits shall be paid on the basis of time and one-half.

31.10 On separation from City service, all sick leave credits shall be cancelled except in a case of paid retirement, duty disability retirement, or death while in active service.

Effective on the date of ratification, all accrued sick leave up to, but not to exceed eighty (80) work days shall be paid to the employee or his/her beneficiary under such conditions of separation from service.

Effective on the date of ratification, employees shall also be entitled to the benefits under City Ordinance 33.081 (H), as it may be amended from time to time.

Employees hired after the ratification date of this Agreement 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 31 SICK LEAVE (continued)

31.11 NON-ABUSE OF SICK LEAVE Employees who use six (6) days of sick leave or less in any calendar year will receive two (2) personal leave days, to be scheduled by the Department. Personal Leave days must be taken during the calendar year they are credited and shall not accumulate and shall not be carried over year after year.

31.12 CHANGING VACATION TO SICK LEAVE Employees who are on paid vacation who are hospitalized for injury or illness may, at their option and provided they have sick leave credits accrued, have their vacation time changed to paid sick leave for the period of time they are actually hospitalized.

ARTICLE 32
SICK LEAVE BANK

32.1 A voluntary sick leave bank, to cover employees in the bargaining units covered under the Master Agreement and other contracts with Local 298, AFSCME, is hereby established. The operation of such sick leave bank shall be subject to the rules and guidelines set forth in this Article.

32.2 The purpose of the sick leave bank is to provide assistance to employees who suffer long-term illness or injuries which are non-job connected. It is established to provide additional paid benefit days beyond the employee's accrued days when an employee has exhausted his accrued sick leave and continues disabled for an additional fifteen (15) consecutive calendar days. For example, it is not established to provide relief for one or two days beyond the employee's accrued sick leave.

32.3 ADMINISTRATION. The Sick Leave Bank shall be administered by a five member Administrative Committee.

Three (3) members of the Committee shall be appointed by the Union from employees in the bargaining units who are enrolled in the Sick Leave Bank, provided that no more than one member shall be appointed from the same bargaining unit at any one time.

Two (2) members of the Committee shall be appointed by the Mayor from the Management of the Departments wherein the bargaining units are located, with no more than one member from a department serving at any time.

The first Committee members shall be appointed in the following manner:

One member appointed by the Union for a one (1) year term, one member appointed for a two (2) year term and one member appointed for a three(3) year term. Subsequent appointments shall be for three (3) year terms. Vacancies, when they occur, shall be filled by appointment in the same manner as the original appointments.

One original appointee of the Mayor shall be for a one (1) year term and one appointee shall be for a three (3) year term and subsequent appointments shall be for a three (3) year term.

32.4 MEETINGS. The Committee shall meet at least once each month or more often as deemed necessary by the Chairman. Three (3) members, including at least one (1) Administration member, shall constitute a quorum. 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 twelve (12) months period shall be automatically terminated from the Committee and their terms declared vacant.

ARTICLE 32 SICK LEAVE BANK (continued)

32.5 MEMBERSHIP. Effective in 1987:

- (A) All the days that are now in the Sick Leave Bank will remain in the Bank as is. These days are to be used up first in accordance with the current contract.
- (B) Once this contract has been ratified, each member of the Bargaining Unit will give one (1) day of his/her day's pay on January 1st of each year.
- (C) Above-mentioned money will be deposited into a bank in Manchester in January of each year.
- (D) It will be the duty of the Finance Officer to see that the above-mentioned money is deposited into the bank in January of each year.
- (E) The deposit will be to the bank service which offers the best interest rate.
- (F) When withdrawals are necessary, the Finance Officer and one dues-paying member of the Sick Leave Bank will be present, and the signature of each will be required.
- (G) Application for membership shall be made on a form provided by the Committee.

Membership by all employees will be subject to the following restrictions:

- (1) Probationary employees who are serving an initial probation period are not eligible for membership.
- (2) Full-time employees, except those with less than one year of service, shall have not less than fifteen (15) days of accrued sick leave as of the date of their application for membership. An employee whose sick leave balance falls below fifteen (15) days of accrual due to recent illness or injury may be admitted at the discretion of the Committee.

Employees whose sick leave falls below fifteen (15) days after they are admitted to the Sick Leave Bank, where the usage of sick leave was not the result of extended illness or injury, shall have their membership status reviewed by the Committee. The Committee may temporarily suspend the employee from membership in the Bank if it deems such action to be in the best interest of the Bank.

- (3) Employees who have less than one year of service may be admitted to the Bank upon the majority vote of the Committee after a review is made of their status

with the Department. Upon admission to membership the conditions stated in the preceding paragraphs will apply.

(4) Full-time employees having less than 30% of their accumulated sick leave days limit as of the date of their application shall be limited category members if accepted as members by the Administrative Committee.

32.6 BENEFITS Effective January 1, 1990 a member in good standing shall become eligible to request extended sick leave benefits from the Bank for an incapacitating illness or non-service connected injury, provided he has exhausted all his accrued sick leave and his incapacitation extends at least eight (8) consecutive calendar days beyond the exhaustion of his sick leave accrual. Effective January 1, 1991 the waiting period shall be reduced to five (5) consecutive calendar days. Upon presentation of satisfactory medical evidence of illness or injury to the Administrative Committee, the Committee may approve up to thirty (30) work days of sick leave benefit days from the Bank to be granted to the member. Such sick leave benefit days may be made retroactive to the first work day after exhaustion of his accrued sick leave credits. Should the member still be incapacitated after this time from the same illness or injury he/she may present his/her case for review and be granted additional benefit days, but such additional days may be restricted in number according to the number of benefit days in the Bank at the time. Additional days of benefits shall not exceed thirty (30) work days for each period of incapacitation; provided however, exceptions may be made in cases of long term illness or injury at the discretion of the Committee.

An employee who is receiving Sick Leave credits from the Sick Leave Bank and who subsequently receives payment through Workmen's Compensation or through an insurance carrier for wages for the same days shall repay the City for such benefits.

Employees shall not be granted any time from the Bank until said employee has reached the 30% requirement as stated above.

32.7 BANK STABILITY AND LIMITATIONS. All employees who shall become members of the Sick Leave Bank shall continue in the Bank until December 31st of the current calendar year. Employees shall automatically continue in the Sick Leave Bank for each calendar year thereafter unless the employee shall withdraw from membership prior to December 31st of any calendar year. Withdrawal shall be in writing, duly signed and dated and submitted to the Administrative Committee prior to December 31st. No benefits shall accrue to the withdrawn member thereafter and any sick leave days previously donated to the Bank shall remain in the bank to be disbursed by the Committee.

ARTICLE 32 SICK LEAVE BANK (continued)

The number of benefit days in the Bank shall not exceed 1,500 benefit days on December 31st of any calendar year. All excessive days shall be discarded. In the event the Bank is terminated, all sick leave benefit days remaining in the Bank shall be null and void.

32.8 ADMINISTRATIVE OVERSIGHT. In the event there is a question concerning a recipient's eligibility to receive benefits from the Bank, the City may require of the Administrative Committee and the employee proof of each eligibility as well as a physician's certified report of the disabling illness or injury of the recipient. A copy of the minutes of each meeting shall be provided to the President of Local 298 and to the City Personnel Director.

The President of Local 298 or the Personnel Director may request a meeting with the Administrative Committee to discuss any action which has been taken by the Committee and such meeting shall be scheduled as soon as possible after such request.

32.9 AMENDMENTS. This Article or any section thereof, may not be amended except through the collective bargaining process or mutual written agreement of the Union and the City representative concerned in that process.

