

**AGREEMENT BETWEEN**

**CITY OF MANCHESTER**

**AND**

**TEAMSTERS UNION LOCAL NO. 633 OF N.H.**

Affiliated with the International Brotherhood of Teamsters

Expires June 30, 2013

(City Library)

## ARTICLE

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## **ARTICLE ONE**

### **Purpose**

The objectives of this Agreement are the promotion of harmonious and cooperative relations between the City, the Union and members thereof; and the establishment of an equitable and peaceful procedure for the resolution of differences arising between them concerning wages, hours and other conditions of employment other than managerial policy within the exclusive prerogative of the public employer as defined in RSA 273-A. This statement of purpose shall not be subject to the grievance and arbitration provisions of this Agreement.

## **ARTICLE TWO**

### **Recognition**

2.1 The Manchester City Library hereby recognizes Teamsters Local 633 of New Hampshire, hereinafter, the "Union", as the exclusive representative of the bargaining unit for the purpose of collective bargaining with respect to wages, hours and other terms and conditions of employment other than managerial policy within the exclusive prerogative of the public employer as specified in RSA 273-A:1, XI. Such managerial prerogatives shall not be subject to the grievance and arbitration provisions of this Agreement.

2.2 The bargaining unit is defined as follows:

All regular full-time employees of the Manchester City Library in the classifications of Assistant Librarian, Library Clerk I, Library Clerk II, Information Support Specialist, Office Assistant and Accounting Technician.

All other employees are excluded from the bargaining unit.

## **ARTICLE THREE**

### **Management's Rights**

The Board of Mayor and Aldermen of the City of Manchester, the Library Trustees, the Library Director and his/her designee(s) shall continue to have, whether exercised or not, all the rights, powers and authority heretofore existing, including but not limited to the following:

The Library Trustees and/or the Library Director and his/her designee(s) shall determine the levels and standards of service to be offered by the Manchester City

Library, determine the standards of selection for employment and promotion, direct the bargaining unit members, take disciplinary action, relieve bargaining unit members from duty because of lack of work, budgetary constraints or for other legitimate reasons; issue and enforce rules and regulations; maintain the efficiency of governmental operations; determine the means, methods and personnel by which the Library's 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 of its legal responsibilities.

All of the rights, responsibilities and prerogatives that are inherent in the Board of Mayor and Aldermen, the Library Trustees, the Library Director and his/her designee(s) by virtue of statutory and charter provisions cannot be subject to any grievance or arbitration proceeding.

#### ARTICLE FOUR Contracting and Subcontracting Out

4.1 The right of any public agency or private individual(s) or business(es), other than the Manchester City Library, to contract for work of the nature ordinarily performed by the Manchester City Library, shall not be affected by this Agreement.

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

4.3 If the City of Manchester, the Library Trustees or the Library Director changes the method of operations which involves contracting out work which is now being performed by bargaining unit employees, the City and/or the Library Department will give notice to the Union of its intention. In those cases where bargaining unit members are not absorbed into other City positions, the City and/or Department will provide as much advance notice of impending lay-off as is reasonably possible.

#### ARTICLE FIVE Stability of Agreement

5.1 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.

5.2 Should any article, section or portion thereof of this Agreement be determined to be invalid because it is in conflict with a Federal or State law or be held to be unenforceable by any court of competent jurisdiction, such determination shall apply only to the specific article, section or portion thereof specified in the decision; provided, however, that all other provisions of this Agreement and the application thereof shall remain in full force and effect.

**ARTICLE SIX**  
**No Strike or Lockouts**

6.1 No bargaining unit member shall engage in, induce or encourage any strike, work stoppage, sick-in, sick-out, work slowdown, work to rule, or withholding of services from the City of Manchester or the City Library.

6.2 The Union agrees that neither it, nor any of its officers or agents, national or local, will call, institute, authorize, participate in, sanction or ratify any such strike, work stoppage, sick-in, sick-out, work slowdown, work to rule, or withholding of services from the City of Manchester or the City Library. In the event of any such activity, neither the City nor the City Library shall be required to negotiate on the merits of the dispute which gave rise to such activity until any and all such activity has ceased.

6.3 Should any bargaining unit member(s) engage in any activity prohibited in Section 6.1, above, the Union shall forthwith disavow any such activity in writing and shall take all reasonable means to induce such bargaining unit member(s) to terminate such activity forthwith, including but not limited to any and all disciplinary measures which may be taken pursuant to the Union's Constitution and By-laws, or similar governing document.

6.4 In the event of any activity prohibited under Section 6.1, above, bargaining unit members participating in the same shall be subject to disciplinary action, including immediate termination.

6.5 The City of Manchester and the City Library will not engage in any lockout.

**ARTICLE SEVEN**  
**Rules and Regulations**

The rules and regulations of the Manchester City Library which are now in effect or which may be promulgated or amended by the Library Trustees or the Library Director shall be the prime governing factor in the conduct and actions of all bargaining unit members and every such member shall be thoroughly conversant with them.

**ARTICLE EIGHT**  
**Non-Discrimination**

The Board of Mayor and Aldermen, the Library Trustees, the Library Director and his/her designee(s) and the Union agree that there will be no discrimination against bargaining unit members on account of membership or non-membership in the Union.

The Union officers and members agree not to bar bargaining unit members from joining or remaining in the Union, except for non-payment of dues.

The Board of Mayor and Alderman of the City of Manchester, the Library Trustees, the Library Director and his/her designee(s) agree that there shall be no interference, restraint or coercion against any employee because of presenting a grievance, or against any employee who may represent others in the discharge of his/her duties.

**ARTICLE NINE**  
**Hours of Work and Overtime**

9.1 Bargaining unit members shall be assigned to work five (5) days per week, forty (40) hours per week. Determination of the work schedules shall be made by the Library Director or his/her designee.

9.2 Bargaining unit members shall be paid overtime in accordance with the Fair Labor Standards Act (FLSA).

9.3 Notwithstanding the other sections of this Article, bargaining unit members may be allowed the option of flexible work hours subject to the written approval of the Library Director or his/her designee.

9.4 Notwithstanding the other sections of this Article, bargaining unit members may elect to rearrange their schedules by swapping hours with other bargaining unit members subject to written approval in advance from their immediate supervisor.

**ARTICLE TEN**  
**Sick Leave Accrual and Payment**

10.1 Effective July 1, 2007 or the date of ratification, whichever comes later, all bargaining unit members shall be entitled to paid sick leave which shall accrue at the rate of one and one-quarter (1 ¼) work days for each completed month of service. Accrual shall include the six (6) month probationary period, but employees will not be allowed to use sick leave until they have satisfactorily completed the probationary period. Unused sick leave may be accumulated up to a maximum of one hundred twenty (120) work days.

10.2 Bargaining unit members eligible for sick leave with pay may use such sick leave for absence due to their illness or injury; or the illness or injury of a spouse, child or other blood relative or ward residing in the same household when FMLA leave is approved; or for the bargaining unit member's exposure to contagious disease.

Bargaining unit members shall be required to substantiate sick leave in excess of three (3) days with a letter from a qualified physician or any other excuse acceptable to

the Library Director or his/her designee(s). In the case of chronic absenteeism or if the Library Director or his/her designee(s) has reason to believe that a bargaining unit member is abusing his/her sick leave, he/she shall give the bargaining unit member a written warning. If the suspected abuse continues, the Library Director or his/her designee(s) may request a doctor's certificate for each period of illness.

If, after a written warning has been issued, there is a substantial improvement in the bargaining unit member's sick leave record for twelve (12) months, the written warning shall be removed from the bargaining unit member's record.

10.3 When a bargaining unit member terminates his/her employment with the Manchester City Library, all sick leave credits shall be canceled, except in cases of paid retirement, paid duty disability retirement or death. In such cases, accrued sick leave shall be payable to the bargaining unit member or his/her designated beneficiary; provided however, that payment shall not exceed 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.

Employees hired after July 20, 2004 shall be entitled to payment for accrued sick leave, under the conditions specified above; provided however, that payment shall not exceed sixty (60) days.

10.4 Bargaining unit members shall also be entitled to the benefits under City Ordinance 33.081 (H), as it may be amended from time to time.

10.5 Bargaining unit members must use all of their accrued sick leave, any sick leave bank benefits to which they are entitled and all other accrued paid leave before they will be allowed to use unpaid leave for personal illness or injury or exposure to contagious disease.

10.6 Sick Leave Incentive

Effective July 1, 2003 or the date of ratification, whichever comes later, bargaining unit members who used forty-eight (48) hours of sick leave or less in the preceding calendar year will qualify for two (2) personal leave days to be scheduled by the Library Director or his/her designee. Personal leave days must be used during the calendar year to which they are credited and shall not accumulate or be carried over to the following year.

10.7 Absence Without Leave

Any bargaining unit member who is absent from duty shall report the reason therefor to his/her supervisor prior to the date of absence when possible and in no case later than the second day of absence, unless there are extenuating circumstances. All unauthorized and unreported absence shall be considered absence without leave and deduction of pay shall be made for the period of absence. Such absence may be grounds for disciplinary action.

**ARTICLE TEN (A)**

**Sick Leave Bank**

Bargaining unit members shall be eligible to participate in the City's Non-Affiliated Sick Leave Bank under its rules and regulations as they may be amended from time to time. Decisions of the Non-Affiliated Sick Leave Bank Committee shall not be grievable.

**ARTICLE ELEVEN**

**Discipline**

11.1 All bargaining unit members shall be required to attend any investigatory interviews schedules by the Library Director or his/her designee. If a bargaining unit member has a reasonable fear that discipline may result from the investigatory interview, he/she shall be entitled to union representation if he/she makes such a request. If a union representative is present at the investigatory interview he/she may not interfere with the investigatory interview. The investigatory interview shall not be unreasonably delayed because of the unavailability of a specific union representative.

11.2 No bargaining unit member shall be disciplined without just cause. Disciplinary decisions may be grieved under Article 13 of the Agreement; provided however, an arbitrator may not substitute his/her judgment for that of the Library Director or his/her designee in the exercise of rights granted or retained by this agreement.

**ARTICLE TWELVE**

**Union Rights**

12.1 With the exception of processing grievance matters and negotiating contracts the Union will not be allowed to transact any business on City Library time. The Union steward shall be allowed reasonable amounts of City Library time for the handling of grievances. The City Library shall have no obligation to pay the steward for time spent in grievance matters when he or she is not scheduled for work.

12.2 The Union shall be allowed to use Library facilities for off-duty meetings concerning matters covered by this Agreement when such facilities are available and such meetings would not conflict with the business of the Library. Requests for use of Library facilities shall be made to the Library Director or his/her designee at least seven (7) days prior to the date of the requested use. The Library Director or his/her designee shall respond to the request within four (4) days.

## ARTICLE THIRTEEN

### Grievance Procedure

1. Definitions

A “grievance” is a claim based upon the interpretation, meaning or application of any of the provisions of this Agreement. Only claims based upon the interpretation, meaning or application of any of the provisions of this Agreement shall constitute grievances under this Agreement.

The term “days” when used in this Article shall mean Monday through Saturday excluding holidays or other days when the Manchester City Library is closed.

2. Purpose

The purpose of the procedure is to secure, at the lowest possible administrative level, equitable solutions to problems which may, from time to time, arise affecting the welfare or working conditions of any bargaining unit member having a grievance. Both parties agree that the proceedings will be kept as informal and confidential as may be appropriate at any level of the procedure, which shall be handled as provided in this Article.

Nothing herein contained will be construed as limiting the right of any bargaining unit member having a grievance to discuss the matter informally with any appropriate supervisor and to have the grievance adjusted without the intervention of the Union, provided that such adjustment is not inconsistent with the terms of the Agreement. The Union shall have the right to communicate its concerns to the appropriate administrator, relative to any interested party; however, this right shall not extend to being present at any meeting, unless the grievant wants the Union to be there. Any adjustment reached without the presence of a designated representative of the Union shall not be precedential in any way.

