

FACILITIES DIVISION CONTRACT

JULY 1, 2016 TO JUNE 30, 2017

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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, 2016, the salary schedule shall be increased by one percent (1%).

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 12
WAGE RATES

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

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 Blue Choice New 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
SUCCESSOR AGREEMENT CLAUSE

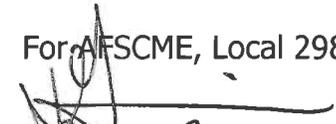
All Local 298 AFSCME Council 93 contracts shall remain in effect, except wages until a successor agreement has been reached between the City of Manchester and all AFSCME Local 298 units. THIS CLAUSE SHALL NOT BE CONSIDERED ON EVERGREEN PROVISION.

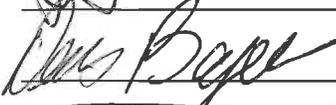
ARTICLE 41
DURATION AND TERMINATION

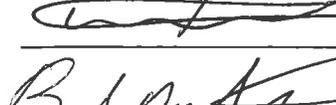
Upon ratification by the respective parties, this Agreement shall be in effect from July 1, 2016 through June 30, 2017, with the effective dates for specific provisions as stated in the various Articles.

[NOTE: Pursuant to RSA 273-A:3,II(a), if either party desires to bargain a successor agreement, it must give written notice to the other party no later than December 1, 2016 or the anniversary date thereof, such date being one hundred twenty (120) days prior to the budget submission date.]

For AFSCME, Local 298

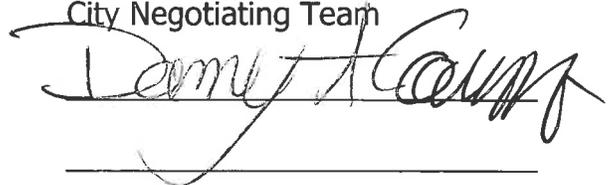






Date: June 7, 2017

City Negotiating Team



Date: JUL 16 / 2017

EMPLOYEE DEVELOPMENT APPEALS PROCESS

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

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

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

An appeals committee shall be comprised of the following representatives:

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

Members cannot sit in on appeals where the appellant is a member of the same department or union.

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

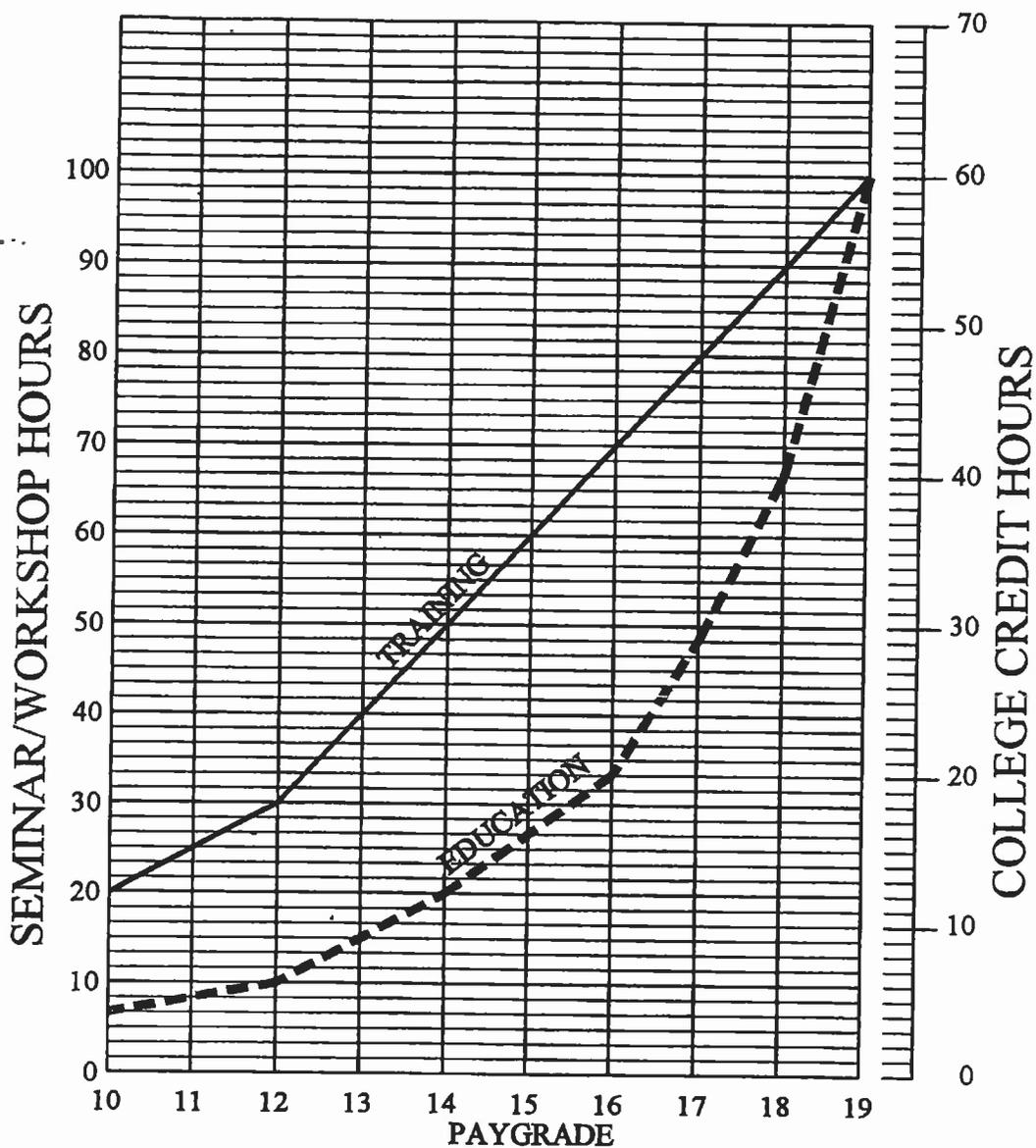
Unless agreed to by the appellant and the Human Resources Director the committee shall have sixty (60) days from receipt of the appeal to conduct a hearing on the matter.

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

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

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

EDUCATIONAL & TRAINING A-STEP REQUIREMENTS



- ADDITIONAL EDUCATION
(Only requirement for A-step)
- ADDITIONAL TRAINING
(To be combined with additional skills for A-step)

Note:

- 1.) Education only or training along with skills is required for an A-step.
- 2.) An A-step for education for paygrades 8 through 12 will require a course in Customer Service/Public Relations
- 3.) Training (relevant to the position) as of January 1st, 1998 could be utilized toward an A-step.
- 4.) College credits (relevant to the position) which are currently recognized by the educational facility are acceptable toward an A-step.

HIGHWAY DEPARTMENT
"A" Step Skill Requirements

Examples of Skills

(Department pre-approval required)

- Commercial Driver's License
- Tractor Trailer License
- CPR Certification
- Defensive Driving [6 Hrs.]
- First Aid Certification
- Haz-Mat Certification
- Equipment Certification
- Work Zone Safety Training
- OSHA Certification
- ASE Certification
- Others as approved

Pay Grade Requirement Points

10 – 11	=	1	}	
12 – 13	=	2	}	
14 – 15	=	3	}	Obtained & Maintained
16 – 17	=	4	}	
18 – 19	=	5	}	

Note: Based on a determination by the Director, some skills may be worth more than one point.

