AGREEMENT

BETWEEN THE CITY OF MANCHESTER, NH
Central Fleet Management Department

AND

LOCAL 298, AFSCME, AFL-CIO

July 1, 2015 to June 30, 2016

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PREAMBLE

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

ARTICLE 1: RECOGNITION

1.1 The City of Manchester, NH hereby recognizes Local #298, AFSCME, as the exclusive representative of the bargaining units contained herein for the purpose of collective bargaining with respect to rates of pay, wages, hours and other conditions of employment, other than those managerial policies referred to in RSA-273-A:1, XI, which are the exclusive prerogative of management.

Full-time, non-probationary employees of the Central Fleet Maintenance Department and in the following classifications are members of the respective bargaining unit.

Equipment Service Tech I and II
Inventory Specialist II
Equipment Mechanic I and II

ARTICLE 2: NON-DISCRIMINATION

2.1 NON-DISCRIMANTION BY THE CITY

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

2.2 NON-DISCRIMINATION BY THE UNION

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

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

ARTICLE 3: MAINTENANCE OF MEMBERSHIP

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

3.2 Any member 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.

3.3 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 in any such dispute.

3.4 The Union shall post notices on departmental bulletin boards thirty (30) calendar days prior to the anniversary date.

ARTICLE 4: DUES DEDUCTION

4.1 The City agrees to authorize the deduction of Local 298 dues from each employee who has signed an authorization and send said dues along with a statement indicating who has paid dues to: The Treasurer of Local 298, AFSCME.

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

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

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

4.5 The City will notify the Treasurer of Local 298, AFSCME, in writing within two (2) working days of the cancellation of dues deduction by an employee who had previously signed an authorization for said deduction.

ARTICLE 5: SENIORITY

5.1 There shall be two types of seniority:

(a) Department Seniority
(b) Classification Seniority

Department Seniority shall relate to the time an employee has been continuously employed by the Department.

Classification Seniority shall relate to the length of time an employee has been employed in a particular grade classification.

5.2 Department Seniority shall prevail in matters concerning layoffs and rehirings. Qualified and available permanent employees shall be reinstated before new employees are hired.

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

5.4 No employee shall have the right to replace another employee in any classification by virtue of Department Seniority alone, except that, in the event of a permanent lack of work in any classification, those employees concerned in that classification shall be assigned to the next lower classification for which they are qualified and for which they have Department Seniority. Such employees shall retain their same rate of pay for a period of 12 months from the date of such reduction in classification and pay grade. After 12 months the employee will be reduced to the proper pay step in the lower pay grade.

Displaced employees in those lower classifications shall have the same rights of reassignment as referred to in this Section 5.4.

5.5 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.

5.6 Until an employee has served the six (6) month 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.

5.7 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 Worker'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.

5.8 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.

5.9 The employees' present classification seniority as of the effective date of this contract, shall be the only type of seniority considered for the purpose of establishing the classification seniority system called for in this Article. This classification seniority must have been continuous in nature to merit consideration under this section.

5.10 The preparation and maintenance of the Department and Classification Seniority Rosters shall be the responsibility of the City, approved by the Union, and is to be part of this Agreement. The Department and Classification Seniority lists are to be drawn up and posted once a year in May.

5.11 All personnel who transferred from the Department of Public Works into the Fleet Management Department shall maintain both their classifications and department seniority.

ARTICLE 6: PROMOTIONS AND TRANSFERS

6.1 The Department reserve 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.

When a position becomes vacant as the result of a promotion or retirement, the Department, within thirty (30) days shall notify the Union in writing of its intentions regarding the filling of the vacancy. This notification shall be advisory only and shall not be subject to the grievance and arbitration provisions of this Agreement.

6.2 Jobs to be filled through promotion shall be posted on the department bulletin boards in which the vacancy occurs 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.

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

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

6.5 Wherever possible, promotions shall be made from the ranks of regular employees who are employed by the department in which the vacancy occurs.

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

6.7 When a question as to the proper person having been chosen to fill any job arises and it cannot be resolved it will be settled by using the grievance procedure in Article 30.

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

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

6.10 If qualified candidates are not available or have not responded to the posting within a department where a vacancy occurs 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 applications outside the City service. Candidates from departments other than the department in which the vacancy occurs shall be notified by the department of the status of his/her application and the reason(s) for not being selected for the position. A candidate for positions in departments other than the department in which he/she is employed shall not have the right to file a grievance if not selected for such position(s).

6.11 An employee who meets the minimum qualifications and is promoted to a higher level position shall be placed in a probationary status for not to exceed 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. 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.

6.12 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 7: WAGE RATES

7.1 Effective July 1, 2015, the Salary Schedule shall be increased by zero percent (0%)

7.2 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.

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

7.4 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.

7.5 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.

7.6 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.

7.7 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 8: HOURS OF WORK AND OVERTIME

8.1 The normal work week shall consist of any work performed up to forty (40) hours per week Monday through Friday at straight time pay. The normal work day shall consist of any work performed up to eight (8) hours in any one day.

8.2 All times worked in excess of the normal work day and all time worked in excess of the normal work week shall be paid at the rate of time and one-half. Paid holidays and paid vacation occurring during the work weeks shall be counted as hours worked for the purpose of determining the forty (40) straight time hours. (Exceptions to the above, noted in Article 11, Special Emergency Rates.)

Employees working at overtime rates prior to 12:30 a.m. for snow removal operations will continue to receive the overtime rate if they continue to work after the start of the next regular work day; provided, however, no employees will be permitted to use sick leave during snow removal operations, except in the cases of bona fide health emergencies.

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

Any employee who is called in 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 outlined in the previous subsection of this section.

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

8.4 The workday or workweek will not be interrupted to avoid the payment of overtime.

8.5 Overtime work which is scheduled in advance or which requires employees to be called in for unscheduled work shall be assigned on a rotating basis among all qualified employees by classification seniority. There are two types of overtime:

Planned overtime occurs when the Department knows about the overtime requirement at least 24 hours in advance. This overtime is offered to all qualified employees by

classification seniority.

Unplanned overtime occurs when the Department knows about the overtime requirement less than 24 hours in advance of the overtime. This requirement is generally associated with personnel remaining on shift to complete a job. Thus the overtime is offered to qualified employees on shift by classification seniority. During the period of the year when fleet has weekend standby personnel, unplanned overtime is offered to qualified employees on standby for that period by classification seniority.

In the event an employee is inadvertently passed over for an overtime opportunity, that employee will be offered the next replacement overtime opportunity, off the same list.

8.6 No temporary employees shall be assigned to overtime work until all regular employees shall have had the opportunity for such assignment.

8.7 Employees shall have first right to overtime work by classification. If insufficient coverage is volunteered then Foremen shall be offered the overtime work before it is assigned to the classification.

If for any reason the department is unable to staff a shift, the employee with the least classification seniority must make himself/herself available for such overtime work. If the employee with the least seniority is unavailable for a legitimate reason, then the overtime will be assigned to the employee with the next lowest classification seniority. In other words, overtime will be assigned to employees in the reverse order of classification seniority (least to most).

ARTICLE 9: PLUS RATES

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 one pay step (no less than 5% to the nearest whole cent) above his/her present rate or the entrance rate, whichever is higher, for working in higher level classifications for each completed hour of work in such higher level assignment.

9.1 Effective upon the date of ratification of this agreement salaried employees in the bargaining unit will be compensated on a Plus Rate as stated above for each completed work day of assignment in higher level classifications.

9.2 An employee may be temporarily assigned for a period not to exceed thirty (30) calendar days to the work of any position of the same or lower grade without a change in rate of pay.

9.3 In those cases when an hourly rated employee is assigned to temporarily serve in a higher level salaried position, such as a Superintendent's position in the Central Fleet Maintenance Department, then such hourly rated employees shall be granted a plus rate in accordance with this section if the assignment is for one full work day or longer.

9.4 Assignments to higher paying job classifications, temporary or otherwise, shall be made in accordance with the provisions of Article 6, Section 1, of this Agreement.

9.5 All new positions, promotions or transfers contemplated beyond a period of thirty (30) 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 transfers.

ARTICLE 10: EMERGENCY WORK

10.1 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.

10.2 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 Sunday work shall be paid at the overtime rate.

10.3 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.

10.4 When the Department's management is informed that more than 15 pieces of equipment are or will be called in to respond to an emergency such as a winter storm then all mechanics on shift will be brought in with appropriate support staff to respond to the emergency. Management will base its response on weather forecasts.

ARTICLE 11: SPECIAL EMERGENCY RATES

11.1 Employees in said bargaining units 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 departments involved.

11.2 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.

ARTICLE 12: STANBY PAY COMPENSATION

12.1 Stand-by-Status will be given to five (5) Equipment Mechanic II, one (1) Inventory Specialist, one (1) Equipment Service Technician, one (1) Equipment Service Technician II from 12:01am on Saturday until Sunday 11:50pm from the first weekend in December through the last weekend in March by seniority on a rotating basis. Stand-by-Status will be per a memorandum of agreement between Management and the Union which will be updated as necessary. Article 12 section 3 will not affect the individuals who are on Standby under the guidelines of this agreement. The Union agrees that in no way does it affect the responsibility for all employees to make themselves available for emergency work as determined by the department head.

12.2 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.

12.3 Foremen who are assigned to standby duty and who are called in and report to work may perform any duties and/or operate any equipment they are qualified to operate provided that such equipment is not normally operated by an employee in a classification with a higher pay grade.

ARTICLE 13: NIGHT SHIFT DIFFERENTIAL

13.1 Any permanent full-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 an additional ten percent (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 worked on such shift.

13.2 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 13.1, 13.2 and 13.3.

13.3 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.

13.4 The City of Manchester shall offer shift bids for the mechanics every year. Said bids shall be done by classifications seniority.

ARTICLE 14: HOLIDAYS

14.1 All employees, 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
Washington's Birthday	Labor Day
Civil Rights Day*	Columbus Day
Memorial Day	Election Day
Veteran's Day	Thanksgiving Day
Christmas Day	

*Civil Rights Day shall be celebrated as a floating holiday, subject to the same scheduling provisions as found in Section 15.6 of this Agreement.

14.2 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.

14.3 An employee shall be entitled to the holiday pay referred to in Section 14.1 if he/she works the day preceding and the day following the particular holiday, but not otherwise except for a substantial reason or emergency.

