

AGREEMENT BETWEEN THE
CITY OF MANCHESTER, N.H.
AND THE
MANCHESTER ASSOCIATION OF POLICE
SUPERVISORS
July 1, 2015 – June 30, 2016

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PREAMBLE

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

ARTICLE 1
UNIT DESCRIPTION

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

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

ARTICLE 2
DUES DEDUCTION

- 2.1** The Department agrees to authorize the deduction of MAPS dues from each employee who has signed an authorization card and to send said dues to: The Treasurer, MAPS, 351 Chestnut Street, Manchester, NH.
- 2.2** MAPS will keep the Department informed of the correct name and address of the Treasurer of MAPS.
- 2.3** This Deduction of dues will be made on a weekly basis and shall be sent monthly to the Treasurer of MAPS.
- 2.4** If any employee has no check coming to him or if his check is not large enough to satisfy the dues, then no dues deduction will be made from that employee. In no case will the City attempt to collect fines or assessments for the Association beyond the regular dues.
- 2.5** Should there be a dispute between an employee and the Association over the matter of deductions, the Association agrees to hold the City harmless in any such dispute.

ARTICLE 3
MANAGEMENT RIGHTS

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

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

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

ARTICLE 4
EMPLOYEE RIGHTS

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

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

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

4.4 The MAPS President or his designee shall be granted reasonable time off during working hours, without loss of pay or benefits, for the purpose of conducting business of the MAPS or attending meetings or legislative hearings related to the business of the MAPS; provided, however, the MAPS President or his designee shall request permission from the Chief of Police or the designee of the Chief of Police or the relief officer in charge prior to taking such time off. It is understood that such permission may be refused if it will interfere with the normal and orderly operation of the department. The MAPS President and one designee shall be granted reasonable time off during working hours, without loss of pay or benefits to attend three days training during the course of a calendar year; provided, however, the MAPS President and his designee shall provide reasonable notice to the Chief of Police or the designee of the Chief of Police or the relief officer in charge prior to taking such time off. For purposes of attending official negotiation sessions and arbitration hearings the MAPS President shall be given working hours off in lieu of hours spent attending such events while off duty.

ARTICLE 4 – EMPLOYEE RIGHTS (continued)

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

ARTICLE 5
NO STRIKE CLAUSE

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

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

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

ARTICLE 6
RULE AND REGULATIONS

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

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

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

ARTICLE 7
GRIEVANCE PROCEDURE

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

1(B) For the purpose of this article, a “Business Day” shall be defined as Monday through Friday with Holidays excluded.

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

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

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

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

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

ARTICLE 7 – GRIEVANCE PROCEDURE (continued)

5(B) (continued)

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

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

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

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

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

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

ARTICLE 7 – GRIEVANCE PROCEDURE (continued)

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

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

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

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

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

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

The Department shall have the right to initiate a grievance growing out of a claim or dispute arising out of the application or interpretation of this Agreement, under express provision of the Agreement, provided, however, that the Department may, in its discretion, submit any claim by the Department for breach of Article 25 of this Agreement entitled “No

ARTICLE 7 – GRIEVANCE PROCEDURE (continued)

12. (continued)

Strike Clause" to any other forum of the Department's choice. In the event the Department initiates a grievance, it shall do so by filing said grievance with the Union within forty-five (45) business days from the date of the event which gives rise to the alleged grievance. If the matter is not resolved by and between the Department and the Union within fifteen (15) business days from the date the Department submitted said grievance to the Union, the Department may submit a written request to the permanent neutral (arbitrator) to resolve said grievance in accordance with its rules and regulations and the provision of sections 6, 7 and 8 of this article shall apply to such processing. The Department will simultaneously convey a copy of the request for arbitration to the Union President.

ARTICLE 8
HOURS OF WORK

8.1 The regular work day for supervisors on rotating shift assignments shall be eight and one-half (8 ½), except for communications supervisors whose regular work day shall be eight hours (8 hours) and their days on and off duty shall be computed according to the "four and two" system. The first half-hour of each work day for these supervisors shall be used for in-service and roll-call instruction, scheduling and work preparation.

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

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

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

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

8.6 NIGHT SHIFT PREMIUM: Effective on the date of signing of this Agreement, any non-sworn bargaining unit member who is assigned to night shifts on a periodic rotating basis shall be paid at a rate which is seven percent (7%) higher than his/her normal rate. Such premium shall apply when half or more of the shift is scheduled after 6:00 P.M. or

ARTICLE 8 – HOURS OF WORK (continued)

8.6 (continued)

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

ARTICLE 9
SALARIES

9.1 Effective July 1, 2015, the Salary Schedule shall be increased (0%) (See salary schedule attached and made part of this Agreement.) NOTE: the member's work weeks are specified in Article 8.

9.2 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.

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

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

9.5 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.

9.6 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.

ARTICLE 9 – SALARIES (continued)

9.7 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 A to this agreement.

9.8 The Classifications and associated Pay Grades for bargaining unit members are as follows:

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

ARTICLE 10

SENIORITY

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

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

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

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

Shift by Seniority – Captains, Lieutenants and Sergeants only:

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

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

ARTICLE 11
TEMPORARY DUTY IN HIGHER RANK

11.1 Any Police Supervisor in the Bargaining Unit who is assigned to perform the duties of a higher ranking officer for one (1) full work day or longer shall be compensated for such higher level responsibilities by receiving either the entrance rate for the higher level pay grade or one pay step (*approximately 7%*), above his/her present rate, whichever is the greater amount. Such assignments are subject to the approval of the Department Head and the Personnel Director.

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

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

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

ARTICLE 12
SPECIAL DETAILS

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

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

12.3 The rate of pay for special details shall be as follows:

A. When a member of the Bargaining Unit is assigned to a Special Detail in a SUPERVISORY capacity, the rate of pay shall be at one and one-half (1 ½) times the Supervisor's regular hourly rate of pay plus two dollars (\$2.00) per hour.

B. When a member of the Bargaining Unit is assigned to a Special Detail in a NON-SUPERVISORY capacity (such as directing traffic), he/she shall be paid at the overtime rate for the Grade G-19 AL 2 (nevertheless, the parties agree that Bargaining Unit members will recognize their supervisory responsibilities)

The City may deduct from the Extra Detail rates, paid to the bargaining unit member, as specified above such amounts as are necessary to pay the employer and the employee contributions to the New Hampshire Retirement System.

12.4 Extra Details for traffic control specified in the Manchester, New Hampshire Code of Ordinances 70.07 Departmental Authorities and Responsibility shall endure regardless of the expiration of this Agreement and/or state or local legislative changes.

ARTICLE 13
EXTRA DETAILS

13.1 An extra detail shall be defined as that duty performed by an off-duty police officer for an employer other than the Manchester Police Department and will include those duties required by statute or by contract and those duties for which requests are made to the Manchester Police Department. *Members of the bargaining unit will have a right of first refusal, to all details performed within the City of Manchester.*

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

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

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

13.5 Any individual who is assigned to and accepts an extra detail must fill that detail as scheduled or notify the Relief Commander as to his reason for not filling that detail at least thirty-six (36) hours prior to the start of the detail, except in cases of "confining illness". Failure to notify the Relief Commander or failure to fill the detail shall automatically disqualify that individual from the extra roster for a period of two (2) weeks, subject to review by the Police Chief. If a detail is cancelled by the contractor and the assigned officer is unable to obtain a replacement detail the same week, he/she will be allowed first choice of the details scheduled for the following week. In no case will an officer already assigned to a detail be removed from that detail to compensate the cancelled officer.