3. Procedures

Since it is anticipated that nearly all grievances can be resolved informally at level one, it is important that the complaint be processed as rapidly as possible. The timelines contained herein should be considered maximum. The time limits may be extended by mutual agreement, in writing.

Bargaining unit members shall, notwithstanding the pendency of any grievance, continue to observe all assignments and applicable rules and regulations until their grievance(s) is resolved.

A. Level One-Discussion

If the grievance is not brought to the attention of a bargaining unit member’s

Supervisor within twenty (20) days after the grievant knew or should have known of the act or condition upon which the grievance is based, then the grievance shall be considered waived. An aggrieved person shall give a written notice to the Supervisor and a brief explanation of the alleged grievance. Such aggrieved person will informally discuss the complaint with his/her Supervisor either directly or through the Union representative with the object of seeking resolution. The supervisor shall hold a discussion with the grievant and his/her Union representative, if the representative is requested by the grievant. The Supervisor shall give an answer within five (5) days from the date that the grievance is informally received.

B. Level Two-Formal Grievance

If the grievant is not satisfied with the disposition of the grievance at Level One, or if no decision has been rendered within ten (10) days after the informal meeting at Level One, the grievant may file the grievance, in writing, with the Library Director or his/her designee. The grievance and its specifics shall be submitted on the form contained in Appendix A of this Agreement.

Within (10) days of the receipt of the written grievance, the Library Director or his/her designee shall meet with the aggrieved person in an effort to resolve it. The Library Director or his/her designee shall render his/her decision within five (5) days after the meeting.

C. Level Three-Pre-Arbitration

If the grievant is not satisfied with the disposition of the grievance at Level Two or no decision has been rendered within the time frames specified in Level Two, the grievant may refer the matter, in writing, within five (5) days after the decision at Level Two, or twenty-five (25) days after the complaint was referred to Level Two to the City's Chief Negotiator/Contract Administrator, who shall schedule a pre-arbitration meeting within fifteen (15) days after receiving the request.

Representatives of the City Library, the Union, the grievant and the Chief Negotiator/Contract Administrator will attend the pre-arbitration meeting. The purpose of this meeting is to determine if the grievance can be resolved without arbitration. If no satisfactory resolution is reached as a result of the meeting, the Union may submit a written demand for arbitration, with a copy to the Chief Negotiator/Contract Administrator, to the N.H. Public Employee Labor Relations Board within ten (10) days after the pre-arbitration meeting.

D. Level Four-Arbitration

The Arbitrator shall schedule the arbitration hearing at a time and place mutually agreeable to the parties. The Arbitrator shall have no authority to hold a hearing on more than one grievance at any hearing unless the parties mutually agree to the submission of multiple grievances to one arbitrator.

The Arbitrator shall not have the power to alter, add to, or subtract from the terms of the Agreement. The Arbitrator shall have no authority to render a decision which requires the payment for retroactive wages or adjustments which extend prior to the date when an aggrieved employee knew or should have known of the act or condition upon which the grievance was based, as specified in Section 3A of this Article.

The decision of the arbitrator shall be final and binding.

The cost for the services of the Arbitrator, including reasonable expenses, shall be borne equally by the parties in cases of suspension and termination, only. In all other cases, the expenses of the arbitrator shall be borne by the losing party. It shall be incumbent upon the arbitrator to designate the losing Party. The parties agree that the party who requests a postponement of any arbitration hearing shall be obligated to pay any related postponement costs or fees.

E. Miscellaneous

1. Failure at any level of the grievance procedure of "management" to render a decision within the specified time limits shall permit the grievance to proceed to the next level.
2. Failure of the grievant and/or the Union to abide by the time limits set forth in this article shall result in the grievance being dismissed without further action being taken with respect to such grievance.
3. No reprisals of any kind will be taken by "management" or the Union against any party of interest, any Union representative or any other participant in the grievance procedure by reason of such participation.
4. The Library Director or his/her designee may initiate a grievance against any bargaining unit member or the Union under the terms of this Article by specifying to the Union, in writing, the specific name (s), date(s), alleged violation(s) or misapplication(s) and the provision(s) of this Agreement involved. Such a grievance shall be commenced at Level Three.

If such a grievance is not filed within forty-five days of the date(s) of the alleged violation(s) or misapplication(s), then the grievance shall be considered waived.

5. The Library Director agrees to allow a Union grievance representative and an aggrieved employee(s) reasonable time, without loss of pay, during regular working hours for the purpose of processing grievances only, provided such time away from work does not interfere with the work of the area(s) involved. Such time will not be withheld unreasonably. The Union grievance representative will obtain prior permission to absent him/herself from work before leaving a work site and shall obtain prior permission of the

appropriate supervisor involved before interrupting the work of an aggrieved employee(s). Employees shall not be entitled to vehicle reimbursement if they travel for grievance purposes.

## **ARTICLE FOURTEEN**

### Salaries

NOTE: The bargaining unit members' work weeks are specified in Article 9.

14.1 Effective July 1, 2010, the Salary Schedule shall be increased by one and one half percent (1.5%).

Effective July 1, 2011, the Salary Schedule shall be increased by two and one half percent (2.5%).

Effective July 1, 2012, the Salary Schedule shall be increased by two and one half percent (2.5%).

14.2 Bargaining unit members will receive a step increase on their anniversary date of current position. This step increase will be subject to a satisfactory performance evaluation. Evaluation step increases will stop when a bargaining unit member reaches Step 13 on the included Salary Schedule.

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

14.4 Bargaining member appeals of their annual performance evaluations will be conducted according to the process agreed to by the Union and the City. See Appendix B.

14.5 The longevity waiting periods for bargaining unit members shall be 5-10-15-20-25-30-35-40-45 years of service. An increase of three percent (3.0%) will take effect on the bargaining unit member's anniversary date of employment.

14.6 Bargaining unit members who are promoted to a higher grade shall be placed on the lowest step of the new grade which will provide a minimum of a ten percent (10.0%) increase in salary.

14.7 Bargaining unit members who have attained the requirements of the achievement grade (A-Step) associated with their positions will be placed on the corresponding step on the achievement grade.

## ARTICLE FIFTEEN

### Temporary Duty in a Higher Classification

15.1 In any case when a bargaining unit member is qualified for and is temporarily required to serve regularly in and accept the responsibility for work in a higher class of position, such bargaining unit member shall receive the entrance rate of that class or one rate step above his/her present rate, whichever is higher, while so assigned, subject to the approval of the Human Resources Director. Such temporary assignment to a higher class of positions, to qualify for the higher rate of pay, shall be regular and continuous in character for at least one work day.

15.2 A bargaining unit member may be temporarily assigned to the work of any position of the same or lower pay grade without a change in pay.

## ARTICLE SIXTEEN

### Medical/Dental Insurance

16.1 Effective as soon as practicable after the date of ratification bargaining unit members will have the option to enroll in Blue Cross/Blue Shield "Blue Choice Plan III" 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 Blue Cross/Blue Shield "HMO Blue" in which case the City will pay ninety-five percent (95.0%) of said premiums.

The City may place newly hired employees who are eligible for health insurance into the HMO Blue plan until the next open enrollment period following the employee's one-year anniversary at which time those employees may elect to change to Blue Choice Plan III.

16.2 Blue Choice Plan III shall be the same as the pre-existing Blue Choice Plan II, except the employee co-pays shall be as follows:

- Option I (PCP) office visit co-pay - \$15.00
- Option II (direct referral to specialist) office visit - \$30.00
- Emergency room visit - \$75.00
- Generic prescriptions (one month supply) - \$10.00
- Other prescriptions (one month supply) - \$15.00
- Mail order prescriptions (three month supply) - \$1.00

16.3 It is agreed by all parties concerned that the City reserves and shall have the right to change health/dental insurance carriers provided that there is no significant decrease in overall benefits.

16.4 Effective as soon as practicable after the date of ratification, bargaining unit members will have the option to enroll in Delta Dental's Plan including coverage A, B &

C with a total yearly maximum of \$1,500.00 in which case the City will pay eighty-five percent (85.0%) of the single, two-person or family premium.

16.5 Effective July 1, 2003 or the date of ratification, whichever comes later, all bargaining unit members shall be required to pay the employee share of the health and dental insurance premiums as specified in this Agreement. The previous practices under which the City/School District paid the entire premium when both the wife and husband were employed by the City or School District shall lapse.

16.6 Bargaining unit members shall be entitled to full participation in the City's Employee Assistance Program (EAP). The parties agree that if the EAP is terminated by the City, this benefit will lapse.

16.7 Effective on July 1, 2008, the City will pay one thousand five hundred dollars (\$1,500.00) to any bargaining unit member who terminates his/her existing health insurance coverage under the City's or School District's plan and who also provides satisfactory evidence that he/she has valid alternative health insurance coverage elsewhere. This amount shall be paid annually as long as the bargaining unit member, who previously terminated health insurance coverage, declines to reenroll.

## **ARTICLE SEVENTEEN**

### **Vacation**

17.1 All bargaining unit members shall be entitled to vacation leave with pay in accordance with the following schedule:

- 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 fifteen (15) years of continuous service.
- d. Accrual rate of five (5) calendar weeks begins at the beginning of twenty (20) years of continuous service.

17.2 Vacation credits shall accrue during the first six (6) working months of employment, but an employee shall not be eligible to use such vacation credits until the successful completion of his/her six (6) month probationary period. If an employee leaves or is terminated for any cause during his/her probationary period, he/she shall not have earned any vacation credits and shall not be eligible for payment for any vacation credits. Employees who are initially employed in a full-time temporary status and who are subsequently appointed to a permanent status, without break in service, as determined by the Human Resources Department, shall be allowed credit for the time served in temporary status towards accrual of vacation benefits.

17.3 Vacation pay shall be based upon the employee's regular daily rate of pay. Upon termination, permanent employees shall be paid for all unused vacation time based upon their then current rate of pay.

17.4 No employees shall be permitted to accrue in excess of two (2) times his/her annual vacation; i.e. employees who earn ten (10) days of vacation per year shall have not more than twenty (20) days earned vacation to their credit at any one time.

17.5 Absence on account of sickness, injury or disability in excess of leave authorized in other articles may, at the request of the employee and within the discretion of the Library Director or his/her designee, be charged against earned vacation leave allowance.

17.6 In the event that a paid legal holiday as prescribed in Article 18 falls during the week an employee is on vacation, such holiday shall not be charged against the vacation time.

The right to take vacation shall not be unreasonably withheld, however, Management shall determine the number of employees allowed to take vacation in any one (1) week. Employees may request to use of vacation time in increments of one (1) hour or more.

## ARTICLE EIGHTEEN

### Holidays

18.1 Permanent full-time employees shall receive their regular compensation for the following named holidays:

New Year's Day	Columbus Day
Martin Luther King Day	Biennial Election Day
President's Day	Veteran's Day
Memorial Day	Thanksgiving Day
Fourth of July	Christmas Day
Labor Day	

18.2 If a holiday falls on a Sunday and is celebrated on the following Monday or if a holiday falls on a Saturday and is celebrated on the previous Friday, all eligible employees will be paid for that day.

18.3 Any employee shall forfeit his/her right to payment of any holiday if he/she has any unexcused absence on the last day preceding such holiday (or the alternative day under section 2, above) or the next regular work day following such holiday (or such alternative day).

18.4 Eligible employees who are required to work on a holiday (or the alternative day

under section 2, above) when the holiday falls on a scheduled day off shall be allowed to take another day off during the same work week or in the case of employees at the West Side Library shall be allowed a floating holiday, all subject to the operational needs of the Library.