32.10 EFFECTIVE DATES. The provisions of this Article shall be effective from January 1, 1989 through December 31, 1991, inclusive, and shall terminate December 31, 1991 unless mutually agreed to continue beyond that date. Such continuation must be agreed to in writing by the parties to this agreement.

ARTICLE 33
SAFETY

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

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

33.3 After the employee's regular work schedule, where safe storage space is provided by the department, employees shall be responsible for replacing articles issued to them if the same type of article has been lost twice in the same twelve month period. In such cases the employee shall replace the second lost article.

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

ARTICLE 34
BULLETIN BOARDS

34.1 The department shall provide space for bulletin boards for the posting of notices of the Division addressed to the employees and notices of the Union addressed to the members. The department shall locate its bulletin board at a convenient place within the department.

34.2 No Union notice shall be posted in or around the department's property except on such board and no notice shall be posted until it has been signed either by the President or Secretary of the Union with the approval of the Department Head or his designated representative.

ARTICLE 35
STABILITY OF AGREEMENT

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

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

ARTICLE 36
UNIFORMS

36.1 The City shall pay \$150 to each regular employee for a uniform allowance. The employee shall provide to the division manager receipts for that allowance up \$150 each year. These receipts will be provided during the month of July. Failure to provide the receipts will result in no allowance for that particular employee. This allowance is for boots and pants. Employees agree to wear properly serviceable pants and boots as set out by the division dress code. Failure to wear properly serviceable uniforms may result in disciplinary action.

36.2 Employees will be required to wear apparel provided by the Facilities Division during normal working hours (not during callbacks or emergencies). The Facilities Division will provide five (5) shirts and two (2) sweatshirts annually for this purpose. Employees will be responsible for washing the apparel. The Facilities Division may provide, at its discretion, jackets to be worn as well, budget dependent.

ARTICLE 37
TRAVEL ALLOWANCE

37.1 Effective the date of ratification of this Agreement/ employees who are required to use their personal vehicles for authorized City business will be reimbursed at the current I.R.S. mileage rate.

ARTICLE 38
MISCELLANEOUS

38.1 The City agrees to print 15 copies of the 2007- 2010 contract for distribution to members of the bargaining unit.

38.2 FMLA POLICY. The Union agrees to accept the City's Family and Medical Leave Act (FMLA) Policy, subject to its review by the Union's attorney, with the understanding that the policy will not be changed except by mutual agreement.

38.3 The City agrees to provide for a payroll deduction slot for a voluntary benefit program, subject to approval by the Human Resources Department.

ARTICLE 39
AFFILIATION

39.1 In the event the City of Manchester institutes a new Department of Fleet Maintenance, the current DPW mechanics shall be transferred without loss of seniority and any other conditions of work/employment under the Manchester Master Contract 298, AFSCME Council 93 and successor agreement.

ARTICLE 40

ME TOO CLAUSE

HEALTH BENEFITS AND SALARY INCREASES

40.1 Should any other bargaining unit within the City of Manchester, New Hampshire negotiate health care benefits set forth in paragraph 21 of this agreement which are more favorable than the health care benefits contained in paragraph 21.1 and 21.2 and, the AFSCME Local 298 shall be entitled to more favorable benefits.

40.2 Should any other bargaining unit within the City of Manchester, New Hampshire negotiate Salary Schedule increases for the years set forth in paragraph 12.1 the AFSCME Local 298 shall be entitled to receive the more favorable Salary Schedule increases for those years.

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
O	16,770	17,265	17,790	18,330	18,840	19,440	20,010	20,610	21,240	21,870	22,545	23,175	23,925	24,615	25,365
GRADE 8A Ex (6FA) H O	24,039.72	24,760.94	25,503.75	26,268.87	27,056.94	27,868.66	28,704.69	29,565.85	30,452.82	31,366.40	32,307.41	33,276.62	34,274.95	35,303.18	36,362.26
	11.54	11.89	12.26	12.61	13.02	13.39	13.81	14.22	14.65	15.09	15.53	16.02	16.48	17.01	17.50
	17.310	17.835	18.390	18.915	19.530	20.085	20.715	21.330	21.975	22.635	23.295	24.030	24.720	25.515	26.250
GRADE 9 Ex (6G0) H O	24,852.69	25,598.28	26,366.22	27,157.19	27,971.92	28,811.05	29,675.39	30,565.65	31,482.63	32,427.11	33,399.91	34,401.92	35,433.97	36,496.99	37,591.91