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

ARTICLE 15: ANNUAL VACATIONS

15.1 Effective on the date of ratification, permanent employees who have been in the continuous employ of the Department for one (1) year or more will be allowed vacations in accordance with the following schedule:

(a) Accrual rate of 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 of continuous service.

15.2 Vacations shall be scheduled within the departments at the discretion of the Department Heads to provide the least disruption of departmental operations.

Selection of vacation periods shall be by department 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, a department head may deny a vacation request of an employee if it will result in a disruption of the department or division operations.

15.3 No employee shall be permitted to accrue in excess of one and one-half (1 ½) times his/her annual earned vacation; i.e. employees who earned (10) days of vacation per year shall have no more than (15) 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 22 ½ days earned vacation to his/her credit at any one time.

15.4 1. General: Vacations will be granted on seniority per the terms of the contract.

2. Purpose: This agreement is to minimize the chances of an employee losing funds associated with vacation reservations.

3. Intent: This procedure applies to any vacation an employee may be planning where a significant down payment is required for a reservation such as a cruise or airline flight. These periods are generally over weekends or vacations of longer than two days. This process is not intended to be used for one day vacations. The employee should complete

this process before making any down payments.

4. Process:

All completed employee vacation request forms (Attachment A) for employees desiring to protect their vacation request shall be submitted to their Supervisor. The supervisor shall post the request on the Department's bulletin board within 1 work day of receipt.

A senior employee for fourteen days (14) calendar days after posting of the request Fourteen days (14) calendar days after posting of the request, may bump a less senior employee from the vacation time requested. Once the fourteen day period has passed, if no senior employee has bumped the less senior employee from the vacation time, then the vacation request is granted to the employee with less seniority. A more senior employee can no longer bump the less senior member from that vacation time slot.

This agreement is effective until amended with the mutual consent of both parties.

ARTICLE 16: SICK LEAVE

16.1 Each permanent full-time employee shall earn sick leave with pay at the rate of 1 ¼ days of sick leave for each completed month of service. Sick leave shall not be taken in advance of earning same.

16.2 Employees who are initially employed in a temporary status and who are assigned to permanent status in the same Department, without a break in service; shall be allowed credit for the time served in the temporary status towards accrual of sick leave benefits.

16.3 The maximum sick leave accumulation is one hundred twenty (120) days. It is agreed and understood that there will be no retroactive payments of any kind. Further, there will be no retroactive adjustments to the sick leave bank.

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

16.4 Employees who are absent from work on legal holidays, during sick leave, vacation, for disability arising from injury 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 10 work days in any 30 calendar day 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.

16.5 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.

Any employee who receives sick leave benefits and who subsequently receives payment through Worker's Compensation or through an insurance carrier for wages for the same days shall repay the City for the sick leave benefits.

16.6 Department Head and the Union may require an employee to justify each day of absence for sick leave if the employee's absentee record indicates a patterned use of sick leave which is in excess of the average days used by employees of the department.

16.7 Absences for a fraction or part of a day that are chargeable to sick leave in accordance with these provisions shall be charged proportionally in an amount not smaller than one hour.

16.8 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.

16.9 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 plus payment of one-quarter of the balance of the days accrued over eighty (80) but not more than one hundred twenty (120) days of accrued sick leave at their regular pay. Employees hired after July 4, 2004, shall be entitled to payment for up to sixty (60) days, plus one-quarter of the balance of their accrued sick leave up to one hundred twenty (120) days.

Effective on July 1, 2004 or the date of ratification, whichever comes later, employees shall be entitled to the benefits under City Ordinance 33.081 (G), as it may be amended from time to time.

16.10 SICK LEAVE NON-ABUSE

Employees who use six (6) days of sick leave or less in the preceding calendar year will receive two (2) personal leave days, to be scheduled by the Departments. Personal Leave days must be used during the calendar year they are credited and shall not accumulate and shall not be carried over year after year.

16.11 CHANGING VACATION TO SCIK 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 17: SICK LEAVE BANK

17.1 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.

17.2 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.

17.3 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 in 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 year term and one appointee shall be for a three (3) year term and subsequent appointments shall be for a three (3) year term.

17.4 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) Administrative 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.

17.5 MEMBERSHIP

Effective in 1987:

17.5 (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.

17.5 (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.

17.5 (C) Above-mentioned money will be deposited into a bank in Manchester in January of each year.

17.5 (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.

17.5 (E) The deposit will be to the bank service which offers the best interest rate.

17.5 (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.

17.5 (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 a 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 an 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.

(1) 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.

(2) 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 a members by the Administrative Committee.

17.6 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 a 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.

17.7 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 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.

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.

17.8 ADMINISTRATIVE OVERSITE

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 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.

17.9 AMEMDMENTS

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.

17.10 EFFECTIVE DATES

The provisions of this Article shall be effective from January 1, 1986 through December 31, 1988, inclusive, and shall terminate December 31, 1988 unless mutually agreed to continue beyond that date. Such continuation must be agreed to in writing by the parties to this agreement.

ARTICLE 18: LEAVE OF ABSENCE

18.1 The City agrees to allow Union representatives, stewards and/or aggrieved employees reasonable time, without loss of pay, during regular working hours for the purpose of processing grievances, provided such time away from work does not interfere with the work of the department 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.

18.2 Time lost by a representative of the Union on grievance settlements or negotiations shall be paid for by the City as provided in RSA 273-A11.

18.3 When an employee is elected President of Local #298 and has to do 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 three (3) years, and with no loss of seniority, provided satisfactory arrangements can be made for a substitute during such leave of absence.

18.4 Employees elected as delegates to either the AFSCME International Convention, NH Public Employees Convention, Council #93 or the NH State Labor Council Convention shall be allowed a leave of absence with pay, not to exceed a total of ten (10) working days per year.

ARTICLE 19: BEREAVEMENT LEAVE

19.1 Bereavement leave of five (5) working days with pay between the date of the 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
Son-in-law	Daughter-in-law

Paternal or Maternal Grandfather (excluding step grandparent)
Paternal or Maternal Grandmother (excluding step grandparent)
A blood relative or ward residing in the same household.

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

Grandchild	Sister-in-law
Brother-in-law	Aunt
	Uncle

19.2.1 Under extenuating circumstances, two (2) additional days with pay may be granted under Section 18.1 with written approval of the Department head; such days to be charged to the employee's accrued sick leave.

19.3 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 processes.

ARTICLE 20: MATERNITY LEAVE

20.1 Upon application of the employee on forms to be provided by the City 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 employees 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 she 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.

20.2 An employee shall be entitled to draw 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 (30) days. Requests for such sick leave benefits must be submitted in writing to the Department head no later than thirty (30) days after the date of confinement in order to be eligible for sick leave benefits.

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

20.4 An employee shall not forfeit seniority or other benefits during this leave of absence.

ARTICLE 21: MILITARY SERVICE

21.1 Shall be governed by existing law.

ARTICLE 22: JURY DUTY

22.1 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.

22.2 Employees who are called to jury duty and are excused from the jury duty for a day or days shall report to their regular work assignments as soon as possible after being excused.

ARTICLE 23: EDUCATION INCENTIVE REIMBURSEMENT

23.1 The following education reimbursement policy will apply to members of the Bargaining Units covered by this policy.

23.2 The City agrees to provide reimbursements 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 (75%) of the cost of such courses, but not to exceed $1,000.00 per employee in a calendar year.

23.3 Courses must be approved in advance by the Department head concerned as meeting the requirement that the course is related to the employee's job or is part of a career development program. Approval must be obtained through the Personnel Department 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 requirement an advance will be made to the employee of one-half (1/2) of the authorized seventy-five (75%) of the cost of the course reimbursement and books. The remainder of the course reimbursement will be paid to the employee upon presentation of the certificate of satisfactory completion of the course.

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

ARTICLE 24: LIFE INSURANCE

24.1 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.

24.2 The City reserves the right to contract with a qualified insurance carrier of its choosing to provide the above amounts of benefits.

ARTICLE 25: HOSPITAL/MEDICAL INSURANCE

25.1 The bargaining unit members will have the option to enroll in the Blue Choice New England POS Plan on a voluntary basis. Or Access Blue New England Plan, the City shall pay eighty-five percent (85%) of a single, two person and family plan premium.

The City will pay eighty-five (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 Blue Choice New 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 May 1, 2012 who are eligible for Health Insurance the City shall pay eighty percent (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. 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.

25.2 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.

25.3 It is agreed by all parties concerned that the City reserves and shall have the right to change insurance carriers provided that the benefits are not decreased and the costs to the bargaining unit members do not increase above those percentages set forth in paragraph 25.1

25.4 The City shall provide all bargaining unit members a Northeast Delta Dental plan equivalent to other City employees having such a benefit. The City shall pay eighty-five (85.0%) percent of each monthly premium for the entire year for the coverage selected by each employee. The City agrees to provide coverage under Delta Dental Insurance Plan Coverage A, B, and C as set forth in Appendix D attached hereto and made part of this Agreement. The City shall pay an amount not to exceed eighty-five percent (85.0%).

Effective July 1, 2003, the total yearly maximum benefit is $1,500.00.

ARTICLE 26: UNIFORMS

26.1 The Department agrees to provide work uniforms through a laundry cleaning agency of the Department's choosing. Such uniforms shall be provided to all equipment mechanics, equipment technicians and inventory specialists. Such uniforms shall not exceed thirteen (13) changes in a two (2) week period. Uniforms shall be determined by Department management. Summer and winter uniforms may be provided if there is no increase in cost to the Department for seasonal uniforms.

ARTICLE 27: TRAVEL ALLOWANCE

27.1 The employees who are required to use their personal vehicles for authorized City business will be reimbursed at the current I.R.S. mileage rate.

27.2 In the event the Department provides a City vehicle for an employee to conduct daily work activities the monthly travel allowance will be discontinued.

27.3 If an employee is absent for 30 calendar days or longer the monthly travel allowance will not be paid for that period.

ARTICLE 28: SAFETY & OTHER OPERATIONAL POLICIES AND PROCEDURES

28.1 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.

28.2 The Union and its members agree to exercise proper care and to be responsible for all Department property issued or entrusted to them during work hours. Where safe storage space is provided for 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.