ARTICLE 13 – EXTRA DETAILS (continued)

13.5 (continued)

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

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

13.7 Personnel on the extra detail roster shall not be assigned or allowed to take more than twenty-four (24) hours, combined, of extra details, planned overtime and/or special details in any work week. Court appearances, emergency overtime and training overtime shall not be included for the purpose of calculating this twenty-four (24) hour limit. *During peak detail season from May 1 to December 1; the detail cap will be raised to 30 hours per week. Emergency overtime, Training and Court Time will not be included in the cap. The definition of Emergency Overtime is overtime work in a division to fill regular or mandatory work assignments.*

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

ARTICLE 13 – EXTRA DETAILS (continued)

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

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

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

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

ARTICLE 13 – EXTRA DETAILS (continued)

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

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

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

13.14 The hourly rate for an extra duty detail will be set at \$43.36 (pension able) or \$54.33 (non-pension able) per hour or any fraction of an hour with a minimum of four hours, except for scholastic events wherein the minimum will be three hours. The rate of pay for establishments serving alcohol after midnight and mandated by the

ARTICLE 13 – EXTRA DETAILS (continued)

13.14 (continued)

Department to hire a detail for that event will be one and one-half (1 1/2) times the normal rate of Yarger Decker salary schedule Grade 18, Step 13, plus ten dollars (\$12.00) per hour. Should the Manchester Police Patrolman's Association's Collective Bargaining Agreement covering the time period of this agreement set a different rate of pay for Extra Details then the rate for this agreement shall change to coincide with the MPPA rate upon ratification of their Association's Collective Bargaining Agreement.

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

13.14A Effective July 20, 2044, or the date of ratification, whichever comes sooner, the rate of pay for Extra Details in cases of declared strikes (company requests police presence during labor dispute) shall be set at one and one-half (1 1/2) times the normal Extra Details rate as specified in Section 13.14, above. It is expressly understood and agreed that declared strikes, by location, may be deemed priority Extra Details and must be filled before any other Extra Details.

13.15A As a consideration for the Police Department to continue to administer the Extra Details program the MAPS Bargaining Unit agrees to the following method of payment for the program: An administrative fee of one dollar and seventy cents (\$1.70) per hour of extra detail worked shall be returned to the

ARTICLE 13 – EXTRA DETAILS (continued)

13.15A (continued)

Police Department for the purpose of administering the extra detail program. Such fee, plus an amount sufficient to cover the City's retirement contribution shall be withheld prior to payment to the officer working the extra detail. In addition, the City shall deduct the proper amount, to cover the employee's share, from the earnings paid to the bargaining unit member for the extra detail work, and shall make payments to the employee's retirement system.

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

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

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

ARTICLE 13 – EXTRA DETAILS (continued)

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

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

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

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

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

ARTICLE 13 – EXTRA DETAILS (continued)

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

ARTICLE 14

OVERTIME

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

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

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

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

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

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

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

ARTICLE 14 – OVERTIME (continued)

14.8 Training; Effective upon the date of ratification of this agreement, it is agreed by the Association that members of the Bargaining Unit will report for training courses/classes and staff meetings of the administrative discretion of the Department went during off-duty hours; such training hours to be paid at one and one-half times the regular hourly rate for the employee. It is further agreed such training courses/classes shall not exceed three (3) full days of training during any calendar year. It is further agreed that employees will not be scheduled for training courses during their scheduled vacations and shall be given advance notice of at least ten (10) days of the scheduled training. It is understood and agreed that the management of the department may schedule employees for less than four (4) hours of training on off-duty days and the employees will only be paid for actual hours of training time, provided that employees shall be paid for a minimum of four (4) hours at time and one-half for each training session.

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

ARTICLE 15

VACATION

15.1 Effective on the date of ratification Vacation leave policy for the regular department employees shall be as follows:

- A. Accrual rate for two (2) calendar weeks begins on date of hire.
- B. Accrual rate for three (3) calendar weeks begins at the beginning of six (6) years of continuous service.
- C. Accrual rate for four (4) calendar weeks begins at the beginning of then (10) years of continuous service.
- D. Accrual rate for five (5) calendar weeks begins at the beginning of fifteen (15) years of continuous service.
- E. Accrual rate for six (6) calendar weeks begins at the beginning of twenty (20) years of continuous service.

ARTICLE 15 – VACATION (continued)

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

15.3 When a supervisor terminates his employment with the Manchester Police Department for any reason he/she shall be compensated for all earned vacation time to a maximum of 400 hours.

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

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

15.6 The department will continue its practice of allowing employees to take a single vacation day at its discretion. In addition, each member of the bargaining unit shall be entitled to take one (1) guaranteed single vacation day per a fiscal year, even though this day could result in overtime.

No more than one (1) guaranteed single vacation day may be approved per a shift on a first-come, first serve basis. No employee will be charged for the use of his/her guaranteed single vacation day unless overtime is actually hired for that shift.

ARTICLE 16 (A)
SICK LEAVE ACCRUAL

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

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

16.2 Effective January 1, 1980 and during the term of this agreement the maximum sick leave accrual shall be one hundred twenty (120) days. If any other bargaining unit receives more than 120 days accrued sick leave MAPS will receive the added amount. For new employees hired into the bargaining unit after July 20, 2004, or the ratification date of this Agreement, whichever comes sooner, unused sick leave may be accumulated up to a maximum of sixty (60) work days.

Any Employee eligible for sick leave with pay may use such sick leave for the absence due to his or her illness or injury. The employee may use sick leave for the illness of a spouse, child or blood relative when FMLA is approved. The employee may also use sick leave for a ward residing in the same household when FMLA is approved.

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

ARTICLE 16 (A) –SICK LEAVE ACCRUAL (continued)

16.3 Effective on July 20, 2004, or the date of ratification of this Agreement,

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

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

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

ARTICLE 16 (B)
SICK LEAVE BANK ADMINISTRATION

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

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

MEMORANDIUM OF UNDERSTANDING OF AMENDMENT TO AGREEMENT
BETWEEN
INTERNATIONAL BROTHERHOOD OF POLICE OFFICERS,
LOCAL 394, AND
CITY OF MANCHESTER POLICE COMMISSION
DATED
JULY 31, 1978 AND EFFECTIVE JANUARY 1, 1978

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

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

In order to provide for representation for members of the Manchester Association of Police Supervisors of the Sick Leave Bank shall be administered by four members of the Department, two to be appointed by the Union Board of Stewards, one by the Police Commission and one by the Executive Board of the Manchester Association of Police Supervisors and shall hereinafter be called the "Administrative Committee" or "The Committee". Committee members shall be appointed in the following manner: One for one year, one for two years and two for three years; and upon expiration of each of these terms one member shall be

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

ADMINISTRATION (continued)

appointed each year to serve a term of three years. Vacancies, when they occur, shall be filled by appointment in the same manner as the original appointments and shall be for the entire remaining term so filled.