	11.95	12.34	12.70	13.08	13.47	13.88	14.29	14.73	15.18	15.64	16.11	16.58	17.09	17.58	18.13
	17.925	18.510	19.050	19.620	20.205	20.820	21.435	22.095	22.770	23.460	24.165	24.870	25.635	26.370	27.195
GRADE 9A Ex (6GA) H O	25,722.54	26,494.19	27,289.03	28,107.68	28,950.92	29,819.44	30,714.06	31,635.46	32,584.51	33,562.06	34,568.91	35,605.99	36,674.18	37,774.35	38,907.63
	12.38	12.74	13.12	13.53	13.92	14.33	14.80	15.23	15.70	16.15	16.63	17.15	17.63	18.18	18.73
	18.570	19.110	19.680	20.295	20.880	21.495	22.200	22.845	23.550	24.225	24.945	25.725	26.445	27.270	28.095
GRADE 10 Ex (6H0) H O	26,592.35	27,390.15	28,211.83	29,058.22	29,929.93	30,827.86	31,752.67	32,705.27	33,686.43	34,696.99	35,737.92	36,810.07	37,914.34	39,051.77	40,223.36
	12.79	13.15	13.56	13.96	14.37	14.84	15.28	15.75	16.20	16.68	17.19	17.68	18.24	18.78	19.35
	19.185	19.725	20.340	20.940	21.555	22.260	22.920	23.625	24.300	25.020	25.785	26.520	27.360	28.170	29.025
GRADE 10A Ex (6HA) H O	27,523.10	28,348.79	29,199.25	30,075.24	30,977.49	31,906.81	32,864.01	33,849.96	34,865.44	35,911.40	36,988.76	38,098.40	39,241.35	40,418.57	41,631.14
	13.22	13.66	14.06	14.48	14.92	15.35	15.82	16.27	16.76	17.26	17.80	18.33	18.88	19.43	20.03
	19.830	20.490	21.090	21.720	22.380	23.025	23.730	24.405	25.140	25.890	26.700	27.495	28.320	29.145	30.045
GRADE 11 Ex (6I0) H O	28,453.82	29,307.43	30,186.67	31,092.26	32,025.04	32,985.79	33,975.38	34,994.61	36,044.44	37,125.77	38,239.57	39,386.78	40,568.35	41,785.42	43,038.97
	13.70	14.10	14.52	14.96	15.39	15.87	16.35	16.84	17.32	17.87	18.39	18.95	19.52	20.10	20.68
	20.550	21.150	21.780	22.440	23.085	23.805	24.525	25.260	25.980	26.805	27.585	28.425	29.280	30.150	31.020
GRADE 11A Ex (6IA) H O	29,449.69	30,333.22	31,243.19	32,180.49	33,145.92	34,140.28	35,164.50	36,219.43	37,305.99	38,425.21	39,577.94	40,765.29	41,988.24	43,247.89	44,545.32
	14.17	14.59	15.04	15.47	15.97	16.43	16.95	17.45	17.98	18.50	19.06	19.63	20.22	20.83	21.45
	21.255	21.885	22.560	23.205	23.955	24.645	25.425	26.175	26.970	27.750	28.590	29.445	30.330	31.245	32.175
GRADE 12 Ex (6J0) H O	30,445.60	31,358.93	32,299.71	33,268.70	34,266.80	35,294.78	36,353.63	37,444.21	38,567.57	39,724.61	40,916.32	42,143.82	43,408.14	44,710.37	46,051.69
	14.63	15.08	15.52	16.01	16.47	16.99	17.49	18.03	18.55	19.11	19.67	20.26	20.89	21.52	22.17
	21.945	22.620	23.280	24.015	24.705	25.485	26.235	27.045	27.825	28.665	29.505	30.390	31.335	32.280	33.255
GRADE 12A Ex (6JA) H O	31,511.18	32,456.56	33,430.25	34,433.12	35,466.09	36,530.10	37,625.99	38,754.77	39,917.41	41,114.96	42,348.43	43,618.85	44,927.44	46,275.23	47,663.49
	15.15	15.60	16.08	16.56	17.07	17.56	18.10	18.65	19.21	19.78	20.39	20.99	21.61	22.26	22.92
	22.725	23.400	24.120	24.840	25.605	26.340	27.150	27.975	28.815	29.670	30.585	31.485	32.415	33.390	34.380
GRADE 13 Ex (6K0) H O	32,576.77	33,554.11	34,560.73	35,597.52	36,665.45	37,765.43	38,898.38	40,065.33	41,267.28	42,505.32	43,780.51	45,093.87	46,446.74	47,840.10	49,275.31
	15.69	16.14	16.61	17.14	17.62	18.17	18.72	19.29	19.84	20.46	21.06	21.70	22.34	23.03	23.74
	23.535	24.210	24.915	25.710	26.430	27.255	28.080	28.935	29.760	30.690	31.590	32.550	33.510	34.545	35.610
GRADE 13A Ex (6KA) H O	33,716.98	34,728.48	35,770.36	36,843.45	37,948.75	39,087.22	40,259.82	41,467.63	42,711.65	43,993.00	45,312.78	46,672.21	48,072.33	49,514.52	50,999.95
	16.20	16.69	17.21	17.71	18.26	18.80	19.37	19.95	20.54	21.17	21.80	22.44	23.13	23.84	24.55
	24.300	25.035	25.815	26.565	27.390	28.200	29.055	29.925	30.810	31.755	32.700	33.660	34.695	35.760	36.825
GRADE 14 Ex (6L0) H O	34,857.18	35,902.89	36,979.97	38,089.36	39,232.04	40,409.00	41,621.28	42,869.93	44,156.02	45,480.70	46,845.08	48,250.47	49,697.99	51,188.92	52,724.59
	16.74	17.26	17.80	18.32	18.85	19.42	20.03	20.60	21.24	21.87	22.54	23.22	23.92	24.62	25.37
	25.110	25.890	26.700	27.480	28.275	29.130	30.045	30.900	31.860	32.805	33.810	34.830	35.880	36.930	38.055
GRADE 14A Ex (6LA) H O	36,077.17	37,159.48	38,274.26	39,422.48	40,605.17	41,823.29	43,078.03	44,370.38	45,701.48	47,072.52	48,484.69	49,939.23	51,437.38	52,980.55	54,569.96
	17.32	17.88	18.40	18.96	19.53	20.12	20.72	21.33	21.98	22.64	23.32	24.02	24.72	25.47	26.26
	25.980	26.820	27.600	28.440	29.295	30.180	31.080	31.995	32.970	33.960	34.980	36.030	37.080	38.205	39.390
GRADE 15 Ex (6M0) H O	37,297.16	38,416.09	39,568.57	40,755.63	41,978.29	43,237.65	44,534.77	45,870.83	47,246.94	48,664.35	50,124.27	51,628.00	53,176.82	54,772.15	56,415.29
	17.94	18.46	19.02	19.61	20.20	20.81	21.43	22.06	22.73	23.41	24.11	24.82	25.57	26.35	27.15
	26.910	27.690	28.530	29.415	30.300	31.215	32.145	33.090	34.095	35.115	36.165	37.230	38.355	39.525	40.725
GRADE 15A Ex	38,602.56	39,760.64	40,953.45	42,182.07	43,447.52	44,750.95	46,093.49	47,476.30	48,900.58	50,367.59	51,878.62	53,434.98	55,038.02	56,689.17	58,389.83