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	2016													
	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
GRADE 1 Ex	14,609.11	15,047.41	15,498.80	15,963.79	16,442.71	16,935.98	17,444.07	17,967.38	18,506.40	19,061.59	19,633.46	20,222.47	20,829.14	21,454.00
H	7.10	7.30	7.52	7.77	7.99	8.21	8.47	8.73	8.99	9.26	9.53	9.83	10.13	10.42
O	10.650	10.950	11.280	11.655	11.985	12.315	12.705	13.095	13.485	13.890	14.295	14.745	15.195	15.630
GRADE 1A Ex	15,120.45	15,574.07	16,041.25	16,522.53	17,018.19	17,528.72	18,054.62	18,596.25	19,154.15	19,728.75	20,320.62	20,930.25	21,558.14	22,204.88
H	7.27	7.48	7.72	7.95	8.19	8.42	8.69	8.96	9.20	9.47	9.77	10.08	10.36	10.69
O	10.905	11.220	11.580	11.925	12.285	12.630	13.035	13.440	13.800	14.205	14.655	15.120	15.540	16.035
GRADE 2 Ex	15,631.76	16,100.70	16,583.76	17,081.26	17,593.71	18,121.52	18,665.12	19,225.08	19,801.86	20,395.90	21,007.79	21,638.02	22,287.17	22,955.77
H	7.49	7.76	7.97	8.21	8.46	8.72	9.00	9.26	9.53	9.83	10.13	10.42	10.74	11.05
O	11.235	11.640	11.955	12.315	12.690	13.080	13.500	13.890	14.295	14.745	15.195	15.630	16.110	16.575
GRADE 2A Ex	16,178.88	16,664.25	17,164.17	17,679.09	18,209.47	18,755.73	19,318.41	19,897.98	20,494.93	21,109.75	21,743.06	22,395.36	23,067.23	23,759.22
H	7.81	8.02	8.26	8.50	8.77	9.03	9.29	9.56	9.86	10.16	10.45	10.79	11.10	11.42
O	11.715	12.030	12.390	12.750	13.155	13.545	13.935	14.340	14.790	15.240	15.675	16.185	16.650	17.130
GRADE 3 Ex	16,725.98	17,227.75	17,744.61	18,276.96	18,825.24	19,390.00	19,971.71	20,570.87	21,188.01	21,823.63	22,478.35	23,152.67	23,847.26	24,562.67
H	8.05	8.28	8.53	8.81	9.06	9.33	9.60	9.90	10.20	10.48	10.83	11.15	11.47	11.80
O	12.075	12.420	12.795	13.215	13.590	13.995	14.400	14.850	15.300	15.720	16.245	16.725	17.205	17.700
GRADE 3A Ex	17,311.39	17,830.73	18,365.68	18,916.64	19,484.15	20,068.64	20,670.71	21,290.83	21,929.57	22,587.46	23,265.09	23,963.04	24,681.92	25,422.36
H	8.31	8.56	8.84	9.10	9.37	9.65	9.96	10.25	10.53	10.88	11.20	11.53	11.90	12.24
O	12.465	12.840	13.260	13.650	14.055	14.475	14.940	15.375	15.795	16.320	16.800	17.295	17.850	18.360
GRADE 4 Ex	17,896.80	18,433.72	18,986.72	19,556.32	20,143.01	20,747.29	21,369.74	22,010.80	22,671.14	23,351.28	24,051.82	24,773.36	25,516.58	26,282.07
H	8.62	8.90	9.14	9.42	9.70	10.00	10.29	10.57	10.92	11.26	11.57	11.95	12.29	12.65
O	12.930	13.350	13.710	14.130	14.550	15.000	15.435	15.855	16.380	16.890	17.355	17.925	18.435	18.975
GRADE 4A Ex	18,523.21	19,078.88	19,651.27	20,240.81	20,848.04	21,473.47	22,117.67	22,781.18	23,464.64	24,168.56	24,893.60	25,640.43	26,409.65	27,201.97
H	8.91	9.18	9.45	9.73	10.05	10.32	10.65	10.96	11.30	11.64	11.99	12.35	12.70	13.10
O	13.365	13.770	14.175	14.595	15.075	15.480	15.975	16.440	16.950	17.460	17.985	18.525	19.050	19.650
GRADE 5 Ex	19,149.58	19,724.05	20,315.81	20,925.27	21,553.02	22,199.63	22,865.60	23,551.59	24,258.13	24,985.85	25,735.44	26,507.50	27,302.74	28,121.82
H	9.22	9.48	9.77	10.08	10.36	10.69	11.00	11.33	11.67	12.02	12.38	12.74	13.14	13.51
O	13.830	14,220	14,655	15,120	15,540	16,035	16,500	16,995	17,505	18,030	18,570	19,110	19,710	20,265
GRADE 5A Ex	19,819.82	20,414.40	21,026.84	21,657.66	22,307.38	22,976.60	23,665.92	24,375.89	25,107.16	25,860.37	26,636.19	27,435.26	28,258.33	29,106.09
H	9.52	9.84	10.14	10.43	10.76	11.08	11.40	11.74	12.10	12.47	12.84	13.22	13.61	14.03
O	14.280	14,760	15,210	15,645	16,140	16,620	17,100	17,610	18,150	18,705	19,260	19,830	20,415	21,045
GRADE 6 Ex	20,490.04	21,104.75	21,737.90	22,390.03	23,061.72	23,753.59	24,466.22	25,200.21	25,956.19	26,734.89	27,536.92	28,363.04	29,213.91	30,090.32
H	9.87	10.18	10.46	10.80	11.11	11.43	11.77	12.13	12.50	12.87	13.25	13.67	14.06	14.47
O	14.805	15,270	15,690	16,200	16,665	17,145	17,655	18,195	18,750	19,305	19,875	20,505	21,090	21,705
GRADE 6A Ex	21,207.21	21,843.43	22,498.72	23,173.68	23,868.92	24,584.97	25,322.53	26,082.19	26,864.64	27,670.60	28,500.74	29,355.73	30,236.41	31,143.52
H	10.20	10.49	10.84	11.16	11.49	11.84	12.19	12.55	12.94	13.31	13.73	14.12	14.54	15.01
O	15.300	15,735	16,260	16,740	17,235	17,760	18,285	18,825	19,410	19,965	20,595	21,180	21,810	22,515

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	2016		2016		2016		2016		2016		2016		2016		2016		2016		
	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 14	STEP 15	STEP 16	STEP 17	STEP 18	
GRADE 7	21,924.36	22,582.10	23,259.56	23,957.35	24,676.06	25,415.98	26,178.84	26,964.18	27,773.12	28,606.32	29,464.51	30,348.44	31,258.88	32,196.67	33,162.85	34,156.51	35,177.84	36,225.94	37,300.81
Ex (6E0)	10.52	10.87	11.20	11.53	11.89	12.24	12.59	12.98	13.35	13.79	14.19	14.61	15.06	15.49	15.95	16.41	16.89	17.39	17.90
O	15.780	16.305	16.800	17.295	17.835	18.360	18.885	19.470	20.025	20.685	21.285	21.915	22.590	23.325	24.045	24.810	25.615	26.460	27.345
GRADE 7A	22,691.72	23,372.48	24,073.64	24,795.84	25,539.72	26,305.89	27,095.11	27,907.94	28,745.19	29,607.53	30,495.77	31,410.67	32,352.96	33,323.56	34,323.56	35,352.96	36,412.85	37,502.24	38,622.24
Ex (6EA)	10.91	11.26	11.57	11.95	12.30	12.66	13.06	13.43	13.84	14.26	14.68	15.12	15.55	16.03	16.53	17.06	17.61	18.19	18.79
O	16.365	16.890	17.355	17.925	18.450	18.990	19.590	20.145	20.760	21.390	22.020	22.680	23.325	24.045	24.810	25.615	26.460	27.345	28.260
GRADE 8	23,459.08	24,162.84	24,887.73	25,634.36	26,403.40	27,195.50	28,011.35	28,851.70	29,717.25	30,608.78	31,527.01	32,472.86	33,447.01	34,450.43	35,484.12	36,547.01	37,639.12	38,761.45	39,914.01
Ex (6F0)	11.29	11.63	11.98	12.34	12.69	13.09	13.47	13.88	14.30	14.73	15.18	15.60	16.11	16.57	17.06	17.58	18.13	18.70	19.29
O	16.935	17.445	17.970	18.510	19.035	19.635	20.205	20.820	21.450	22.095	22.770	23.400	24.165	24.855	25.615	26.460	27.345	28.260	29.190
GRADE 8A	24,280.12	25,008.55	25,758.79	26,531.56	27,327.51	28,147.35	28,991.74	29,861.51	30,757.35	31,680.06	32,630.48	33,609.39	34,617.70	35,656.21	36,724.84	37,823.61	38,952.54	40,111.64	41,290.94
Ex (6FA)	11.66	12.01	12.38	12.74	13.15	13.52	13.95	14.36	14.80	15.24	15.69	16.18	16.64	17.18	17.76	18.36	18.97	19.60	20.25
O	17.490	18.015	18.570	19.110	19.725	20.280	20.925	21.540	22.200	22.860	23.535	24.270	24.960	25.770	26.640	27.540	28.460	29.410	30.390
GRADE 9	25,101.22	25,854.26	26,629.88	27,428.76	28,251.64	29,099.16	29,972.14	30,871.31	31,797.46	32,751.38	33,733.91	34,745.94	35,788.31	36,861.96	37,966.87	39,093.06	40,240.54	41,409.44	42,599.78
Ex (6G0)	12.07	12.46	12.83	13.21	13.60	14.02	14.43	14.88	15.33	15.80	16.27	16.75	17.26	17.76	18.30	18.86	19.44	20.04	20.66
O	18.105	18.690	19.245	19.815	20.400	21.030	21.645	22.320	22.995	23.700	24.405	25.125	25.890	26.640	27.460	28.310	29.190	30.100	31.040
GRADE 9A	25,979.77	26,759.13	27,561.92	28,388.76	29,240.43	30,117.63	31,021.20	31,951.81	32,910.36	33,897.68	34,914.60	35,962.05	37,040.92	38,152.09	39,296.56	40,474.44	41,685.74	42,930.57	44,209.94
Ex (6GA)	12.50	12.87	13.25	13.67	14.06	14.47	14.95	15.38	15.86	16.31	16.80	17.32	17.81	18.36	18.97	19.60	20.25	20.94	21.66
O	18.750	19.305	19.875	20.505	21.090	21.705	22.425	23.070	23.790	24.465	25.200	25.980	26.715	27.540	28.410	29.310	30.240	31.200	32.190
GRADE 10	26,858.27	27,664.05	28,493.95	29,348.80	30,229.23	31,136.14	32,070.20	33,032.32	34,023.29	35,043.96	36,095.30	37,178.17	38,293.48	39,442.29	40,624.61	41,840.54	43,091.09	44,377.37	45,699.49
Ex (6H0)	12.92	13.28	13.70	14.10	14.51	14.99	15.43	15.91	16.36	16.85	17.36	17.86	18.42	18.97	19.52	20.10	20.70	21.33	21.99
O	19.380	19.920	20.550	21.150	21.765	22.485	23.145	23.865	24.540	25.275	26.040	26.790	27.630	28.455	29.310	30.190	31.100	32.040	33.010
GRADE 10A	27,798.33	28,632.28	29,491.24	30,375.99	31,287.26	32,225.88	33,192.65	34,188.46	35,214.09	36,270.51	37,358.65	38,479.38	39,633.76	40,822.76	42,047.49	43,307.98	44,604.34	45,937.59	47,309.74
Ex (6HA)	13.35	13.80	14.20	14.62	15.07	15.50	15.98	16.43	16.93	17.43	17.98	18.51	19.07	19.62	20.20	20.80	21.43	22.09	22.78
O	20.025	20.700	21.300	21.930	22.605	23.250	23.970	24.645	25.395	26.145	26.970	27.765	28.605	29.430	30.300	31.200	32.130	33.090	34.080
GRADE 11	28,738.36	29,600.50	30,488.54	31,403.18	32,345.29	33,315.65	34,315.13	35,344.56	36,404.88	37,497.03	38,621.97	39,780.65	40,974.03	42,203.27	43,477.48	44,791.67	46,146.85	47,543.04	48,980.24
Ex (6I0)	13.84	14.24	14.67	15.11	15.54	16.03	16.51	17.01	17.49	18.05	18.57	19.14	19.72	20.30	20.90	21.53	22.19	22.88	23.58
O	20.760	21.360	22.005	22.665	23.310	24.045	24.765	25.515	26.235	27.075	27.855	28.710	29.580	30.450	31.360	32.300	33.270	34.270	35.290
GRADE 11A	29,744.19	30,636.55	31,555.62	32,502.29	33,477.38	34,481.68	35,516.15	36,581.62	37,679.05	38,809.46	39,973.72	41,172.94	42,408.12	43,680.37	45,000.68	46,369.05	47,786.48	49,252.97	50,769.51
Ex (6IA)	14.31	14.74	15.19	15.62	16.13	16.59	17.12	17.62	18.16	18.69	19.25	19.83	20.42	21.04	21.69	22.37	23.08	23.82	24.59
O	21.465	22.110	22.785	23.430	24.195	24.885	25.680	26.430	27.240	28.035	28.875	29.745	30.630	31.560	32.540	33.550	34.590	35.660	36.760
GRADE 12	30,750.06	31,672.52	32,622.71	33,601.39	34,609.47	35,647.73	36,717.17	37,818.65	38,953.25	40,121.86	41,325.48	42,565.26	43,842.22	45,157.47	46,512.08	47,906.05	49,339.38	50,812.07	52,325.11
Ex (6J0)	14.78	15.23	15.68	16.17	16.63	17.16	17.66	18.21	18.74	19.30	19.87	20.46	21.10	21.74	22.41	23.11	23.84	24.60	25.39
O	22.170	22.845	23.520	24.255	24.945	25.740	26.490	27.315	28.110	28.950	29.805	30.690	31.650	32.610	33.600	34.620	35.670	36.750	37.860
GRADE 12A	31,826.29	32,781.13	33,764.55	34,777.45	35,820.75	36,895.40	38,002.25	39,142.32	40,316.58	41,526.11	42,771.91	44,055.04	45,376.71	46,737.98	48,140.85	49,585.32	51,071.39	52,599.06	54,168.34
Ex (6JA)	15.30	15.76	16.24	16.73	17.24	17.74	18.28	18.84	19.40	19.98	20.59	21.20	21.83	22.48	23.16	23.87	24.60	25.36	26.15
O	22.950	23.640	24.360	25.095	25.860	26.610	27.420	28.260	29.100	29.970	30.885	31.800	32.745	33.720	34.730	35.770	36.840	37.940	39.070