28.3 The City agrees to furnish raincoats for employees use during road calls.

28.4 The City shall furnish gloves, safety vest, safety helmets, non-prescription eye protection and hearing protection as needed for the safety of its employees.

28.5 All bargaining unit members who do not hold CDL licenses shall be subject to the same drug and alcohol testing as CDL employees. Results related to these tests shall be compiled and recorded separately from CDL records required by federal regulations.

ARTICLE 29: BULLETIN BOARDS

29.1 The Department shall provide space for bulletin boards for the posting of notices of the department addressed to the employees and notices of the Union addressed to the members. The Department shall locate its bulletin boards at convenient places within the Department. No Union notice shall be posted in or around the Department's property except on such boards 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/her designated representative.

ARTICLE 30: DISCIPLINARY PROCEDURES

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

30.2 (A) All suspensions and discharges shall be stated in writing and the reasons stated and a copy give 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 30.2 (A) above in the case of suspension then it shall be deemed that the suspension is without merit. When Section 30.2 (A) above is not followed in the case of a discharge said discharge shall be changed to a two (2) week suspension which shall not be grievable.

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

(A) Verbal warning
(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 an immediate written warning, suspension or discharge.

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

30.5 Employees wo are absent from work for more than five (5) 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.

30.6 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.

30.7 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.

ARTICLE 31: GRIEVANCE PROCEDURE

31.1 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, and shall be processed in the following matter:

31.2 STEP 1

An employee having a grievance must discuss the grievance with the employee's immediate supervisor or the supervisor 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 made first aware of the event. Such grievance shall be discussed between the employee, a Union representative and the supervisor. The supervisor shall give his/her answer within two (2) working days from the date he/she receives notice of the grievance.

31.3 STEP 2

If the grievant or the Union disagrees with the decision of the supervisor and desires to proceed with the grievance then such grievance must be submitted in writing, listing the article and the section violated, the specific grievance and the remedy desired to the employee's department head within five (5) work days from the date the decision of the supervisor was rendered. The Department head shall render his/her decision within three (3) work days from the date he/she receives the grievance.

31.4 If the Department Head is the immediate supervisor of the employee involved in the grievance then the grievance shall be filed directly with the Board, omitting Step 1 and 2 as contained in Sections 31.2 and 31.3 above.

31.5 (1) If the Union is not satisfied with the disposition of the grievance by the Department Head or no decision has been rendered, the Union must file a request for a pre-arbitration meeting within ten (10) work days after the grievance was filed with the Department Head or the grievance will be null and void. Representatives of the Department involved and the Union will meet with the Chief Negotiator/Contract Administrator within ten (10) work days after the Union makes such request for said meeting, the purpose of which is to determine if the grievance can be settled without arbitration. A representative of the Personnel Department and/or the City Solicitor's Office shall attend only as necessary, provided that there is mutual agreement of the parties.

(2) If no settlement is reached as a result of the meeting as stated in 31.5 (1)

above, the Union may submit in writing a request to a mutually agreed upon neutral arbitration agency or to the Public Employee Labor Relations Board (PELRB) to appoint an arbitrator to resolve said grievance, such action to be filed within ten (10) working days after the meeting under 31.~~6~~ 5 (1) has occurred or a decision has been reached, but not later than five (5) working days after the meeting.

If the Union fails to submit such written request for the appointment of an arbitrator within ten (10) working days, the grievance shall be deemed abandoned and no further action shall be taken with respect to the grievance

31.6 A grievance by a 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, said meeting to take place during the normal working hours.

If a satisfactory agreement is not reached at the meeting as stated above then the Department Head may proceed within ten (10) working days of said meeting to present the grievance to arbitration in accordance with Section 31.~~6~~ 5 of this grievance procedure.

31.7 The arbitrator shall not have the power to add to, ignore or modify any of the terms and conditions of this agreement.

31.8 The decision of the arbitrator shall be final and binding upon the parties as to the matter in dispute.

31.9 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.

31.10 Nothing contained herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the Department, and having the grievance adjusted without the intervention of the Union, provided the adjustment is not inconsistent with the terms of this agreement and that the Union has been given the opportunity to be present at such adjustment and to state its views.

31.11 If said grievance is not reported and /or processed within the time limits set forth in Sections 31.2, 31.3, 31.5 and 31.6 the matter shall be dismissed and no further action shall be taken with respect to such grievance.

31.12 The above times may be extended or by-passed by mutual written agreement of the parties.

31.13 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 32: MANAGEMENT'S RIGHTS

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

32.2 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.

32.3 Any new Departmental policies that are developed will be discussed with the Union before being administered.

ARTICLE 33: STRIKES PROHIITED

33.1 Under no circumstances will the Union cause, encourage, sponsor or participate in any strike, sit-down, stay-in, 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 34: CONTRACTING AND SUBCONTRACTING OUT

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

34.2 If the City or the Department of the City covered by this agreement changes its method of operations which involves contracting out work which is now being performed by bargaining unit employees, the City and/or 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 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 or competent jurisdiction, such determination shall apply only to the specific article, section or portion thereof, specified in the decision. The parties to this agreement 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 concession in order to reach such agreement on the specific article or section in question.

ARTICLE 36: TRAINING

36.1 **New Position Training Definition:** Training a current Department employee with one job description to perform the duties of another job description. Generally but not always associated with preparing a person for promotion.

36.2 When the Department determines there is a need for a formal training program for one of its classifications, then the training program will be posted on the Department Bulletin board for 5 work days.

36.3 Employees shall submit their names to the Department Director for consideration for the training program. Employees who submit their names must possess a valid license and/or certificates required for the classification.

36.4 Employee qualifications, attendance, overtime and safety records will be considered when selecting trainees.

36.5 Only those employees who have a minimum of 20 years of service (Department seniority) can submit their names for training for a lower graded position.

36.6 Training shall be done by an incumbent in the position and by the Superintendent overseeing the position.

36.7 Incumbents who refuse to train employees will be subject to discipline.

36.8 An employee who successfully completes training is required to fill the position as necessary, in compliance with plus rates and other provisions of the contract and City Employee policies.

36.9 The duration of the training program for the various classifications will be determined by management in coordination with the union.

36.10 Employees who are selected for training programs may be removed from the program before the completion of the program if they are unable to satisfactorily complete the program, other than due to illness or injury.

36.11 Employees who satisfactorily complete the training program will be awarded certificates of completion.

36.12 Equipment Specific Professional Development Training Definition: Specialized equipment focused training required to diagnose and repair manufacturers' equipment that the City owns. For example: Training on Caterpillar's or Cummins' diagnostic software. This does not include generic development training such as understanding low voltage electrical systems/wiring diagrams, or welding. Employees are required to have and maintain their skills in these areas.

36.13 This training may occur during regularly scheduled duty hours or after hours. This training will be considered duty time.

36.14 Only qualified employees (those employees that have the prerequisite skills) and are in good standing will be considered for the training. Employees who have stated that they intend to retire within the next year or two may not be considered qualified employees for the purpose of this training.

36.15 All qualified employees will receive basic + level training as time and funds allows. The object of basic + level training is to prepare all employees to perform basic and intermediate level troubleshooting and repair to include using the manufacturer's diagnostic system.

36.16 Advance level training: The object of advanced level training is to prepare employees to perform advance diagnostics and repairs on a vehicle that may require the use of a manufacturer's diagnostic system. An employee may not receive advanced diagnostic training on more than 2 manufacturers until all qualified personnel have received training on their initial 2 manufacturers advanced training.

36.17 Employees signup for manufacturers. Based on seniority and skills a manufacturer distribution plan is created. If employees do not volunteer for a manufacturer then it is assigned to a qualified employee based on seniority from the bottom up.

36.18 Training is scheduled as it is available and as time and money allow.

36.19 Regulatory Training: Federal and State governments impose new environmental and other non-safety regulations on maintenance facilities and mechanics. Some of the regulations mandate training and/or certificates required to perform the essential functions of their duties. Employees will be required to obtain their certifications in a time that is determined by the regulation's implementing instructions if any or by the complexity and duration of the required training.

ARTICLE 37: MISCELLANEOUS

37.1 The City agrees to print fifty (50) copies of this Agreement within sixty (60) days of its signing.

37.2 The City agrees to provide a payroll deduction slot for an insurance program, subject to approval by the City Finance Department.

37.3 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.

37.4 CDL LICENSES

The City will pay for commercial driver's licenses and any endorsements for employees who are required by the Department to have them.

ARTICLE 38: TERMINATION

Upon ratification by the respective parties the Agreement shall be in effect from July 1, 2015 through June 30, 2016, with various Articles.

ARTICLE 39: SEVERNCE BENEFITS

(A) In recognition of prior service to the City any bargaining unit member who is eligible to retire and who does retire on or after March 1, 2012 and prior to June 30, 2015 shall earn a severance benefit of $13,000.00. The City may withhold from this benefit such amounts as are necessary to pay the employer and the employee contributions to the Manchester Municipal Employees Retirement System.

(B) In lieu of severance benefit of $13,000.00 the member may elect to participate in the high deductible, single person health insurance program offered by the City for two (2) years.

ARTICLE 40: ME TOO CLAUSE
Health Benefits and Salary Increases

40.1 Should, subsequent to January 1, 2012, any other bargaining unit within the City of Manchester, New Hampshire negotiate health care benefits set forth in paragraph 20.1 of this agreement which are more favorable than the health care benefits contained in paragraph 25.1 and 25.2 the AFSCME Local 298 shall be entitled to receive the more favorable benefits.

ARTICLE 41: RIGHT TO RETURN

41.1 All current personnel who were transferred from the Department of Public Works to the new Fleet Department shall maintain their seniority within the Department of Public Works for the purpose of bumping rights in the event of layoffs or applying for positions within the DPW. Pursuant to the MOA dated May 21, 2012.

ARTICLE 42: SUCCESSOR AGREEMENT CLAUSE

All 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 CONSIDRED FOR THE PURPOSE OF Wages AND AN EVERGREEN PROVISION.