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

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

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

ARTICLE 17

NON-ABUSE OF SICK LEAVE

17.1 Members of the bargaining unit will be eligible for two (2) days of Personal Leave per year, or payment in lieu of taking personal leave, provided they are determined to not have mis-used or abused their sick leave privileges during the preceding twelve months.

A. At twenty (20) years of service, bargaining unit members are eligible for three (3) days of Personal Leave per year in accordance with the provisions of this article. At twenty five (25) years of service bargaining unit members are eligible for four (4) days of Personal Leave per year in accordance with the provisions of this article.

B. A bargaining unit member may receive payment in lieu of taking Personal Leave to a maximum of two (2) days in any one calendar year. At twenty (20) years of service a bargaining unit member may receive payment in lieu of taking Personal Leave to a maximum of three (3) days in any one calendar year. At twenty five (25) years of service a bargaining unit member may receive payment in lieu of taking Personal Leave to a maximum of four (4) days in any one calendar year.

C. Personal Leave may accrue to a maximum accrual of six (6) days; no more than six (6) Personal Leave, can be taken within one calendar year.

ARTICLE 17 – NON-ABUSE OF SICK LEAVE (continued)

17.2 The determination whether or not employees have mis-used or abused their sick leave privileges will be made by the Sick Leave Bank Administrative Committee. Standards and procedures to determine sick leave mis-use or abuse will be established by the Sick Leave Bank Administrative Committee, subject to approval by the signators to this agreement

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

ARTICLE 18
HOSPITAL-MEDICAL INSURANCE

18.1

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

ARTICLE 18 – HOSPITAL-MEDICAL INSURANCE (continued)

18.1 (continued)

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

The following co-pays will apply to both the BlueChoice 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)

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

ARTICLE 18 – HOSPITAL-MEDICAL INSURANCE (continued)

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

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

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

18.4 To a bargaining unit member who elects not to receive coverage under any City health insurance plan the City shall pay \$4,000.00 annually in lieu of health insurance coverage. The City shall make said payment in two equal payments of \$2,000.00. The first payment, in arrears, will be made in January/February and the second payment, in arrears will be made in July/August. Bargaining unit members who encounter a qualifying event so as to make them eligible for enrollment in the City's health insurance plans during either six month period will receive a pro rata amount based on the next \$2,000,00 payment. Bargaining unit members will be able to enroll in the City health plans notwithstanding a qualifying event in the annual open enrollment period.

ARTICLE 18 – HOSPITAL-MEDICAL INSURANCE (continued)

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

18.6 Effective July 1, 1999 or date of ratification, whichever is later, bargaining unit members will have the option to enroll in the Delta Dental's Plan including coverage A, B & C with a total yearly maximum of \$1,000.00 on a voluntary basis in which case the City will pay eighty-five percent (85%) of the single, two- person or family premium. The entire premium will be paid for bargaining unit members whose spouse also works for the City.

Effective July 1, 2003, the total yearly maximum will be increased to \$1,500.00. Also, effective July 1, 2003, all employees shall be required to pay the employee share of the dental insurance premiums (see Sec. 18.4 above).

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

ARTICLE 19

BEREAVEMENT LEAVE

19.1 Any employee shall be excused from work for five (5) days because of the death of an immediate family member. The employee will be paid at his/her normal rate of pay.

19.2 Immediate family shall mean:-Spouse, parents, children, brothers, sisters, mother-in-law, father-in-law, maternal or paternal grandparents and any other blood relative. Immediate family shall also include a ward living in the same household.

19.3 Special leave of one (1) working day with pay, for the purpose of attending the funeral, shall be granted an employee in the event of the death of his/her: : Aunt, Uncle, Brother-in-law or Sister-in-law.

19.4 Under extenuating circumstances (5) Five additional days with pay may be granted under Section 19.1 and 19.3 above, with written approval of the Department Head, such days to be chargeable to the employee's accrued sick leave.

ARTICLE 20
CLOTHING AND UNIFORMS

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

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

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

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

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

20.5 **Only members** of the bargaining unit who are primarily assigned to duties requiring the wearing of civilian clothes will receive semi/annual payments of \$150.00 as an allowance therefore in addition to being issued uniforms and will be entitled to have said civilian clothes cleaned by the contractor selected by the City for cleaning of

ARTICLE 20 – CLOTHING AND UNIFORMS(continued)

20.5 (continued)

uniforms, such cleaning not to exceed \$185.00 per year, effective January 1, 1996. Effective July 1, 2000 the provision for clothing allowance shall increase to \$200.00 semi-annually and the cleaning maximum shall increase to \$225.00 per employee per year.

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

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

ARTICLE 21
COURT TIME

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

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

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

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

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

ARTICLE 22
PAYMENT FOR MEALS

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

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

22.3 Receipts will be required for such reimbursements.

ARTICLE 23
STABILITY OF AGREEMENT

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

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

ARTICLE 24
MISCELLANEOUS

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

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

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

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

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

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

ARTICLE 24 - MISCELLANEOUS (continued)

24.5 (continued)

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

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

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

ARTICLE 25
INDEMNIFICATION

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

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

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

ARTICLE 26

HOLIDAYS

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

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

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

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

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

26.4 Employees who are on regular Monday through Friday schedules on an 8 ½ hour of work per day schedule shall receive payment for holidays the same as those on "four and two" shifts.

The incumbents in the position of Police Telecommunications Manager and Equipment Maintenance Superintendent shall continue to receive payment for holidays on the same basis as employees assigned to a "four and two" schedule; provided, however, when those positions become vacant and replacements are assigned to these positions such employees may, at the discretion of the management, be placed on a Monday through Friday, eight hours of work per day schedule, and in such case shall not receive payment in lieu of taking holidays off, but shall be allowed time off on all regular holidays.

ARTICLE 26 - HOLIDAYS (continued)

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

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

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

26.8 Longevity included in Holiday Pay – In accordance with Article 24.1 Longevity increments will be included in payment for holidays.

ARTICLE 27
LIFE INSURANCE

28.1 Effective September 1, 1999, or date of ratification, whichever is later, the City will provide for a Life Insurance Fund to provide for the payment of a death benefit of an amount equal to the employee's last yearly base pay, but not to exceed fifty thousand (\$50,000.00) to the named beneficiary or estate of any member of the Bargaining Unit who dies from any cause while employed by the City or who dies within sixty (60) calendar days after retirement or resignation for health reasons.

The City reserves the right to obtain insurance coverage for the above amounts, and reserves the sole right to select such insurance carrier.

ARTICLE 28
COMMITTEE REPRESENTATIVES

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

ARTICLE 29

DURATION

Upon ratification by the respective parties, this Agreement shall be in effect from *July 1, 2015* through *June 30, 2016*; with effective dates for specific provisions as stated in the various Articles.