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	2016 STEP 1	2016 STEP 2	2016 STEP 3	2016 STEP 4	2016 STEP 5	2016 STEP 6	2016 STEP 7	2016 STEP 8	2016 STEP 9	2016 STEP 10	2016 STEP 11	2016 STEP 12	2016 STEP 13	2016 STEP AL1
GRADE 13 Ex (6K0) H O	32,902.54 15.85 23.775	33,889.65 16.30 24.450	34,906.34 16.78 25.170	35,953.50 17.31 25.965	37,032.10 17.80 26.700	38,143.08 18.35 27.525	39,287.36 18.91 28.365	40,465.98 19.48 29.220	41,679.95 20.04 30.060	42,930.37 20.66 30.990	44,218.32 21.27 31.905	45,544.81 21.92 32.880	46,911.21 22.56 33.840	48,318.50 23.26 34.890
GRADE 13A Ex (6KA) H O	34,054.15 16.36 24.540	35,075.76 16.86 25.290	36,128.06 17.38 26.070	37,211.88 17.89 26.835	38,328.24 18.44 27.660	39,478.09 18.99 28.485	40,662.42 19.56 29.340	41,882.31 20.15 30.225	43,138.77 20.75 31.125	44,432.93 21.38 32.070	45,765.91 22.02 33.030	47,138.93 22.66 33.990	48,553.05 23.36 35.040	50,009.67 24.08 36.120
GRADE 14 Ex (6L0) H O	35,205.75 16.91 25.365	36,261.92 17.43 26.145	37,349.77 17.98 26.970	38,470.25 18.50 27.750	39,624.36 19.04 28.560	40,813.09 19.61 29.415	42,037.49 20.23 30.345	43,298.63 20.81 31.215	44,597.58 21.45 32.175	45,935.51 22.09 33.135	47,313.53 22.77 34.155	48,732.97 23.45 35.175	50,194.97 24.16 36.240	51,700.81 24.87 37.305
GRADE 14A Ex (6LA) H O	36,437.94 17.49 26.235	37,531.07 18.06 27.090	38,657.00 18.58 27.870	39,816.70 19.15 28.725	41,011.22 19.73 29.595	42,241.52 20.32 30.480	43,508.81 20.93 31.395	44,814.08 21.54 32.310	46,158.49 22.20 33.300	47,543.25 22.87 34.305	48,969.54 23.55 35.325	50,438.62 24.26 36.390	51,951.75 24.97 37.455	53,510.36 25.72 38.580
GRADE 15 Ex (6M0) H O	37,670.13 18.12 27.180	38,800.25 18.64 27.960	39,964.26 19.21 28.815	41,163.19 19.81 29.715	42,398.07 20.40 30.600	43,670.03 21.02 31.530	44,980.12 21.64 32.460	46,329.54 22.28 33.420	47,719.41 22.96 34.440	49,150.99 23.64 35.460	50,625.51 24.35 36.525	52,144.28 25.07 37.605	53,708.59 25.83 38.745	55,319.87 26.61 39.915
GRADE 15A Ex (6MA) H O	38,988.59 18.76 28.140	40,158.25 19.31 28.965	41,362.98 19.90 29.850	42,603.89 20.50 30.750	43,882.00 21.14 31.710	45,198.46 21.77 32.655	46,554.42 22.41 33.615	47,951.06 23.08 34.620	49,389.59 23.75 35.625	50,871.27 24.47 36.705	52,397.41 25.22 37.830	53,969.33 25.96 38.940	55,588.40 26.74 40.110	57,256.06 27.55 41.325
GRADE 16 Ex (6N0) H O	40,307.06 19.39 29.085	41,516.25 19.97 29.955	42,761.74 20.59 30.885	44,044.57 21.20 31.800	45,365.94 21.83 32.745	46,726.90 22.48 33.720	48,128.71 23.15 34.725	49,572.59 23.83 35.745	51,059.75 24.57 36.855	52,591.56 25.32 37.980	54,169.30 26.07 39.105	55,794.37 26.85 40.275	57,468.20 27.65 41.475	59,192.23 28.46 42.690
GRADE 16A Ex (6NA) H O	41,717.80 20.04 30.060	42,969.33 20.66 30.990	44,258.40 21.27 31.905	45,586.19 21.92 32.880	46,953.74 22.58 33.870	48,362.35 23.28 34.920	49,813.24 24.00 36.000	51,307.62 24.69 37.035	52,848.87 25.44 38.160	54,432.25 26.18 39.270	56,065.23 26.99 40.485	57,747.16 27.81 41.715	59,479.59 28.64 42.960	61,253.96 29.50 44.250
GRADE 17 Ex (6O0) H O	43,128.55 20.74 31.110	44,422.41 21.37 32.055	45,755.07 22.01 33.015	47,127.72 22.65 33.975	48,541.55 23.35 35.025	49,997.81 24.07 36.105	51,497.72 24.78 37.170	53,042.69 25.51 38.265	54,633.93 26.29 39.435	56,272.95 27.08 40.620	57,961.13 27.87 41.805	59,699.98 28.70 43.050	61,490.97 29.56 44.340	63,335.71 30.46 45.690
GRADE 17A Ex (6OA) H O	44,638.06 21.46 32.190	45,977.17 22.10 33.150	47,356.50 22.78 34.170	48,777.19 23.46 35.190	50,240.49 24.17 36.255	51,747.71 24.88 37.320	53,300.15 25.62 38.430	54,899.15 26.41 39.615	56,546.13 27.18 40.770	58,242.53 27.99 41.985	59,989.78 28.87 43.305	61,789.47 29.71 44.565	63,643.15 30.60 45.900	65,552.46 31.55 47.325
GRADE 18 Ex (6P0) H O	46,147.53 22.19 33.285	47,531.95 22.86 34.290	48,957.91 23.53 35.295	50,426.66 24.24 36.360	51,939.46 24.96 37.440	53,497.65 25.71 38.565	55,102.58 26.51 39.765	56,755.65 27.29 40.935	58,458.32 28.13 42.195	60,212.06 28.99 43.485	62,018.41 29.86 44.790	63,878.98 30.75 46.125	65,795.33 31.66 47.490	67,769.20 32.62 48.930
GRADE 18A Ex (6PA) H O	47,762.71 22.97 34.455	49,195.56 23.65 35.475	50,671.45 24.36 36.540	52,191.61 25.09 37.635	53,757.32 25.85 38.775	55,370.06 26.63 39.945	57,031.14 27.43 41.145	58,742.11 28.26 42.390	60,504.37 29.10 43.650	62,319.48 29.96 44.940	64,189.08 30.86 46.290	66,114.74 31.76 47.640	68,098.18 32.76 49.140	70,141.14 33.73 50.595