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015		2015		2015		2015		2015		2015		2015		2015		2015	
	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	STEP AL1	STEP AL2	STEP AL1	STEP AL2	
(6MA) H	18.57	19.12	19.70	20.30	20.93	21.55	22.19	22.85	23.51	24.23	24.97	25.70	26.48	27.28	28.10	27.28	28.10	
O	27.855	28.680	29.550	30.450	31.395	32.325	33.285	34.275	35.265	36.345	37.455	38.550	39.720	40.920	42.150	40.920	42.150	
GRADE 16 Ex (6NO) H	39,907.98	41,105.20	42,338.36	43,608.49	44,916.77	46,264.26	47,652.19	49,081.77	50,554.21	52,070.85	53,632.97	55,241.95	56,899.21	58,606.17	60,364.38	58,606.17	60,364.38	
O	28.800	29.655	30.585	31.485	32.415	33.390	34.380	35.385	36.495	37.605	38.715	39.870	41.070	42.270	43.530	42.270	43.530	
GRADE 16A Ex (6NA) H	41,304.75	42,543.89	43,820.20	45,134.84	46,488.85	47,883.51	49,320.04	50,799.62	52,323.63	53,893.32	55,510.13	57,175.41	58,890.68	60,657.39	62,477.12	60,657.39	62,477.12	
O	29.760	30.690	31.590	32.550	33.540	34.575	35.640	36.675	37.785	38.880	40.080	41.295	42.540	43.815	45.120	43.815	45.120	
GRADE 17 Ex (6OO) H	42,701.53	43,982.58	45,302.05	46,661.11	48,060.94	49,502.78	50,987.84	52,517.51	54,093.00	55,715.79	57,387.26	59,108.89	60,882.15	62,708.62	64,589.87	62,708.62	64,589.87	
O	30.795	31.740	32.685	33.645	34.680	35.745	36.795	37.890	39.045	40.215	41.385	42.630	43.905	45.240	46.590	45.240	46.590	
GRADE 17A Ex (6OA) H	44,196.10	45,521.95	46,887.62	48,294.25	49,743.06	51,235.36	52,772.43	54,355.59	55,986.27	57,665.87	59,395.82	61,177.69	63,013.02	64,903.43	66,850.52	64,903.43	66,850.52	
O	31.875	32.820	33.825	34.845	35.895	36.945	38.055	39.225	40.365	41.565	42.870	44.130	45.450	46.860	48.255	46.860	48.255	
GRADE 18 Ex (6PO) H	45,690.62	47,061.34	48,473.18	49,927.39	51,425.21	52,967.97	54,557.01	56,193.71	57,879.52	59,615.90	61,404.37	63,246.51	65,143.89	67,098.22	69,111.15	67,098.22	69,111.15	
O	32.955	33.945	34.950	36.000	37.065	38.190	39.375	40.530	41.775	43.050	44.340	45.675	47.025	48.450	49.920	48.450	49.920	
GRADE 18A Ex (6PA) H	47,289.81	48,708.48	50,169.75	51,674.86	53,225.07	54,821.84	56,466.48	58,160.50	59,905.32	61,702.46	63,553.54	65,460.14	67,423.94	69,446.67	71,530.07	69,446.67	71,530.07	
O	34.110	35.130	36.180	37.260	38.385	39.555	40.740	41.970	43.215	44.490	45.825	47.175	48.660	50.100	51.570	50.100	51.570	
GRADE 19 Ex (6QO) H	48,888.98	50,355.65	51,866.31	53,422.30	55,024.97	56,675.74	58,376.00	60,127.28	61,931.10	63,789.00	65,702.69	67,673.78	69,703.99	71,795.09	73,948.97	71,795.09	73,948.97	
O	35.250	36.315	37.425	38.520	39.675	40.905	42.135	43.365	44.700	46.005	47.430	48.825	50.295	51.825	53.340	51.825	53.340	
GRADE 19A Ex (6QA) H	50,600.08	52,118.09	53,681.62	55,292.08	56,950.85	58,659.39	60,419.13	62,231.75	64,098.68	66,021.63	68,002.28	70,042.36	72,143.62	74,307.92	76,537.16	74,307.92	76,537.16	
O	36.525	37.650	38.745	39.900	41.115	42.315	43.575	44.910	46.275	47.655	49.050	50.535	52.065	53.640	55.230	53.640	55.230	
GRADE 20 Ex (6RO) H	52,311.19	53,880.50	55,496.92	57,161.87	58,876.72	60,643.02	62,462.32	64,336.19	66,266.26	68,254.24	70,301.88	72,410.92	74,583.27	76,820.77	79,125.38	76,820.77	79,125.38	
O	37.740	38.835	40.020	41.265	42.510	43.785	45.075	46.455	47.820	49.275	50.730	52.230	53.835	55.455	57.120	55.455	57.120	
GRADE 20A Ex (6RA) H	54,142.09	55,766.35	57,439.36	59,162.54	60,937.41	62,765.53	64,648.47	66,587.93	68,585.58	70,643.13	72,762.45	74,945.32	77,193.65	79,509.48	81,894.76	79,509.48	81,894.76	
O	39.090	40.260	41.430	42.675	43.950	45.285	46.650	48.060	49.515	50.970	52.500	54.075	55.695	57.360	59.115	57.360	59.115	
GRADE 21 Ex (6SO) H	55,972.97	57,652.15	59,381.74	61,163.20	62,998.07	64,888.04	66,834.66	68,839.69	70,904.89	73,032.04	75,223.02	77,479.69	79,804.11	82,198.21	84,664.15	82,198.21	84,664.15	
O	40.350	41.565	42.855	44.115	45.435	46.845	48.240	49.665	51.180	52.680	54.240	55.890	57.585	59.310	61.065	59.310	61.065	
GRADE 21A Ex (6SA) H	57,932.03	59,670.00	61,460.11	63,303.90	65,203.01	67,159.11	69,173.86	71,249.11	73,386.57	75,588.18	77,855.81	80,191.50	82,597.21	85,075.15	87,627.39	85,075.15	87,627.39	
O	41.805	43.080	44.370	45.705	47.055	48.495	49.950	51.435	52.995	54.585	56.205	57.885	59.625	61.425	63.255	61.425	63.255	
GRADE 22 Ex (6TO) H	59,891.09	61,687.80	63,538.43	65,444.62	67,407.95	69,430.21	71,513.09	73,658.48	75,868.23	78,144.29	80,488.61	82,903.28	85,390.36	87,952.06	90,590.66	87,952.06	90,590.66	
O	43.200	44.475	45.810	47.160	48.645	50.085	51.555	53.145	54.720	56.400	58.065	59.805	61.620	63.450	65.385	63.450	65.385	
GRADE 22A Ex (6TA) H	61,987.28	63,846.90	65,762.32	67,735.16	69,767.23	71,860.25	74,016.07	76,236.51	78,523.63	80,879.34	83,305.73	85,804.90	88,379.04	91,030.43	93,761.33	91,030.43	93,761.33	
O	44.730	46.035	47.460	48.855	50.325	51.885	53.370	55.005	56.625	58.350	60.075	61.875	63.765	65.655	67.635	65.655	67.635	

