

AGREEMENT

BETWEEN

TOWN OF MANCHESTER, CONNECTICUT

AND

CSEA, SEIU LOCAL 2001

SUPERVISORY UNIT

JULY 1, 2016 - JUNE 30, 2019

08/29/16

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ARTICLE I – PREAMBLE

The following Agreement between the Town of Manchester, hereinafter referred to as the "Town" and the Manchester Supervisory Unit, CSEA, SEIU Local 2001, hereinafter referred to as the "Union" is recorded in written form to meet the requirements set forth in Section 7-470(c) of the Municipal Employee Relations Act of the General Statutes of Connecticut.

This Agreement is designed to promote a cooperative relationship between the Union and the Town and to provide for an equitable and orderly procedure for the resolution of differences in accordance with the provisions specified herein.

ARTICLE II - RECOGNITION CLAUSE

The Town recognizes the Union as the exclusive bargaining agent for the purpose of establishing wages, hours and conditions of employment for all employees in those titles listed on the certification issued by the Connecticut State Board of Labor Relations (Case No. ME-9062) and those titles added to the bargaining unit effective July 1, 2004, excluding the Assessor, Collector of Revenue, Director of General Services, Director of Senior Citizens Center, Director of Information Systems, Accounting Manager, Director of Finance, Director of Planning and Economic Development, Budget and Research Officer, Director of Administrative Services, General Manager, Director of Public Works, Public Works Administrator, Director of Human Services, Director of Parks and Recreation, Water and Sewer Administrator, Director of Human Resources, Human Resources Specialist, Director of Health, Director of Social Services, Chief Building Inspector, Town Engineer, Parks Administrator, Police and Fire personnel, and all other employees of the Town including temporary employees assigned to titles included in the above-mentioned certification and part-time employees.

ARTICLE III - UNION SECURITY

Section 1. All employees in the bargaining unit who are members of the Union on the effective date of this Agreement, or who afterward join, must remain members to the extent of paying monthly dues to the Union uniformly required of all members for the duration of the Agreement as a condition of continued employment.

Section 2. Employees in the bargaining unit hired after October 16, 1985, who are not Union members on the effective date of this Agreement shall, as a condition of continued employment, pay the Union each month a service charge as a contribution toward the cost of administering and negotiating this Agreement and servicing of grievance provisions provided, however, that no employee shall be required to comply with this Section before the completion of their first thirty (30) days of hire, or if hired prior to October 16, 1985. Objection to this Section by any non-member may be appealed in writing to the Union.

Section 3. The provisions of Sections 1 and 2 above shall be in effect only as long as the Union is the sole and exclusive bargaining representative for the employees covered by this Agreement.

Section 4. Upon receipt of individual written authorization from bargaining unit members, the Town agrees to deduct Union dues or a service fee monthly from earned wages and remit promptly to the Union at its current address not later than the last day of each month.

Section 5. No payroll deduction of dues shall be made during a payroll period in which earnings are insufficient to cover the amount of deductions, or shall such be made from subsequent payrolls to cover the period in question.

Section 6. The obligation of the Town for funds actually deducted under this Article terminates upon the delivery of the deductions so made to the person authorized to receive such amounts from the Town.

Section 7. The Union shall indemnify, defend and save the Town harmless against any and all claims, demands, suits or other forms of liability (monetary or otherwise) and for all legal costs that shall arise out of or by reason of action taken or not taken by the Town in complying with the provisions of this Article.

ARTICLE IV - MANAGEMENT RIGHTS CLAUSE

Section 1. Except as specifically abridged or modified by any provisions of this Agreement, the Town has and will continue to retain, whether exercised or not all of the rights, powers and authority heretofore existing, including but not limited to the following:

- a. To determine the standards of services to be offered by its departments and divisions.
- b. To determine the care, maintenance and operation of equipment and property used for and in behalf of the purposes of the Town.
- c. To determine the standards of selection for employment and to appoint, promote, demote, allocate, assign and transfer personnel.
- d. To select and to determine the number and types of employees required to perform the Town's operations.
- e. To establish work and productivity standards, and from time to time to change those standards and to schedule and assign work.
- f. To establish or continue policies, practices and procedures for the conduct of Town business, and from time to time to change or abolish such policies, practices or procedures.
- g. To relieve its employees from duty because of lack of work or for other legitimate reasons.