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	2016													
	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	2016 STEP AL1
GRADE 19 Ex (6Q0)	49,377.87	50,859.21	52,384.97	53,956.52	55,575.22	57,242.50	58,959.76	60,728.55	62,550.41	64,426.89	66,359.72	68,350.52	70,401.03	72,513.04
	23.74	24.45	25.20	25.94	26.71	27.54	28.37	29.20	30.10	30.98	31.94	32.88	33.87	34.90
	35.610	36.675	37.800	38.910	40.065	41.310	42.555	43.800	45.150	46.470	47.910	49.320	50.805	52.350
GRADE 19A Ex (6QA)	51,106.08	52,639.27	54,218.44	55,845.00	57,520.36	59,245.98	61,023.32	62,854.07	64,739.67	66,681.85	68,682.30	70,742.78	72,865.06	75,051.00
	24.59	25.35	26.09	26.87	27.68	28.49	29.34	30.24	31.16	32.09	33.03	34.03	35.06	36.12
	36.885	38.025	39.135	40.305	41.520	42.735	44.010	45.360	46.740	48.135	49.545	51.045	52.590	54.180
GRADE 20 Ex (6R0)	52,834.30	54,419.31	56,051.89	57,733.49	59,465.49	61,249.45	63,086.94	64,979.55	66,928.92	68,936.78	71,004.90	73,135.03	75,329.10	77,588.98
	25.41	26.15	26.95	27.79	28.62	29.48	30.35	31.28	32.20	33.18	34.16	35.17	36.25	37.34
	38.115	39.225	40.425	41.685	42.930	44.220	45.525	46.920	48.300	49.770	51.240	52.755	54.375	56.010
GRADE 20A Ex (6RA)	54,683.51	56,324.01	58,013.75	59,754.17	61,546.78	63,393.19	65,294.95	67,253.81	69,271.44	71,349.56	73,490.07	75,694.77	77,965.59	80,304.57
	26.32	27.11	27.90	28.73	29.59	30.49	31.41	32.36	33.34	34.32	35.35	36.41	37.50	38.62
	39.480	40.665	41.850	43.095	44.385	45.735	47.115	48.540	50.010	51.480	53.025	54.615	56.250	57.930
GRADE 21 Ex (6S0)	56,532.70	58,228.67	59,975.56	61,774.83	63,628.05	65,536.92	67,503.01	69,528.09	71,613.94	73,762.36	75,975.25	78,254.49	80,602.15	83,020.19
	27.17	27.99	28.86	29.70	30.59	31.54	32.48	33.44	34.46	35.47	36.52	37.63	38.77	39.94
	40.755	41.965	43.290	44.550	45.885	47.310	48.720	50.160	51.690	53.205	54.780	56.445	58.155	59.910
GRADE 21A Ex (6SA)	58,511.35	60,266.70	62,074.71	63,936.94	65,855.04	67,830.70	69,865.60	71,961.60	74,120.44	76,344.06	78,634.37	80,993.42	83,423.18	85,925.90
	28.15	29.01	29.88	30.77	31.68	32.65	33.63	34.63	35.68	36.75	37.84	38.98	40.15	41.36
	42.225	43.515	44.820	46.155	47.520	48.975	50.445	51.945	53.520	55.125	56.760	58.470	60.225	62.040
GRADE 22 Ex (6T0)	60,490.00	62,304.68	64,173.81	66,099.07	68,082.03	70,124.51	72,228.22	74,395.06	76,626.91	78,925.73	81,293.50	83,732.31	86,244.26	88,831.58
	29.09	29.95	30.85	31.75	32.75	33.72	34.71	35.78	36.84	37.98	39.10	40.27	41.49	42.72
	43.635	44.925	46.275	47.625	49.125	50.580	52.065	53.670	55.260	56.970	58.650	60.405	62.235	64.080
GRADE 22A Ex (6TA)	62,607.15	64,485.37	66,419.94	68,412.51	70,464.90	72,578.85	74,756.23	76,998.88	79,308.87	81,688.13	84,138.79	86,662.95	89,262.83	91,940.73
	30.12	31.00	31.96	32.90	33.89	34.94	35.94	37.04	38.13	39.29	40.45	41.66	42.94	44.21
	45.180	46.500	47.940	49.350	50.835	52.410	53.910	55.560	57.195	58.935	60.675	62.490	64.410	66.315
GRADE 23 Ex (6U0)	64,724.29	66,666.02	68,666.03	70,725.97	72,847.79	75,033.18	77,284.19	79,602.74	81,990.80	84,450.54	86,984.05	89,593.57	92,281.37	95,049.81
	31.09	32.07	33.01	34.01	35.04	36.09	37.17	38.27	39.43	40.60	41.82	43.07	44.39	45.69
	46.635	48.105	49.515	51.015	52.560	54.135	55.755	57.405	59.145	60.900	62.730	64.605	66.585	68.535
GRADE 23A Ex (6UA)	66,989.64	68,999.35	71,069.32	73,201.40	75,397.44	77,659.38	79,989.14	82,388.81	84,860.49	87,406.30	90,028.49	92,729.33	95,511.21	98,376.56
	32.20	33.18	34.16	35.18	36.27	37.35	38.47	39.62	40.81	42.02	43.28	44.59	45.93	47.31
	48.300	49.770	51.240	52.770	54.405	56.025	57.705	59.430	61.215	63.030	64.920	66.885	68.895	70.965
GRADE 24 Ex (6V0)	69,254.99	71,332.64	73,472.65	75,676.83	77,947.11	80,285.54	82,694.07	85,174.92	87,730.18	90,362.09	93,072.92	95,865.11	98,741.07	101,703.30
	33.30	34.29	35.33	36.38	37.48	38.60	39.76	40.97	42.19	43.44	44.74	46.12	47.49	48.91
	49.950	51.435	52.995	54.570	56.220	57.900	59.640	61.455	63.285	65.160	67.110	69.180	71.235	73.365
GRADE 24A Ex (6VA)	71,678.94	73,829.31	76,044.18	78,325.50	80,675.28	83,095.52	85,588.39	88,156.02	90,800.72	93,524.73	96,330.46	99,220.40	102,197.00	105,262.92
	34.47	35.49	36.54	37.65	38.79	39.96	41.14	42.38	43.66	44.98	46.32	47.70	49.13	50.61
	51.705	53.235	54.810	56.475	58.185	59.940	61.710	63.570	65.490	67.470	69.480	71.550	73.695	75.915