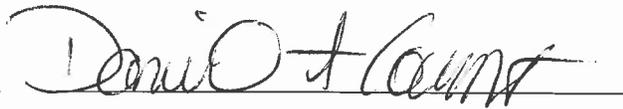
It is further agreed and understood by the parties hereto that no later than sixty days of the termination date above either party may notify the other party of its desire and intention to terminate the contract upon the expiration date or, if either party wishes to continue the contract in effect after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

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

**FOR MANCHESTER ASSOCIATION
OF POLICE SUPERVISORS:**

**FOR THE ALDERMANIC
NEGOTIATING TEAM:**





DATE SIGNED

DATE SIGNED

DATE APPROVED BY THE BOARDED OF MAYOR AND ALDERMEN: _____

Appendix A

Qualifications for Achievement Steps

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

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

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

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

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

Appendix B

EMPLOYEE DEVELOPMENT APPEALS PROCESS

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

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

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

An appeals committee shall be comprised of the following representatives:

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

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

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

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

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

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

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

GRADE	2015		2015		2015		2015		2015		2015		2015		2015		2015	
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP AL1	STEP AL2			
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	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	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	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	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	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	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	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	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	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	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	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		

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 14	2015 STEP 15
O	16,770	17,265	17,790	18,330	18,840	19,440	20,010	20,610	21,240	21,870	22,545	23,175	23,925	24,615	25,365
GRADE 8A Ex (6FA) H O	24,039.72	24,760.94	25,503.75	26,268.87	27,056.94	27,868.66	28,704.69	29,565.85	30,452.82	31,366.40	32,307.41	33,276.62	34,274.95	35,303.18	36,362.26
	11.54	11.89	12.26	12.61	13.02	13.39	13.81	14.22	14.65	15.09	15.53	16.02	16.48	17.01	17.50
	17.310	17.835	18.390	18.915	19.530	20.085	20.715	21.330	21.975	22.635	23.295	24.030	24.720	25.515	26.250
GRADE 9 Ex (6G0) H O	24,852.69	25,598.28	26,366.22	27,157.19	27,971.92	28,811.05	29,675.39	30,565.65	31,482.63	32,427.11	33,399.91	34,401.92	35,433.97	36,496.99	37,591.91
	11.95	12.34	12.70	13.08	13.47	13.88	14.29	14.73	15.18	15.64	16.11	16.58	17.09	17.58	18.13
	17.925	18.510	19.050	19.620	20.205	20.820	21.435	22.095	22.770	23.460	24.165	24.870	25.635	26.370	27.195
GRADE 9A Ex (6GA) H O	25,722.54	26,494.19	27,289.03	28,107.68	28,950.92	29,819.44	30,714.06	31,635.46	32,584.51	33,562.06	34,568.91	35,605.99	36,674.18	37,774.35	38,907.63
	12.38	12.74	13.12	13.53	13.92	14.33	14.80	15.23	15.70	16.15	16.63	17.15	17.63	18.18	18.73
	18.570	19.110	19.680	20.295	20.880	21.495	22.200	22.845	23.550	24.225	24.945	25.725	26.445	27.270	28.095
GRADE 10 Ex (6H0) H O	26,592.35	27,390.15	28,211.83	29,058.22	29,929.93	30,827.86	31,752.67	32,705.27	33,686.43	34,696.99	35,737.92	36,810.07	37,914.34	39,051.77	40,223.36
	12.79	13.15	13.56	13.96	14.37	14.84	15.28	15.75	16.20	16.68	17.19	17.68	18.24	18.78	19.35
	19.165	19.725	20.340	20.940	21.555	22.260	22.920	23.625	24.300	25.020	25.785	26.520	27.360	28.170	29.025
GRADE 10A Ex (6HA) H O	27,523.10	28,348.79	29,199.25	30,075.24	30,977.49	31,906.81	32,864.01	33,849.96	34,865.44	35,911.40	36,988.76	38,098.40	39,241.35	40,418.57	41,631.14
	13.22	13.66	14.06	14.48	14.92	15.35	15.82	16.27	16.76	17.26	17.80	18.33	18.88	19.43	20.03
	19.830	20.490	21.090	21.720	22.380	23.025	23.730	24.405	25.140	25.890	26.700	27.495	28.320	29.145	30.045
GRADE 11 Ex (6I0) H O	28,453.82	29,307.43	30,186.67	31,092.26	32,025.04	32,985.79	33,975.38	34,994.61	36,044.44	37,125.77	38,239.57	39,386.78	40,568.35	41,785.42	43,038.97
	13.70	14.10	14.52	14.96	15.39	15.87	16.35	16.84	17.32	17.87	18.39	18.95	19.52	20.10	20.68
	20.550	21.150	21.780	22.440	23.085	23.805	24.525	25.260	25.980	26.805	27.585	28.425	29.280	30.150	31.020
GRADE 11A Ex (6IA) H O	29,449.69	30,333.22	31,243.19	32,180.49	33,145.92	34,140.28	35,164.50	36,219.43	37,305.99	38,425.21	39,577.94	40,765.29	41,988.24	43,247.89	44,545.32
	14.17	14.59	15.04	15.47	15.97	16.43	16.95	17.45	17.98	18.50	19.06	19.63	20.22	20.83	21.45
	21.255	21.885	22.560	23.205	23.955	24.645	25.425	26.175	26.970	27.750	28.590	29.445	30.330	31.245	32.175
GRADE 12 Ex (6J0) H O	30,445.60	31,358.93	32,299.71	33,268.70	34,266.80	35,294.78	36,353.63	37,444.21	38,567.57	39,724.61	40,916.32	42,143.82	43,408.14	44,710.37	46,051.69
	14.63	15.08	15.52	16.01	16.47	16.99	17.49	18.03	18.55	19.11	19.67	20.26	20.89	21.52	22.17
	21.945	22.620	23.280	24.015	24.705	25.485	26.235	27.045	27.825	28.665	29.505	30.390	31.335	32.280	33.255
GRADE 12A Ex (6JA) H O	31,511.18	32,456.56	33,430.25	34,433.12	35,466.09	36,530.10	37,625.99	38,754.77	39,917.41	41,114.96	42,348.43	43,618.85	44,927.44	46,275.23	47,663.49
	15.15	15.60	16.08	16.56	17.07	17.56	18.10	18.65	19.21	19.78	20.39	20.99	21.61	22.26	22.92
	22.725	23.400	24.120	24.840	25.605	26.340	27.150	27.975	28.815	29.670	30.585	31.485	32.415	33.390	34.380
GRADE 13 Ex (6K0) H O	32,576.77	33,554.11	34,560.73	35,597.52	36,665.45	37,765.43	38,898.38	40,065.33	41,267.28	42,505.32	43,780.51	45,093.87	46,446.74	47,840.10	49,275.31
	15.69	16.14	16.61	17.14	17.62	18.17	18.72	19.29	19.84	20.46	21.06	21.70	22.34	23.03	23.74
	23.535	24.210	24.915	25.710	26.430	27.255	28.080	28.935	29.760	30.690	31.590	32.550	33.510	34.545	35.610
GRADE 13A Ex (6KA) H O	33,716.98	34,728.48	35,770.36	36,843.45	37,948.75	39,087.22	40,259.82	41,467.63	42,711.65	43,993.00	45,312.78	46,672.21	48,072.33	49,514.52	50,999.95
	16.20	16.69	17.21	17.71	18.26	18.80	19.37	19.95	20.54	21.17	21.80	22.44	23.13	23.84	24.55
	24.300	25.035	25.815	26.565	27.390	28.200	29.055	29.925	30.810	31.755	32.700	33.660	34.695	35.760	36.825
GRADE 14 Ex (6L0) H O	34,857.18	35,902.89	36,979.97	38,089.36	39,232.04	40,409.00	41,621.28	42,869.93	44,156.02	45,480.70	46,845.08	48,250.47	49,697.99	51,188.92	52,724.59
	16.74	17.26	17.80	18.32	18.85	19.42	20.03	20.60	21.24	21.87	22.54	23.22	23.92	24.62	25.37
	25.110	25.890	26.700	27.480	28.275	29.130	30.045	30.900	31.860	32.805	33.810	34.830	35.880	36.930	38.055
GRADE 14A Ex (6LA) H O	36,077.17	37,159.48	38,274.26	39,422.48	40,605.17	41,823.29	43,078.03	44,370.38	45,701.48	47,072.52	48,484.69	49,939.23	51,437.38	52,980.55	54,569.96
	17.32	17.88	18.40	18.96	19.53	20.12	20.72	21.33	21.98	22.64	23.32	24.02	24.72	25.47	26.26
	25.980	26.820	27.600	28.440	29.295	30.180	31.080	31.995	32.970	33.960	34.980	36.030	37.080	38.205	39.390
GRADE 15 Ex (6M0) H O	37,297.16	38,416.09	39,568.57	40,755.63	41,978.29	43,237.65	44,534.77	45,870.83	47,246.94	48,664.35	50,124.27	51,628.00	53,176.82	54,772.15	56,415.29
	17.94	18.46	19.02	19.61	20.20	20.81	21.43	22.06	22.73	23.41	24.11	24.82	25.57	26.35	27.15
	26.910	27.690	28.530	29.415	30.300	31.215	32.145	33.090	34.095	35.115	36.165	37.230	38.355	39.525	40.725
GRADE 15A Ex	38,602.56	39,760.64	40,953.45	42,182.07	43,447.52	44,750.95	46,093.49	47,476.30	48,900.58	50,367.59	51,878.62	53,434.98	55,038.02	56,689.17	58,389.83