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

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	STEP AL1	STEP AL2	
																2015
GRADE 23 (6U)	Ex	64,083.46	66,005.96	67,986.17	70,025.71	72,126.52	74,290.28	76,519.00	78,814.59	81,179.01	83,614.40	86,122.82	88,706.50	91,367.69	94,108.72	96,931.98
	H	30.78	31.75	32.68	33.67	34.69	35.73	36.80	37.89	39.04	40.20	41.41	42.64	43.95	45.24	46.61
	O	46.170	47.625	49.020	50.505	52.035	53.595	55.200	56.835	58.560	60.300	62.115	63.960	65.925	67.860	69.915
GRADE 23A (6UA)	Ex	66,326.38	68,316.19	70,365.66	72,476.63	74,650.93	76,890.48	79,197.17	81,573.08	84,020.29	86,540.89	89,137.12	91,811.22	94,565.55	97,402.53	100,324.62
	H	31.88	32.85	33.82	34.83	35.91	36.98	38.09	39.23	40.41	41.60	42.85	44.15	45.48	46.84	48.24
	O	47.820	49.275	50.730	52.245	53.865	55.470	57.135	58.845	60.615	62.400	64.275	66.225	68.220	70.260	72.360
GRADE 24 (6V)	Ex	68,569.30	70,626.38	72,745.20	74,927.55	77,175.36	79,490.63	81,875.32	84,331.60	86,861.56	89,467.42	92,151.41	94,915.95	97,763.44	100,696.34	103,717.23
	H	32.97	33.95	34.98	36.02	37.11	38.22	39.37	40.56	41.77	43.01	44.30	45.66	47.02	48.43	49.87
	O	49.455	50.925	52.470	54.030	55.665	57.330	59.055	60.840	62.655	64.515	66.450	68.490	70.530	72.645	74.805
GRADE 24A (6VA)	Ex	70,969.25	73,098.33	75,291.27	77,550.00	79,876.51	82,272.79	84,740.98	87,283.19	89,901.70	92,598.74	95,376.69	98,238.02	101,185.15	104,220.71	107,347.35
	H	34.13	35.14	36.18	37.28	38.41	39.56	40.73	41.96	43.23	44.53	45.86	47.23	48.64	50.11	51.61
	O	51.195	52.710	54.270	55.920	57.615	59.340	61.095	62.940	64.845	66.795	68.790	70.845	72.960	75.165	77.415
GRADE 25 (6W)	Ex	73,369.17	75,570.23	77,837.34	80,172.46	82,577.64	85,055.00	87,606.61	90,234.80	92,941.89	95,730.11	98,602.02	101,560.09	104,606.89	107,745.08	110,977.43
	H	35.28	36.34	37.41	38.55	39.70	40.89	42.14	43.40	44.69	46.03	47.41	48.82	50.29	51.81	53.36
	O	52.920	54.510	56.115	57.825	59.550	61.335	63.210	65.100	67.035	69.045	71.115	73.230	75.435	77.715	80.040
GRADE 25A (6WA)	Ex	75,937.09	78,215.21	80,561.62	82,978.51	85,467.87	88,031.87	90,672.85	93,393.03	96,194.84	99,080.68	102,053.11	105,114.69	108,268.13	111,516.16	114,861.64
	H	36.51	37.62	38.74	39.90	41.10	42.34	43.61	44.91	46.27	47.65	49.09	50.56	52.06	53.63	55.25
	O	54.765	56.430	58.110	59.850	61.650	63.510	65.415	67.365	69.405	71.475	73.635	75.840	78.090	80.445	82.875
GRADE 26 (6X)	Ex	78,505.00	80,860.16	83,285.96	85,784.52	88,358.05	91,008.83	93,739.08	96,551.26	99,447.78	102,431.23	105,504.15	108,669.29	111,929.34	115,287.24	118,745.84
	H	37.75	38.90	40.05	41.25	42.50	43.76	45.08	46.42	47.82	49.26	50.72	52.25	53.82	55.42	57.10
	O	56.625	58.350	60.075	61.875	63.750	65.640	67.620	69.630	71.730	73.890	76.080	78.375	80.730	83.130	85.650
GRADE 26A (6XA)	Ex	81,252.69	83,690.27	86,200.98	88,787.01	91,450.60	94,245.12	97,019.94	99,930.55	102,928.46	106,016.31	109,196.80	112,472.68	115,846.90	119,322.30	122,901.95
	H	39.07	40.25	41.46	42.70	43.99	45.28	46.66	48.07	49.50	50.99	52.50	54.10	55.72	57.38	59.09
	O	58.605	60.375	62.190	64.050	65.985	67.920	69.990	72.105	74.250	76.485	78.750	81.150	83.580	86.070	88.635
GRADE 27 (6Y)	Ex	84,000.35	86,520.36	89,115.98	91,789.45	94,543.13	97,379.43	100,300.81	103,309.85	106,409.12	109,601.39	112,889.46	116,276.12	119,764.44	123,357.34	127,058.07
	H	40.40	41.59	42.84	44.14	45.47	46.83	48.21	49.67	51.16	52.71	54.28	55.91	57.59	59.33	61.12
	O	60.600	62.385	64.260	66.210	68.205	70.245	72.315	74.505	76.740	79.065	81.420	83.865	86.385	88.995	91.680
GRADE 27A (6YA)	Ex	86,940.36	89,548.56	92,235.04	95,002.08	97,852.14	100,787.71	103,811.32	106,925.67	110,133.46	113,437.45	116,840.56	120,345.79	123,956.16	127,674.87	131,505.09
	H	41.81	43.04	44.33	45.69	47.06	48.47	49.90	51.42	52.96	54.52	56.18	57.86	59.60	61.38	63.22
	O	62.715	64.560	66.495	68.535	70.590	72.705	74.850	77.130	79.440	81.780	84.270	86.790	89.400	92.070	94.830
GRADE 28 (6Z)	Ex	89,880.37	92,576.79	95,354.07	98,214.74	101,161.17	104,196.01	107,321.86	110,541.52	113,857.76	117,273.50	120,791.71	124,415.47	128,147.94	131,992.36	135,952.13
	H	43.21	44.51	45.84	47.22	48.63	50.09	51.60	53.15	54.75	56.41	58.11	59.85	61.63	63.49	65.39
	O	64.815	66.765	68.760	70.830	72.945	75.135	77.400	79.725	82.125	84.615	87.165	89.775	92.445	95.235	98.085
GRADE 28A (6ZA)	Ex	93,026.19	95,816.96	98,691.47	101,652.25	104,701.80	107,842.86	111,078.13	114,410.49	117,842.80	121,378.08	125,019.40	128,770.03	132,633.12	136,612.10	140,710.46
	H	44.72	46.09	47.46	48.87	50.34	51.86	53.41	55.01	56.65	58.35	60.11	61.90	63.77	65.68	67.65
	O	67.080	69.135	71.190	73.305	75.510	77.790	80.115	82.515	84.975	87.525	90.165	92.850	95.655	98.520	101.475
GRADE 29 (60)	Ex	96,171.99	99,057.16	102,028.89	105,089.75	108,242.44	111,489.70	114,834.41	118,279.42	121,827.81	125,482.65	129,247.14	133,124.53	137,118.29	141,231.84	145,468.77
	H	46.26	47.64	49.07	50.55	52.05	53.62	55.24	56.89	58.61	60.34	62.18	64.01	65.95	67.92	69.96
	O	69.390	71.460	73.605	75.825	78.075	80.430	82.860	85.335	87.915	90.540	93.270	96.015	98.925	101.880	104.940
GRADE 29A (60A)	Ex	99,538.01	102,524.15	105,599.89	108,767.90	112,030.92	115,391.85	118,853.62	122,419.21	126,091.78	129,874.56	133,770.77	137,783.91	141,917.43	146,174.96	150,560.17
	H	47.85	49.30	50.77	52.30	53.88	55.49	57.17	58.88	60.64	62.45	64.34	66.26	68.25	70.29	72.42
	O	71.775	73.950	76.155	78.450	80.820	83.235	85.755	88.320	90.960	93.675	96.510	99.390	102.375	105.435	108.630
GRADE 30 (61)	Ex	102,904.01	105,991.17	109,170.89	112,446.04	115,819.39	119,293.98	122,872.80	126,558.99	130,355.75	134,266.45	138,294.42	142,443.26	146,716.54	151,118.07	155,651.61
	H	49.45	50.95	52.47	54.08	55.69	57.36	59.06	60.87	62.67	64.58	66.51	68.49	70.56	72.67	74.85
	O	74.175	76.425	78.705	81.120	83.535	86.040	88.590	91.305	94.005	96.870	99.765	102.735	105.840	109.005	112.275