FOR LOCAL 298 AFSCME, AFL-CIO	FOR ALDERMANIC NEGOTIATING TEAM
Debra Boyer Pres	Danny A Camm
V.P.	
Chief Steward	
DATE SIGNED:	DATE SIGNED:

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

GRADE		2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
GRADE 1	Ex	14,464.47	14,898.43	15,345.35	15,805.73	16,279.91	16,768.30	17,271.36	17,789.49	18,323.17	18,872.86	19,439.07	20,022.25	20,622.91	21,241.58	21,878.83
	H	7.03	7.23	7.45	7.69	7.91	8.13	8.39	8.64	8.90	9.17	9.44	9.73	10.03	10.32	10.63
	O	10.545	10.845	11.175	11.535	11.865	12.195	12.585	12.960	13.350	13.755	14.160	14.595	15.045	15.480	15.945
GRADE 1A	Ex	14,970.74	15,419.87	15,882.43	16,358.94	16,849.69	17,355.17	17,875.86	18,412.13	18,964.50	19,533.42	20,119.43	20,723.02	21,344.69	21,985.03	22,644.58
	H	7.20	7.41	7.64	7.87	8.11	8.34	8.60	8.87	9.11	9.38	9.67	9.98	10.26	10.58	10.89
	O	10.800	11.115	11.460	11.805	12.165	12.510	12.900	13.305	13.665	14.070	14.505	14.970	15.390	15.870	16.335
GRADE 2	Ex	15,476.99	15,941.29	16,419.56	16,912.14	17,419.51	17,942.10	18,480.32	19,034.73	19,605.80	20,193.96	20,799.79	21,423.78	22,066.50	22,728.49	23,410.35
	H	7.42	7.68	7.89	8.13	8.38	8.63	8.91	9.17	9.44	9.73	10.03	10.32	10.63	10.94	11.27
	O	11.130	11.520	11.835	12.195	12.570	12.945	13.365	13.755	14.160	14.595	15.045	15.480	15.945	16.410	16.905
GRADE 2A	Ex	16,018.69	16,499.26	16,994.23	17,504.05	18,029.18	18,570.03	19,127.14	19,700.97	20,292.01	20,900.74	21,527.78	22,173.62	22,838.84	23,523.98	24,229.71
	H	7.73	7.94	8.18	8.42	8.68	8.94	9.20	9.47	9.76	10.06	10.35	10.68	10.99	11.31	11.64
	O	11.595	11.910	12.270	12.630	13.020	13.410	13.800	14.205	14.640	15.090	15.525	16.020	16.485	16.965	17.460
GRADE 3 (6A0)	Ex	16,560.38	17,057.18	17,568.92	18,096.00	18,638.85	19,198.02	19,773.97	20,367.20	20,978.23	21,607.55	22,255.79	22,923.44	23,611.15	24,319.48	25,049.09
	H	7.97	8.20	8.45	8.72	8.97	9.24	9.50	9.80	10.10	10.38	10.72	11.04	11.36	11.68	12.04
	O	11.955	12.300	12.675	13.080	13.455	13.860	14.250	14.700	15.150	15.570	16.080	16.560	17.040	17.520	18.060
GRADE 3A (6AA)	Ex	17,139.99	17,654.19	18,183.84	18,729.35	19,291.24	19,869.94	20,466.05	21,080.03	21,712.45	22,363.82	23,034.74	23,725.78	24,437.54	25,170.65	25,925.78
	H	8.23	8.48	8.75	9.01	9.28	9.55	9.86	10.15	10.43	10.77	11.09	11.42	11.78	12.12	12.47
	O	12.345	12.720	13.125	13.515	13.920	14.325	14.790	15.225	15.645	16.155	16.635	17.130	17.670	18.180	18.705
GRADE 4 (6B0)	Ex	17,719.60	18,251.21	18,798.73	19,362.69	19,943.57	20,541.87	21,158.16	21,792.87	22,446.67	23,120.08	23,813.68	24,528.08	25,263.94	26,021.85	26,802.49
	H	8.53	8.81	9.05	9.33	9.60	9.90	10.19	10.47	10.81	11.15	11.46	11.83	12.17	12.52	12.91
	O	12.795	13.215	13.575	13.995	14.400	14.850	15.285	15.705	16.215	16.725	17.190	17.745	18.255	18.780	19.365
GRADE 4A (6BA)	Ex	18,339.81	18,889.98	19,456.70	20,040.41	20,641.62	21,260.86	21,898.68	22,555.62	23,232.32	23,929.27	24,647.13	25,386.56	26,148.17	26,932.64	27,740.61
	H	8.82	9.09	9.36	9.63	9.95	10.22	10.54	10.85	11.19	11.52	11.87	12.23	12.57	12.97	13.34
	O	13.230	13.635	14.040	14.445	14.925	15.330	15.810	16.275	16.785	17.280	17.805	18.345	18.855	19.455	20.010
GRADE 5 (6C0)	Ex	18,959.98	19,528.76	20,114.66	20,718.09	21,339.62	21,979.83	22,639.21	23,318.41	24,017.95	24,738.47	25,480.63	26,245.05	27,032.42	27,843.39	28,678.68
	H	9.13	9.39	9.67	9.98	10.26	10.58	10.89	11.22	11.55	11.90	12.26	12.61	13.01	13.38	13.80
	O	13.695	14.085	14.505	14.970	15.390	15.870	16.335	16.830	17.325	17.850	18.390	18.915	19.515	20.070	20.700
GRADE 5A (6CA)	Ex	19,623.58	20,212.28	20,818.65	21,443.23	22,086.51	22,749.11	23,431.60	24,134.54	24,858.57	25,604.33	26,372.47	27,163.62	27,978.54	28,817.91	29,682.44
	H	9.43	9.74	10.04	10.33	10.65	10.97	11.29	11.62	11.98	12.35	12.71	13.09	13.48	13.89	14.30
	O	14.145	14.610	15.060	15.495	15.975	16.455	16.935	17.430	17.970	18.525	19.065	19.635	20.220	20.835	21.450
GRADE 6 (6D0)	Ex	20,287.17	20,895.79	21,522.67	22,168.35	22,833.39	23,518.41	24,223.98	24,950.70	25,699.20	26,470.19	27,264.28	28,082.22	28,924.66	29,792.40	30,686.19
	H	9.77	10.08	10.36	10.69	11.00	11.32	11.65	12.01	12.38	12.74	13.12	13.53	13.92	14.33	14.80
	O	14.655	15.120	15.540	16.035	16.500	16.980	17.475	18.015	18.570	19.110	19.680	20.295	20.880	21.495	22.200
GRADE 6A (6DA)	Ex	20,997.24	21,627.16	22,275.96	22,944.24	23,632.59	24,341.55	25,071.81	25,823.95	26,598.65	27,396.63	28,218.55	29,065.08	29,937.04	30,835.17	31,760.21
	H	10.10	10.39	10.73	11.05	11.38	11.72	12.07	12.43	12.81	13.18	13.59	13.98	14.40	14.86	15.29
	O	15.150	15.585	16.095	16.575	17.070	17.580	18.105	18.645	19.215	19.770	20.385	20.970	21.600	22.290	22.935
GRADE 7 (6E0)	Ex	21,707.29	22,358.51	23,029.27	23,720.15	24,431.74	25,164.34	25,919.64	26,697.21	27,498.14	28,323.09	29,172.78	30,047.96	30,949.39	31,877.89	32,834.22
	H	10.42	10.76	11.09	11.42	11.77	12.12	12.47	12.85	13.22	13.65	14.05	14.47	14.91	15.34	15.80
	O	15.630	16.140	16.635	17.130	17.655	18.180	18.705	19.275	19.830	20.475	21.075	21.705	22.365	23.010	23.700
GRADE 7A (6EA)	Ex	22,467.05	23,141.07	23,835.29	24,550.34	25,286.85	26,045.44	26,826.84	27,631.62	28,460.58	29,314.39	30,193.83	31,099.67	32,032.63	32,993.62	33,983.41
	H	10.80	11.15	11.46	11.83	12.18	12.53	12.93	13.30	13.70	14.12	14.53	14.97	15.40	15.87	16.35
	O	16.200	16.725	17.190	17.745	18.270	18.795	19.395	19.950	20.550	21.180	21.795	22.455	23.100	23.805	24.525
GRADE 8 (6F0)	Ex	23,226.81	23,923.60	24,641.32	25,380.55	26,141.98	26,926.24	27,734.01	28,566.04	29,423.02	30,305.72	31,214.86	32,151.35	33,115.85	34,109.34	35,132.62
	H	11.18	11.51	11.86	12.22	12.56	12.96	13.34	13.74	14.16	14.58	15.03	15.45	15.95	16.41	16.91