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

GRADE	2015		2015		2015		2015		2015		2015		2015		2015		2015		
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	
(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	28.95	29.80	30.65	31.50
(6MA) O	27.855	28.680	29.550	30.450	31.395	32.325	33.285	34.275	35.285	36.345	37.455	38.550	39.720	40.920	42.150	43.450	44.800	46.200	47.650
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	62,174.42	64,038.42	65,958.42	67,928.42
(6NO) 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	29.87	30.72	31.57	32.42
(6NO) 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	44.850	46.220	47.650	49.150
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	64,353.42	66,280.82	68,260.82	70,294.82
(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	30.95	31.82	32.69	33.56
(6NA) O	29.760	30.690	31.590	32.550	33.540	34.575	35.640	36.750	37.785	38.880	40.080	41.295	42.540	43.815	45.120	46.480	47.890	49.360	50.880
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	66,528.42	68,525.82	70,582.82	72,699.82
(600) 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	31.95	32.85	33.75	34.65
(600) 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	48.000	49.470	50.950	52.450
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	68,859.82	70,932.82	73,070.82	75,274.82
(60A) 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	33.10	34.05	35.00	35.95
(60A) 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	49.720	51.150	52.650	54.150
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	71,190.09	73,334.82	75,546.82	77,826.82
(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	34.25	35.25	36.25	37.25
(6P0) 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	51.450	52.950	54.550	56.150
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	73,684.97	75,900.82	78,179.82	80,522.82
(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	35.35	36.35	37.35	38.35
(6PA) 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	53.050	54.550	56.050	57.550
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	76,170.82	78,461.82	80,823.82	83,257.82
(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	36.56	37.56	38.56	39.56
(6Q0) 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	54.950	56.550	58.150	59.750
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	78,834.82	81,199.82	83,634.82	86,140.82
(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	37.85	38.85	39.85	40.85
(6QA) 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	56.850	58.500	60.150	61.850
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	81,496.82	83,934.82	86,440.82	88,916.82
(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	39.20	40.35	41.50	42.65
(6R0) 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	58.850	60.550	62.300	64.050
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	84,354.82	86,889.82	89,499.82	92,184.82
(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	40.60	41.80	43.05	44.30
(6RA) 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	59.070	60.820	62.600	64.450	66.300
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	87,204.82	89,816.82	92,504.82	95,278.82
(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	41.95	43.20	44.50	45.80
(6S0) 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	62.850	64.650	66.500	68.350
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	90,259.82	92,968.82	95,754.82	98,618.82
(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	43.45	44.75	46.10	47.45
(6SA) 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	65.150	67.100	69.100	71.150
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	93,304.82	96,095.82	98,964.82	101,912.82
(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	44.95	46.30	47.65	49.05
(6T0) 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	67.350	69.350	71.400	73.500
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	96,574.82	99,470.82	102,450.82	105,514.82
(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	46.45	47.85	49.30	50.75
(6TA) 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	67.655	69.700	71.800	73.950	76.150

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

GRADE	2015		2015		2015		2015		2015		2015		2015		2015		2015		2015		
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20	
GRADE 23 Ex (6U0) H	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						
	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						
	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	67.960	69.915						
GRADE 23A Ex (6UA) H	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						
	31.98	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						
	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 (6V0) H	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						
	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						
	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 (6VA) H	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						
	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						
	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 (6W0) H	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						
	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						
	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 (6WA) H	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						
	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						
	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 (6X0) H	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						
	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						
	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 (6XA) H	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						
	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						
	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 (6Y0) H	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						
	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						
	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 (6YA) H	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						
	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						
	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 (6Z0) H	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						
	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						
	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 (6ZA) H	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						
	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						
	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 (600) H	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						
	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						
	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 (60A) H	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						
	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						
	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 (610) H	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						
	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						
	74.175	76.425	78.705	81.120	83.535	86.040	88.590	91.305	94.005	96.870	99.765	102.735	105.840	109.005	112.275						