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2015) - 1%

GRADE	2015		2015		2015		2015		2015		2015		2015		2015		2015	
	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	STEP AL-1	STEP AL2			
GRADE 30A	106,505.66	109,700.86	112,991.87	116,381.64	119,873.10	123,469.28	127,173.35	130,988.56	134,918.22	138,965.76	143,134.73	147,428.77	151,851.63	156,407.18	161,099.39			
(61A)	51.21	52.76	54.35	55.97	57.67	59.39	61.17	63.01	64.88	66.84	68.84	70.90	73.04	75.21	77.48			
O	76.815	79.140	81.525	83.955	86.505	89.085	91.755	94.515	97.320	100.260	103.260	106.350	109.560	112.815	116.220			
GRADE 31	110,107.33	113,410.56	116,812.87	120,317.26	123,926.77	127,644.58	131,473.91	135,418.12	139,480.68	143,665.09	147,975.03	152,414.16	156,986.72	161,696.31	166,547.21			
(620)	52.95	54.51	56.16	57.84	59.57	61.36	63.20	65.10	67.05	69.08	71.17	73.30	75.48	77.75	80.06			
O	79.425	81.765	84.240	86.760	89.355	92.040	94.800	97.650	100.575	103.620	106.755	109.950	113.220	116.625	120.090			
GRADE 31A	113,961.09	117,379.91	120,901.30	124,528.35	128,264.19	132,112.12	136,075.47	140,157.75	144,362.48	148,693.38	153,154.15	157,748.79	162,481.27	167,355.70	172,376.37			
(62A)	54.79	56.44	58.14	59.89	61.67	63.53	65.44	67.38	69.42	71.49	73.65	75.85	78.14	80.48	82.88			
O	82.185	84.660	87.210	89.835	92.505	95.295	98.160	101.070	104.130	107.235	110.475	113.775	117.210	120.720	124.320			
GRADE 32	117,814.85	121,349.28	124,989.75	128,739.46	132,601.63	136,579.69	140,677.06	144,897.38	149,244.31	153,721.65	158,333.27	163,083.28	167,975.78	173,015.07	178,205.50			
(630)	56.63	58.33	60.10	61.89	63.76	65.67	67.64	69.67	71.76	73.90	76.13	78.43	80.76	83.21	85.70			
O	84.945	87.495	90.150	92.835	95.640	98.505	101.460	104.505	107.640	110.850	114.195	117.645	121.140	124.815	128.550			
GRADE 32A	121,938.34	125,596.51	129,364.42	133,245.34	137,242.71	141,359.98	145,600.79	149,968.80	154,467.85	159,101.89	163,874.94	168,791.19	173,854.94	179,070.60	184,442.69			
(63A)	58.63	60.40	62.23	64.07	65.99	67.98	70.03	72.10	74.28	76.50	78.80	81.16	83.60	86.12	88.71			
O	87.945	90.600	93.345	96.105	98.985	101.970	105.045	108.150	111.420	114.750	118.200	121.740	125.400	129.180	133.065			
GRADE 33	126,061.86	129,843.74	133,739.05	137,751.20	141,883.75	146,140.25	150,524.47	155,040.18	159,691.40	164,482.13	169,416.64	174,499.09	179,734.11	185,126.11	190,679.89			
(640)	60.60	62.42	64.32	66.24	68.23	70.27	72.39	74.55	76.78	79.08	81.47	83.92	86.43	89.01	91.68			
O	90.900	93.630	96.480	99.360	102.345	105.405	108.585	111.825	115.170	118.620	122.205	125.880	129.645	133.515	137.520			
GRADE 33A	130,474.03	134,388.27	138,419.92	142,572.51	146,849.69	151,255.17	155,792.80	160,466.58	165,280.60	170,239.05	175,346.20	180,606.59	186,024.79	191,605.52	197,353.69			
(64A)	62.71	64.62	66.55	68.55	70.61	72.72	74.90	77.14	79.47	81.84	84.31	86.86	89.45	92.11	94.88			
O	94.065	96.930	99.825	102.825	105.915	109.080	112.350	115.710	119.205	122.760	126.465	130.290	134.175	138.165	142.320			
GRADE 34	134,886.18	138,932.81	143,100.78	147,393.80	151,815.60	156,370.10	161,061.18	165,893.02	170,869.80	175,995.90	181,275.79	186,714.03	192,315.49	198,084.95	204,027.50			
(650)	64.84	66.79	68.81	70.85	73.00	75.18	77.45	79.76	82.16	84.62	87.15	89.79	92.49	95.25	98.11			
O	97.260	100.185	103.215	106.275	109.500	112.770	116.175	119.640	123.240	126.930	130.725	134.685	138.735	142.875	147.165			
GRADE 34A	139,607.21	143,795.45	148,109.30	152,552.60	157,129.15	161,843.03	166,698.32	171,699.26	176,850.25	182,155.75	187,620.44	193,249.03	199,046.56	205,017.93	211,168.47			
(65A)	67.13	69.12	71.23	73.35	75.54	77.81	80.15	82.55	85.02	87.57	90.19	92.93	95.70	98.57	101.54			
O	100.695	103.680	106.845	110.025	113.310	116.715	120.225	123.825	127.530	131.355	135.285	139.395	143.550	147.855	152.310			
GRADE 35	144,328.22	148,658.07	153,117.83	157,711.37	162,442.70	167,315.99	172,335.46	177,505.52	182,830.68	188,315.61	193,965.11	199,783.99	205,777.57	211,950.87	218,309.40			
(660)	69.40	71.48	73.63	75.83	78.12	80.46	82.86	85.36	87.90	90.56	93.27	96.06	98.96	101.93	104.99			
O	104.100	107.220	110.445	113.745	117.180	120.690	124.290	128.040	131.850	135.840	139.905	144.090	148.440	152.895	157.485			
GRADE 35A	149,379.72	153,861.14	158,476.94	163,231.26	168,128.20	173,172.04	178,367.20	183,718.21	189,229.76	194,906.65	200,753.90	206,776.45	212,979.78	219,369.17	225,950.24			
(66A)	71.82	73.98	76.19	78.48	80.82	83.26	85.76	88.34	90.99	93.71	96.53	99.41	102.39	105.45	108.63			
O	107.730	110.970	114.285	117.720	121.230	124.890	128.640	132.510	136.485	140.565	144.795	149.115	153.585	158.175	162.945			
GRADE 36	154,431.21	159,064.16	163,836.09	168,751.14	173,813.70	179,028.12	184,398.96	189,930.91	195,628.85	201,497.70	207,542.66	213,768.91	220,182.02	226,787.46	233,591.06			
(670)	74.26	76.47	78.77	81.13	83.57	86.08	88.67	91.32	94.08	96.90	99.81	102.80	105.87	109.04	112.32			
O	111.390	114.705	118.155	121.695	125.355	129.120	133.005	136.980	141.120	145.350	149.715	154.200	158.805	163.560	168.480			
GRADE 36A	159,836.29	164,631.42	169,570.34	174,657.44	179,897.19	185,294.08	190,852.90	196,578.48	202,475.93	208,550.11	214,806.64	221,250.82	227,888.37	234,725.01	241,766.76			
(67A)	76.86	79.16	81.54	83.99	86.51	89.09	91.78	94.51	97.33	100.25	103.25	106.36	109.55	112.87	116.23			
O	115.290	118.740	122.310	125.985	129.765	133.635	137.670	141.765	145.995	150.375	154.875	159.540	164.325	169.305	174.345			

GRADE	2015			2015			2015			2015		
	STEP AL3	STEP AL4	STEP AL5	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL6	STEP AL7	STEP AL6	STEP AL7
GRADE 1	Ex	22,540.11	23,211.25	23,907.60	24,624.81	25,363.55						
	H	10.93	11.27	11.60	11.96	12.31						
	O	16,395	16,905	17,400	17,940	18,465						
GRADE 1A	Ex	23,329.02	24,023.64	24,744.35	25,486.71	26,251.29						
	H	11.21	11.55	11.90	12.26	12.61						
	O	16,815	17,325	17,850	18,390	18,915						
GRADE 2	Ex	24,117.93	24,836.04	25,581.13	26,348.56	27,138.99						
	H	11.62	11.95	12.32	12.68	13.06						
	O	17,430	17,925	18,480	19,020	19,590						
GRADE 2A	Ex	24,962.06	25,705.29	26,476.44	27,270.78	28,088.88						
	H	12.00	12.38	12.74	13.12	13.53						
	O	18,000	18,570	19,110	19,680	20,295						
GRADE 3	Ex	25,806.19	26,574.55	27,371.79	28,192.91	29,038.74						
	H	12.41	12.79	13.15	13.56	13.96						
	O	18,615	19,185	19,725	20,340	20,940						
GRADE 3A	Ex	26,709.38	27,504.67	28,329.82	29,179.71	30,055.10						
	H	12.85	13.22	13.55	14.05	14.47						
	O	19,275	19,830	20,475	21,075	21,705						
GRADE 4	Ex	27,612.60	28,434.78	29,287.82	30,166.46	31,071.45						
	H	13.29	13.69	14.09	14.51	14.95						
	O	19,935	20,535	21,135	21,765	22,425						
GRADE 4A	Ex	28,579.07	29,429.98	30,312.90	31,222.29	32,158.95						
	H	13.74	14.16	14.58	15.03	15.45						
	O	20,610	21,240	21,870	22,545	23,175						
GRADE 5	Ex	29,545.47	30,425.21	31,337.95	32,278.11	33,246.43						
	H	14.21	14.62	15.07	15.51	16.00						
	O	21,315	21,930	22,605	23,265	24,000						
GRADE 5A	Ex	30,579.57	31,490.10	32,434.81	33,407.83	34,410.06						
	H	14.75	15.19	15.66	16.12	16.59						
	O	22,125	22,785	23,490	24,180	24,885						
GRADE 6	Ex	31,613.68	32,554.99	33,531.64	34,537.57	35,573.72						
	H	15.23	15.70	16.15	16.63	17.15						
	O	22,845	23,550	24,225	24,945	25,725						
GRADE 6A	Ex	32,720.16	33,694.40	34,705.22	35,746.39	36,818.78						
	H	15.76	16.21	16.70	17.21	17.71						
	O	23,640	24,315	25,050	25,815	26,565						
GRADE 7	Ex	33,826.63	34,833.83	35,878.84	36,955.19	38,063.87						
	H	16.26	16.75	17.25	17.78	18.30						
	O	24,390	25,125	25,875	26,670	27,450						
GRADE 7A	Ex	35,010.56	36,053.04	37,134.59	38,248.63	39,396.12						
	H	16.84	17.32	17.87	18.39	18.95						
	O	25,260	25,980	26,805	27,585	28,425						
GRADE 8	Ex	36,194.50	37,272.20	38,390.36	39,542.07	40,728.34						
	H	17.42	17.94	18.45	19.01	19.59						