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GRADE		2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
	O	16.770	17.265	17.790	18.330	18.840	19.440	20.010	20.610	21.240	21.870	22.545	23.175	23.925	24.615	25.365
GRADE 8A (6FA)	Ex	24,039.72	24,760.94	25,503.75	26,268.87	27,056.94	27,868.66	28,704.69	29,565.85	30,452.82	31,366.40	32,307.41	33,276.62	34,274.95	35,303.18	36,362.26
	H	11.54	11.89	12.26	12.61	13.02	13.39	13.81	14.22	14.65	15.09	15.53	16.02	16.48	17.01	17.50
	O	17.310	17.835	18.390	18.915	19.530	20.085	20.715	21.330	21.975	22.635	23.295	24.030	24.720	25.515	26.250
GRADE 9 (6G0)	Ex	24,852.69	25,598.28	26,366.22	27,157.19	27,971.92	28,811.05	29,675.39	30,565.65	31,482.63	32,427.11	33,399.91	34,401.92	35,433.97	36,496.99	37,591.91
	H	11.95	12.34	12.70	13.08	13.47	13.88	14.29	14.73	15.18	15.64	16.11	16.58	17.09	17.58	18.13
	O	17.925	18.510	19.050	19.620	20.205	20.820	21.435	22.095	22.770	23.460	24.165	24.870	25.635	26.370	27.195
GRADE 9A (6GA)	Ex	25,722.54	26,494.19	27,289.03	28,107.68	28,950.92	29,819.44	30,714.06	31,635.46	32,584.51	33,562.06	34,568.91	35,605.99	36,674.18	37,774.35	38,907.63
	H	12.38	12.74	13.12	13.53	13.92	14.33	14.80	15.23	15.70	16.15	16.63	17.15	17.63	18.18	18.73
	O	18.570	19.110	19.680	20.295	20.880	21.495	22.200	22.845	23.550	24.225	24.945	25.725	26.445	27.270	28.095
GRADE 10 (6H0)	Ex	26,592.35	27,390.15	28,211.83	29,058.22	29,929.93	30,827.86	31,752.67	32,705.27	33,686.43	34,696.99	35,737.92	36,810.07	37,914.34	39,051.77	40,223.36
	H	12.79	13.15	13.56	13.96	14.37	14.84	15.28	15.75	16.20	16.68	17.19	17.68	18.24	18.78	19.35
	O	19.185	19.725	20.340	20.940	21.555	22.260	22.920	23.625	24.300	25.020	25.785	26.520	27.360	28.170	29.025
GRADE 10A (6HA)	Ex	27,523.10	28,348.79	29,199.25	30,075.24	30,977.49	31,906.81	32,864.01	33,849.96	34,865.44	35,911.40	36,988.76	38,098.40	39,241.35	40,418.57	41,631.14
	H	13.22	13.66	14.06	14.48	14.92	15.35	15.82	16.27	16.76	17.26	17.80	18.33	18.88	19.43	20.03
	O	19.830	20.490	21.090	21.720	22.380	23.025	23.730	24.405	25.140	25.890	26.700	27.495	28.320	29.145	30.045
GRADE 11 (6I0)	Ex	28,453.82	29,307.43	30,186.67	31,092.26	32,025.04	32,985.79	33,975.38	34,994.61	36,044.44	37,125.77	38,239.57	39,386.78	40,568.35	41,785.42	43,038.97
	H	13.70	14.10	14.52	14.96	15.39	15.87	16.35	16.84	17.32	17.87	18.39	18.95	19.52	20.10	20.68
	O	20.550	21.150	21.780	22.440	23.085	23.805	24.525	25.260	25.980	26.805	27.585	28.425	29.280	30.150	31.020
GRADE 11A (6IA)	Ex	29,449.69	30,333.22	31,243.19	32,180.49	33,145.92	34,140.28	35,164.50	36,219.43	37,305.99	38,425.21	39,577.94	40,765.29	41,988.24	43,247.89	44,545.32
	H	14.17	14.59	15.04	15.47	15.97	16.43	16.95	17.45	17.98	18.50	19.06	19.63	20.22	20.83	21.45
	O	21.255	21.885	22.560	23.205	23.955	24.645	25.425	26.175	26.970	27.750	28.590	29.445	30.330	31.245	32.175
GRADE 12 (6J0)	Ex	30,445.60	31,358.93	32,299.71	33,268.70	34,266.80	35,294.78	36,353.63	37,444.21	38,567.57	39,724.61	40,916.32	42,143.82	43,408.14	44,710.37	46,051.69
	H	14.63	15.08	15.52	16.01	16.47	16.99	17.49	18.03	18.55	19.11	19.67	20.26	20.89	21.52	22.17
	O	21.945	22.620	23.280	24.015	24.705	25.485	26.235	27.045	27.825	28.665	29.505	30.390	31.335	32.280	33.255
GRADE 12A (6JA)	Ex	31,511.18	32,456.56	33,430.25	34,433.12	35,466.09	36,530.10	37,625.99	38,754.77	39,917.41	41,114.96	42,348.43	43,618.85	44,927.44	46,275.23	47,663.49
	H	15.15	15.60	16.08	16.56	17.07	17.56	18.10	18.65	19.21	19.78	20.39	20.99	21.61	22.26	22.92
	O	22.725	23.400	24.120	24.840	25.605	26.340	27.150	27.975	28.815	29.670	30.585	31.485	32.415	33.390	34.380
GRADE 13 (6K0)	Ex	32,576.77	33,554.11	34,560.73	35,597.52	36,665.45	37,765.43	38,898.38	40,065.33	41,267.28	42,505.32	43,780.51	45,093.87	46,446.74	47,840.10	49,275.31
	H	15.69	16.14	16.61	17.14	17.62	18.17	18.72	19.29	19.84	20.46	21.06	21.70	22.34	23.03	23.74
	O	23.535	24.210	24.915	25.710	26.430	27.255	28.080	28.935	29.760	30.690	31.590	32.550	33.510	34.545	35.610
GRADE 13A (6KA)	Ex	33,716.98	34,728.48	35,770.36	36,843.45	37,948.75	39,087.22	40,259.82	41,467.63	42,711.65	43,993.00	45,312.78	46,672.21	48,072.33	49,514.52	50,999.95
	H	16.20	16.69	17.21	17.71	18.26	18.80	19.37	19.95	20.54	21.17	21.80	22.44	23.13	23.84	24.55
	O	24.300	25.035	25.815	26.565	27.390	28.200	29.055	29.925	30.810	31.755	32.700	33.660	34.695	35.760	36.825
GRADE 14 (6L0)	Ex	34,857.18	35,902.89	36,979.97	38,089.36	39,232.04	40,409.00	41,621.28	42,869.93	44,156.02	45,480.70	46,845.08	48,250.47	49,697.99	51,188.92	52,724.59
	H	16.74	17.26	17.80	18.32	18.85	19.42	20.03	20.60	21.24	21.87	22.54	23.22	23.92	24.62	25.37
	O	25.110	25.890	26.700	27.480	28.275	29.130	30.045	30.900	31.860	32.805	33.810	34.830	35.880	36.930	38.055
GRADE 14A (6LA)	Ex	36,077.17	37,159.48	38,274.26	39,422.48	40,605.17	41,823.29	43,078.03	44,370.38	45,701.48	47,072.52	48,484.69	49,939.23	51,437.38	52,980.55	54,569.96
	H	17.32	17.88	18.40	18.96	19.53	20.12	20.72	21.33	21.98	22.64	23.32	24.02	24.72	25.47	26.26
	O	25.980	26.820	27.600	28.440	29.295	30.180	31.080	31.995	32.970	33.960	34.980	36.030	37.080	38.205	39.390
GRADE 15 (6M0)	Ex	37,297.16	38,416.09	39,568.57	40,755.63	41,978.29	43,237.65	44,534.77	45,870.83	47,246.94	48,664.35	50,124.27	51,628.00	53,176.82	54,772.15	56,415.29
	H	17.94	18.46	19.02	19.61	20.20	20.81	21.43	22.06	22.73	23.41	24.11	24.82	25.57	26.35	27.15
	O	26.910	27.690	28.530	29.415	30.300	31.215	32.145	33.090	34.095	35.115	36.165	37.230	38.355	39.525	40.725
GRADE 15A	Ex	38,602.56	39,760.64	40,953.45	42,182.07	43,447.52	44,750.95	46,093.49	47,476.30	48,900.58	50,367.59	51,878.62	53,434.98	55,038.02	56,689.17	58,389.83