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	2016													
	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	2016 STEP AL1
GRADE 25 Ex (6W0) H O	74,102.86	76,325.93	78,615.71	80,974.18	83,403.42	85,905.55	88,482.68	91,137.15	93,871.31	96,687.41	99,588.04	102,575.69	105,652.96	108,822.53
	35.63	36.70	37.78	38.94	40.10	41.30	42.56	43.83	45.14	46.49	47.88	49.31	50.79	52.33
	53.445	55.050	56.670	58.410	60.150	61.950	63.840	65.745	67.710	69.735	71.820	73.965	76.185	78.495
GRADE 25A Ex (6WA) H O	76,696.46	78,997.36	81,367.24	83,808.30	86,322.55	88,912.19	91,579.58	94,326.96	97,156.79	100,071.49	103,073.64	106,165.84	109,350.81	112,631.32
	36.88	38.00	39.13	40.30	41.51	42.76	44.05	45.36	46.73	48.13	49.58	51.07	52.58	54.17
	55.320	57.000	58.695	60.450	62.265	64.140	66.075	68.040	70.095	72.195	74.370	76.605	78.870	81.255
GRADE 26 Ex (6X0) H O	79,290.05	81,668.76	84,118.82	86,642.37	89,241.63	91,918.92	94,676.47	97,516.77	100,442.26	103,455.54	106,559.19	109,755.98	113,048.63	116,440.11
	38.13	39.29	40.45	41.66	42.93	44.20	45.53	46.88	48.30	49.75	51.23	52.77	54.36	55.97
	57.195	58.935	60.675	62.490	64.395	66.300	68.295	70.320	72.450	74.625	76.845	79.155	81.540	83.955
GRADE 26A Ex (6XA) H O	82,065.22	84,527.17	87,062.99	89,674.88	92,365.11	95,187.57	97,990.14	100,929.86	103,957.74	107,076.47	110,288.77	113,597.41	117,005.37	120,515.52
	39.46	40.65	41.87	43.13	44.43	45.73	47.13	48.55	50.00	51.50	53.03	54.64	56.28	57.95
	59.190	60.975	62.805	64.695	66.645	68.595	70.695	72.825	75.000	77.250	79.545	81.960	84.420	86.925
GRADE 27 Ex (6Y0) H O	84,840.35	87,385.56	90,007.14	92,707.34	95,488.56	98,353.22	101,303.82	104,342.95	107,473.21	110,697.40	114,018.35	117,438.88	120,962.08	124,590.91
	40.80	42.01	43.27	44.58	45.92	47.30	48.69	50.17	51.67	53.24	54.82	56.47	58.17	59.92
	61.200	63.015	64.905	66.870	68.880	70.950	73.035	75.255	77.505	79.860	82.230	84.705	87.255	89.880
GRADE 27A Ex (6YA) H O	87,809.76	90,444.05	93,157.39	95,952.10	98,830.66	101,795.59	104,849.43	107,994.93	111,234.79	114,571.82	118,008.97	121,549.25	125,195.72	128,951.62
	42.23	43.47	44.77	46.15	47.53	48.95	50.40	51.93	53.49	55.07	56.74	58.44	60.20	61.99
	63.345	65.205	67.155	69.225	71.295	73.425	75.600	77.895	80.235	82.605	85.110	87.660	90.300	92.985
GRADE 28 Ex (6Z0) H O	90,779.17	93,502.56	96,307.61	99,196.89	102,172.78	105,237.97	108,395.08	111,646.94	114,996.34	118,446.24	121,999.63	125,659.62	129,429.42	133,312.28
	43.64	44.96	46.30	47.69	49.12	50.59	52.12	53.68	55.30	56.97	58.69	60.45	62.25	64.12
	65.460	67.440	69.450	71.535	73.680	75.885	78.180	80.520	82.950	85.455	88.035	90.675	93.375	96.180
GRADE 28A Ex (6ZA) H O	93,956.45	96,775.13	99,678.38	102,668.77	105,748.82	108,921.29	112,188.91	115,554.59	119,021.23	122,591.86	126,269.59	130,057.73	133,959.45	137,978.22
	45.17	46.55	47.93	49.36	50.84	52.38	53.94	55.56	57.22	58.93	60.71	62.52	64.41	66.34
	67.755	69.825	71.895	74.040	76.260	78.570	80.910	83.340	85.830	88.395	91.065	93.780	96.615	99.510
GRADE 29 Ex (600) H O	97,133.71	100,047.73	103,049.18	106,140.65	109,324.86	112,604.60	115,982.75	119,462.21	123,046.09	126,737.48	130,539.61	134,455.78	138,489.47	142,644.16
	46.72	48.12	49.56	51.06	52.57	54.16	55.79	57.46	59.20	60.96	62.80	64.65	66.61	68.60
	70.080	72.180	74.340	76.590	78.855	81.240	83.685	86.190	88.800	91.440	94.200	96.975	99.915	102.900
GRADE 29A Ex (60A) H O	100,533.39	103,549.39	106,655.89	109,855.58	113,151.23	116,545.77	120,042.16	123,643.40	127,352.70	131,173.31	135,108.48	139,161.75	143,336.60	147,636.71
	48.33	49.79	51.28	52.82	54.42	56.04	57.74	59.47	61.25	63.07	64.98	66.92	68.93	70.99
	72.495	74.685	76.920	79.230	81.630	84.060	86.610	89.205	91.875	94.605	97.470	100.380	103.395	106.485
GRADE 30 Ex (610) H O	103,933.05	107,051.08	110,262.60	113,570.50	116,977.58	120,486.92	124,101.53	127,824.58	131,659.31	135,609.11	139,677.36	143,867.69	148,183.71	152,629.25
	49.94	51.46	52.99	54.62	56.25	57.93	59.65	61.48	63.30	65.23	67.18	69.17	71.27	73.40
	74.910	77.190	79.485	81.930	84.375	86.895	89.475	92.220	94.950	97.845	100.770	103.755	106.905	110.100
GRADE 30A Ex (61A) H O	107,570.72	110,797.87	114,121.79	117,545.46	121,071.83	124,703.97	128,445.08	132,298.45	136,267.40	140,355.42	144,566.08	148,903.06	153,370.15	157,971.25
	51.72	53.29	54.89	56.53	58.25	59.98	61.78	63.64	65.53	67.51	69.53	71.61	73.77	75.96
	77.580	79.935	82.335	84.795	87.375	89.970	92.670	95.460	98.295	101.265	104.295	107.415	110.655	113.940

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2017) - 1%

GRADE	2016		2016		2016		2016		2016		2016		2016		2016		2016		
	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 14	STEP 15	STEP 16	STEP 17	STEP 18	
GRADE 31	111,208.40	114,544.67	117,981.00	121,520.43	125,166.04	128,921.03	132,788.65	136,772.30	140,875.49	145,101.74	149,454.78	153,938.30	158,556.59	163,313.27					
(620)	53.48	55.06	56.72	58.42	60.17	61.97	63.83	65.75	67.72	69.77	71.88	74.03	76.23	78.53					
	80.220	82.590	85.080	87.630	90.255	92.955	95.745	98.625	101.580	104.655	107.820	111.045	114.345	117.795					
GRADE 31A	115,100.70	118,553.71	122,110.31	125,773.63	129,546.83	133,433.24	137,436.22	141,559.33	145,806.10	150,180.31	154,685.69	159,326.28	164,106.08	169,029.26					
(62A)	55.34	57.00	58.72	60.49	62.29	64.17	66.09	68.05	70.11	72.20	74.39	76.61	78.92	81.28					
	83.010	85.500	88.080	90.735	93.435	96.255	99.135	102.075	105.165	108.300	111.585	114.915	118.380	121.920					
GRADE 32	118,993.00	122,562.77	126,239.65	130,026.85	133,927.65	137,945.49	142,083.83	146,346.35	150,736.75	155,258.87	159,916.60	164,714.11	169,655.54	174,745.22					
(630)	57.20	58.91	60.70	62.51	64.40	66.33	68.32	70.37	72.48	74.64	76.89	79.21	81.57	84.04					
	85.800	88.365	91.050	93.765	96.600	99.495	102.480	105.555	108.720	111.960	115.335	118.815	122.355	126.060					
GRADE 32A	123,157.72	126,852.48	130,658.06	134,577.79	138,615.14	142,773.58	147,056.80	151,468.49	156,012.53	160,692.91	165,513.69	170,479.10	175,593.49	180,861.31					
(63A)	59.22	61.00	62.85	64.71	66.65	68.66	70.73	72.82	75.02	77.27	79.59	81.97	84.44	86.98					
	88.830	91.500	94.275	97.065	99.975	102.990	106.095	109.230	112.530	115.905	119.385	122.955	126.660	130.470					
GRADE 33	127,322.48	131,142.18	135,076.44	139,128.71	143,302.59	147,601.65	152,029.71	156,590.58	161,288.31	166,126.95	171,110.81	176,244.08	181,531.45	186,977.37					
(640)	61.21	63.04	64.96	66.90	68.91	70.97	73.11	75.30	77.55	79.87	82.28	84.76	87.29	89.90					
	91.815	94.560	97.440	100.350	103.365	106.455	109.665	112.950	116.325	119.805	123.420	127.140	130.935	134.850					
GRADE 33A	131,778.77	135,732.15	139,804.12	143,998.24	148,318.19	152,767.72	157,350.73	162,071.25	166,933.41	171,941.44	177,099.66	182,412.66	187,885.04	193,521.58					
(64A)	63.34	65.27	67.22	69.24	71.32	73.45	75.65	77.91	80.26	82.66	85.15	87.73	90.34	93.03					
	95.010	97.905	100.830	103.860	106.980	110.175	113.475	116.865	120.390	123.990	127.725	131.595	135.510	139.545					
GRADE 34	136,235.04	140,322.14	144,531.79	148,867.74	153,333.76	157,933.80	162,671.79	167,551.95	172,578.50	177,755.86	183,088.55	188,581.17	194,238.64	200,065.80					
(650)	65.49	67.46	69.50	71.56	73.73	75.93	78.22	80.56	82.98	85.47	88.02	90.69	93.41	96.20					
	98.235	101.190	104.250	107.340	110.595	113.895	117.330	120.840	124.470	128.205	132.030	136.035	140.115	144.300					
GRADE 34A	141,003.28	145,233.40	149,590.39	154,078.13	158,700.44	163,461.46	168,365.30	173,416.25	178,618.75	183,977.31	189,496.64	195,181.52	201,037.03	207,068.11					
(65A)	67.80	69.81	71.94	74.08	76.30	78.59	80.95	83.38	85.87	88.45	91.09	93.86	96.66	99.56					
	101.700	104.715	107.910	111.120	114.450	117.885	121.425	125.070	128.805	132.675	136.635	140.790	144.990	149.340					
GRADE 35	145,771.50	150,144.65	154,649.01	159,288.48	164,067.13	168,989.15	174,058.81	179,280.58	184,658.99	190,198.77	195,904.76	201,781.83	207,835.35	214,070.38					
(660)	70.09	72.19	74.37	76.59	78.90	81.26	83.69	86.21	88.78	91.47	94.20	97.02	99.95	102.95					
	105.135	108.285	111.555	114.885	118.350	121.890	125.535	129.315	133.170	137.205	141.300	145.530	149.925	154.425					
GRADE 35A	150,873.52	155,399.75	160,061.71	164,863.57	169,809.48	174,903.76	180,150.87	185,555.39	191,122.06	196,855.72	202,761.44	208,844.21	215,109.58	221,562.86					
(66A)	72.54	74.72	76.95	79.26	81.63	84.09	86.62	89.22	91.90	94.65	97.50	100.40	103.41	106.50					
	108.810	112.080	115.425	118.890	122.445	126.135	129.990	133.830	137.850	141.975	146.250	150.600	155.115	159.750					
GRADE 36	155,975.52	160,654.80	165,474.45	170,438.65	175,551.84	180,818.40	186,242.95	191,830.22	197,585.14	203,512.68	209,618.09	215,906.60	222,383.84	229,055.33					
(670)	75.00	77.23	79.56	81.94	84.41	86.94	89.56	92.23	95.02	97.87	100.81	103.83	106.93	110.13					
	112.500	115.845	119.340	122.910	126.615	130.410	134.340	138.345	142.530	146.805	151.215	155.745	160.395	165.195					
GRADE 36A	161,434.65	166,277.73	171,266.04	176,404.01	181,696.16	187,147.02	192,761.43	198,544.26	204,500.59	210,635.61	216,954.71	223,463.33	230,167.25	237,072.26					
(67A)	77.63	79.95	82.36	84.83	87.38	89.98	92.70	95.46	98.30	101.25	104.28	107.42	110.65	114.00					
	116.445	119.925	123.540	127.245	131.070	134.970	139.050	143.190	147.450	151.875	156.420	161.130	165.975	171.000					