GRADE	2015		2015		2015		2015		2015	
	STEP AL3	STEP AL4	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL6	STEP AL7	STEP AL6	STEP AL7
	O	26.130	26.910	27.675	28.515	29.385				
GRADE 8A Ex	37,461.31	38,576.73	39,734.02	40,926.05	42,153.80					
(6FA) H	18.04	18.57	19.12	19.68	20.29					
O	27.060	27.855	28.680	29.520	30.435					
GRADE 9 Ex	38,728.12	39,881.26	41,077.69	42,310.02	43,579.32					
(6G0) H	18.67	19.25	19.80	20.41	21.01					
O	28.005	28.875	29.700	30.615	31.515					
GRADE 9A Ex	40,083.63	41,277.10	42,515.41	43,790.84	45,104.60					
(6GA) H	19.30	19.85	20.47	21.07	21.72					
O	28.950	29.775	30.705	31.605	32.580					
GRADE 10 Ex	41,439.12	42,672.93	43,953.12	45,271.69	46,629.86					
(6H0) H	19.92	20.52	21.14	21.77	22.42					
O	29.880	30.780	31.710	32.655	33.630					
GRADE 10A Ex	42,889.44	44,166.48	45,491.48	46,856.21	48,261.92					
(6HA) H	20.60	21.24	21.87	22.54	23.22					
O	30.900	31.860	32.805	33.810	34.830					
GRADE 11 Ex	44,339.81	45,660.04	47,029.83	48,440.74	49,893.95					
(6I0) H	21.32	21.97	22.63	23.30	24.00					
O	31.980	32.955	33.945	34.950	36.000					
GRADE 11A Ex	45,891.68	47,258.13	48,675.88	50,136.17	51,640.26					
(6IA) H	22.11	22.75	23.43	24.14	24.86					
O	33.165	34.125	35.145	36.210	37.290					
GRADE 12 Ex	47,443.60	48,856.26	50,321.91	51,831.58	53,386.54					
(6J0) H	22.82	23.49	24.20	24.94	25.67					
O	34.230	35.235	36.300	37.410	38.505					
GRADE 12A Ex	49,104.12	50,566.19	52,083.19	53,645.70	55,255.06					
(6JA) H	23.60	24.34	25.09	25.82	26.59					
O	35.400	36.510	37.635	38.730	39.885					
GRADE 13 Ex	50,753.56	52,276.18	53,844.43	55,459.79	57,123.59					
(6K0) H	24.43	25.17	25.90	26.68	27.51					
O	36.645	37.755	38.850	40.020	41.265					
GRADE 13A Ex	52,541.43	54,105.84	55,729.01	57,400.89	59,122.93					
(6KA) H	25.28	26.05	26.83	27.61	28.44					
O	37.920	39.075	40.245	41.415	42.660					
GRADE 14 Ex	54,318.18	55,935.52	57,613.58	59,341.99	61,122.24					
(6L0) H	26.15	26.91	27.71	28.55	29.40					
O	39.225	40.365	41.565	42.825	44.100					
GRADE 14A Ex	56,219.34	57,893.27	59,630.04	61,418.98	63,261.53					
(6LA) H	27.04	27.86	28.71	29.57	30.46					
O	40.560	41.790	43.065	44.355	45.690					
GRADE 15 Ex	58,120.44	59,850.99	61,646.53	63,495.93	65,400.80					
(6M0) H	27.97	28.80	29.65	30.54	31.44					
O	41.955	43.200	44.475	45.810	47.160					
GRADE 15A Ex	60,154.67	61,945.77	63,804.16	65,718.27	67,689.84					

GRADE	2015		2015		2015		2015		2015	
	STEP AL3	STEP AL4	STEP AL4	STEP AL5	STEP AL5	STEP AL6	STEP AL6	STEP AL7	STEP AL7	STEP AL7
(6MA)	H	28.92	29.81	30.68	31.62	31.62	31.62	32.55		
	O	43.380	44.715	46.020	47.430	47.430	47.430	48.825		
GRADE 16	Ex	62,175.31	64,040.55	65,961.79	67,940.65	67,940.65	67,940.65	69,978.86		
(6NO)	H	29.91	30.79	31.73	32.66	32.66	32.66	33.65		
	O	44.865	46.185	47.595	48.990	48.990	48.990	50.475		
GRADE 16A	Ex	64,365.48	66,281.99	68,270.43	70,318.56	70,318.56	70,318.56	72,428.11		
(6NA)	H	30.99	31.90	32.88	33.86	33.86	33.86	34.86		
	O	46.485	47.850	49.320	50.790	50.790	50.790	52.290		
GRADE 17	Ex	66,542.09	68,523.40	70,579.10	72,696.48	72,696.48	72,696.48	74,877.38		
(600)	H	32.01	32.97	33.95	34.97	34.97	34.97	36.01		
	O	48.015	49.455	50.925	52.455	52.455	52.455	54.015		
GRADE 17A	Ex	68,871.07	70,921.72	73,049.38	75,240.84	75,240.84	75,240.84	77,498.07		
(60A)	H	33.12	34.13	35.14	36.18	36.18	36.18	37.27		
	O	49.680	51.195	52.710	54.270	54.270	54.270	55.905		
GRADE 18	Ex	71,200.04	73,320.07	75,519.66	77,785.24	77,785.24	77,785.24	80,118.77		
(6P0)	H	34.27	35.31	36.37	37.45	37.45	37.45	38.57		
	O	51.405	52.965	54.555	56.175	56.175	56.175	57.855		
GRADE 18A	Ex	73,692.05	75,886.23	78,162.84	80,507.70	80,507.70	80,507.70	82,922.92		
(6PA)	H	35.44	36.49	37.60	38.71	38.71	38.71	39.87		
	O	53.160	54.735	56.400	58.065	58.065	58.065	59.805		
GRADE 19	Ex	76,184.09	78,452.48	80,806.00	83,230.20	83,230.20	83,230.20	85,727.10		
(6Q0)	H	36.64	37.74	38.89	40.04	40.04	40.04	41.24		
	O	54.960	56.610	58.335	60.060	60.060	60.060	61.860		
GRADE 19A	Ex	78,850.51	81,198.27	83,634.24	86,143.26	86,143.26	86,143.26	88,727.57		
(6QA)	H	37.92	39.06	40.23	41.45	41.45	41.45	42.69		
	O	56.880	58.590	60.345	62.175	62.175	62.175	64.035		
GRADE 20	Ex	81,499.15	83,944.12	86,462.46	89,056.32	89,056.32	89,056.32	91,728.02		
(6R0)	H	39.21	40.40	41.59	42.84	42.84	42.84	44.14		
	O	58.815	60.600	62.385	64.260	64.260	64.260	66.210		
GRADE 20A	Ex	84,370.03	86,882.15	89,488.63	92,173.29	92,173.29	92,173.29	94,938.49		
(6RA)	H	40.59	41.80	43.03	44.32	44.32	44.32	45.67		
	O	60.885	62.700	64.545	66.480	66.480	66.480	68.505		
GRADE 21	Ex	87,223.13	89,820.21	92,514.80	95,290.24	95,290.24	95,290.24	98,148.95		
(6S0)	H	41.94	43.21	44.51	45.84	45.84	45.84	47.21		
	O	62.910	64.815	66.765	68.760	68.760	68.760	70.815		
GRADE 21A	Ex	90,275.92	92,963.92	95,752.84	98,625.42	98,625.42	98,625.42	101,584.17		
(6SA)	H	43.43	44.72	46.07	47.45	47.45	47.45	48.86		
	O	65.145	67.080	69.105	71.175	71.175	71.175	73.290		
GRADE 22	Ex	93,328.77	96,107.61	98,990.84	101,960.56	101,960.56	101,960.56	105,019.38		
(6T0)	H	44.89	46.25	47.61	49.04	49.04	49.04	50.52		
	O	67.335	69.375	71.415	73.560	73.560	73.560	75.780		
GRADE 22A	Ex	96,595.27	99,471.38	102,455.52	105,529.20	105,529.20	105,529.20	108,695.04		
(6TA)	H	46.43	47.83	49.27	50.74	50.74	50.74	52.26		
	O	69.645	71.745	73.905	76.110	76.110	76.110	78.390		