## ARTICLE NINETEEN

### Bereavement Leave

19.1 Bereavement leave of five (5) working days with pay between the date of death and the date of the funeral, inclusive, shall be granted to bargaining unit members in the event of the death of their spouse, father, mother, sister, brother, child, father-in-law, mother-in-law, daughter-in-law, son-in-law or a blood relative or ward residing in the same household.

19.2 Under extenuating circumstances, two (2) additional days with pay may be granted under section 1, with the written approval of the Library Director or his/her designee; such days to be charged to the bargaining unit member's accrued sick leave.

19.3 At the request of the bargaining unit member, a special leave of one (1) working day with pay, for the purpose of attending the funeral shall be granted the bargaining unit member in the event of the death of his/her grandmother, grandfather, grandchild, sister-in-law, brother-in-law, aunt, uncle, great grandparents or an ex-spouse provided there are minor children at the time of the death.

19.4 Under no circumstances shall bereavement leave be paid on an overtime basis.

## ARTICLE TWENTY

### Jury Duty/Special Leave

20.1 Any bargaining unit member who is called for jury duty shall notify the Library Director or his/her designee within five (5) workdays after being summoned to appear for jury duty. Notification to the Library Director or his/her designee must be made in advance of the jury duty assignment with supporting documentation. Upon proper notification, the employee called will be paid the difference between the fee received for jury duty and the amount of straight time earnings lost by reason of the jury duty. Satisfactory evidence of actual jury duty must be submitted to the Library Director or his/her designee.

Bargaining unit members who are excused from jury duty for a day or days shall be responsible to report to their assignment. Employees, serving as jurors in the courts of Rockingham, Merrimack or Hillsborough Counties shall, if there are more than two (2) hours remaining in the normal work day, be responsible to report to their work site as soon as possible after being released. Failure to report will disqualify the employee from the City's Jury Duty Leave payment. In this case, the employee will retain the daily stipend paid by the Court in which the employee serves as a juror.

## 20.2 LEAVES OF ABSENCE

A. In addition to other leaves authorized by this Agreement, the Library Director or his/her designee, with the approval of the mayor, may authorize an employee to be absent without pay for personal reasons for a period or periods not to exceed ten (10) work days in a calendar year.

B. The Board of Mayor and Aldermen may authorize special leaves of absence with or without pay for any period or periods not exceed one calendar year for the following purposes: Attendance at college, university or business school for the purpose of training in subjects relating to the work of the employee and which will benefit the employee and the Library Department, urgent personal business requiring the employee's attention for an extended period, such as settling estates, liquidation of business, attending court as a witness, and for purposes other than the above that are deemed beneficial to the city service.

### C. MILITARY LEAVE

Military leave shall be governed by applicable State and Federal law.

### D. MATERNITY LEAVE

Maternity leave shall be governed by applicable law.

E. The City shall grant a yearly leave of one (1) day with pay to attend a Union Conference for the designated Union Steward. The Union will request the union leave at least two (2) weeks in advance.

## ARTICLE TWENTY-ONE Education Incentive Reimbursement

21.1 Effective July 1, 2003 or the date of ratification, whichever comes later, the following education incentive reimbursement provisions will apply to bargaining unit members.

21.2 The City agrees to provide reimbursement to bargaining unit members who complete approved courses relating to their current responsibilities or as part of an approved career development program based upon the following standards: Payment of seventy-five percent (75%) of the cost of such courses but not to exceed \$2,000.00 per employee per fiscal year. Such payments will be made from the non-affiliated employee fund and they will cease when the fund is exhausted.



21.3 All courses must be approved in advance by the Library Director or his/her designee, as meeting the requirement that the course is related to the bargaining unit members job or is part of a career development program. Approval must be obtained through the Human Resources Department for payment of the course, under its procedures.

21.4 Once a course has been approved, an advance will be made to the bargaining unit member of one-half (1/2) of the authorized seventy-five percent (75%) of the cost of the course tuition and books. The remainder of the reimbursement will be paid to the bargaining unit member upon presentation of a certification of the satisfactory completion of the course.

21.5 Approval for courses will be considered on the basis of relevancy of the course, the number of bargaining unit members applying and the funds available.

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

## **ARTICLE TWENTY-TWO**

### **Layoffs**

22.1 In the event of a layoff, the Manchester City Library reserves the sole right to determine which classification(s) shall be affected. Employees shall be laid off in the inverse order of their classification seniority, i.e., the employee with the least time in the affected classification shall be laid off first.

No employee who is laid off shall have the right to replace (bump) another employee with less departmental seniority or for any other reason.

22.2 In the event of a layoff, the Manchester City Library shall give written notice to the employee(s) affected at least fourteen (14) calendar days prior to the effective date of the layoff.

In layoffs associated with the contracting or subcontracting of work, the City and/or Department will provide as much advance notice of the impending layoff as is reasonably possible.

## **ARTICLE TWENTY-THREE**

### **Dues Deduction**

23.1 Effective on July 1, 2003 or the date of ratification, whichever comes later, the

City agrees to authorize the deduction of Union dues from each bargaining unit member who has signed an authorization card and to remit same to Teamsters Local No. 633 of New Hampshire on a monthly basis, on or before the twentieth (20<sup>th</sup>) day of the month.

23.2 If any bargaining unit member has no check coming to him/her, or if his/her check is not large enough to satisfy the dues then no deduction will be made. In no event will the City be required to deduct fines or assessments beyond the regular monthly dues.

23.3 The City and the Manchester City Library and all of their employees and agents shall be held harmless in any dispute whatsoever arising between the Union and the bargaining unit member(s) regarding the payment of Union dues.

23.4 The City will notify Teamsters Local 633 of New Hampshire in writing within ten (10) working days of the cancellation of Union dues deductions by a bargaining unit member who had previously signed an authorization card.

23.5 The agrees to a D.R.I.V.E. check-off for bargaining unit members. Upon written authorization by the employee, the City shall deduct the amount specified by the employee on a weekly basis and shall remit same to the Granite State Teamsters' D.R.I.V.E. account. The employee shall provide written authorization in the form required by law.

#### **ARTICLE TWENTY-FOUR** **Life Insurance**

24.1 Effective July 1, 2003 or the date of ratification, whichever comes 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 bargaining unit member's last yearly base pay, but not to exceed \$50,000.00 to the named beneficiary or estate of any member of the bargaining unit who dies from any cause while employed by the City or within sixty (60) calendar days after resignation for health reasons.

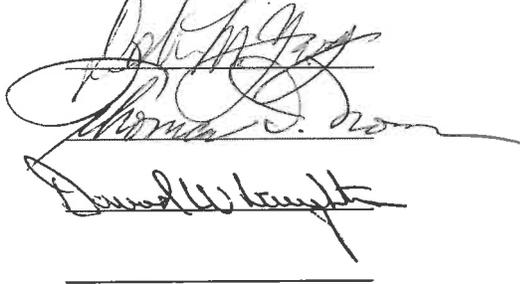
24.2 The City reserves the right to contract with a qualified insurance carrier of its choosing to provide the benefits specified above.

#### **ARTICLE TWENTY-FIVE** **Duration**

Upon ratification by the respective parties, this Agreement shall be in effect, with effective dates for specific provisions as stated in the various Articles, from July 1, 2010, through June 30, 2013, at which time it will automatically expire.

Pursuant to RSA 273-A:3, II (a), if either party desires to bargain a successor agreement, it must give written notice to the other party no later than December 1, 2012 or the anniversary date thereof, such date being one hundred twenty (120) days prior to the budget submission date.

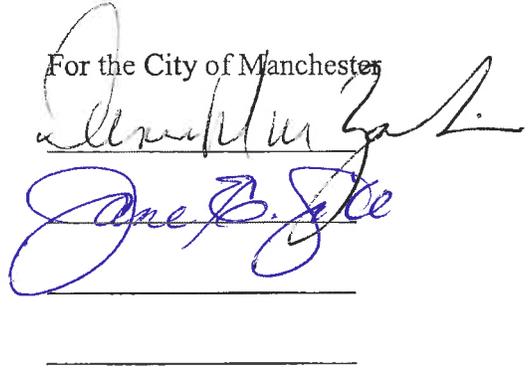
For Teamsters Local No. 633 of N.H.



Three handwritten signatures in black ink are written over three horizontal lines. The signatures are cursive and appear to be: Robert M. Gray, Thomas J. Donohue, and David W. Knight.

Date: June 30, 2010

For the City of Manchester



Two handwritten signatures in blue ink are written over two horizontal lines. The signatures are cursive and appear to be: [Illegible] and [Illegible].

Date: 7/6/10

**APPENDIX A**

**Grievance Form**

GRIEVANT \_\_\_\_\_ CLASSIFICATION \_\_\_\_\_

WORK LOCATION \_\_\_\_\_ SUPERVISOR \_\_\_\_\_ TITLE \_\_\_\_\_

STATEMENT OF GRIEVANCE:

STATE ALLEGED VIOLATION; DATE, TIME, PLACE, PERSONNEL INVOLVED,  
CONTRACT ARTICLES/SECTIONS VIOLATED \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

STATE REMEDY REQUESTED \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

GRIEVANT'S SIGNATURE \_\_\_\_\_ DATE \_\_\_\_\_

I AUTHORIZE TEAMSTERS LOCAL NO. 633 OF N.H. TO ACT AS MY REPRESENTATIVE IN  
THE DISPOSITION OF THIS GRIEVANCE.