- h. To determine the content of job classifications.
- i. To prescribe and enforce rules and regulations for the maintenance of discipline and for the performance of work in accordance with the requirements of the Town and to take disciplinary action.
- j. To ensure that related duties connected with departmental operations, whether enumerated in job descriptions or not, shall be performed by employees.
- k. To exercise complete control and discretion over the organization and the technology of performing its work.
- l. To fulfill all of its legal responsibilities.

The above rights, responsibilities and prerogatives are inherent in the Town Board of Directors and General Manager by virtue of statutory and charter provisions and cannot be subject to any grievance or arbitration proceedings except as specifically provided for in this Agreement.

ARTICLE V - NO STRIKE AND NO LOCKOUT

Section 1. The Union, its officers, agents or employees agree that it will not instigate, promote, sponsor, engage in or condone any strike (including sympathy strikes), slowdown, concerted stoppage of work or any other intentional disruption of the operations of the Town, regardless of the reason for so doing.

Section 2. The Town will not instigate a lockout over a dispute with the Union so long as there is no breach of Section 1 of this Article.

ARTICLE VI – NONDISCRIMINATION

Section 1. Neither the Town nor the Union shall discriminate against any employee covered by this Agreement in a manner which would violate any applicable laws because of race, creed, color, handicap, national origin, age or sex.

Section 2. Whenever the male gender is used in this Agreement, it shall be construed to include equally both male and female employees.

ARTICLE VII - PROBATIONARY PERIOD

Section 1. All new appointments to full-time positions, including those made by promotion, shall be subject to a probationary period of six (6) months, except that the period may be longer or shorter, depending on the nature of the position, if approved by the General Manager and written notice is provided to the Union prior to the position being filled. The probationary period required represents a total cumulative service time, and days may be adjusted upward so as to properly allow for authorized leaves of

absences or other approved breaks in service. However, should any such leave of absence or break in service be greater than two (2) months, the Town may require that the entire probationary period be restarted at the time the employee returns to work. Probationary employees shall be subject to all provisions of this Agreement except they shall not have the right to the grievance procedure. All employees promoted or transferred shall be considered probationary employees and shall be subject to all provisions of this Agreement, except that disciplinary actions including termination which are a result of the employee's failure to demonstrate that he can completely and satisfactorily perform the job within the time limits of the probationary period may only be grieved up to and including the second step of the grievance procedure.

One (1) month before the end of an employee's probationary period, the department head shall submit to the General Manager, or his designated representative, a written performance report recommending regular status, dismissal or extension of the probationary period for not more than six (6) months. Should the employee's probationary period be extended, he shall be notified in writing at least ten (10) days prior to the end of his probationary period.

ARTICLE VIII - LAYOFF PROCEDURES

Section 1. In the event of layoffs within a particular classification within a division, employees in that classification shall be laid off in reverse order of seniority. In cases where there is only one person in a classification within a division, the General Manager shall have the sole discretion to determine the order of layoff of individuals in positions in this bargaining unit, and the individual laid off shall have no bumping rights. The Town shall make an attempt to place laid off employees in a vacant, funded position within the bargaining unit, should one be available at the time of layoff and should the employee be qualified to perform the position without additional training. If layoffs are known with enough advance notice so that employees can be trained to assume a vacant, funded position, the Town shall make an effort to provide the employer with training. The General Manager shall determine whether an employee is qualified to perform the position and his decision shall not be subject to the grievance procedure.