GRADE	2016		2016		2016		2016		2016		2016	
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL5	STEP AL6	STEP AL7	STEP AL6	STEP AL7	STEP AL7
GRADE 1	Ex	22,097.62	22,765.51	23,443.36	24,146.68	24,871.06	25,617.19	24,146.68	24,871.06	25,617.19	26,369.77	27,115.30
	H	10.74	11.03	11.38	11.72	12.08	12.43	11.72	12.08	12.43	13.19	13.91
	O	16.110	16.545	17.070	17.580	18.120	18.645	17.580	18.120	18.645	19.215	19.785
GRADE 1A	Ex	22,871.03	23,562.31	24,263.88	24,991.79	25,741.58	26,513.80	24,991.79	25,741.58	26,513.80	27,329.13	28,150.00
	H	11.00	11.32	11.67	12.02	12.38	12.74	12.02	12.38	12.74	13.70	14.10
	O	16.500	16.980	17.505	18.030	18.570	19.110	18.030	18.570	19.110	19.875	20.505
GRADE 2	Ex	23,644.45	24,359.11	25,084.40	25,836.94	26,612.05	27,410.38	25,836.94	26,612.05	27,410.38	28,329.13	29,250.00
	H	11.38	11.74	12.07	12.44	12.81	13.19	12.44	12.81	13.19	14.61	15.10
	O	17.070	17.610	18.105	18.660	19.215	19.785	18.660	19.215	19.785	21.285	21.915
GRADE 2A	Ex	24,472.01	25,211.68	25,962.34	26,741.20	27,543.49	28,369.77	26,741.20	27,543.49	28,369.77	29,329.13	30,355.65
	H	11.76	12.12	12.50	12.87	13.25	13.67	12.87	13.25	13.67	15.10	15.60
	O	17.640	18.180	18.750	19.305	19.875	20.505	19.305	19.875	20.505	22.770	23.400
GRADE 3	Ex	25,299.58	26,064.25	26,840.30	27,645.51	28,474.84	29,329.13	27,645.51	28,474.84	29,329.13	30,355.65	31,400.00
	H	12.16	12.53	12.92	13.28	13.70	14.10	13.28	13.70	14.10	16.10	16.60
	O	18.240	18.795	19.380	19.920	20.550	21.150	19.920	20.550	21.150	23.400	24.000
GRADE 3A	Ex	26,185.04	26,976.47	27,779.72	28,613.12	29,471.51	30,355.65	28,613.12	29,471.51	30,355.65	31,382.16	32,400.00
	H	12.59	12.98	13.35	13.79	14.19	14.61	13.79	14.19	14.61	17.30	17.80
	O	18.885	19.470	20.025	20.685	21.285	21.915	20.685	21.285	21.915	24.000	24.600
GRADE 4	Ex	27,070.51	27,888.73	28,719.13	29,580.70	30,468.12	31,382.16	29,580.70	30,468.12	31,382.16	32,400.00	33,500.00
	H	13.04	13.42	13.83	14.23	14.66	15.10	14.23	14.66	15.10	18.10	18.60
	O	19.560	20.130	20.745	21.345	21.990	22.650	21.345	21.990	22.650	25.100	25.700
GRADE 4A	Ex	28,018.02	28,864.86	29,724.28	30,616.03	31,534.51	32,480.54	30,616.03	31,534.51	32,480.54	33,500.00	34,600.00
	H	13.47	13.88	14.30	14.73	15.18	15.60	14.73	15.18	15.60	18.60	19.10
	O	20.205	20.820	21.450	22.095	22.770	23.400	22.095	22.770	23.400	26.100	26.700
GRADE 5	Ex	28,965.47	29,840.92	30,729.46	31,651.33	32,600.89	33,578.89	31,651.33	32,600.89	33,578.89	34,600.00	35,700.00
	H	13.94	14.35	14.77	15.22	15.67	16.16	15.22	15.67	16.16	19.10	19.60
	O	20.910	21.525	22.155	22.830	23.505	24.240	22.830	23.505	24.240	27.200	27.800
GRADE 5A	Ex	29,979.26	30,885.37	31,805.00	32,759.16	33,741.91	34,754.16	32,759.16	33,741.91	34,754.16	35,800.00	36,900.00
	H	14.44	14.90	15.34	15.82	16.28	16.76	15.82	16.28	16.76	20.100	20.600
	O	21.660	22.350	23.010	23.730	24.420	25.140	23.730	24.420	25.140	28.200	28.900
GRADE 6	Ex	30,993.05	31,929.82	32,880.54	33,866.96	34,882.95	35,929.46	33,866.96	34,882.95	35,929.46	37,000.00	38,100.00
	H	14.95	15.38	15.86	16.31	16.80	17.32	16.31	16.80	17.32	21.100	21.600
	O	22.425	23.070	23.790	24.465	25.200	25.980	24.465	25.200	25.980	29.200	29.900
GRADE 6A	Ex	32,077.81	33,047.36	34,031.34	35,052.27	36,103.85	37,186.97	35,052.27	36,103.85	37,186.97	38,300.00	39,450.00
	H	15.44	15.92	16.37	16.87	17.38	17.89	16.87	17.38	17.89	22.100	22.600
	O	23.160	23.880	24.555	25.305	26.070	26.835	25.305	26.070	26.835	30.300	31.100