DATE \_\_\_\_\_ GRIEVANT'S SIGNATURE \_\_\_\_\_

DATE PRESENTED TO MANAGEMENT REPRESENTATIVE \_\_\_\_\_

MANAGEMENT REPRESENTATIVE'S SIGNATURE \_\_\_\_\_

DISPOSITION OF GRIEVANCE: \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

CC: \_\_\_\_\_

## APPENDIX B

### Employee Development Appeals Process

Only employees who are denied a merit step increase on their anniversary date of position due to a sub-standard performance evaluation may file an appeal. All appeals shall be initially filed with the employee's department head. Any 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 - (FY2011) -1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	
GRADE 1	Ex	13,496.22	13,901.12	14,318.14	14,747.70	15,190.13	15,645.83	16,115.22	16,598.66	17,096.61	17,609.51	18,137.81	18,681.95	19,242.40
	H	6.56	6.75	6.96	7.17	7.38	7.59	7.83	8.06	8.30	8.56	8.81	9.07	9.36
	O	9.840	10.125	10.440	10.755	11.070	11.385	11.745	12.090	12.450	12.840	13.215	13.605	14.040
GRADE 1A	Ex	13,968.59	14,387.67	14,819.27	15,263.86	15,721.77	16,193.41	16,679.24	17,179.62	17,695.01	18,225.84	18,772.63	19,335.81	19,915.88
	H	6.72	6.92	7.13	7.34	7.57	7.79	8.02	8.27	8.50	8.76	9.02	9.31	9.57
	O	10.080	10.380	10.695	11.010	11.355	11.685	12.030	12.405	12.750	13.140	13.530	13.965	14.355
GRADE 2	Ex	14,440.96	14,874.19	15,320.43	15,780.04	16,253.45	16,741.05	17,243.25	17,760.55	18,293.39	18,842.18	19,407.44	19,989.66	20,589.37
	H	6.93	7.16	7.36	7.59	7.82	8.05	8.31	8.56	8.81	9.07	9.36	9.63	9.92
	O	10.395	10.740	11.040	11.385	11.730	12.075	12.465	12.840	13.215	13.605	14.040	14.445	14.880
GRADE 2A	Ex	14,946.40	15,394.80	15,856.63	16,332.32	16,822.30	17,326.96	17,846.77	18,382.19	18,933.66	19,501.64	20,086.70	20,689.32	21,310.00
	H	7.21	7.40	7.63	7.86	8.09	8.34	8.59	8.84	9.10	9.39	9.66	9.96	10.25
	O	10.815	11.100	11.445	11.790	12.135	12.510	12.885	13.260	13.650	14.085	14.490	14.940	15.375
GRADE 3	Ex	15,451.83	15,915.38	16,392.85	16,884.65	17,391.16	17,912.90	18,450.30	19,003.81	19,573.94	20,161.13	20,765.99	21,388.95	22,030.62
	H	7.43	7.65	7.89	8.13	8.37	8.62	8.87	9.14	9.42	9.69	9.99	10.30	10.60
	O	11.145	11.475	11.835	12.195	12.555	12.930	13.305	13.710	14.130	14.535	14.985	15.450	15.900
GRADE 3A	Ex	15,992.64	16,472.42	16,966.60	17,475.61	17,999.88	18,539.85	19,096.05	19,668.93	20,259.01	20,866.79	21,492.79	22,137.57	22,801.69
	H	7.68	7.92	8.16	8.40	8.66	8.92	9.19	9.47	9.74	10.04	10.34	10.66	10.99
	O	11.520	11.880	12.240	12.600	12.990	13.380	13.785	14.205	14.610	15.060	15.510	15.990	16.485
GRADE 4	Ex	16,533.45	17,029.46	17,540.34	18,066.55	18,608.55	19,166.80	19,741.83	20,334.06	20,944.10	21,572.42	22,219.59	22,886.17	23,572.77
	H	7.97	8.21	8.44	8.71	8.96	9.23	9.51	9.78	10.08	10.40	10.70	11.03	11.36
	O	11.955	12.315	12.660	13.065	13.440	13.845	14.265	14.670	15.120	15.600	16.050	16.545	17.040
GRADE 4A	Ex	17,112.15	17,625.48	18,154.27	18,698.90	19,259.87	19,837.66	20,432.78	21,045.75	21,677.14	22,327.44	22,997.26	23,687.19	24,397.81
	H	8.22	8.48	8.74	8.99	9.28	9.54	9.84	10.12	10.44	10.75	11.07	11.41	11.74
	O	12.330	12.720	13.110	13.485	13.920	14.310	14.760	15.180	15.660	16.125	16.605	17.115	17.610
GRADE 5	Ex	17,690.80	18,221.50	18,768.19	19,331.22	19,911.15	20,508.50	21,123.74	21,757.46	22,410.19	23,082.47	23,774.96	24,488.20	25,222.86
	H	8.52	8.77	9.02	9.31	9.57	9.88	10.16	10.47	10.78	11.10	11.44	11.78	12.14
	O	12.780	13.155	13.530	13.965	14.355	14.820	15.240	15.705	16.170	16.650	17.160	17.670	18.210
GRADE 5A	Ex	18,309.98	18,859.27	19,425.04	20,007.81	20,608.04	21,226.28	21,863.08	22,518.97	23,194.54	23,890.37	24,607.09	25,345.29	26,105.65
	H	8.80	9.08	9.37	9.64	9.94	10.23	10.54	10.84	11.17	11.52	11.86	12.21	12.59
	O	13.200	13.620	14.055	14.460	14.910	15.345	15.810	16.260	16.755	17.280	17.790	18.315	18.885
GRADE 6	Ex	18,929.15	19,497.02	20,081.93	20,684.39	21,304.93	21,944.08	22,602.42	23,280.50	23,978.89	24,698.27	25,439.21	26,202.39	26,988.44
	H	9.11	9.40	9.67	9.97	10.26	10.57	10.87	11.20	11.55	11.89	12.24	12.63	12.99
	O	13.665	14.100	14.505	14.955	15.390	15.855	16.305	16.800	17.325	17.835	18.360	18.945	19.485

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	
GRADE 6A (6DA)	Ex	19,591.68	20,179.43	20,784.81	21,408.35	22,050.61	22,712.12	23,393.49	24,095.30	24,818.14	25,562.70	26,329.59	27,119.46	27,933.05
	H	9.42	9.70	10.00	10.31	10.62	10.94	11.26	11.60	11.94	12.29	12.68	13.04	13.44
	O	14,130	14,550	15,000	15,465	15,930	16,410	16,890	17,400	17,910	18,435	19,020	19,560	20,160
GRADE 7 (6E0)	Ex	20,254.20	20,861.83	21,487.69	22,132.32	22,796.28	23,479.83	24,184.58	24,910.10	25,657.41	26,427.13	27,219.95	28,036.55	28,877.63
	H	9.73	10.03	10.34	10.66	10.98	11.31	11.64	11.98	12.33	12.73	13.10	13.50	13.90
	O	14,595	15,045	15,510	15,990	16,470	16,965	17,460	17,970	18,495	19,095	19,650	20,250	20,850
GRADE 7A (6EA)	Ex	20,963.10	21,592.00	22,239.76	22,906.94	23,594.15	24,301.95	25,031.05	25,781.96	26,555.42	27,352.08	28,172.65	29,017.85	29,888.37
	H	10.07	10.40	10.70	11.03	11.37	11.70	12.06	12.41	12.78	13.17	13.56	13.96	14.37
	O	15,105	15,600	16,050	16,545	17,055	17,550	18,090	18,615	19,170	19,755	20,340	20,940	21,555
GRADE 8 (6F0)	Ex	21,672.00	22,322.15	22,991.82	23,681.58	24,392.03	25,123.79	25,877.49	26,653.83	27,453.44	28,277.04	29,125.33	29,999.13	30,899.07
	H	10.43	10.74	11.06	11.40	11.73	12.09	12.45	12.82	13.21	13.61	14.02	14.42	14.88
	O	15,845	16,110	16,590	17,100	17,595	18,135	18,675	19,230	19,815	20,415	21,030	21,630	22,320
GRADE 8A (6FA)	Ex	22,430.50	23,103.43	23,796.53	24,510.43	25,245.75	26,003.12	26,783.20	27,586.71	28,414.30	29,266.73	30,144.74	31,049.08	31,980.58
	H	10.77	11.09	11.44	11.78	12.15	12.50	12.88	13.27	13.67	14.08	14.50	14.95	15.39
	O	16,155	16,635	17,160	17,670	18,225	18,750	19,320	19,905	20,505	21,120	21,750	22,425	23,085
GRADE 9 (6G0)	Ex	23,189.04	23,884.72	24,601.26	25,339.29	26,099.47	26,882.44	27,688.91	28,519.59	29,375.18	30,256.44	31,164.12	32,099.05	33,062.02
	H	11.14	11.51	11.85	12.20	12.58	12.95	13.34	13.75	14.17	14.60	15.02	15.47	15.94
	O	16,710	17,265	17,775	18,300	18,870	19,425	20,010	20,625	21,255	21,900	22,530	23,205	23,910
GRADE 9A (6GA)	Ex	24,000.66	24,720.66	25,462.30	26,226.15	27,012.95	27,823.33	28,658.06	29,517.79	30,403.31	31,315.40	32,254.86	33,222.53	34,219.20
	H	11.55	11.99	12.24	12.63	12.99	13.38	13.80	14.21	14.64	15.06	15.52	16.00	16.46
	O	17,325	17,835	18,360	18,945	19,465	20,070	20,700	21,315	21,960	22,590	23,280	24,000	24,690
GRADE 10 (6H0)	Ex	24,812.26	25,556.65	26,323.32	27,113.05	27,926.42	28,764.24	29,627.14	30,515.98	31,431.45	32,374.38	33,345.62	34,345.99	35,376.35
	H	11.92	12.27	12.66	13.02	13.41	13.84	14.25	14.69	15.11	15.56	16.04	16.50	17.01
	O	17,880	18,405	18,990	19,530	20,115	20,760	21,375	22,035	22,665	23,340	24,060	24,750	25,515
GRADE 10A (6HA)	Ex	25,680.69	26,451.12	27,244.65	28,062.00	28,903.85	29,770.97	30,664.09	31,584.04	32,531.55	33,507.48	34,512.72	35,548.09	36,614.53
	H	12.33	12.74	13.11	13.51	13.91	14.32	14.75	15.18	15.64	16.11	16.60	17.10	17.61
	O	18,495	19,110	19,665	20,265	20,865	21,480	22,125	22,770	23,460	24,165	24,900	25,650	26,415
GRADE 11 (6I0)	Ex	26,549.12	27,345.59	28,165.97	29,010.94	29,881.28	30,777.72	31,701.06	32,652.07	33,631.62	34,640.58	35,679.80	36,750.22	37,852.69
	H	12.78	13.15	13.55	13.95	14.36	14.80	15.26	15.71	16.17	16.66	17.16	17.68	18.21
	O	19,170	19,725	20,325	20,925	21,540	22,200	22,890	23,565	24,255	24,990	25,740	26,520	27,315
GRADE 11A (6IA)	Ex	27,478.33	28,302.70	29,151.77	30,026.33	30,927.12	31,854.93	32,810.59	33,794.90	34,808.72	35,853.02	36,928.59	38,036.46	39,177.54
	H	13.22	13.62	14.03	14.44	14.90	15.34	15.80	16.28	16.77	17.27	17.78	18.32	18.87
	O	19,830	20,430	21,045	21,660	22,350	23,010	23,700	24,420	25,155	25,905	26,670	27,480	28,305

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
GRADE 12 Ex (6J0) H O	28,407.57 13.66 20,490	29,259.77 14.07 21,105	30,137.56 14.49 21,735	31,041.70 14.94 22,410	31,972.97 15.38 23,070	32,932.15 15.84 23,760	33,920.12 16.32 24,480	34,937.70 16.82 25,230	35,985.84 17.32 25,980	37,065.44 17.82 26,730	38,177.38 18.36 27,540	39,322.71 18.91 28,365	40,502.40 19.49 29,235
GRADE 12A Ex (6JA) H O	29,401.82 14.14 21,210	30,283.91 14.57 21,855	31,192.42 15.00 22,500	32,128.17 15.45 23,175	33,091.99 15.92 23,880	34,084.78 16.39 24,585	35,107.31 16.89 25,335	36,160.53 17.40 26,100	37,245.34 17.92 26,880	38,362.72 18.46 27,690	39,513.62 19.02 28,530	40,699.00 19.58 29,370	41,919.99 20.17 30,255
GRADE 13 Ex (6K0) H O	30,396.08 14.63 21,945	31,307.99 15.05 22,575	32,247.22 15.50 23,250	33,214.62 15.99 23,985	34,211.06 16.45 24,675	35,237.40 16.96 25,440	36,294.52 17.46 26,190	37,383.35 18.00 27,000	38,504.84 18.52 27,780	39,660.01 19.09 28,635	40,849.83 19.65 29,475	42,075.29 20.25 30,375	43,337.58 20.85 31,275
GRADE 13A Ex (6KA) H O	31,459.96 15.11 22,665	32,403.75 15.57 23,355	33,375.88 16.06 24,090	34,377.15 16.53 24,795	35,408.46 17.03 25,545	36,470.72 17.54 26,310	37,564.82 18.08 27,120	38,691.78 18.60 27,900	39,852.53 19.17 28,755	41,048.11 19.75 29,625	42,279.54 20.34 30,510	43,547.96 20.94 31,410	44,854.37 21.58 32,370
GRADE 14 Ex (6L0) H O	32,523.84 15.62 23,430	33,499.55 16.11 24,165	34,504.53 16.60 24,900	35,539.66 17.09 25,635	36,605.84 17.59 26,385	37,704.01 18.13 27,195	38,835.15 18.68 28,020	40,000.21 19.23 28,845	41,200.20 19.81 29,715	42,436.21 20.41 30,615	43,709.27 21.03 31,545	45,020.58 21.66 32,490	46,371.20 22.32 33,480
GRADE 14A Ex (6LA) H O	33,662.17 16.17 24,255	34,672.02 16.67 25,005	35,712.19 17.17 25,755	36,783.53 17.69 26,535	37,887.05 18.22 27,330	39,023.64 18.77 28,155	40,194.38 19.33 28,995	41,400.22 19.90 29,850	42,642.21 20.50 30,750	43,921.48 21.13 31,695	45,239.12 21.76 32,640	46,596.29 22.41 33,615	47,994.16 23.07 34,605
GRADE 15 Ex (6M0) H O	34,800.49 16.73 25,095	35,844.51 17.23 25,845	36,919.84 17.75 26,625	38,027.44 18.30 27,450	39,188.25 18.85 28,275	40,343.31 19.41 29,115	41,553.61 20.00 30,000	42,800.22 20.58 30,870	44,084.22 21.21 31,815	45,406.75 21.84 32,760	46,768.95 22.49 33,735	48,172.01 23.16 34,740	49,617.16 23.86 35,790
GRADE 15A Ex (6MA) H O	36,018.51 17.34 26,010	37,099.06 17.83 26,745	38,212.02 18.38 27,570	39,358.40 18.94 28,410	40,539.14 19.52 29,280	41,755.32 20.11 30,165	43,007.99 20.70 31,050	44,298.23 21.32 31,980	45,627.17 21.94 32,910	46,995.98 22.60 33,900	48,405.86 23.30 34,950	49,858.04 23.99 35,985	51,353.77 24.71 37,065
GRADE 16 Ex (6N0) H O	37,236.53 17.91 26,865	38,353.62 18.45 27,675	39,504.22 19.02 28,530	40,689.34 19.58 29,370	41,910.04 20.17 30,255	43,167.33 20.77 31,155	44,462.35 21.39 32,085	45,796.22 22.02 33,030	47,170.11 22.70 34,050	48,585.22 23.39 35,085	50,042.77 24.08 36,120	51,544.05 24.80 37,200	53,090.37 25.55 38,325
GRADE 16A Ex (6NA) H O	38,539.80 18.52 27,780	39,695.99 19.09 28,635	40,886.87 19.65 29,475	42,113.50 20.25 30,375	43,376.88 20.87 31,305	44,678.19 21.50 32,250	46,018.55 22.17 33,255	47,399.08 22.82 34,230	48,821.07 23.50 35,250	50,285.70 24.19 36,285	51,794.27 24.94 37,410	53,348.09 25.69 38,535	54,948.53 26.46 39,690
GRADE 17 Ex (600) H O	39,843.08 19.16 28,740	41,038.38 19.74 29,610	42,269.52 20.33 30,495	43,537.61 20.93 31,395	44,843.74 21.57 32,355	46,189.06 22.23 33,345	47,574.71 22.89 34,335	49,001.97 23.57 35,355	50,472.01 24.28 36,420	51,986.17 25.01 37,515	53,545.75 25.75 38,625	55,152.14 26.52 39,780	56,806.69 27.31 40,965

**CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%**

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
GRADE 17A (60A)	Ex	41,237.61	42,474.71	43,748.96	45,061.42	46,413.25	47,805.66	49,239.83	50,717.02	53,805.71	55,419.86	57,082.45	58,794.93
	H	19.82	20.42	21.04	21.67	22.33	22.99	23.67	24.39	25.86	26.67	27.45	28.27
	O	29,730	30,630	31,560	32,505	33,495	34,485	35,505	36,585	37,665	38,790	40,005	41,175
GRADE 18 (6P0)	Ex	42,632.09	43,911.05	45,228.38	46,585.24	47,982.80	49,422.28	50,904.96	52,432.11	55,625.20	57,293.96	59,012.79	60,783.15
	H	20.49	21.12	21.74	22.39	23.06	23.76	24.49	25.21	26.78	27.58	28.41	29.25
	O	30,735	31,680	32,610	33,585	34,590	35,640	36,735	37,815	38,970	40,170	41,370	42,615
GRADE 18A (6PA)	Ex	44,124.22	45,447.93	46,811.39	48,215.74	49,662.19	51,152.06	52,686.61	54,267.22	57,572.09	59,299.27	61,078.23	62,910.59
	H	21.22	21.85	22.50	23.18	23.88	24.60	25.34	26.11	26.88	28.51	29.35	30.26
	O	31,830	32,775	33,750	34,770	35,820	36,900	38,010	39,165	40,320	41,520	42,765	44,025
GRADE 19 (6Q0)	Ex	45,616.34	46,984.84	48,394.37	49,846.20	51,341.59	52,881.85	54,468.30	56,102.35	57,785.42	59,518.97	63,143.69	65,037.99
	H	21.93	22.59	23.28	23.97	24.68	25.44	26.20	26.98	27.80	28.62	30.37	31.29
	O	32,895	33,885	34,920	35,955	37,020	38,160	39,300	40,470	41,700	42,930	44,250	45,555
GRADE 19A (6QA)	Ex	47,212.91	48,629.30	50,088.17	51,590.82	53,138.55	54,732.71	56,374.66	58,065.94	61,602.14	63,450.20	65,353.72	67,314.32
	H	22.72	23.41	24.10	24.82	25.57	26.32	27.11	27.93	28.78	30.52	31.43	32.39
	O	34,080	35,115	36,150	37,230	38,355	39,480	40,665	41,895	43,170	44,475	45,780	47,145
GRADE 20 (6R0)	Ex	48,809.48	50,273.74	51,781.96	53,335.44	54,935.50	56,583.57	58,281.08	60,029.51	61,830.39	63,685.30	67,563.73	69,590.65
	H	23.47	24.16	24.90	25.67	26.44	27.23	28.04	28.90	29.75	30.64	31.56	32.50
	O	35,205	36,240	37,350	38,505	39,660	40,845	42,060	43,350	44,625	45,960	47,340	48,750
GRADE 20A (6RA)	Ex	50,517.81	52,033.35	53,594.35	55,202.19	56,858.25	58,564.00	60,320.90	62,130.53	63,994.45	65,914.27	69,928.47	72,026.30
	H	24.31	25.04	25.78	26.55	27.34	28.17	29.02	29.89	30.80	31.71	32.65	33.64
	O	36,465	37,560	38,670	39,825	41,010	42,255	43,530	44,835	46,200	47,565	48,975	50,460
GRADE 21 (6S0)	Ex	52,226.14	53,792.92	55,406.71	57,068.93	58,780.98	60,544.43	62,360.74	64,231.56	66,158.51	68,143.27	70,187.58	74,462.01
	H	25.10	25.86	26.66	27.44	28.26	29.13	30.00	30.90	31.83	32.77	33.75	34.76
	O	37,650	38,790	39,990	41,160	42,390	43,695	45,000	46,350	47,745	49,155	50,625	52,140
GRADE 21A (6SA)	Ex	54,054.05	55,675.69	57,345.96	59,066.33	60,838.32	62,663.47	64,543.36	66,479.69	68,474.06	70,528.29	72,644.13	77,068.15
	H	26.00	26.80	27.60	28.43	29.27	30.17	31.06	31.99	32.97	33.95	34.96	36.01
	O	39,000	40,200	41,400	42,645	43,905	45,255	46,590	47,985	49,455	50,925	52,440	54,015
GRADE 22 (6T0)	Ex	55,881.97	57,558.42	59,285.17	61,063.75	62,895.65	64,782.55	66,726.00	68,727.78	70,789.61	72,913.30	75,100.68	77,353.73
	H	26.87	27.67	28.50	29.34	30.25	31.15	32.07	33.05	34.04	35.08	36.12	37.21
	O	40,305	41,505	42,750	44,010	45,375	46,725	48,105	49,575	51,060	52,620	54,180	55,815
GRADE 22A (6TA)	Ex	57,837.84	59,572.98	61,360.19	63,200.96	65,097.00	67,049.92	69,061.42	71,133.23	73,267.26	75,465.26	77,729.24	82,462.94
	H	27.82	28.64	29.52	30.39	31.31	32.27	33.20	34.21	35.23	36.29	37.37	38.49
	O	41,730	42,960	44,280	45,585	46,965	48,405	49,800	51,315	52,845	54,435	56,055	57,735

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
GRADE 23 Ex (6U0) H O	59,793.71 28.72 43.080	61,587.52 29.63 44.445	63,435.16 30.50 45.750	65,338.19 31.41 47.115	67,298.37 32.37 48.555	69,317.28 33.35 50.025	71,396.82 34.34 51.510	73,538.73 35.35 53.025	75,744.89 36.43 54.645	78,017.24 37.51 56.265	80,357.75 38.63 57.945	82,768.48 39.79 59.685	85,251.53 41.00 61.500
GRADE 23A Ex (6UA) H O	61,886.49 29.75 44.625	63,743.09 30.64 45.960	65,655.38 31.56 47.340	67,625.03 32.51 48.765	69,653.79 33.50 50.250	71,743.42 34.51 51.765	73,895.70 35.54 53.310	76,112.58 36.60 54.900	78,395.96 37.70 56.550	80,747.83 38.82 58.230	83,170.26 39.99 59.985	85,665.37 41.19 61.785	88,235.33 42.43 63.645
GRADE 24 Ex (6V0) H O	63,979.27 30.76 46.140	65,898.64 31.68 47.520	67,875.63 32.63 48.945	69,911.89 33.61 50.415	72,009.23 34.62 51.930	74,169.52 35.67 53.505	76,394.58 36.73 55.095	78,686.43 37.84 56.760	81,047.03 38.98 58.470	83,478.45 40.13 60.195	85,982.78 41.34 62.010	88,562.27 42.60 63.900	91,219.15 43.87 65.805
GRADE 24A Ex (6VA) H O	66,218.56 31.84 47.760	68,205.11 32.79 49.185	70,251.26 33.76 50.640	72,358.80 34.78 52.170	74,529.56 35.83 53.745	76,765.44 36.91 55.365	79,068.41 38.01 57.015	81,440.45 39.15 58.725	83,883.67 40.34 60.510	86,400.18 41.55 62.325	88,992.18 42.79 64.185	91,661.96 44.07 66.105	94,411.81 45.39 68.085
GRADE 25 Ex (6W0) H O	68,457.82 32.92 49.380	70,511.55 33.90 50.850	72,626.90 34.91 52.365	74,805.70 35.97 53.955	77,049.88 37.04 55.560	79,361.40 38.16 57.240	81,742.22 39.32 58.980	84,194.48 40.49 60.735	86,720.34 41.70 62.550	89,321.93 42.95 64.425	92,001.59 44.24 66.360	94,761.64 45.55 68.325	97,604.49 46.93 70.395
GRADE 25A Ex (6WA) H O	70,853.85 34.07 51.105	72,979.47 35.10 52.650	75,168.82 36.15 54.225	77,423.91 37.23 55.845	79,746.63 38.35 57.525	82,139.01 39.50 59.250	84,603.20 40.69 61.035	87,141.29 41.91 62.865	89,755.55 43.17 64.755	92,448.20 44.46 66.690	95,221.66 45.80 68.700	98,078.29 47.17 70.755	101,020.65 48.58 72.870
GRADE 26 Ex (6X0) H O	73,249.86 35.23 52.845	75,447.37 36.29 54.435	77,710.79 37.37 56.055	80,042.10 38.49 57.735	82,443.36 39.65 59.475	84,916.68 40.83 61.245	87,464.18 42.06 63.090	90,088.11 43.31 64.965	92,790.74 44.62 66.930	95,574.47 45.96 68.940	98,441.69 47.33 70.995	101,394.96 48.75 73.125	104,436.78 50.21 75.315
GRADE 26A Ex (6XA) H O	75,813.63 36.46 54.690	78,088.03 37.56 56.340	80,430.67 38.68 58.020	82,843.59 39.84 59.760	85,328.89 41.04 61.560	87,888.75 42.25 63.375	90,525.42 43.53 65.295	93,241.18 44.85 67.275	96,038.43 46.19 69.285	98,919.57 47.58 71.370	101,887.15 48.99 73.485	104,943.75 50.48 75.720	108,092.10 51.99 77.985
GRADE 27 Ex (6Y0) H O	78,377.36 37.69 56.535	80,728.67 38.81 58.215	83,150.55 39.98 59.970	85,645.05 41.18 61.770	88,214.41 42.42 63.630	90,860.84 43.70 65.550	93,586.66 44.99 67.485	96,394.28 46.34 69.510	99,286.08 47.74 71.610	102,264.66 49.18 73.770	105,332.62 50.64 75.960	108,492.59 52.17 78.255	111,747.39 53.74 80.610
GRADE 27A Ex (6YA) H O	81,120.57 39.01 58.515	83,554.17 40.16 60.240	86,060.81 41.37 62.055	88,642.63 42.63 63.945	91,301.91 43.90 65.850	94,040.97 45.22 67.830	96,862.19 46.57 69.855	99,768.05 47.98 71.970	102,761.12 49.41 74.115	105,843.94 50.88 76.320	109,019.24 52.42 78.630	112,289.82 53.99 80.985	115,658.52 55.61 83.415
GRADE 28 Ex (6Z0) H O	83,863.78 40.32 60.480	86,379.69 41.53 62.295	88,971.06 42.77 64.155	91,640.23 44.06 66.090	94,389.42 45.38 68.070	97,221.12 46.73 70.095	100,137.73 48.15 72.225	103,141.86 49.59 74.385	106,236.12 51.08 76.620	109,423.20 52.63 78.945	112,705.89 54.21 81.315	116,087.08 55.84 83.760	119,569.71 57.51 86.265