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

GRADE	2015		2015		2015		2015		2015		2015		2015		2015		2015		2015			
	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP A1	STEP A2	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18		
GRADE 30A Ex (61A) H O	106,505.66 51.21 76.815	109,700.86 52.76 79.140	112,991.87 54.35 81.525	116,381.64 55.97 83.955	119,873.10 57.67 86.505	123,469.28 59.39 89.085	127,173.35 61.17 91.755	130,988.56 63.01 94.515	134,918.22 64.88 97.320	138,965.76 66.84 100.260	143,134.73 68.84 103.260	147,428.77 70.90 106.350	151,851.63 73.04 109.560	156,407.18 75.21 112.815	161,099.39 77.48 116.220							
GRADE 31 Ex (620) H O	110,107.33 52.95 79.425	113,410.56 54.51 81.765	116,812.87 56.16 84.240	120,317.26 57.84 86.760	123,926.77 59.57 89.355	127,644.58 61.36 92.040	131,473.91 63.20 94.800	135,418.12 65.10 97.650	139,480.68 67.05 100.575	143,665.09 69.08 103.620	147,975.03 71.17 106.755	152,414.16 73.30 109.950	156,986.72 75.48 113.220	161,696.31 77.75 116.625	166,547.21 80.06 120.090							
GRADE 31A Ex (62A) H O	113,961.09 54.79 82.185	117,379.91 56.44 84.660	120,901.30 58.14 87.210	124,528.35 59.89 89.835	128,264.19 61.67 92.505	132,112.12 63.53 95.295	136,075.47 65.44 98.160	140,157.75 67.38 101.070	144,362.48 69.42 104.130	148,693.38 71.49 107.235	153,154.15 73.65 110.475	157,748.79 75.85 113.775	162,481.27 78.14 117.210	167,355.70 80.48 120.720	172,376.37 82.88 124.320							
GRADE 32 Ex (630) H O	117,814.85 56.63 84.945	121,349.28 58.33 87.495	124,989.75 60.10 90.150	128,739.46 61.89 92.835	132,601.63 63.76 95.640	136,579.69 65.67 98.505	140,677.06 67.64 101.460	144,897.38 69.67 104.505	149,244.31 71.76 107.640	153,721.65 73.90 110.850	158,333.27 76.13 114.195	163,083.28 78.43 117.645	167,975.78 80.76 121.140	173,015.07 83.21 124.815	178,205.50 85.70 128.550							
GRADE 32A Ex (63A) H O	121,938.34 58.63 87.945	125,596.51 60.40 90.600	129,364.42 62.23 93.345	133,245.34 64.07 96.105	137,242.71 65.99 98.985	141,359.98 67.98 101.970	145,600.79 70.03 105.045	149,968.80 72.10 108.150	154,467.85 74.28 111.420	159,101.89 76.50 114.750	163,874.94 78.80 118.200	168,791.19 81.16 121.740	173,854.94 83.60 125.400	179,070.60 86.12 129.180	184,442.69 88.71 133.065							
GRADE 33 Ex (640) H O	126,061.86 60.60 90.900	129,843.74 62.42 93.630	133,739.05 64.32 96.480	137,751.20 66.24 99.360	141,883.75 68.23 102.345	146,140.25 70.27 105.405	150,524.47 72.39 108.585	155,040.18 74.55 111.825	159,691.40 76.78 115.170	164,482.13 79.08 118.620	169,416.64 81.47 122.205	174,499.09 83.92 125.880	179,734.11 86.43 129.645	185,126.11 89.01 133.515	190,679.89 91.68 137.520							
GRADE 33A Ex (64A) H O	130,474.03 62.71 94.065	134,388.27 64.62 96.930	138,419.92 66.55 99.825	142,572.51 68.55 102.825	146,849.69 70.61 105.915	151,255.17 72.72 109.080	155,792.80 74.90 112.350	160,466.58 77.14 115.710	165,280.60 79.76 119.205	170,239.05 81.84 122.760	175,346.20 84.31 126.465	180,606.59 86.86 130.290	186,024.79 89.45 134.175	191,605.52 92.11 138.165	197,353.69 94.88 142.320							
GRADE 34 Ex (650) H O	134,886.18 64.84 97.260	138,932.81 66.79 100.185	143,100.78 68.81 103.215	147,393.80 70.85 106.275	151,815.60 73.00 109.500	156,370.10 75.18 112.770	161,061.18 77.45 116.175	165,893.02 79.76 119.640	170,869.80 82.16 123.240	175,995.90 84.62 126.930	181,275.79 87.15 130.725	186,714.03 89.79 134.685	192,315.49 92.49 138.735	198,084.95 95.25 142.875	204,027.50 98.11 147.165							
GRADE 34A Ex (65A) H O	139,607.21 67.13 100.695	143,795.45 69.12 103.680	148,109.30 71.23 106.845	152,552.60 73.35 110.025	157,129.15 75.54 113.310	161,843.03 77.81 116.715	166,698.32 80.15 120.225	171,699.26 82.55 123.825	176,850.25 85.02 127.530	182,155.75 87.57 131.355	187,620.44 90.19 135.285	193,249.03 92.93 139.395	199,046.56 95.70 143.550	205,017.93 98.57 147.855	211,168.47 101.54 152.310							
GRADE 35 Ex (660) H O	144,328.22 69.40 104.100	148,658.07 71.48 107.220	153,117.83 73.63 110.445	157,711.37 75.83 113.745	162,442.70 78.12 117.180	167,315.99 80.46 120.690	172,335.46 82.86 124.290	177,505.52 85.36 128.040	182,830.68 87.90 131.850	188,315.61 90.56 135.840	193,965.11 93.27 139.905	199,783.99 96.06 144.090	205,777.57 98.96 148.440	211,950.87 101.93 152.895	218,309.40 104.99 157.485							
GRADE 35A Ex (66A) H O	149,379.72 71.82 107.730	153,861.14 73.98 110.970	158,476.94 76.19 114.285	163,231.26 78.48 117.720	168,128.20 80.82 121.230	173,172.04 83.26 124.890	178,367.20 85.76 128.640	183,718.21 88.34 132.510	189,229.76 90.99 136.485	194,906.65 93.71 140.565	200,753.90 96.53 144.795	206,776.45 99.41 149.115	212,979.78 102.39 153.585	219,369.17 105.45 158.175	225,950.24 108.63 162.945							
GRADE 36 Ex (670) H O	154,431.21 74.26 111.390	159,064.16 76.47 114.705	163,836.09 78.77 118.155	168,751.14 81.13 121.695	173,813.70 83.57 125.355	179,028.12 86.08 129.120	184,398.96 88.67 133.005	189,930.91 91.32 136.980	195,628.85 94.08 141.120	201,497.70 96.90 145.350	207,542.66 99.81 149.715	213,768.91 102.80 154.200	220,182.02 105.87 158.805	226,787.46 109.04 163.560	233,591.06 112.32 168.480							
GRADE 36A Ex (67A) H O	159,836.29 76.86 115.290	164,631.42 79.16 118.740	169,570.34 81.54 122.310	174,657.44 83.99 125.985	179,897.19 86.51 129.765	185,294.08 89.09 133.635	190,852.90 91.78 137.670	196,578.48 94.51 141.765	202,475.83 97.33 145.995	208,550.11 100.25 150.375	214,806.64 103.25 154.875	221,250.82 106.36 159.540	227,888.37 109.55 164.325	234,725.01 112.87 169.305	241,766.76 116.23 174.345							