GRADE	2016		2016		2016		2016		2016	
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL6	STEP AL7	STEP AL6	STEP AL7
GRADE 7	33,162.56	34,164.90	35,182.17	36,237.63	37,324.74	38,444.51	37,324.74	38,444.51	37,324.74	38,444.51
(6E0)	H	15.96	16.42	16.92	17.42	17.96	17.96	18.48	17.96	18.48
	O	23.940	24.630	25.380	26.130	26.940	26.940	27.720	26.940	27.720
GRADE 7A	34,323.24	35,360.67	36,413.57	37,505.94	38,631.12	39,790.08	38,631.12	39,790.08	38,631.12	39,790.08
(6EA)	H	16.51	17.01	17.49	18.05	18.57	18.57	19.14	18.57	19.14
	O	24.765	25.515	26.235	27.075	27.855	27.855	28.710	27.855	28.710
GRADE 8	35,483.95	36,556.45	37,644.92	38,774.26	39,937.49	41,135.62	39,937.49	41,135.62	39,937.49	41,135.62
(6F0)	H	17.08	17.59	18.12	18.63	19.20	19.20	19.79	19.20	19.79
	O	25.620	26.385	27.180	27.945	28.800	28.800	29.685	28.800	29.685
GRADE 8A	36,725.88	37,835.92	38,962.50	40,131.36	41,335.31	42,575.34	41,335.31	42,575.34	41,335.31	42,575.34
(6FA)	H	17.68	18.22	18.76	19.31	19.88	19.88	20.49	19.88	20.49
	O	26.520	27.330	28.140	28.965	29.820	29.820	30.735	29.820	30.735
GRADE 9	37,967.83	39,115.40	40,280.07	41,488.47	42,733.12	44,015.11	42,733.12	44,015.11	42,733.12	44,015.11
(6G0)	H	18.31	18.86	19.44	20.00	20.61	20.61	21.22	20.61	21.22
	O	27.465	28.290	29.160	30.000	30.915	30.915	31.830	30.915	31.830
GRADE 9A	39,296.71	40,484.47	41,689.87	42,940.56	44,228.75	45,555.65	44,228.75	45,555.65	44,228.75	45,555.65
(6GA)	H	18.92	19.49	20.05	20.67	21.28	21.28	21.94	21.28	21.94
	O	28.380	29.235	30.075	31.005	31.920	31.920	32.910	31.920	32.910
GRADE 10	40,625.59	41,853.51	43,099.66	44,392.65	45,724.41	47,096.16	45,724.41	47,096.16	45,724.41	47,096.16
(6H0)	H	19.54	20.12	20.73	21.35	21.99	21.99	22.64	21.99	22.64
	O	29.310	30.180	31.095	32.025	32.985	32.985	33.960	32.985	33.960
GRADE 10A	42,047.45	43,318.33	44,608.14	45,946.39	47,324.77	48,744.54	47,324.77	48,744.54	47,324.77	48,744.54
(6HA)	H	20.23	20.81	21.45	22.09	22.77	22.77	23.45	22.77	23.45
	O	30.345	31.215	32.175	33.135	34.155	34.155	35.175	34.155	35.175
GRADE 11	43,469.36	44,783.21	46,116.64	47,500.13	48,925.15	50,392.89	48,925.15	50,392.89	48,925.15	50,392.89
(6I0)	H	20.89	21.53	22.19	22.86	23.53	23.53	24.24	23.53	24.24
	O	31.335	32.295	33.285	34.290	35.295	35.295	36.360	35.295	36.360
GRADE 11A	44,990.77	46,350.60	47,730.71	49,162.64	50,637.53	52,156.66	50,637.53	52,156.66	50,637.53	52,156.66
(6IA)	H	21.66	22.33	22.98	23.66	24.38	24.38	25.11	24.38	25.11
	O	32.490	33.495	34.470	35.490	36.570	36.570	37.665	36.570	37.665
GRADE 12	46,512.21	47,918.04	49,344.82	50,825.13	52,349.90	53,920.41	52,349.90	53,920.41	52,349.90	53,920.41
(6J0)	H	22.39	23.05	23.72	24.44	25.19	25.19	25.93	25.19	25.93
	O	33.585	34.575	35.580	36.660	37.785	37.785	38.895	37.785	38.895
GRADE 12A	48,140.12	49,595.16	51,071.85	52,604.02	54,182.16	55,807.61	54,182.16	55,807.61	54,182.16	55,807.61
(6JA)	H	23.15	23.84	24.58	25.34	26.08	26.08	26.86	26.08	26.86
	O	34.725	35.760	36.870	38.010	39.120	39.120	40.290	39.120	40.290

GRADE	2016		2016		2016		2016		2016		
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL6	STEP AL7	STEP AL6	STEP AL7	
GRADE 13 Ex (6K0) H O	49,768.06 23.98 35.970	51,261.10 24.67 37.005	52,798.94 25.42 38.130	54,382.87 26.16 39.240	56,014.39 26.95 40.425	57,694.83 27.79 41.685					
GRADE 13A Ex (6KA) H O	51,509.95 24.80 37.200	53,066.84 25.53 38.295	54,646.90 26.31 39.465	56,286.30 27.10 40.650	57,974.90 27.89 41.835	59,714.16 28.72 43.080					
GRADE 14 Ex (6L0) H O	53,251.84 25.62 38.430	54,861.36 26.41 39.615	56,494.88 27.18 40.770	58,189.72 27.99 41.985	59,935.41 28.84 43.260	61,733.46 29.69 44.535					
GRADE 14A Ex (6LA) H O	55,115.66 26.52 39.780	56,781.53 27.31 40.965	58,472.20 28.14 42.210	60,226.34 29.00 43.500	62,033.17 29.87 44.805	63,894.15 30.76 46.140					
GRADE 15 Ex (6M0) H O	56,979.44 27.42 41.130	58,701.64 28.25 42.375	60,449.50 29.09 43.635	62,263.00 29.95 44.925	64,130.89 30.85 46.275	66,054.81 31.75 47.625					
GRADE 15A Ex (6MA) H O	58,973.73 28.38 42.570	60,756.22 29.21 43.815	62,565.23 30.11 45.165	64,442.20 30.99 46.485	66,375.45 31.94 47.910	68,366.74 32.88 49.320					
GRADE 16 Ex (6N0) H O	60,968.02 29.31 43.965	62,797.06 30.21 45.315	64,680.96 31.10 46.650	66,621.41 32.05 48.075	68,620.06 32.99 49.485	70,678.65 33.99 50.985					
GRADE 16A Ex (6NA) H O	63,101.89 30.38 45.570	65,009.13 31.30 46.950	66,944.81 32.22 48.330	68,953.13 33.21 49.815	71,021.75 34.20 51.300	73,152.39 35.21 52.815					
GRADE 17 Ex (6O0) H O	65,235.77 31.37 47.055	67,207.51 32.33 48.495	69,208.63 33.30 49.950	71,284.89 34.29 51.435	73,423.44 35.32 52.980	75,626.15 36.37 54.555					
GRADE 17A Ex (6OA) H O	67,519.03 32.49 48.735	69,559.78 33.45 50.175	71,630.94 34.47 51.705	73,779.87 35.49 53.235	75,993.25 36.54 54.810	78,273.05 37.64 56.460					
GRADE 18 Ex (6P0) H O	69,802.26 33.61 50.415	71,912.04 34.61 51.915	74,053.27 35.66 53.490	76,274.86 36.73 55.095	78,563.09 37.82 56.730	80,919.96 38.96 58.440					
GRADE 18A Ex (6PA) H O	72,245.37 34.72 52.080	74,428.97 35.79 53.685	76,645.09 36.85 55.275	78,944.47 37.98 56.970	81,312.78 39.10 58.650	83,752.15 40.27 60.405					