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
GRADE 28A (62A)	Ex	86,799.01	89,402.97	92,085.05	94,847.64	97,693.05	100,623.84	103,642.56	106,751.83	109,954.39	113,253.02	120,150.15	123,754.64
	H	41.73	43.00	44.28	45.60	46.98	48.39	49.83	51.33	52.86	54.44	56.08	57.76
	O	62,595	64,500	66,420	68,400	70,470	72,585	74,745	76,995	79,290	81,660	84,120	86,640
GRADE 29 (600)	Ex	89,734.22	92,426.27	95,199.05	98,055.03	100,996.67	104,026.57	107,147.39	110,361.79	113,672.64	117,082.83	120,595.33	124,213.17
	H	43.16	44.45	45.79	47.16	48.57	50.03	51.54	53.08	54.69	56.32	58.01	59.73
	O	64,740	66,675	68,685	70,740	72,855	75,045	77,310	79,620	82,035	84,480	87,015	89,595
GRADE 29A (60A)	Ex	92,874.93	95,661.17	98,531.02	101,486.97	104,531.56	107,667.51	110,897.54	114,224.46	117,651.19	121,180.73	124,816.15	128,560.63
	H	44.65	46.00	47.38	48.80	50.27	51.78	53.34	54.94	56.59	58.27	60.03	61.82
	O	66,975	69,000	71,070	73,200	75,405	77,670	80,010	82,410	84,885	87,405	90,045	92,730
GRADE 30 (610)	Ex	96,015.61	98,896.11	101,862.98	104,918.89	108,066.43	111,308.43	114,647.68	118,087.12	121,629.73	125,278.63	129,036.99	132,908.09
	H	46.15	47.54	48.97	50.46	51.96	53.52	55.11	56.79	58.48	60.26	62.06	63.90
	O	69,225	71,310	73,455	75,690	77,940	80,280	82,665	85,185	87,720	90,390	93,090	95,850
GRADE 30A (61A)	Ex	99,376.17	102,357.47	105,428.19	108,591.04	111,848.78	115,204.23	118,660.35	122,220.17	125,886.78	129,663.38	133,553.28	137,559.87
	H	47.79	49.23	50.71	52.22	53.80	55.41	57.07	58.79	60.54	62.36	64.23	66.15
	O	71,685	73,845	76,065	78,330	80,700	83,115	85,605	88,185	90,810	93,540	96,345	99,225
GRADE 31 (620)	Ex	102,736.73	105,818.84	108,993.40	112,263.21	115,631.09	119,100.04	122,673.03	126,353.22	130,143.82	134,048.14	138,069.57	142,211.54
	H	49.40	50.87	52.40	53.97	55.59	57.25	58.97	60.74	62.57	64.46	66.41	68.39
	O	74,100	76,305	78,600	80,955	83,385	85,875	88,455	91,110	93,855	96,690	99,615	102,585
GRADE 31A (62A)	Ex	106,332.52	109,522.49	112,808.16	116,192.41	119,678.18	123,268.52	126,966.57	130,775.58	134,698.84	138,739.82	142,902.00	147,189.06
	H	51.12	52.66	54.24	55.88	57.55	59.28	61.06	62.87	64.77	66.70	68.72	70.78
	O	76,680	78,980	81,360	83,820	86,325	88,920	91,590	94,305	97,155	100,050	103,080	106,170
GRADE 32 (630)	Ex	109,928.32	113,226.15	116,622.93	120,121.62	123,725.26	127,437.03	131,260.13	135,197.93	139,253.87	143,431.50	147,734.43	152,166.46
	H	52.84	54.43	56.07	57.75	59.49	61.28	63.11	65.00	66.96	68.96	71.03	73.17
	O	79,260	81,645	84,105	86,625	89,235	91,920	94,665	97,500	100,440	103,440	106,545	109,755
GRADE 32A (63A)	Ex	113,775.78	117,189.06	120,704.75	124,325.88	128,055.67	131,897.33	135,854.25	139,929.87	144,127.77	148,451.59	152,905.14	157,492.29
	H	54.71	56.36	58.06	59.79	61.57	63.42	65.35	67.28	69.30	71.38	73.53	75.73
	O	82,065	84,540	87,090	89,685	92,355	95,130	98,025	100,920	103,950	107,070	110,295	113,595
GRADE 33 (640)	Ex	117,623.26	121,151.99	124,786.54	128,530.13	132,386.04	136,357.61	140,448.34	144,661.78	149,001.64	153,471.68	158,075.88	162,818.11
	H	56.55	58.24	60.01	61.80	63.66	65.56	67.54	69.56	71.64	73.79	76.01	78.30
	O	84,825	87,360	90,015	92,700	95,490	98,340	101,310	104,340	107,460	110,685	114,015	117,450
GRADE 33A (64A)	Ex	121,740.09	125,392.30	129,154.08	133,028.69	137,019.55	141,130.13	145,364.02	149,724.93	154,216.70	158,843.22	163,608.51	168,516.77
	H	58.52	60.29	62.10	63.96	65.88	67.85	69.89	71.98	74.15	76.36	78.66	81.04
	O	87,780	90,435	93,150	95,940	98,820	101,775	104,835	107,970	111,225	114,540	117,990	121,560

CITY OF MANCHESTER, NEW HAMPSHIRE PAY SCHEDULE - (FY2011) - 1.5%

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
GRADE 34 (650)	Ex	125,856.89	129,632.63	133,521.60	137,527.24	141,653.05	145,902.66	150,279.72	154,788.12	159,431.76	164,214.72	174,215.38	179,441.87
	H	60.50	62.32	64.20	66.12	68.11	70.15	72.26	74.42	76.66	78.96	81.33	86.29
	O	90.750	93.480	96.300	99.180	102.165	105.225	108.390	111.630	114.990	118.440	121.995	125.670
GRADE 34A (65A)	Ex	130,261.89	134,169.77	138,194.85	142,340.71	146,610.92	151,009.24	155,539.51	160,205.70	165,011.87	169,962.22	180,312.92	185,722.35
	H	62.63	64.50	66.46	68.44	70.48	72.60	74.78	77.02	79.34	81.71	84.16	89.29
	O	93.945	96.750	99.690	102.660	105.720	108.900	112.170	115.530	119.010	122.565	126.240	130.065
GRADE 35 (660)	Ex	134,666.88	138,706.89	142,868.10	147,154.15	151,568.77	156,115.84	160,799.31	165,623.28	170,591.98	175,709.75	186,410.43	192,002.80
	H	64.75	66.69	68.70	70.76	72.89	75.07	77.32	79.64	82.02	84.49	87.03	92.33
	O	97.125	100.035	103.050	106.140	109.335	112.605	115.980	119.460	123.030	126.735	130.545	134.445
GRADE 35A (66A)	Ex	139,380.22	143,561.66	147,868.48	152,304.55	156,873.68	161,579.89	166,427.28	171,420.10	176,562.70	181,859.58	192,934.82	198,722.90
	H	67.01	69.02	71.09	73.22	75.41	77.69	80.02	82.43	84.90	87.43	90.06	95.54
	O	100.515	103.530	106.635	109.830	113.115	116.535	120.030	123.645	127.350	131.145	135.090	143.310
GRADE 36 (670)	Ex	144,093.57	148,416.39	152,868.88	157,454.93	162,178.59	167,043.95	172,055.27	177,216.92	182,533.43	188,009.42	199,459.20	205,443.00
	H	69.28	71.35	73.50	75.70	77.97	80.32	82.73	85.21	87.79	90.41	93.12	98.78
	O	103.920	107.025	110.250	113.550	116.955	120.480	124.095	127.815	131.685	135.615	139.680	143.865
GRADE 36A (67A)	Ex	149,136.83	153,610.98	158,219.29	162,965.85	167,854.85	172,890.48	178,077.19	183,419.50	188,922.08	194,589.75	206,440.27	212,633.50
	H	71.72	73.86	76.08	78.37	80.71	83.13	85.64	88.18	90.82	93.54	96.34	102.22
	O	107.580	110.790	114.120	117.555	121.065	124.695	128.460	132.270	136.230	140.310	144.510	148.875

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	
GRADE 1	Ex	19,819.67	20,414.25	21,026.68	21,657.49	22,307.22	22,976.42	23,665.72
	H	9.63	9.92	10.20	10.52	10.83	11.15	11.49
	O	14.445	14.880	15.300	15.780	16.245	16.725	17.235
GRADE 1A	Ex	20,513.36	21,128.76	21,762.63	22,415.49	23,087.96	23,780.62	24,494.03
	H	9.88	10.16	10.47	10.78	11.10	11.44	11.78
	O	14.820	15.240	15.705	16.170	16.650	17.160	17.670
GRADE 2	Ex	21,207.04	21,843.26	22,498.55	23,173.51	23,868.72	24,584.78	25,322.31
	H	10.20	10.52	10.82	11.14	11.50	11.83	12.19
	O	15.300	15.780	16.230	16.710	17.250	17.745	18.285
GRADE 2A	Ex	21,949.29	22,607.78	23,286.02	23,984.58	24,704.11	25,445.27	26,208.60
	H	10.56	10.86	11.20	11.55	11.89	12.24	12.63
	O	15.840	16.290	16.800	17.325	17.835	18.360	18.945
GRADE 3	Ex	22,691.53	23,372.29	24,073.46	24,795.65	25,539.52	26,305.68	27,094.88
	H	10.90	11.23	11.58	11.92	12.27	12.66	13.02
	O	16.350	16.845	17.370	17.880	18.405	18.990	19.530
GRADE 3A	Ex	23,485.73	24,190.30	24,916.03	25,663.50	26,433.41	27,226.41	28,043.20
	H	11.31	11.64	11.98	12.33	12.73	13.10	13.50
	O	16.965	17.460	17.970	18.495	19.095	19.650	20.250
GRADE 4	Ex	24,279.95	25,008.33	25,758.59	26,531.35	27,327.29	28,147.11	28,991.52
	H	11.69	12.04	12.40	12.77	13.14	13.54	13.94
	O	17.535	18.060	18.600	19.155	19.710	20.310	20.910
GRADE 4A	Ex	25,129.77	25,883.65	26,660.14	27,459.93	28,283.75	29,132.27	30,006.22
	H	12.10	12.45	12.82	13.21	13.61	14.02	14.42
	O	18.150	18.675	19.230	19.815	20.415	21.030	21.630
GRADE 5	Ex	25,979.54	26,758.92	27,561.69	28,388.54	29,240.19	30,117.40	31,020.92
	H	12.49	12.87	13.26	13.65	14.06	14.48	14.93
	O	18.735	19.305	19.890	20.475	21.090	21.720	22.395
GRADE 5A	Ex	26,888.83	27,695.48	28,526.34	29,382.15	30,263.61	31,171.50	32,106.65
	H	12.96	13.35	13.77	14.18	14.61	15.03	15.48
	O	19.440	20.025	20.655	21.270	21.915	22.545	23.220
GRADE 6	Ex	27,798.10	28,632.05	29,491.01	30,375.75	31,287.02	32,225.62	33,192.40
	H	13.38	13.80	14.21	14.64	15.06	15.52	16.00
	O	20.070	20.700	21.315	21.960	22.590	23.280	24.000