GRADE	2015			2015			2015			2015			
	STEP AL3	STEP AL4	STEP AL5	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 1	Ex	22,540.11	23,211.25	23,907.60	24,624.81	25,363.55							
	H	10.93	11.27	11.60	11.96	12.31							
	O	16,395	16,905	17,400	17,940	18,465							
GRADE 1A	Ex	23,329.02	24,023.64	24,744.35	25,486.71	26,251.29							
	H	11.21	11.55	11.90	12.26	12.61							
	O	16,815	17,325	17,850	18,390	18,915							
GRADE 2	Ex	24,117.93	24,836.04	25,581.13	26,348.56	27,138.99							
	H	11.62	11.95	12.32	12.68	13.06							
	O	17,430	17,925	18,480	19,020	19,590							
GRADE 2A	Ex	24,962.06	25,705.29	26,476.44	27,270.78	28,088.88							
	H	12.00	12.38	12.74	13.12	13.53							
	O	18,000	18,570	19,110	19,680	20,295							
GRADE 3	Ex	25,806.19	26,574.55	27,371.79	28,192.91	29,038.74							
	H	12.41	12.79	13.15	13.56	13.96							
	O	18,615	19,185	19,725	20,340	20,940							
GRADE 3A	Ex	26,709.38	27,504.67	28,329.82	29,179.71	30,055.10							
	H	12.85	13.22	13.65	14.05	14.47							
	O	19,275	19,830	20,475	21,075	21,705							
GRADE 4	Ex	27,612.60	28,434.78	29,287.82	30,166.46	31,071.45							
	H	13.29	13.69	14.09	14.51	14.95							
	O	19,935	20,535	21,135	21,765	22,425							
GRADE 4A	Ex	28,579.07	29,429.98	30,312.90	31,222.29	32,158.95							
	H	13.74	14.16	14.58	15.03	15.45							
	O	20,610	21,240	21,870	22,545	23,175							
GRADE 5	Ex	29,545.47	30,425.21	31,337.95	32,278.11	33,246.43							
	H	14.21	14.62	15.07	15.51	16.00							
	O	21,315	21,930	22,605	23,265	24,000							
GRADE 5A	Ex	30,579.57	31,490.10	32,434.81	33,407.83	34,410.06							
	H	14.75	15.19	15.66	16.12	16.59							
	O	22,125	22,785	23,490	24,180	24,885							
GRADE 6	Ex	31,613.68	32,554.99	33,531.64	34,537.57	35,573.72							
	H	15.23	15.70	16.15	16.63	17.15							
	O	22,845	23,550	24,225	24,945	25,725							
GRADE 6A	Ex	32,720.16	33,694.40	34,705.22	35,746.39	36,818.78							
	H	15.76	16.21	16.70	17.21	17.71							
	O	23,640	24,315	25,050	25,815	26,565							
GRADE 7	Ex	33,826.63	34,833.83	35,878.84	36,955.19	38,063.87							
	H	16.26	16.75	17.25	17.78	18.30							
	O	24,390	25,125	25,875	26,670	27,450							
GRADE 7A	Ex	35,010.56	36,053.04	37,134.59	38,248.63	39,396.12							
	H	16.84	17.32	17.87	18.39	18.95							
	O	25,260	25,980	26,805	27,585	28,425							
GRADE 8	Ex	36,194.50	37,272.20	38,390.36	39,542.07	40,728.34							
	H	17.42	17.94	18.45	19.01	19.59							

GRADE	2015		2015		2015		2015		2015	
	STEP AL3	STEP AL4	STEP AL4	STEP AL5	STEP AL6	STEP AL6	STEP AL7	STEP AL7	STEP AL7	STEP AL7
	O	26,130	26,910	27,675	28,515	28,515	29,385			
GRADE 8A	Ex	37,461.31	38,576.73	39,734.02	40,926.05	40,926.05	42,153.80			
(6FA)	H	18.04	18.57	19.12	19.68	19.68	20.29			
	O	27,060	27,855	28,680	29,520	29,520	30,435			
GRADE 9	Ex	38,728.12	39,881.26	41,077.69	42,310.02	42,310.02	43,579.32			
(6G0)	H	18.67	19.25	19.80	20.41	20.41	21.01			
	O	28,005	28,875	29,700	30,615	30,615	31,515			
GRADE 9A	Ex	40,083.63	41,277.10	42,515.41	43,790.84	43,790.84	45,104.60			
(6GA)	H	19.30	19.85	20.47	21.07	21.07	21.72			
	O	28,950	29,775	30,705	31,605	31,605	32,580			
GRADE 10	Ex	41,439.12	42,672.93	43,953.12	45,271.69	45,271.69	46,629.86			
(6H0)	H	19.92	20.52	21.14	21.77	21.77	22.42			
	O	29,880	30,780	31,710	32,655	32,655	33,630			
GRADE 10A	Ex	42,889.44	44,166.48	45,491.48	46,856.21	46,856.21	48,261.92			
(6HA)	H	20.60	21.24	21.87	22.54	22.54	23.22			
	O	30,900	31,860	32,805	33,810	33,810	34,830			
GRADE 11	Ex	44,339.81	45,660.04	47,029.83	48,440.74	48,440.74	49,893.95			
(6I0)	H	21.32	21.97	22.63	23.30	23.30	24.00			
	O	31,980	32,955	33,945	34,950	34,950	36,000			
GRADE 11A	Ex	45,891.68	47,258.13	48,675.88	50,136.17	50,136.17	51,640.26			
(6IA)	H	22.11	22.75	23.43	24.14	24.14	24.86			
	O	33,165	34,125	35,145	36,210	36,210	37,290			
GRADE 12	Ex	47,443.60	48,856.26	50,321.91	51,831.58	51,831.58	53,386.54			
(6J0)	H	22.82	23.49	24.20	24.94	24.94	25.67			
	O	34,230	35,235	36,300	37,410	37,410	38,505			
GRADE 12A	Ex	49,104.12	50,566.19	52,083.19	53,645.70	53,645.70	55,255.06			
(6JA)	H	23.60	24.34	25.09	25.82	25.82	26.59			
	O	35,400	36,510	37,635	38,730	38,730	39,885			
GRADE 13	Ex	50,753.56	52,276.18	53,844.43	55,459.79	55,459.79	57,123.59			
(6K0)	H	24.43	25.17	25.90	26.68	26.68	27.51			
	O	36,645	37,755	38,850	40,020	40,020	41,265			
GRADE 13A	Ex	52,541.43	54,105.84	55,729.01	57,400.89	57,400.89	59,122.93			
(6KA)	H	25.28	26.05	26.83	27.61	27.61	28.44			
	O	37,920	39,075	40,245	41,415	41,415	42,660			
GRADE 14	Ex	54,318.18	55,935.52	57,613.58	59,341.99	59,341.99	61,122.24			
(6L0)	H	26.15	26.91	27.71	28.55	28.55	29.40			
	O	39,225	40,365	41,565	42,825	42,825	44,100			
GRADE 14A	Ex	56,219.34	57,893.27	59,630.04	61,418.98	61,418.98	63,261.53			
(6LA)	H	27.04	27.86	28.71	29.57	29.57	30.46			
	O	40,560	41,790	43,065	44,355	44,355	45,690			
GRADE 15	Ex	58,120.44	59,850.99	61,646.53	63,495.93	63,495.93	65,400.80			
(6M0)	H	27.97	28.80	29.65	30.54	30.54	31.44			
	O	41,955	43,200	44,475	45,810	45,810	47,160			
GRADE 15A	Ex	60,154.67	61,945.77	63,804.16	65,718.27	65,718.27	67,689.84			