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GRADE		2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
(6MA)	H	18.57	19.12	19.70	20.30	20.93	21.55	22.19	22.85	23.51	24.23	24.97	25.70	26.48	27.28	28.10
	O	27.855	28.680	29.550	30.450	31.395	32.325	33.285	34.275	35.265	36.345	37.455	38.550	39.720	40.920	42.150
GRADE 16	Ex	39,907.98	41,105.20	42,338.36	43,608.49	44,916.77	46,264.26	47,652.19	49,081.77	50,554.21	52,070.85	53,632.97	55,241.95	56,899.21	58,606.17	60,364.38
(6N0)	H	19.20	19.77	20.39	20.99	21.61	22.26	22.92	23.59	24.33	25.07	25.81	26.58	27.38	28.18	29.02
	O	28.800	29.655	30.585	31.485	32.415	33.390	34.380	35.385	36.495	37.605	38.715	39.870	41.070	42.270	43.530
GRADE 16A	Ex	41,304.75	42,543.89	43,820.20	45,134.84	46,488.85	47,883.51	49,320.04	50,799.62	52,323.63	53,893.32	55,510.13	57,175.41	58,890.68	60,657.39	62,477.12
(6NA)	H	19.84	20.46	21.06	21.70	22.36	23.05	23.76	24.45	25.19	25.92	26.72	27.53	28.36	29.21	30.08
	O	29.760	30.690	31.590	32.550	33.540	34.575	35.640	36.675	37.785	38.880	40.080	41.295	42.540	43.815	45.120
GRADE 17	Ex	42,701.53	43,982.58	45,302.05	46,661.11	48,060.94	49,502.78	50,987.84	52,517.51	54,093.00	55,715.79	57,387.26	59,108.89	60,882.15	62,708.62	64,589.87
(6O0)	H	20.53	21.16	21.79	22.43	23.12	23.83	24.53	25.26	26.03	26.81	27.59	28.42	29.27	30.16	31.06
	O	30.795	31.740	32.685	33.645	34.680	35.745	36.795	37.890	39.045	40.215	41.385	42.630	43.905	45.240	46.590
GRADE 17A	Ex	44,196.10	45,521.95	46,887.62	48,294.25	49,743.06	51,235.36	52,772.43	54,355.59	55,986.27	57,665.87	59,395.82	61,177.69	63,013.02	64,903.43	66,850.52
(6OA)	H	21.25	21.88	22.55	23.23	23.93	24.63	25.37	26.15	26.91	27.71	28.58	29.42	30.30	31.24	32.17
	O	31.875	32.820	33.825	34.845	35.895	36.945	38.055	39.225	40.365	41.565	42.870	44.130	45.450	46.860	48.255
GRADE 18	Ex	45,690.62	47,061.34	48,473.18	49,927.39	51,425.21	52,967.97	54,557.01	56,193.71	57,879.52	59,615.90	61,404.37	63,246.51	65,143.89	67,098.22	69,111.15
(6P0)	H	21.97	22.63	23.30	24.00	24.71	25.46	26.25	27.02	27.85	28.70	29.56	30.45	31.35	32.30	33.28
	O	32.955	33.945	34.950	36.000	37.065	38.190	39.375	40.530	41.775	43.050	44.340	45.675	47.025	48.450	49.920
GRADE 18A	Ex	47,289.81	48,708.48	50,169.75	51,674.86	53,225.07	54,821.84	56,466.48	58,160.50	59,905.32	61,702.46	63,553.54	65,460.14	67,423.94	69,446.67	71,530.07
(6PA)	H	22.74	23.42	24.12	24.84	25.59	26.37	27.16	27.98	28.81	29.66	30.55	31.45	32.44	33.40	34.38
	O	34.110	35.130	36.180	37.260	38.385	39.555	40.740	41.970	43.215	44.490	45.825	47.175	48.660	50.100	51.570
GRADE 19	Ex	48,888.98	50,355.65	51,866.31	53,422.30	55,024.97	56,675.74	58,376.00	60,127.28	61,931.10	63,789.00	65,702.69	67,673.78	69,703.99	71,795.09	73,948.97
(6Q0)	H	23.50	24.21	24.95	25.68	26.45	27.27	28.09	28.91	29.80	30.67	31.62	32.55	33.53	34.55	35.56
	O	35.250	36.315	37.425	38.520	39.675	40.905	42.135	43.365	44.700	46.005	47.430	48.825	50.295	51.825	53.340
GRADE 19A	Ex	50,600.08	52,118.09	53,681.62	55,292.08	56,950.85	58,659.39	60,419.13	62,231.75	64,098.68	66,021.63	68,002.28	70,042.36	72,143.62	74,307.92	76,537.16
(6QA)	H	24.35	25.10	25.83	26.60	27.41	28.21	29.05	29.94	30.85	31.77	32.70	33.69	34.71	35.76	36.82
	O	36.525	37.650	38.745	39.900	41.115	42.315	43.575	44.910	46.275	47.655	49.050	50.535	52.065	53.640	55.230
GRADE 20	Ex	52,311.19	53,880.50	55,496.92	57,161.87	58,876.72	60,643.02	62,462.32	64,336.19	66,266.26	68,254.24	70,301.88	72,410.92	74,583.27	76,820.77	79,125.38
(6R0)	H	25.16	25.89	26.68	27.51	28.34	29.19	30.05	30.97	31.88	32.85	33.82	34.82	35.89	36.97	38.08
	O	37.740	38.835	40.020	41.265	42.510	43.785	45.075	46.455	47.820	49.275	50.730	52.230	53.835	55.455	57.120
GRADE 20A	Ex	54,142.09	55,766.35	57,439.36	59,162.54	60,937.41	62,765.53	64,648.47	66,587.93	68,585.58	70,643.13	72,762.45	74,945.32	77,193.65	79,509.48	81,894.76
(6RA)	H	26.06	26.84	27.62	28.45	29.30	30.19	31.10	32.04	33.01	33.98	35.00	36.05	37.13	38.24	39.41
	O	39.090	40.260	41.430	42.675	43.950	45.285	46.650	48.060	49.515	50.970	52.500	54.075	55.695	57.360	59.115
GRADE 21	Ex	55,972.97	57,652.15	59,381.74	61,163.20	62,998.07	64,888.04	66,834.66	68,839.69	70,904.89	73,032.04	75,223.02	77,479.69	79,804.11	82,198.21	84,664.15
(6S0)	H	26.90	27.71	28.57	29.41	30.29	31.23	32.16	33.11	34.12	35.12	36.16	37.26	38.39	39.54	40.71
	O	40.350	41.565	42.855	44.115	45.435	46.845	48.240	49.665	51.180	52.680	54.240	55.890	57.585	59.310	61.065
GRADE 21A	Ex	57,932.03	59,670.00	61,460.11	63,303.90	65,203.01	67,159.11	69,173.86	71,249.11	73,386.57	75,588.18	77,855.81	80,191.50	82,597.21	85,075.15	87,627.39
(6SA)	H	27.87	28.72	29.58	30.47	31.37	32.33	33.30	34.29	35.33	36.39	37.47	38.59	39.75	40.95	42.17
	O	41.805	43.080	44.370	45.705	47.055	48.495	49.950	51.435	52.995	54.585	56.205	57.885	59.625	61.425	63.255
GRADE 22	Ex	59,891.09	61,687.80	63,538.43	65,444.62	67,407.95	69,430.21	71,513.09	73,658.48	75,868.23	78,144.29	80,488.61	82,903.28	85,390.36	87,952.06	90,590.66
(6T0)	H	28.80	29.65	30.54	31.44	32.43	33.39	34.37	35.43	36.48	37.60	38.71	39.87	41.08	42.30	43.59
	O	43.200	44.475	45.810	47.160	48.645	50.085	51.555	53.145	54.720	56.400	58.065	59.805	61.620	63.450	65.385
GRADE 22A	Ex	61,987.28	63,846.90	65,762.32	67,735.16	69,767.23	71,860.25	74,016.07	76,236.51	78,523.63	80,879.34	83,305.73	85,804.90	88,379.04	91,030.43	93,761.33
(6TA)	H	29.82	30.69	31.64	32.57	33.55	34.59	35.58	36.67	37.75	38.90	40.05	41.25	42.51	43.77	45.09
	O	44.730	46.035	47.460	48.855	50.325	51.885	53.370	55.005	56.625	58.350	60.075	61.875	63.765	65.655	67.635

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

GRADE		2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
GRADE 23	Ex	64,083.46	66,005.96	67,986.17	70,025.71	72,126.52	74,290.28	76,519.00	78,814.59	81,179.01	83,614.40	86,122.82	88,706.50	91,367.69	94,108.72	96,931.98
(6U0)	H	30.78	31.75	32.68	33.67	34.69	35.73	36.80	37.89	39.04	40.20	41.41	42.64	43.95	45.24	46.61
	O	46.170	47.625	49.020	50.505	52.035	53.595	55.200	56.835	58.560	60.300	62.115	63.960	65.925	67.860	69.915
GRADE 23A	Ex	66,326.38	68,316.19	70,365.66	72,476.63	74,650.93	76,890.48	79,197.17	81,573.08	84,020.29	86,540.89	89,137.12	91,811.22	94,565.55	97,402.53	100,324.62
(6UA)	H	31.88	32.85	33.82	34.83	35.91	36.98	38.09	39.23	40.41	41.60	42.85	44.15	45.48	46.84	48.24
	O	47.820	49.275	50.730	52.245	53.865	55.470	57.135	58.845	60.615	62.400	64.275	66.225	68.220	70.260	72.360
GRADE 24	Ex	68,569.30	70,626.38	72,745.20	74,927.55	77,175.36	79,490.63	81,875.32	84,331.60	86,861.56	89,467.42	92,151.41	94,915.95	97,763.44	100,696.34	103,717.23
(6V0)	H	32.97	33.95	34.98	36.02	37.11	38.22	39.37	40.56	41.77	43.01	44.30	45.66	47.02	48.43	49.87
	O	49.455	50.925	52.470	54.030	55.665	57.330	59.055	60.840	62.655	64.515	66.450	68.490	70.530	72.645	74.805
GRADE 24A	Ex	70,969.25	73,098.33	75,291.27	77,550.00	79,876.51	82,272.79	84,740.98	87,283.19	89,901.70	92,598.74	95,376.69	98,238.02	101,185.15	104,220.71	107,347.35
(6VA)	H	34.13	35.14	36.18	37.28	38.41	39.56	40.73	41.96	43.23	44.53	45.86	47.23	48.64	50.11	51.61
	O	51.195	52.710	54.270	55.920	57.615	59.340	61.095	62.940	64.845	66.795	68.790	70.845	72.960	75.165	77.415
GRADE 25	Ex	73,369.17	75,570.23	77,837.34	80,172.46	82,577.64	85,055.00	87,606.61	90,234.80	92,941.89	95,730.11	98,602.02	101,560.09	104,606.89	107,745.08	110,977.43
(6W0)	H	35.28	36.34	37.41	38.55	39.70	40.89	42.14	43.40	44.69	46.03	47.41	48.82	50.29	51.81	53.36
	O	52.920	54.510	56.115	57.825	59.550	61.335	63.210	65.100	67.035	69.045	71.115	73.230	75.435	77.715	80.040
GRADE 25A	Ex	75,937.09	78,215.21	80,561.62	82,978.51	85,467.87	88,031.87	90,672.85	93,393.03	96,194.84	99,080.68	102,053.11	105,114.69	108,268.13	111,516.16	114,861.64
(6WA)	H	36.51	37.62	38.74	39.90	41.10	42.34	43.61	44.91	46.27	47.65	49.09	50.56	52.06	53.63	55.25
	O	54.765	56.430	58.110	59.850	61.650	63.510	65.415	67.365	69.405	71.475	73.635	75.840	78.090	80.445	82.875
GRADE 26	Ex	78,505.00	80,860.16	83,285.96	85,784.52	88,358.05	91,008.83	93,739.08	96,551.26	99,447.78	102,431.23	105,504.15	108,669.29	111,929.34	115,287.24	118,745.84
(6X0)	H	37.75	38.90	40.05	41.25	42.50	43.76	45.08	46.42	47.82	49.26	50.72	52.25	53.82	55.42	57.10
	O	56.625	58.350	60.075	61.875	63.750	65.640	67.620	69.630	71.730	73.890	76.080	78.375	80.730	83.130	85.650
GRADE 26A	Ex	81,252.69	83,690.27	86,200.98	88,787.01	91,450.60	94,245.12	97,019.94	99,930.55	102,928.46	106,016.31	109,196.80	112,472.68	115,846.90	119,322.30	122,901.95
(6XA)	H	39.07	40.25	41.46	42.70	43.99	45.28	46.66	48.07	49.50	50.99	52.50	54.10	55.72	57.38	59.09
	O	58.605	60.375	62.190	64.050	65.985	67.920	69.990	72.105	74.250	76.485	78.750	81.150	83.580	86.070	88.635
GRADE 27	Ex	84,000.35	86,520.36	89,115.98	91,789.45	94,543.13	97,379.43	100,300.81	103,309.85	106,409.12	109,601.39	112,889.46	116,276.12	119,764.44	123,357.34	127,058.07
(6Y0)	H	40.40	41.59	42.84	44.14	45.47	46.83	48.21	49.67	51.16	52.71	54.28	55.91	57.59	59.33	61.12
	O	60.600	62.385	64.260	66.210	68.205	70.245	72.315	74.505	76.740	79.065	81.420	83.865	86.385	88.995	91.680
GRADE 27A	Ex	86,940.36	89,548.56	92,235.04	95,002.08	97,852.14	100,787.71	103,811.32	106,925.67	110,133.46	113,437.45	116,840.56	120,345.79	123,956.16	127,674.87	131,505.09
(6YA)	H	41.81	43.04	44.33	45.69	47.06	48.47	49.90	51.42	52.96	54.52	56.18	57.86	59.60	61.38	63.22
	O	62.715	64.560	66.495	68.535	70.590	72.705	74.850	77.130	79.440	81.780	84.270	86.790	89.400	92.070	94.830
GRADE 28	Ex	89,880.37	92,576.79	95,354.07	98,214.74	101,161.17	104,196.01	107,321.86	110,541.52	113,857.76	117,273.50	120,791.71	124,415.47	128,147.94	131,992.36	135,952.13
(6Z0)	H	43.21	44.51	45.84	47.22	48.63	50.09	51.60	53.15	54.75	56.41	58.11	59.85	61.63	63.49	65.39
	O	64.815	66.765	68.760	70.830	72.945	75.135	77.400	79.725	82.125	84.615	87.165	89.775	92.445	95.235	98.085
GRADE 28A	Ex	93,026.19	95,816.96	98,691.47	101,652.25	104,701.80	107,842.86	111,078.13	114,410.49	117,842.80	121,378.08	125,019.40	128,770.03	132,633.12	136,612.10	140,710.46
(6ZA)	H	44.72	46.09	47.46	48.87	50.34	51.86	53.41	55.01	56.65	58.35	60.11	61.90	63.77	65.68	67.65
	O	67.080	69.135	71.190	73.305	75.510	77.790	80.115	82.515	84.975	87.525	90.165	92.850	95.655	98.520	101.475
GRADE 29	Ex	96,171.99	99,057.16	102,028.89	105,089.75	108,242.44	111,489.70	114,834.41	118,279.42	121,827.81	125,482.65	129,247.14	133,124.53	137,118.29	141,231.84	145,468.77
(600)	H	46.26	47.64	49.07	50.55	52.05	53.62	55.24	56.89	58.61	60.36	62.18	64.01	65.95	67.92	69.96
	O	69.390	71.460	73.605	75.825	78.075	80.430	82.860	85.335	87.915	90.540	93.270	96.015	98.925	101.880	104.940
GRADE 29A	Ex	99,538.01	102,524.15	105,599.89	108,767.90	112,030.92	115,391.85	118,853.62	122,419.21	126,091.78	129,874.56	133,770.77	137,783.91	141,917.43	146,174.96	150,560.17
(60A)	H	47.85	49.30	50.77	52.30	53.88	55.49	57.17	58.88	60.64	62.45	64.34	66.26	68.25	70.29	72.42
	O	71.775	73.950	76.155	78.450	80.820	83.235	85.755	88.320	90.960	93.675	96.510	99.390	102.375	105.435	108.630
GRADE 30	Ex	102,904.01	105,991.17	109,170.89	112,446.04	115,819.39	119,293.98	122,872.80	126,558.99	130,355.75	134,266.45	138,294.42	142,443.26	146,716.54	151,118.07	155,651.61
(610)	H	49.45	50.95	52.47	54.08	55.69	57.36	59.06	60.87	62.67	64.58	66.51	68.49	70.56	72.67	74.85
	O	74.175	76.425	78.705	81.120	83.535	86.040	88.590	91.305	94.005	96.870	99.765	102.735	105.840	109.005	112.275