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	
GRADE 6A (6DA)	Ex	28,771.05	29,634.16	30,523.18	31,438.90	32,382.05	33,353.53	34,354.14
	H	13.85	14.26	14.70	15.12	15.58	16.06	16.53
	O	20.775	21.390	22.050	22.680	23.370	24.090	24.795
GRADE 7 (6E0)	Ex	29,743.98	30,636.29	31,555.39	32,502.05	33,477.10	34,481.40	35,515.87
	H	14.31	14.74	15.17	15.63	16.10	16.59	17.07
	O	21.465	22.110	22.755	23.445	24.150	24.885	25.605
GRADE 7A (6EA)	Ex	30,785.01	31,708.56	32,659.82	33,639.64	34,648.79	35,688.26	36,758.94
	H	14.80	15.26	15.71	16.17	16.66	17.16	17.68
	O	22.200	22.890	23.565	24.255	24.990	25.740	26.520
GRADE 8 (6F0)	Ex	31,826.06	32,780.84	33,764.26	34,777.19	35,820.51	36,895.11	38,001.98
	H	15.32	15.78	16.25	16.73	17.22	17.74	18.28
	O	22.980	23.670	24.375	25.095	25.830	26.610	27.420
GRADE 8A (6FA)	Ex	32,939.97	33,928.17	34,946.00	35,994.39	37,074.21	38,186.45	39,332.03
	H	15.86	16.33	16.83	17.34	17.83	18.37	18.93
	O	23.790	24.495	25.245	26.010	26.745	27.555	28.395
GRADE 9 (6G0)	Ex	34,053.87	35,075.50	36,127.75	37,211.61	38,327.95	39,477.79	40,662.11
	H	16.41	16.92	17.42	17.96	18.48	19.04	19.60
	O	24.615	25.380	26.130	26.940	27.720	28.560	29.400
GRADE 9A (6GA)	Ex	35,245.74	36,303.15	37,392.23	38,514.01	39,669.42	40,859.48	42,085.29
	H	16.97	17.47	18.01	18.53	19.10	19.66	20.26
	O	25.455	26.205	27.015	27.795	28.650	29.490	30.390
GRADE 10 (6H0)	Ex	36,437.65	37,530.80	38,656.68	39,816.40	41,010.90	42,241.20	43,508.46
	H	17.52	18.06	18.58	19.15	19.72	20.31	20.92
	O	26.280	27.090	27.870	28.725	29.580	30.465	31.380
GRADE 10A (6HA)	Ex	37,712.96	38,844.34	40,009.68	41,209.97	42,446.27	43,719.65	45,031.26
	H	18.14	18.68	19.23	19.81	20.41	21.03	21.66
	O	27.210	28.020	28.845	29.715	30.615	31.545	32.490
GRADE 11 (6I0)	Ex	38,988.29	40,157.93	41,362.65	42,603.55	43,881.65	45,198.12	46,554.04
	H	18.75	19.31	19.89	20.49	21.12	21.74	22.39
	O	28.125	28.965	29.835	30.735	31.680	32.610	33.585
GRADE 11A (6IA)	Ex	40,352.87	41,563.45	42,810.38	44,094.66	45,417.51	46,780.05	48,183.45
	H	19.43	20.02	20.62	21.23	21.86	22.52	23.20
	O	29.145	30.030	30.930	31.845	32.790	33.780	34.800

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	
GRADE 12 Ex (6J0)	Ex	41,717.45	42,968.99	44,258.07	45,585.80	46,953.36	48,361.97	49,812.84
	H	20.09	20.68	21.29	21.92	22.58	23.27	23.96
	O	30.135	31.020	31.935	32.880	33.870	34.905	35.940
GRADE 12A Ex (6JA)	Ex	43,177.56	44,472.89	45,807.09	47,181.28	48,596.73	50,054.64	51,556.28
	H	20.77	21.39	22.03	22.71	23.40	24.09	24.81
	O	31.155	32.085	33.045	34.065	35.100	36.135	37.215
GRADE 13 Ex (6K0)	Ex	44,637.69	45,976.82	47,356.11	48,776.80	50,240.09	51,747.31	53,299.73
	H	21.48	22.15	22.80	23.48	24.17	24.90	25.67
	O	32.220	33.225	34.200	35.220	36.255	37.350	38.505
GRADE 13A Ex (6KA)	Ex	46,200.01	47,586.01	49,013.58	50,483.99	51,998.51	53,558.46	55,165.23
	H	22.24	22.91	23.59	24.30	25.03	25.77	26.54
	O	33.360	34.365	35.385	36.450	37.545	38.655	39.810
GRADE 14 Ex (6L0)	Ex	47,762.33	49,195.19	50,671.05	52,191.19	53,756.93	55,369.63	57,030.71
	H	22.98	23.67	24.39	25.11	25.86	26.64	27.43
	O	34.470	35.505	36.585	37.665	38.790	39.960	41.145
GRADE 14A Ex (6LA)	Ex	49,434.02	50,917.03	52,444.55	54,017.88	55,638.40	57,307.58	59,026.80
	H	23.77	24.50	25.22	25.99	26.79	27.59	28.42
	O	35.655	36.750	37.830	38.985	40.185	41.385	42.630
GRADE 15 Ex (6M0)	Ex	51,105.70	52,638.84	54,218.02	55,844.56	57,519.90	59,245.50	61,022.87
	H	24.59	25.33	26.10	26.87	27.67	28.50	29.34
	O	36.885	37.995	39.150	40.305	41.505	42.750	44.010
GRADE 15A Ex (6MA)	Ex	52,894.39	54,481.21	56,115.66	57,799.12	59,533.10	61,319.08	63,158.67
	H	25.45	26.21	26.99	27.81	28.63	29.50	30.37
	O	38.175	39.315	40.485	41.715	42.945	44.250	45.555
GRADE 16 Ex (6N0)	Ex	54,683.07	56,323.58	58,013.29	59,753.67	61,546.30	63,392.69	65,294.47
	H	26.29	27.08	27.90	28.73	29.61	30.48	31.40
	O	39.435	40.620	41.850	43.095	44.415	45.720	47.100
GRADE 16A Ex (6NA)	Ex	56,596.98	58,294.89	60,043.75	61,845.06	63,700.41	65,611.43	67,579.77
	H	27.25	28.07	28.92	29.77	30.67	31.59	32.53
	O	40.875	42.105	43.380	44.655	46.005	47.385	48.795
GRADE 17 Ex (600)	Ex	58,510.90	60,266.22	62,074.21	63,936.44	65,854.54	67,830.17	69,865.08
	H	28.14	28.99	29.86	30.76	31.68	32.62	33.60
	O	42.210	43.485	44.790	46.140	47.520	48.930	50.400

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	
GRADE 17A (60A)	Ex	60,558.78	62,375.54	64,246.80	66,174.21	68,159.44	70,204.21	72,310.34
	H	29.14	30.01	30.91	31.84	32.79	33.76	34.77
	O	43.710	45.015	46.365	47.760	49.185	50.640	52.155
GRADE 18 (6P0)	Ex	62,606.65	64,484.85	66,419.41	68,412.02	70,464.36	72,578.28	74,755.61
	H	30.14	31.04	31.97	32.95	33.93	34.94	35.99
	O	45.210	46.560	47.955	49.425	50.895	52.410	53.985
GRADE 18A (6PA)	Ex	64,797.90	66,741.83	68,744.09	70,806.40	72,930.60	75,118.51	77,372.05
	H	31.16	32.08	33.06	34.05	35.08	36.12	37.21
	O	46.740	48.120	49.590	51.075	52.620	54.180	55.815
GRADE 19 (6Q0)	Ex	66,989.12	68,998.82	71,068.75	73,200.86	75,396.84	77,658.76	79,988.52
	H	32.23	33.18	34.19	35.22	36.28	37.36	38.48
	O	48.345	49.770	51.285	52.830	54.420	56.040	57.720
GRADE 19A (6QA)	Ex	69,333.74	71,413.76	73,556.16	75,762.86	78,035.76	80,376.82	82,788.14
	H	33.37	34.36	35.38	36.45	37.54	38.67	39.83
	O	50.055	51.540	53.070	54.675	56.310	58.005	59.745
GRADE 20 (6R0)	Ex	71,678.98	73,828.72	76,043.59	78,324.89	80,674.65	83,094.87	85,587.73
	H	34.50	35.53	36.59	37.69	38.81	39.98	41.18
	O	51.750	53.295	54.885	56.535	58.215	59.970	61.770
GRADE 20A (6RA)	Ex	74,187.11	76,412.71	78,705.10	81,066.25	83,498.25	86,003.20	88,583.29
	H	35.69	36.77	37.87	39.00	40.15	41.36	42.61
	O	53.535	55.155	56.805	58.500	60.225	62.040	63.915
GRADE 21 (6S0)	Ex	76,695.85	78,996.72	81,366.64	83,807.64	86,321.84	88,911.49	91,578.85
	H	36.89	37.99	39.13	40.32	41.53	42.77	44.05
	O	55.335	56.985	58.695	60.480	62.295	64.155	66.075
GRADE 21A (6SA)	Ex	79,380.20	81,761.60	84,214.46	86,740.91	89,343.13	92,023.42	94,784.12
	H	38.20	39.35	40.52	41.73	42.99	44.27	45.59
	O	57.300	59.025	60.780	62.595	64.485	66.405	68.385
GRADE 22 (6T0)	Ex	82,064.55	84,526.51	87,062.29	89,674.16	92,364.38	95,135.31	97,989.37
	H	39.47	40.67	41.89	43.15	44.42	45.76	47.13
	O	59.205	61.005	62.835	64.725	66.630	68.640	70.695
GRADE 22A (6TA)	Ex	84,936.84	87,484.94	90,109.47	92,812.75	95,597.13	98,465.06	101,418.99
	H	40.84	42.07	43.32	44.63	45.97	47.35	48.76
	O	61.260	63.105	64.980	66.945	68.955	71.025	73.140