Section 2. Employees who are laid off shall have recall rights for a period of one (1) year from the date of layoff and only to the class within the department or division from which the employee was laid off. The last employee in the class laid off from the department or division shall be the first employee recalled to that class within the department or division involved from which the employee was laid off, provided he is presently qualified to perform the work in the job classification to which they are recalled without further training. Employees shall have two (2) weeks from the date the Town sends a notice of recall to the employee at his last known address to return to the job.

ARTICLE IX - HOURS OF WORK

Section 1. The regular hours of employment for positions in this bargaining unit shall be eight (8) hours per day, five (5) days per week, Monday through Friday, scheduled by the Town between the hours of 7:00 A.M. and 6:00 P.M., with one-half (1/2) hour lunch period, except for:

- a) the Assistant Recreation Director position, which may be scheduled between the hours of 6:00 A.M. and 10:00 P.M.;
- b) the Foreman's position in Sanitation, which shall work a Monday through Friday or a Tuesday through Saturday schedule;
- c) supervisory employees who, while working on assignments involving household hazardous waste collection days, may be scheduled between 6:00 A.M. and 6:00 P.M.; and
- d) the Administrative Records Supervisor, Customer Service Center Manager and the Chief Sanitarian whose hours shall be seven and one-half (7 ½) hours per day, five (5) days per week, Monday through Friday.

Employees hired after July 1, 1999, shall be scheduled between the hours of 6:00 A.M. and 10:00 P.M.

Section 2.

- A. Employees in the bargaining unit, who are exempt from the provisions of the Fair Labor Standards Act and/or State Wage and Hour requirements, and who are required to attend meetings of Town boards and commissions, may be granted compensatory time, not to be calculated on an hour-for-hour basis, in recognition of extra hours worked. It is recognized by members of the bargaining unit, that occasionally as part of their regular hours and compensation, they may be required to report earlier or work later than the hours stated in Sections 1 above. Extra work, required by the Town to be performed by employees, which occurs on a frequent basis or for significant durations of time (greater than a total of sixty (60) minutes prior to or after regular working hours) which is scheduled in advance, shall be paid or receive compensatory time off at the discretion of the Town on an hour-for-hour basis at the employee's regular base rate, except for employees within the Public Works Department and Water and Sewer Department who shall be paid for such time. Employees shall be paid or receive compensatory time off, at the discretion of the Town, provided they have exceeded forty (40) hours per week or thirty-seven and one-half (37.5) hours per week for those employees identified in Section 1d), except for employees within the Public Works Department and the Water and Sewer Department who shall be paid for such time, at the rate of time and one-half (1 ½) the employee's regular base rate if called back to work on an unscheduled basis after the regular working

hours for the position, or on the sixth (6th) working day for the position. Double time (2) shall be paid when called back to work on an unscheduled basis either on the seventh (7th) working day for the position, or on a holiday listed in Article X of this Agreement, and provided that they have exceeded forty (40) hours per week or thirty-seven and one-half (37.5) hours per week for those employees identified in Section 1d).

- B. On-Call. Those employees within Field Services receiving on-call pay must be within reach at all times and must respond to all calls received. Employees may not travel out of the range of the pager provided. Failure to respond while on call may subject the employee to disciplinary action. One (1) employee on call per week in the Field Services Division and Water and Sewer Department (excluding Treatment Plants) shall receive on-call pay of one hundred and seventy five dollars (\$175) per week. Two (2) additional on-call persons in the Field Services Division and the Master Mechanic, who are on call during the months of December 1 to March 31, shall receive on-call pay of one hundred dollars (\$100) per week during said months. The Master Mechanic shall be on call weekly from December 1 to March 31. The call-in pay provision stated herein shall not apply to overtime which is a continuation of the normal workday; weekend/holiday overtime work scheduled in advance; overtime which is not a continuation of the normal workday, but which is scheduled prior to the end of the previous workday. Those divisions within the Public Works Department and the Water and Sewer Department which, as of July 1, 1985, paid employees called in for work outside their regularly-scheduled working hours, except when called within four (4) hours from the start of any previous call out, a minimum of four (4) hours at time and one-half (1 ½) their base rate if called Monday through Saturday and double (2) their base rate of pay for Sundays and holidays shall continue to make such payments.
- C. Employees of the Water and Sewer Department who call additional personnel to address after-hours work assignments shall be compensated for one hour at time and one-half (1 ½) pay when such occurs on Monday through Saturday and at double time when such occurs on Sunday or a holiday.
- D. Subject To Call. All employees are expected to occasionally respond to calls during non-working hours due to unexpected or emergency conditions. Employees are required to provide the Department with a current telephone number and to respond when called. This provision is not intended to restrict the activities of employees when off duty, except as otherwise provided herein.