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GRADE		2015 STEP 1	2015 STEP 2	2015 STEP 3	2015 STEP 4	2015 STEP 5	2015 STEP 6	2015 STEP 7	2015 STEP 8	2015 STEP 9	2015 STEP 10	2015 STEP 11	2015 STEP 12	2015 STEP 13	2015 STEP AL1	2015 STEP AL2
GRADE 30A	Ex	106,505.66	109,700.86	112,991.87	116,381.64	119,873.10	123,469.28	127,173.35	130,988.56	134,918.22	138,965.76	143,134.73	147,428.77	151,851.63	156,407.18	161,099.39
(61A)	H	51.21	52.76	54.35	55.97	57.67	59.39	61.17	63.01	64.88	66.84	68.84	70.90	73.04	75.21	77.48
	O	76.815	79.140	81.525	83.955	86.505	89.085	91.755	94.515	97.320	100.260	103.260	106.350	109.560	112.815	116.220
GRADE 31	Ex	110,107.33	113,410.56	116,812.87	120,317.26	123,926.77	127,644.58	131,473.91	135,418.12	139,480.68	143,665.09	147,975.03	152,414.16	156,986.72	161,696.31	166,547.21
(620)	H	52.95	54.51	56.16	57.84	59.57	61.36	63.20	65.10	67.05	69.08	71.17	73.30	75.48	77.75	80.06
	O	79.425	81.765	84.240	86.760	89.355	92.040	94.800	97.650	100.575	103.620	106.755	109.950	113.220	116.625	120.090
GRADE 31A	Ex	113,961.09	117,379.91	120,901.30	124,528.35	128,264.19	132,112.12	136,075.47	140,157.75	144,362.48	148,693.38	153,154.15	157,748.79	162,481.27	167,355.70	172,376.37
(62A)	H	54.79	56.44	58.14	59.89	61.67	63.53	65.44	67.38	69.42	71.49	73.65	75.85	78.14	80.48	82.88
	O	82.185	84.660	87.210	89.835	92.505	95.295	98.160	101.070	104.130	107.235	110.475	113.775	117.210	120.720	124.320
GRADE 32	Ex	117,814.85	121,349.28	124,989.75	128,739.46	132,601.63	136,579.69	140,677.06	144,897.38	149,244.31	153,721.65	158,333.27	163,083.28	167,975.78	173,015.07	178,205.50
(630)	H	56.63	58.33	60.10	61.89	63.76	65.67	67.64	69.67	71.76	73.90	76.13	78.43	80.76	83.21	85.70
	O	84.945	87.495	90.150	92.835	95.640	98.505	101.460	104.505	107.640	110.850	114.195	117.645	121.140	124.815	128.550
GRADE 32A	Ex	121,938.34	125,596.51	129,364.42	133,245.34	137,242.71	141,359.98	145,600.79	149,968.80	154,467.85	159,101.89	163,874.94	168,791.19	173,854.94	179,070.60	184,442.69
(63A)	H	58.63	60.40	62.23	64.07	65.99	67.98	70.03	72.10	74.28	76.50	78.80	81.16	83.60	86.12	88.71
	O	87.945	90.600	93.345	96.105	98.985	101.970	105.045	108.150	111.420	114.750	118.200	121.740	125.400	129.180	133.065
GRADE 33	Ex	126,061.86	129,843.74	133,739.05	137,751.20	141,883.75	146,140.25	150,524.47	155,040.18	159,691.40	164,482.13	169,416.64	174,499.09	179,734.11	185,126.11	190,679.89
(640)	H	60.60	62.42	64.32	66.24	68.23	70.27	72.39	74.55	76.78	79.08	81.47	83.92	86.43	89.01	91.68
	O	90.900	93.630	96.480	99.360	102.345	105.405	108.585	111.825	115.170	118.620	122.205	125.880	129.645	133.515	137.520
GRADE 33A	Ex	130,474.03	134,388.27	138,419.92	142,572.51	146,849.69	151,255.17	155,792.80	160,466.58	165,280.60	170,239.05	175,346.20	180,606.59	186,024.79	191,605.52	197,353.69
(64A)	H	62.71	64.62	66.55	68.55	70.61	72.72	74.90	77.14	79.47	81.84	84.31	86.86	89.45	92.11	94.88
	O	94.065	96.930	99.825	102.825	105.915	109.080	112.350	115.710	119.205	122.760	126.465	130.290	134.175	138.165	142.320
GRADE 34	Ex	134,886.18	138,932.81	143,100.78	147,393.80	151,815.60	156,370.10	161,061.18	165,893.02	170,869.80	175,995.90	181,275.79	186,714.03	192,315.49	198,084.95	204,027.50
(650)	H	64.84	66.79	68.81	70.85	73.00	75.18	77.45	79.76	82.16	84.62	87.15	89.79	92.49	95.25	98.11
	O	97.260	100.185	103.215	106.275	109.500	112.770	116.175	119.640	123.240	126.930	130.725	134.685	138.735	142.875	147.165
GRADE 34A	Ex	139,607.21	143,795.45	148,109.30	152,552.60	157,129.15	161,843.03	166,698.32	171,699.26	176,850.25	182,155.75	187,620.44	193,249.03	199,046.56	205,017.93	211,168.47
(65A)	H	67.13	69.12	71.23	73.35	75.54	77.81	80.15	82.55	85.02	87.57	90.19	92.93	95.70	98.57	101.54
	O	100.695	103.680	106.845	110.025	113.310	116.715	120.225	123.825	127.530	131.355	135.285	139.395	143.550	147.855	152.310
GRADE 35	Ex	144,328.22	148,658.07	153,117.83	157,711.37	162,442.70	167,315.99	172,335.46	177,505.52	182,830.68	188,315.61	193,965.11	199,783.99	205,777.57	211,950.87	218,309.40
(660)	H	69.40	71.48	73.63	75.83	78.12	80.46	82.86	85.36	87.90	90.56	93.27	96.06	98.96	101.93	104.99
	O	104.100	107.220	110.445	113.745	117.180	120.690	124.290	128.040	131.850	135.840	139.905	144.090	148.440	152.895	157.485
GRADE 35A	Ex	149,379.72	153,861.14	158,476.94	163,231.26	168,128.20	173,172.04	178,367.20	183,718.21	189,229.76	194,906.65	200,753.90	206,776.45	212,979.78	219,369.17	225,950.24
(66A)	H	71.82	73.98	76.19	78.48	80.82	83.26	85.76	88.34	90.99	93.71	96.53	99.41	102.39	105.45	108.63
	O	107.730	110.970	114.285	117.720	121.230	124.890	128.640	132.510	136.485	140.565	144.795	149.115	153.585	158.175	162.945
GRADE 36	Ex	154,431.21	159,064.16	163,836.09	168,751.14	173,813.70	179,028.12	184,398.96	189,930.91	195,628.85	201,497.70	207,542.66	213,768.91	220,182.02	226,787.46	233,591.06
(670)	H	74.26	76.47	78.77	81.13	83.57	86.08	88.67	91.32	94.08	96.90	99.81	102.80	105.87	109.04	112.32
	O	111.390	114.705	118.155	121.695	125.355	129.120	133.005	136.980	141.120	145.350	149.715	154.200	158.805	163.560	168.480
GRADE 36A	Ex	159,836.29	164,631.42	169,570.34	174,657.44	179,897.19	185,294.08	190,852.90	196,578.48	202,475.83	208,550.11	214,806.64	221,250.82	227,888.37	234,725.01	241,766.76
(67A)	H	76.86	79.16	81.54	83.99	86.51	89.09	91.78	94.51	97.33	100.25	103.25	106.36	109.55	112.87	116.23
	O	115.290	118.740	122.310	125.985	129.765	133.635	137.670	141.765	145.995	150.375	154.875	159.540	164.325	169.305	174.345