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7	
GRADE 23 (6U0)	Ex	87,809.07	90,443.35	93,156.65	95,951.35	98,829.90	101,794.79	104,848.62
	H	42.21	43.49	44.80	46.13	47.52	48.94	50.44
	O	63.315	65.235	67.200	69.195	71.280	73.410	75.660
GRADE 23A (6UA)	Ex	90,882.40	93,608.88	96,417.13	99,309.67	102,288.93	105,357.59	108,518.34
	H	43.71	45.01	46.36	47.76	49.20	50.66	52.19
	O	65.565	67.515	69.540	71.640	73.800	75.990	78.285
GRADE 24 (6V0)	Ex	93,955.72	96,774.39	99,677.61	102,667.95	105,747.99	108,920.43	112,188.03
	H	45.19	46.54	47.95	49.38	50.85	52.36	53.94
	O	67.785	69.810	71.925	74.070	76.275	78.540	80.910
GRADE 24A (6VA)	Ex	97,244.17	100,161.50	103,166.35	106,261.32	109,449.17	112,732.65	116,114.64
	H	46.75	48.16	49.60	51.10	52.64	54.22	55.85
	O	70.125	72.240	74.400	76.650	78.960	81.330	83.775
GRADE 25 (6W0)	Ex	100,532.61	103,548.59	106,655.06	109,854.72	113,150.35	116,544.87	120,041.21
	H	48.34	49.79	51.29	52.82	54.40	56.04	57.72
	O	72.510	74.685	76.935	79.230	81.600	84.060	86.580
GRADE 25A (6WA)	Ex	104,051.26	107,172.80	110,387.99	113,699.61	117,110.61	120,623.94	124,242.64
	H	50.04	51.55	53.09	54.70	56.33	58.03	59.74
	O	75.060	77.325	79.635	82.050	84.495	87.045	89.610
GRADE 26 (6X0)	Ex	107,569.89	110,796.99	114,120.90	117,544.53	121,070.86	124,702.99	128,444.07
	H	51.71	53.27	54.87	56.52	58.21	59.97	61.76
	O	77.565	79.905	82.305	84.780	87.315	89.955	92.640
GRADE 26A (6XA)	Ex	111,334.85	114,674.89	118,115.15	121,658.60	125,308.35	129,067.58	132,939.64
	H	53.54	55.13	56.81	58.51	60.28	62.08	63.92
	O	80.310	82.695	85.215	87.765	90.420	93.120	95.880
GRADE 27 (6Y0)	Ex	115,099.79	118,552.78	122,109.96	125,772.67	129,545.83	133,432.21	137,435.17
	H	55.36	57.02	58.74	60.48	62.30	64.18	66.10
	O	83.040	85.530	88.110	90.720	93.450	96.270	99.150
GRADE 27A (6YA)	Ex	119,128.30	122,702.13	126,383.19	130,174.68	134,079.93	138,102.33	142,245.40
	H	57.27	58.99	60.76	62.60	64.47	66.43	68.41
	O	85.905	88.485	91.140	93.900	96.705	99.645	102.615
GRADE 28 (6Z0)	Ex	123,156.77	126,851.48	130,657.04	134,576.73	138,614.03	142,772.47	147,055.65
	H	59.24	61.01	62.83	64.73	66.66	68.66	70.73
	O	88.860	91.515	94.245	97.095	99.990	102.990	106.095

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 28A (62A)	Ex	127,467.27	131,291.29	135,230.01	139,286.92	143,465.55	147,769.50
	H	61.29	63.12	65.01	66.98	68.98	71.05
	O	91.935	94.680	97.515	100.470	103.470	106.575
GRADE 29 (600)	Ex	131,777.76	135,731.08	139,803.02	143,997.13	148,317.03	152,766.53
	H	63.38	65.28	67.23	69.26	71.33	73.48
	O	95.070	97.920	100.845	103.890	106.995	110.220
GRADE 29A (60A)	Ex	136,389.99	140,481.66	144,696.14	149,037.01	153,508.11	158,113.36
	H	65.58	67.57	69.60	71.67	73.82	76.04
	O	98.370	101.355	104.400	107.505	110.730	114.060
GRADE 30 (610)	Ex	141,002.21	145,232.26	149,589.23	154,076.91	158,699.21	163,460.17
	H	67.80	69.84	71.93	74.11	76.32	78.60
	O	101.700	104.760	107.895	111.165	114.480	117.900
GRADE 30A (61A)	Ex	145,937.27	150,315.39	154,824.85	159,469.59	164,253.69	169,181.30
	H	70.18	72.29	74.46	76.68	78.98	81.34
	O	105.270	108.435	111.690	115.020	118.470	122.010
GRADE 31 (620)	Ex	150,872.35	155,398.52	160,060.48	164,862.29	169,808.16	174,902.40
	H	72.55	74.71	76.96	79.29	81.66	84.10
	O	108.825	112.065	115.440	118.935	122.490	126.150
GRADE 31A (62A)	Ex	156,152.89	160,837.47	165,662.59	170,632.48	175,751.45	181,023.99
	H	75.09	77.34	79.66	82.03	84.52	87.04
	O	112.635	116.010	119.490	123.045	126.780	130.560
GRADE 32 (630)	Ex	161,433.42	166,276.41	171,264.71	176,402.65	181,694.73	187,145.58
	H	77.64	79.96	82.35	84.81	87.37	90.00
	O	116.460	119.940	123.525	127.215	131.055	135.000
GRADE 32A (63A)	Ex	167,083.59	172,096.08	177,258.96	182,576.74	188,054.04	193,695.68
	H	80.36	82.77	85.24	87.81	90.44	93.14
	O	120.540	124.155	127.860	131.715	135.660	139.710
GRADE 33 (640)	Ex	172,733.76	177,915.76	183,253.23	188,750.84	194,413.35	200,245.75
	H	83.05	85.54	88.11	90.75	93.48	96.28
	O	124.575	128.310	132.165	136.125	140.220	144.420
GRADE 33A (64A)	Ex	178,779.43	184,142.81	189,667.08	195,357.09	201,217.81	207,254.35
	H	85.95	88.53	91.20	93.93	96.74	99.65
	O	128.925	132.795	136.800	140.895	145.110	149.475

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 34 (650)	Ex	184,825.12	190,369.88	196,080.96	201,963.41	208,022.29	214,262.96
	H	88.88	91.54	94.29	97.11	100.03	103.03
	O	133.320	137.310	141.435	145.665	150.045	154.545
GRADE 34A (65A)	Ex	191,294.01	197,032.82	202,943.78	209,032.11	215,303.07	221,762.16
	H	91.96	94.73	97.58	100.49	103.51	106.63
	O	137.940	142.095	146.370	150.735	155.265	159.945
GRADE 35 (660)	Ex	197,762.86	203,695.75	209,806.62	216,100.84	222,583.85	229,261.36
	H	95.10	97.96	100.90	103.91	107.03	110.24
	O	142.650	146.940	151.350	155.865	160.545	165.360
GRADE 35A (66A)	Ex	204,684.58	210,825.11	217,149.65	223,664.36	230,374.28	237,285.51
	H	98.40	101.36	104.40	107.54	110.78	114.10
	O	147.600	152.040	156.600	161.310	166.170	171.150
GRADE 36 (670)	Ex	211,606.28	217,954.46	224,493.09	231,227.88	238,164.73	245,309.65
	H	101.74	104.80	107.95	111.17	114.51	117.97
	O	152.610	157.200	161.925	166.755	171.765	176.955
GRADE 36A (67A)	Ex	219,012.49	225,582.87	232,350.35	239,320.86	246,500.48	253,895.49
	H	105.31	108.45	111.71	115.05	118.51	122.06
	O	157.965	162.675	167.565	172.575	177.765	183.090

RECEIVED  
JUN 22 2009

MEMORANDUM OF UNDERSTANDING

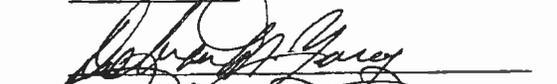
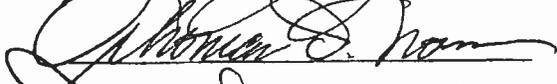
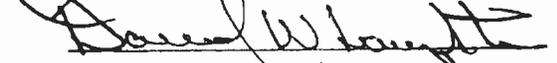
**BETWEEN THE CITY OF MANCHESTER, NH  
AND  
CITY OF MANCHESTER  
AND  
TEAMSTERS UNION LOCAL NO. 633 OF N.H.**

Affiliated with the International Brotherhood of Teamsters

**2007 - 2010**

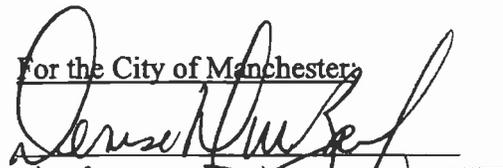
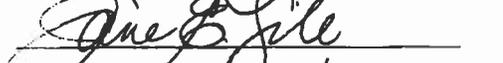
1. Upon ratification by the Board of Mayor and Aldermen, and the members of the Local 633, salary schedules originally scheduled to increase by three percent (3.0%) on July 1, 2009 (Article 14.2) shall instead be increased by three percent (3.0%) on January 1, 2010.
2. Any member of the Local 633 bargaining unit who retires from August 1, 2009 to July 1, 2010 will receive additional compensation necessary to make the salary adjustment of three percent (3.0%) retroactive to July 1, 2009.
3. Any member of the Local 633 bargaining unit who retires from August 1, 2010 to December 31, 2010 will receive a pro-rata amount necessary to make the COLA effective for a full 12 months.
4. On July 1, 2010, salary schedules shall be increased by one and one half percent (1.5%).
5. On July 1, 2011, salary schedules shall be increased by two and one half percent (2.5%).
6. On July 1, 2012, salary schedules shall be increased by two and one half percent (2.5%).
7. The salary schedules herein shall be incorporated into a new three year agreement to be ratified by the parties covering the period from July 1, 2010 to June 30, 2013.

For the Union:

DATE: 6/18/09

For the City of Manchester:

DATE: 6/15/09

**MEMORANDUM OF AGREEMENT**

AGREEMENT, made this 11 day of May, 2010, by and between the Teamsters Local No. 633 of NH – Library (Union), and the City of Manchester (“City”), and jointly referred to as “the Parties”, intending to be bound by their mutual promises agree as follows:

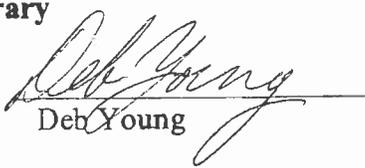
WHEREAS, the Parties desire to provide a health insurance program designed to meet the health needs of the members of the Unit and their families and the desire of both Parties to effectively manage costs incurred as a result of the purchase of these health insurance plans, the Parties agree to amend the Collective Bargaining Agreement as follows:

Amend Article 16.1, Medical/Dental Insurance by adding a new paragraph.

Effective July 1, 2010, the City may offer a third option which will be a high deductible health insurance plan accompanied by the establishment of a Health Savings Account (HSA) for each enrolled employee with an initial City contribution to the HSA of \$1,500.00 for an individual and \$3,000.00 for a family. The City retains the right to set the annual contribution and shall each year prior to the open enrollment period disclose any changes to the high deductible benefit plan and/or its anticipated contribution to HSAs or continuation of the HSA in the following fiscal year. Members availing themselves to this third option shall continue to pay a contribution to premium of five percent (5%). Employees will continue to be charged on the basis of a single two-person or family plan irrespective of the single/family designation in the plan itself.

WHEREFORE, intending to be bound by their mutual promises, the Parties have executed this Agreement on the date first cited above by their authorized representatives.

**Teamsters Local No. 633 of NH  
Library**

By: 

Deb Young

**City of Manchester**

By: 

**MEMORANDUM OF UNDERSTANDING**

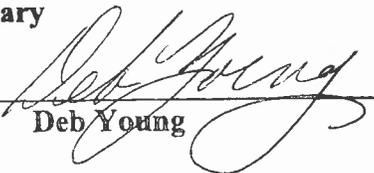
AGREEMENT made this 11 day of May, 2010, by and between the Teamsters Union Local No. 633 N.H. (Library) ("the Union") and the City of Manchester ("the City"), to wit:

1. The Parties desire to change the manner in which any employee accepts a City payment of \$1,500.00 annually in lieu of health insurance coverage as provided for in Article 16.

2. Effective July 1, 2010, the City shall make payment of the \$1,500.00 payment in two (2) equal payments of \$750.00, the first payable in arrears in January/February and the second in arrears in July/August. Employees 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 \$750.00 payment. Employees will be able to enroll in the City plans notwithstanding a qualifying event in the annual open enrollment period.

WHEREFORE, the Parties have executed this Agreement on the date first cited above by their authorized representatives.

**Library**

By: 

Deb Young

**City of Manchester**

By: 