ARTICLE X – HOLIDAYS

Section 1. The following holidays shall be observed as days off with full pay:

New Year's Day

Labor Day

Martin Luther King Day
Lincoln's Birthday
Washington's Birthday
Good Friday
Memorial Day
Independence Day

Columbus Day
Veterans' Day
Thanksgiving Day
Day after Thanksgiving
Christmas Day

The Town, at its discretion, retains the right to substitute a floating holiday on a date of its choosing in lieu of the traditional date for celebrating Lincoln's Birthday, provided the Town notifies the union of the substitute holiday not later than December 31st for the following calendar year. Holidays listed above shall be celebrated on the same day as the State of Connecticut as set forth in Connecticut General Statutes, Section 1-4.

Section 2. Holidays falling on a Saturday shall be celebrated on the preceding day. Holidays falling on Sunday shall be celebrated on the following day.

Section 3. When a holiday falls while an employee is on annual leave the holiday shall not be charged against the annual leave allowance.

Section 4. Each employee's holiday pay shall be computed at his regular daily rate.

Section 5. The Working Foreman and Work Coordinator in Sanitation shall be given a day off with regular pay to be used at a later date within the fiscal year when a holiday falls on one of his/her regularly scheduled days off. All holiday time shall be used in the fiscal year in which it is earned.

ARTICLE XI - ANNUAL LEAVE

Section 1.

- A. Employees hired prior to July 1, 1996 shall receive 20 days of annual leave annually up to the fifth (5th) year of employment; 22 days between the fifth (5th) and tenth (10th) years; and 25 days between the tenth (10th) and twentieth (20th) year; and 30 days thereafter.

Employees appointed after July 1, 1996 shall receive 15 days of annual leave annually up to the fifth (5th) year of employment; 20 days between the fifth (5th) and tenth (10th) years, and 25 days between the tenth (10th) and twentieth (20th) year; and 30 days thereafter. Employees hired after January of each year shall be eligible for such leave on a prorated basis subject to other provisions of this Agreement.

Employees appointed after July 1, 1999, shall receive thirteen (13) days of annual leave annually up to and including the fifth (5th) year of employment (effective January 1, 2009, 14 days and effective January 1, 2010 15 days); fifteen (15) days

annually between the sixth (6th) year of employment and up to and including the tenth (10th) year of employment (effective January 1, 2009, 16 days and effective January 1, 2010 17 days); twenty (20) days annually between the eleventh (11th) year of employment and up to and including the twentieth (20th) year of employment; and twenty-five (25) days annually thereafter. Employees hired after January of each year shall be eligible for such leave on a prorated basis subject to other provisions of this Agreement.