GRADE		2015 STEP AL3	2015 STEP AL4	2015 STEP AL5	2015 STEP AL6	2015 STEP AL7
GRADE 1	Ex	22,540.11	23,211.25	23,907.60	24,624.81	25,363.55
	H	10.93	11.27	11.60	11.96	12.31
	O	16.395	16.905	17.400	17.940	18.465
GRADE 1A	Ex	23,329.02	24,023.64	24,744.35	25,486.71	26,251.29
	H	11.21	11.55	11.90	12.26	12.61
	O	16.815	17.325	17.850	18.390	18.915
GRADE 2	Ex	24,117.93	24,836.04	25,581.13	26,348.56	27,138.99
	H	11.62	11.95	12.32	12.68	13.06
	O	17.430	17.925	18.480	19.020	19.590
GRADE 2A	Ex	24,962.06	25,705.29	26,476.44	27,270.78	28,088.88
	H	12.00	12.38	12.74	13.12	13.53
	O	18.000	18.570	19.110	19.680	20.295
GRADE 3 (6A0)	Ex	25,806.19	26,574.55	27,371.79	28,192.91	29,038.74
	H	12.41	12.79	13.15	13.56	13.96
	O	18.615	19.185	19.725	20.340	20.940
GRADE 3A (6AA)	Ex	26,709.38	27,504.67	28,329.82	29,179.71	30,055.10
	H	12.85	13.22	13.65	14.05	14.47
	O	19.275	19.830	20.475	21.075	21.705
GRADE 4 (6B0)	Ex	27,612.60	28,434.78	29,287.82	30,166.46	31,071.45
	H	13.29	13.69	14.09	14.51	14.95
	O	19.935	20.535	21.135	21.765	22.425
GRADE 4A (6BA)	Ex	28,579.07	29,429.98	30,312.90	31,222.29	32,158.95
	H	13.74	14.16	14.58	15.03	15.45
	O	20.610	21.240	21.870	22.545	23.175
GRADE 5 (6C0)	Ex	29,545.47	30,425.21	31,337.95	32,278.11	33,246.43
	H	14.21	14.62	15.07	15.51	16.00
	O	21.315	21.930	22.605	23.265	24.000
GRADE 5A (6CA)	Ex	30,579.57	31,490.10	32,434.81	33,407.83	34,410.06
	H	14.75	15.19	15.66	16.12	16.59
	O	22.125	22.785	23.490	24.180	24.885
GRADE 6 (6D0)	Ex	31,613.68	32,554.99	33,531.64	34,537.57	35,573.72
	H	15.23	15.70	16.15	16.63	17.15
	O	22.845	23.550	24.225	24.945	25.725
GRADE 6A (6DA)	Ex	32,720.16	33,694.40	34,705.22	35,746.39	36,818.78
	H	15.76	16.21	16.70	17.21	17.71
	O	23.640	24.315	25.050	25.815	26.565
GRADE 7 (6E0)	Ex	33,826.63	34,833.83	35,878.84	36,955.19	38,063.87
	H	16.26	16.75	17.25	17.78	18.30
	O	24.390	25.125	25.875	26.670	27.450
GRADE 7A (6EA)	Ex	35,010.56	36,053.04	37,134.59	38,248.63	39,396.12
	H	16.84	17.32	17.87	18.39	18.95
	O	25.260	25.980	26.805	27.585	28.425
GRADE 8 (6F0)	Ex	36,194.50	37,272.20	38,390.36	39,542.07	40,728.34
	H	17.42	17.94	18.45	19.01	19.59

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

GRADE		2015 STEP AL3	2015 STEP AL4	2015 STEP AL5	2015 STEP AL6	2015 STEP AL7
(6MA)	H	28.92	29.81	30.68	31.62	32.55
	O	43.380	44.715	46.020	47.430	48.825
GRADE 16	Ex	62,175.31	64,040.55	65,961.79	67,940.65	69,978.86
(6N0)	H	29.91	30.79	31.73	32.66	33.65
	O	44.865	46.185	47.595	48.990	50.475
GRADE 16A	Ex	64,365.48	66,281.99	68,270.43	70,318.56	72,428.11
(6NA)	H	30.99	31.90	32.88	33.86	34.86
	O	46.485	47.850	49.320	50.790	52.290
GRADE 17	Ex	66,542.09	68,523.40	70,579.10	72,696.48	74,877.38
(6O0)	H	32.01	32.97	33.95	34.97	36.01
	O	48.015	49.455	50.925	52.455	54.015
GRADE 17A	Ex	68,871.07	70,921.72	73,049.38	75,240.84	77,498.07
(6OA)	H	33.12	34.13	35.14	36.18	37.27
	O	49.680	51.195	52.710	54.270	55.905
GRADE 18	Ex	71,200.04	73,320.07	75,519.66	77,785.24	80,118.77
(6P0)	H	34.27	35.31	36.37	37.45	38.57
	O	51.405	52.965	54.555	56.175	57.855
GRADE 18A	Ex	73,692.05	75,886.23	78,162.84	80,507.70	82,922.92
(6PA)	H	35.44	36.49	37.60	38.71	39.87
	O	53.160	54.735	56.400	58.065	59.805
GRADE 19	Ex	76,184.09	78,452.48	80,806.00	83,230.20	85,727.10
(6Q0)	H	36.64	37.74	38.89	40.04	41.24
	O	54.960	56.610	58.335	60.060	61.860
GRADE 19A	Ex	78,850.51	81,198.27	83,634.24	86,143.26	88,727.57
(6QA)	H	37.92	39.06	40.23	41.45	42.69
	O	56.880	58.590	60.345	62.175	64.035
GRADE 20	Ex	81,499.15	83,944.12	86,462.46	89,056.32	91,728.02
(6R0)	H	39.21	40.40	41.59	42.84	44.14
	O	58.815	60.600	62.385	64.260	66.210
GRADE 20A	Ex	84,370.03	86,882.15	89,488.63	92,173.29	94,938.49
(6RA)	H	40.59	41.80	43.03	44.32	45.67
	O	60.885	62.700	64.545	66.480	68.505
GRADE 21	Ex	87,223.13	89,820.21	92,514.80	95,290.24	98,148.95
(6S0)	H	41.94	43.21	44.51	45.84	47.21
	O	62.910	64.815	66.765	68.760	70.815
GRADE 21A	Ex	90,275.92	92,963.92	95,752.84	98,625.42	101,584.17
(6SA)	H	43.43	44.72	46.07	47.45	48.86
	O	65.145	67.080	69.105	71.175	73.290
GRADE 22	Ex	93,328.77	96,107.61	98,990.84	101,960.56	105,019.38
(6T0)	H	44.89	46.25	47.61	49.04	50.52
	O	67.335	69.375	71.415	73.560	75.780
GRADE 22A	Ex	96,595.27	99,471.38	102,455.52	105,529.20	108,695.04
(6TA)	H	46.43	47.83	49.27	50.74	52.26
	O	69.645	71.745	73.905	76.110	78.390

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

GRADE		2015 STEP AL3	2015 STEP AL4	2015 STEP AL5	2015 STEP AL6	2015 STEP AL7
GRADE 30A	Ex	165,968.62	170,910.35	176,037.67	181,318.80	186,758.35
(61A)	H	79.80	82.19	84.64	87.16	89.80
	O	119.700	123.285	126.960	130.740	134.700
GRADE 31	Ex	171,581.10	176,689.94	181,990.63	187,450.34	193,073.87
(620)	H	82.48	84.97	87.52	90.13	92.85
	O	123.720	127.455	131.280	135.195	139.275
GRADE 31A	Ex	177,586.43	182,874.09	188,360.31	194,011.11	199,831.45
(62A)	H	85.38	87.91	90.59	93.28	96.07
	O	128.070	131.865	135.885	139.920	144.105
GRADE 32	Ex	183,591.77	189,058.23	194,729.98	200,571.89	206,589.04
(630)	H	88.26	90.89	93.64	96.47	99.34
	O	132.390	136.335	140.460	144.705	149.010
GRADE 32A	Ex	190,017.46	195,675.27	201,545.51	207,591.91	213,819.66
(63A)	H	91.35	94.11	96.93	99.83	102.82
	O	137.025	141.165	145.395	149.745	154.230
GRADE 33	Ex	196,443.19	202,292.30	208,361.06	214,611.89	221,050.26
(640)	H	94.44	97.26	100.19	103.19	106.30
	O	141.660	145.890	150.285	154.785	159.450
GRADE 33A	Ex	203,318.70	209,372.52	215,653.70	222,123.31	228,787.01
(64A)	H	97.75	100.68	103.69	106.80	110.02
	O	146.625	151.020	155.535	160.200	165.030
GRADE 34	Ex	210,194.24	216,452.79	222,946.34	229,634.73	236,523.77
(650)	H	101.06	104.08	107.20	110.42	113.73
	O	151.590	156.120	160.800	165.630	170.595
GRADE 34A	Ex	217,551.01	224,028.61	230,749.47	237,671.95	244,802.12
(65A)	H	104.59	107.71	110.94	114.28	117.70
	O	156.885	161.565	166.410	171.420	176.550
GRADE 35	Ex	224,907.81	231,604.46	238,552.60	245,709.15	253,080.45
(660)	H	108.14	111.36	114.71	118.16	121.69
	O	162.210	167.040	172.065	177.240	182.535
GRADE 35A	Ex	232,779.59	239,710.61	246,901.92	254,308.98	261,938.24
(66A)	H	111.90	115.26	118.73	122.28	125.94
	O	167.850	172.890	178.095	183.420	188.910
GRADE 36	Ex	240,651.37	247,816.76	255,251.28	262,908.79	270,796.07
(670)	H	115.70	119.15	122.72	126.43	130.23
	O	173.550	178.725	184.080	189.645	195.345
GRADE 36A	Ex	249,074.16	256,490.35	264,185.05	272,110.60	280,273.91
(67A)	H	119.72	123.31	127.02	130.82	134.75
	O	179.580	184.965	190.530	196.230	202.125