GRADE	2015			2015			2015			2015		
	STEP AL3	STEP AL4	STEP AL5	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL6	STEP AL7	STEP AL6	STEP AL7
GRADE 23 (6U0)	Ex H O	99,861.76 48.02 72.030	102,835.14 49.43 74.145	105,920.22 50.93 76.395	109,097.81 52.44 78.660	112,370.74 54.06 81.090						
GRADE 23A (6UA)	Ex H O	103,356.94 49.69 74.535	106,434.40 51.18 76.770	109,627.39 52.73 79.095	112,916.21 54.30 81.450	116,303.72 55.93 83.895						
GRADE 24 (6V0)	Ex H O	106,852.10 51.39 77.085	110,033.62 52.92 79.380	113,334.61 54.49 81.735	116,734.67 56.12 84.180	120,236.69 57.81 86.715						
GRADE 24A (6VA)	Ex H O	110,591.92 53.16 79.740	113,884.78 54.77 82.155	117,301.34 56.42 84.630	120,820.38 58.12 87.180	124,445.01 59.86 89.790						
GRADE 25 (6W0)	Ex H O	114,331.73 54.96 82.440	117,735.98 56.60 84.900	121,268.05 58.30 87.450	124,906.09 60.06 90.090	128,653.27 61.86 92.790						
GRADE 25A (6WA)	Ex H O	118,333.35 56.90 85.350	121,856.71 58.62 87.930	125,512.43 60.37 90.555	129,277.82 62.20 93.300	133,156.13 64.02 96.030						
GRADE 26 (6X0)	Ex H O	122,334.94 58.81 88.215	125,977.47 60.57 90.855	129,756.79 62.39 93.585	133,649.49 64.28 96.420	137,658.98 66.19 99.285						
GRADE 26A (6XA)	Ex H O	126,616.67 60.89 91.335	130,386.71 62.70 94.050	134,298.30 64.60 96.900	138,327.23 66.53 99.795	142,477.07 68.51 102.765						
GRADE 27 (6Y0)	Ex H O	130,898.39 62.96 94.440	134,795.92 64.82 97.230	138,839.78 66.77 100.155	143,004.98 68.77 103.155	147,295.13 70.83 106.245						
GRADE 27A (6YA)	Ex H O	135,479.83 65.12 97.680	139,513.75 67.09 100.635	143,699.17 69.09 103.635	148,010.15 71.19 106.785	152,450.46 73.32 109.980						
GRADE 28 (6Z0)	Ex H O	140,061.29 67.34 101.010	144,231.62 69.38 104.070	148,558.55 71.45 107.175	153,015.32 73.59 110.385	157,605.79 75.80 113.700						
GRADE 28A (6ZA)	Ex H O	144,963.44 69.68 104.520	149,279.72 71.78 107.670	153,758.13 73.92 110.880	158,370.86 76.15 114.225	163,121.99 78.44 117.660						
GRADE 29 (600)	Ex H O	149,865.59 72.05 108.075	154,327.86 74.22 111.330	158,957.68 76.45 114.675	163,726.38 78.75 118.125	168,638.17 81.11 121.665						
GRADE 29A (60A)	Ex H O	155,110.85 74.59 111.885	159,729.31 76.81 115.215	164,521.17 79.12 118.680	169,456.81 81.50 122.250	174,540.51 83.96 125.940						
GRADE 30 (610)	Ex H O	160,356.16 77.09 115.635	165,130.78 79.43 119.145	170,084.70 81.80 122.700	175,187.22 84.24 126.360	180,442.86 86.76 130.140						

GRADE	2015			2015			2015		
	STEP AL3	STEP AL4	STEP AL5	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	
GRADE 30A (61A)	Ex	165,968.62	170,910.35	176,037.67	181,318.80	186,758.35			
	H	79.80	82.19	84.64	87.16	89.80			
	O	119,700	123,285	126,960	130,740	134,700			
GRADE 31 (620)	Ex	171,581.10	176,689.94	181,990.63	187,450.34	193,073.87			
	H	82.48	84.97	87.52	90.13	92.85			
	O	123,720	127,455	131,280	135,195	139,275			
GRADE 31A (62A)	Ex	177,586.43	182,874.09	188,360.31	194,011.11	199,831.45			
	H	85.38	87.91	90.59	93.28	96.07			
	O	128,070	131,865	135,885	139,920	144,105			
GRADE 32 (630)	Ex	183,591.77	189,058.23	194,729.98	200,571.89	206,589.04			
	H	88.26	90.89	93.64	96.47	99.34			
	O	132,390	136,335	140,460	144,705	149,010			
GRADE 32A (63A)	Ex	190,017.46	195,675.27	201,545.51	207,591.91	213,819.66			
	H	91.35	94.11	96.93	99.83	102.82			
	O	137,025	141,165	145,395	149,745	154,230			
GRADE 33 (640)	Ex	196,443.19	202,292.30	208,361.06	214,611.89	221,050.26			
	H	94.44	97.26	100.19	103.19	106.30			
	O	141,660	145,890	150,285	154,785	159,450			
GRADE 33A (64A)	Ex	203,318.70	209,372.52	215,653.70	222,123.31	228,787.01			
	H	97.75	100.68	103.69	106.80	110.02			
	O	146,625	151,020	155,535	160,200	165,030			
GRADE 34 (650)	Ex	210,194.24	216,452.79	222,946.34	229,634.73	236,523.77			
	H	101.06	104.08	107.20	110.42	113.73			
	O	151,590	156,120	160,800	165,630	170,595			
GRADE 34A (65A)	Ex	217,551.01	224,028.61	230,749.47	237,671.95	244,802.12			
	H	104.59	107.71	110.94	114.28	117.70			
	O	156,885	161,565	166,410	171,420	176,550			
GRADE 35 (660)	Ex	224,907.81	231,604.46	238,552.60	245,709.15	253,080.45			
	H	108.14	111.36	114.71	118.16	121.69			
	O	162,210	167,040	172,065	177,240	182,535			
GRADE 35A (66A)	Ex	232,779.59	239,710.61	246,901.92	254,308.98	261,938.24			
	H	111.90	115.26	118.73	122.28	125.94			
	O	167,850	172,890	178,095	183,420	188,910			
GRADE 36 (670)	Ex	240,651.37	247,816.76	255,251.28	262,908.79	270,796.07			
	H	115.70	119.15	122.72	126.43	130.23			
	O	173,550	178,725	184,080	189,645	195,345			
GRADE 36A (67A)	Ex	249,074.16	256,490.35	264,185.05	272,110.60	280,273.91			
	H	119.72	123.31	127.02	130.82	134.75			
	O	179,580	184,965	190,530	196,230	202,125			