GRADE	2015		2015		2015		2015		2015	
	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL8	STEP AL9	STEP AL10	STEP AL11	STEP AL12
(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				
(600)	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				
(60A)	H	33.12	34.13	35.14	36.18	37.27				
	O	49.680	51.195	52.770	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		2015		2015		2015		2015	
	STEP AL3	STEP AL4	STEP AL4	STEP AL5	STEP AL6	STEP AL6	STEP AL7	STEP AL7	STEP AL7	STEP AL7
GRADE 23	Ex	99,861.76	102,835.14	105,920.22	109,097.81	109,097.81	112,370.74			
(6U0)	H	48.02	49.43	50.93	52.44	52.44	54.06			
	O	72.030	74.145	76.395	78.660	78.660	81.090			
GRADE 23A	Ex	103,356.94	106,434.40	109,627.39	112,916.21	112,916.21	116,303.72			
(6UA)	H	49.69	51.18	52.73	54.30	54.30	55.93			
	O	74.535	76.770	79.095	81.450	81.450	83.895			
GRADE 24	Ex	106,852.10	110,033.62	113,334.61	116,734.67	116,734.67	120,236.69			
(6V0)	H	51.39	52.92	54.49	56.12	56.12	57.81			
	O	77.085	79.380	81.735	84.180	84.180	86.715			
GRADE 24A	Ex	110,591.92	113,884.78	117,301.34	120,820.38	120,820.38	124,445.01			
(6VA)	H	53.16	54.77	56.42	58.12	58.12	59.86			
	O	79.740	82.155	84.630	87.180	87.180	89.790			
GRADE 25	Ex	114,331.73	117,735.98	121,268.05	124,906.09	124,906.09	128,653.27			
(6W0)	H	54.96	56.60	58.30	60.06	60.06	61.86			
	O	82.440	84.900	87.450	90.090	90.090	92.790			
GRADE 25A	Ex	118,333.35	121,856.71	125,512.43	129,277.82	129,277.82	133,156.13			
(6WA)	H	56.90	58.62	60.37	62.20	62.20	64.02			
	O	85.350	87.930	90.555	93.300	93.300	96.030			
GRADE 26	Ex	122,334.94	125,977.47	129,756.79	133,649.49	133,649.49	137,658.98			
(6X0)	H	58.81	60.57	62.39	64.28	64.28	66.19			
	O	88.215	90.855	93.585	96.420	96.420	99.285			
GRADE 26A	Ex	126,616.67	130,386.71	134,298.30	138,327.23	138,327.23	142,477.07			
(6XA)	H	60.89	62.70	64.60	66.53	66.53	68.51			
	O	91.335	94.050	96.900	99.795	99.795	102.765			
GRADE 27	Ex	130,898.39	134,795.92	138,839.78	143,004.98	143,004.98	147,295.13			
(6Y0)	H	62.96	64.82	66.77	68.77	68.77	70.83			
	O	94.440	97.230	100.155	103.155	103.155	106.245			
GRADE 27A	Ex	135,479.83	139,513.75	143,699.17	148,010.15	148,010.15	152,450.46			
(6YA)	H	65.12	67.09	69.09	71.19	71.19	73.32			
	O	97.680	100.635	103.635	106.785	106.785	109.980			
GRADE 28	Ex	140,061.29	144,231.62	148,558.55	153,015.32	153,015.32	157,605.79			
(6Z0)	H	67.34	69.38	71.45	73.59	73.59	75.80			
	O	101.010	104.070	107.175	110.385	110.385	113.700			
GRADE 28A	Ex	144,963.44	149,279.72	153,758.13	158,370.86	158,370.86	163,121.99			
(6ZA)	H	69.68	71.78	73.92	76.15	76.15	78.44			
	O	104.520	107.670	110.880	114.225	114.225	117.660			
GRADE 29	Ex	149,865.59	154,327.86	158,957.68	163,726.38	163,726.38	168,638.17			
(600)	H	72.05	74.22	76.45	78.75	78.75	81.11			
	O	108.075	111.330	114.675	118.125	118.125	121.665			
GRADE 29A	Ex	155,110.85	159,729.31	164,521.17	169,456.81	169,456.81	174,540.51			
(60A)	H	74.59	76.81	79.12	81.50	81.50	83.96			
	O	111.885	115.215	118.680	122.250	122.250	125.940			
GRADE 30	Ex	160,356.16	165,130.78	170,084.70	175,187.22	175,187.22	180,442.86			
(610)	H	77.09	79.43	81.80	84.24	84.24	86.76			
	O	115.635	119.145	122.700	126.360	126.360	130.140			

GRADE	2015		2015		2015		2015		2015		
	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	STEP AL8	STEP AL9	STEP AL10	STEP AL11	STEP AL12	
GRADE 30A (61A)	Ex	165,968.62	170,910.35	176,037.67	181,318.80	186,758.35					
	H	79.80	82.19	84.64	87.16	89.80					
	O	119,700	123,285	126,960	130,740	134,700					
GRADE 31 (620)	Ex	171,581.10	176,689.94	181,990.63	187,450.34	193,073.87					
	H	82.48	84.97	87.52	90.13	92.85					
	O	123,720	127,455	131,280	135,195	139,275					
GRADE 31A (62A)	Ex	177,586.43	182,874.09	188,360.31	194,011.11	199,831.45					
	H	85.38	87.91	90.59	93.28	96.07					
	O	128,070	131,865	135,885	139,920	144,105					
GRADE 32 (630)	Ex	183,591.77	189,058.23	194,729.98	200,571.89	206,589.04					
	H	88.26	90.89	93.64	96.47	99.34					
	O	132,390	136,335	140,460	144,705	149,010					
GRADE 32A (63A)	Ex	190,017.46	195,675.27	201,545.51	207,591.91	213,819.66					
	H	91.35	94.11	96.93	99.83	102.82					
	O	137,025	141,165	145,395	149,745	154,230					
GRADE 33 (640)	Ex	196,443.19	202,292.30	208,361.06	214,611.89	221,050.26					
	H	94.44	97.26	100.19	103.19	106.30					
	O	141,660	145,890	150,285	154,785	159,450					
GRADE 33A (64A)	Ex	203,318.70	209,372.52	215,663.70	222,123.31	228,787.01					
	H	97.75	100.68	103.69	106.80	110.02					
	O	146,625	151,020	155,535	160,200	165,030					
GRADE 34 (650)	Ex	210,194.24	216,452.79	222,946.34	229,634.73	236,523.77					
	H	101.06	104.08	107.20	110.42	113.73					
	O	151,590	156,120	160,800	165,630	170,595					
GRADE 34A (65A)	Ex	217,551.01	224,028.61	230,749.47	237,671.95	244,802.12					
	H	104.59	107.71	110.94	114.28	117.70					
	O	156,885	161,565	166,410	171,420	176,550					
GRADE 35 (660)	Ex	224,907.81	231,604.46	238,552.60	245,709.15	253,080.45					
	H	108.14	111.36	114.71	118.16	121.69					
	O	162,210	167,040	172,065	177,240	182,535					
GRADE 35A (66A)	Ex	232,779.59	239,710.61	246,901.92	254,308.98	261,938.24					
	H	111.90	115.26	118.73	122.28	125.94					
	O	167,850	172,890	178,095	183,420	188,910					
GRADE 36 (670)	Ex	240,651.37	247,816.76	255,251.28	262,908.79	270,796.07					
	H	115.70	119.15	122.72	126.43	130.23					
	O	173,550	178,725	184,080	189,645	195,345					
GRADE 36A (67A)	Ex	249,074.16	256,490.35	264,185.05	272,110.60	280,273.91					
	H	119.72	123.31	127.02	130.82	134.75					
	O	179,580	184,965	190,530	196,230	202,125					