GRADE	2016		2016		2016		2016		2016	
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL6	STEP AL7	STEP AL6	STEP AL7
GRADE 19	74,688.46	76,945.93	79,237.00	81,614.06	84,062.50	86,584.37	84,062.50	86,584.37	84,062.50	86,584.37
(6Q0)	35.92	37.01	38.12	39.28	40.44	41.65	40.44	41.65	40.44	41.65
	53.880	55.515	57.180	58.920	60.660	62.475	60.660	62.475	60.660	62.475
GRADE 19A	77,302.53	79,639.02	82,010.25	84,470.58	87,004.69	89,614.85	87,004.69	89,614.85	87,004.69	89,614.85
(6QA)	37.19	38.30	39.45	40.63	41.86	43.12	41.86	43.12	41.86	43.12
	55.785	57.450	59.175	60.945	62.790	64.680	62.790	64.680	62.790	64.680
GRADE 20	79,916.63	82,314.14	84,783.56	87,327.08	89,946.88	92,645.30	89,946.88	92,645.30	89,946.88	92,645.30
(6R0)	38.46	39.60	40.80	42.01	43.27	44.58	43.27	44.58	43.27	44.58
	57.690	59.400	61.200	63.015	64.905	66.870	64.905	66.870	64.905	66.870
GRADE 20A	82,713.71	85,213.73	87,750.97	90,383.52	93,095.02	95,887.87	93,095.02	95,887.87	93,095.02	95,887.87
(6RA)	39.80	41.00	42.22	43.46	44.76	46.13	44.76	46.13	44.76	46.13
	59.700	61.500	63.330	65.190	67.140	69.195	67.140	69.195	67.140	69.195
GRADE 21	85,510.79	88,095.36	90,718.41	93,439.95	96,243.14	99,130.44	96,243.14	99,130.44	96,243.14	99,130.44
(6S0)	41.12	42.36	43.64	44.96	46.30	47.68	46.30	47.68	46.30	47.68
	61.680	63.540	65.460	67.440	69.450	71.520	69.450	71.520	69.450	71.520
GRADE 21A	88,503.66	91,178.88	93,893.56	96,710.37	99,611.67	102,600.01	99,611.67	102,600.01	99,611.67	102,600.01
(6SA)	42.59	43.86	45.17	46.53	47.92	49.35	47.92	49.35	47.92	49.35
	63.885	65.790	67.755	69.795	71.880	74.025	71.880	74.025	71.880	74.025
GRADE 22	91,496.57	94,262.06	97,068.69	99,980.75	102,980.17	106,069.57	102,980.17	106,069.57	102,980.17	106,069.57
(6T0)	44.03	45.34	46.71	48.09	49.53	51.03	49.53	51.03	49.53	51.03
	66.045	68.010	70.065	72.135	74.295	76.545	74.295	76.545	74.295	76.545
GRADE 22A	94,698.94	97,561.22	100,466.09	103,480.08	106,584.49	109,781.99	106,584.49	109,781.99	106,584.49	109,781.99
(6TA)	45.54	46.89	48.31	49.76	51.25	52.78	51.25	52.78	51.25	52.78
	68.310	70.335	72.465	74.640	76.875	79.170	76.875	79.170	76.875	79.170
GRADE 23	97,901.30	100,860.38	103,863.49	106,979.42	110,188.79	113,494.45	110,188.79	113,494.45	110,188.79	113,494.45
(6U0)	47.08	48.50	49.92	51.44	52.96	54.60	52.96	54.60	52.96	54.60
	70.620	72.750	74.880	77.160	79.440	81.900	79.440	81.900	79.440	81.900
GRADE 23A	101,327.87	104,390.51	107,498.74	110,723.66	114,045.37	117,466.76	114,045.37	117,466.76	114,045.37	117,466.76
(6UA)	48.72	50.19	51.69	53.26	54.84	56.49	54.84	56.49	54.84	56.49
	73.080	75.285	77.535	79.890	82.260	84.735	82.260	84.735	82.260	84.735
GRADE 24	104,754.40	107,920.62	111,133.96	114,467.96	117,902.02	121,439.06	117,902.02	121,439.06	117,902.02	121,439.06
(6V0)	50.37	51.90	53.45	55.03	56.68	58.39	56.68	58.39	56.68	58.39
	75.555	77.850	80.175	82.545	85.020	87.585	85.020	87.585	85.020	87.585
GRADE 24A	108,420.82	111,697.84	115,023.63	118,474.35	122,028.58	125,689.46	122,028.58	125,689.46	122,028.58	125,689.46
(6VA)	52.13	53.69	55.32	56.98	58.70	60.46	58.70	60.46	58.70	60.46
	78.195	80.535	82.980	85.470	88.050	90.690	88.050	90.690	88.050	90.690

GRADE	2016		2016		2016		2016		2016		
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL6	STEP AL7	STEP AL6	STEP AL7	
GRADE 25 (6W0)	Ex H O	112,087.20 53.89 80.835	115,475.05 55.51 83.265	118,913.34 57.17 85.755	122,480.73 58.88 88.320	126,155.15 60.66 90.990	129,939.80 62.48 93.720				
GRADE 25A (6WA)	Ex H O	116,010.26 55.80 83.700	119,516.68 57.47 86.205	123,075.28 59.21 88.815	126,767.55 60.97 91.455	130,570.60 62.82 94.230	134,487.69 64.66 96.990				
GRADE 26 (6X0)	Ex H O	119,933.30 57.67 86.505	123,558.29 59.40 89.100	127,237.24 61.18 91.770	131,054.36 63.01 94.515	134,985.98 64.92 97.380	139,035.57 66.85 100.275				
GRADE 26A (6XA)	Ex H O	124,130.97 59.68 89.520	127,882.84 61.50 92.250	131,690.58 63.33 94.995	135,641.28 65.25 97.875	139,710.50 67.20 100.800	143,901.84 69.20 103.800				
GRADE 27 (6Y0)	Ex H O	128,328.65 61.73 92.595	132,207.37 63.59 95.385	136,143.88 65.47 98.205	140,228.18 67.44 101.160	144,435.03 69.46 104.190	148,768.08 71.54 107.310				
GRADE 27A (6YA)	Ex H O	132,820.14 63.85 95.775	136,834.63 65.77 98.655	140,908.89 67.76 101.640	145,136.16 69.78 104.670	149,490.25 71.90 107.850	153,974.96 74.05 111.075				
GRADE 28 (6Z0)	Ex H O	137,311.65 66.04 99.060	141,461.90 68.01 102.015	145,673.94 70.07 105.105	150,044.14 72.16 108.240	154,545.47 74.33 111.495	159,181.85 76.56 114.840				
GRADE 28A (6ZA)	Ex H O	142,117.56 68.33 102.495	146,413.07 70.38 105.570	150,772.52 72.50 108.750	155,295.71 74.66 111.990	159,954.57 76.91 115.365	164,753.21 79.22 118.830				
GRADE 29 (600)	Ex H O	146,923.46 70.66 105.990	151,364.25 72.77 109.155	155,871.14 74.96 112.440	160,547.26 77.21 115.815	165,363.64 79.54 119.310	170,324.55 81.92 122.880				
GRADE 29A (60A)	Ex H O	152,065.77 73.14 109.710	156,661.96 75.34 113.010	161,326.60 77.58 116.370	166,166.38 79.91 119.865	171,151.38 82.32 123.480	176,285.92 84.80 127.200				
GRADE 30 (610)	Ex H O	157,208.13 75.60 113.400	161,959.72 77.86 116.790	166,782.09 80.22 120.330	171,785.55 82.62 123.930	176,939.09 85.08 127.620	182,247.29 87.63 131.445				
GRADE 30A (61A)	Ex H O	162,710.38 78.25 117.375	167,628.31 80.60 120.900	172,619.45 83.01 124.515	177,798.05 85.49 128.235	183,131.99 88.03 132.045	188,625.93 90.70 136.050				

GRADE	2016		2016		2016		2016		2016	
	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL8	STEP AL9	STEP AL10	STEP AL11
GRADE 31	168,212.68	173,296.91	178,456.84	183,810.54	189,324.84	195,004.61				
(620)	80.86	83.30	85.82	88.40	91.03	93.78				
	121.290	124.950	128.730	132.600	136.545	140.670				
GRADE 31A	174,100.13	179,362.29	184,702.83	190,243.91	195,951.22	201,829.76				
(62A)	83.71	86.23	88.79	91.50	94.21	97.03				
	125.565	129.345	133.185	137.250	141.315	145.545				
GRADE 32	179,987.56	185,427.69	190,948.81	196,677.28	202,577.61	208,654.93				
(630)	86.56	89.14	91.80	94.58	97.43	100.33				
	129.840	133.710	137.700	141.870	146.145	150.495				
GRADE 32A	186,287.12	191,917.63	197,632.02	203,560.97	209,667.83	215,957.86				
(63A)	89.60	92.26	95.05	97.90	100.83	103.85				
	134.400	138.390	142.575	146.850	151.245	155.775				
GRADE 33	192,586.69	198,407.62	204,315.22	210,444.67	216,758.01	223,260.76				
(640)	92.60	95.38	98.23	101.19	104.22	107.36				
	138.900	143.070	147.345	151.785	156.330	161.040				
GRADE 33A	199,327.23	205,351.89	211,466.25	217,810.24	224,344.54	231,074.88				
(64A)	95.83	98.73	101.69	104.73	107.87	111.12				
	143.745	148.095	152.535	157.095	161.805	166.680				
GRADE 34	206,067.78	212,296.18	218,617.32	225,175.80	231,931.08	238,889.01				
(650)	99.09	102.07	105.12	108.27	111.52	114.87				
	148.635	153.105	157.680	162.405	167.280	172.305				
GRADE 34A	213,280.15	219,726.52	226,268.90	233,056.96	240,048.67	247,250.14				
(65A)	102.56	105.64	108.79	112.05	115.42	118.88				
	153.840	158.460	163.185	168.075	173.130	178.320				
GRADE 35	220,492.49	227,156.89	233,920.50	240,938.13	248,166.24	255,611.25				
(660)	106.04	109.22	112.47	115.86	119.34	122.91				
	159.060	163.830	168.705	173.790	179.010	184.365				
GRADE 35A	228,209.74	235,107.39	242,107.72	249,370.94	256,852.07	264,557.62				
(66A)	109.72	113.02	116.41	119.92	123.50	127.20				
	164.580	169.530	174.615	179.880	185.250	190.800				
GRADE 36	235,926.97	243,057.88	250,294.93	257,803.79	265,537.88	273,504.03				
(670)	113.44	116.86	120.34	123.95	127.69	131.53				
	170.160	175.290	180.510	185.925	191.535	197.295				
GRADE 36A	244,184.43	251,564.90	259,055.25	266,826.90	274,831.71	283,076.65				
(67A)	117.39	120.92	124.54	128.29	132.13	136.10				
	176.085	181.380	186.810	192.435	198.195	204.150				