- B. Employees may request payment, at the employee's current base rate of pay, for up to five (5) annual leave days per year, in lieu of annual leave, which may be granted at the discretion of the General Manager if the work load in the department/division is such that using the annual leave time allotted is not possible in the calendar year. Denial by the General Manager of said request shall not be the basis for a grievance. Employees who accrue and utilize compensatory time off in addition to annual leave shall not be eligible for this payment.
- C. Employees shall submit to the General Manager or his/her designee by November 1 the intention to carry forward up to fifteen (15) days of unused annual leave from one year to the next. The amount of leave carried forward shall not exceed a total of fifteen (15) days unless authorized by the General Manager or designee.
- D. For employees hired prior to July 1, 2004, at the time of separation from the Town, the amount paid for unused accumulated annual leave shall not exceed the total of one (1) year of annual leave for which the employee is eligible, plus a maximum of fifteen (15) days of annual leave time carried forward. Employees hired prior to July 1, 1996, who have authorized accumulated vacation time, shall be allowed to retain and be paid for their balance upon separation from the Town, but any additional annual leave carried forward shall be limited to the fifteen (15) day amount. Employees hired prior to July 1, 2004 who leave the Town's employ during the course of a given year shall be paid out for accumulated time on a prorated basis, subject to the provisions of Section 5-A.

Any payouts for annual leave due under this Section will be made in three equal installments over a period of three fiscal years (year of retirement and subsequent two years) if the gross amount exceeds \$10,000. Payouts of less than \$10,000 will be made at the time of retirement.

Section 2. The standard annual leave year shall run from January 1 to December 31 with an employee's annual leave time computed on the basis of his anniversary of employment and adjusted the following calendar year.

Section 3.

- A. Department heads shall annually, on or before May 15, fix a date when requests for annual leave shall be submitted by employees, and shall arrange a schedule for annual leaves within the department.

- B. Whenever there shall be a conflict in requested annual leave dates, preference shall be given to employees in the same work classification according to number of years of service with the Town.

Section 4. Accrual During Leaves.

- A. No annual leave time shall be accumulated by employees who are absent from duty on leave of absence other than sick leave.
- B. Annual leave shall accrue for the first twelve (12) months in which an employee is on Workers' Compensation. Upon reinstatement after a period of compensation, the employee shall have one (1) year in which he/she may take such annual leave as was credited as of the date of injury or illness, or as accrued while on compensation. If an employee does not take such annual leave during this period, said amounts shall be forfeited.

Section 5.

- A. An employee hired prior to July 1, 2004, unless terminated consistent with the terms of this Agreement, shall be entitled to full pay for any annual leave time due him/her, subject to the provisions of Section 1-D, as long as at least three (3) weeks written notice is given by the employee to the department head. Employees hired on or after July 1, 2004 are not entitled to any payment for annual leave upon separation from employment.
- B. Annual leave time due an employee must be utilized prior to an employee taking a leave of absence without pay. No additional annual leave will be credited during his absence. Authorized leave of absence for one (1) month or less should not be considered to be a basis of reducing an employee's benefits.

ARTICLE XII - SICK LEAVE

Section 1. Accumulated sick leave is a benefit to the employee and shall only be utilized in the event of a personal illness or serious or disabling injury or illness, except that an employee may use up to twenty-four (24) hours of sick leave annually for critical illness or severe injury in the immediate family creating an emergency that requires the attendance or aid of the employee. The Town provides no long-term disability insurance for its employees beyond the provisions of the Workers' Compensation Act. It is therefore crucial that employees conserve as much of their sick leave accrual as possible in order to ensure against future need.

The Town reserves the right to discipline employees whose utilization of sick leave is not in accordance with the terms of this Agreement. Evidence of misuse of sick leave includes, but is not limited to: patterns of sick leave use on Mondays and Fridays; use of

sick days immediately preceding or following holidays; and use of sick days in conjunction with annual leave or other approved leaves of absence. Employees are required to utilize sick leave in accordance with the provisions contained herein for a personal illness or a serious or disabling personal illness or injury, except use of said leave is not allowed where the injury or illness is sustained in the employment of another employer or which is traceable to such employment.

A full-time employee shall accrue sick leave with pay of one and one-quarter (1¹/₄) days for each full month of employment with no limit to the amount of unused sick leave that can be accumulated to be reduced to one (1) day for each full month of employment for employees hired after July 1, 1996.

To verify proper use of sick leave, employees shall be required to provide the Town with an acceptable medical certificate on a prescribed form and signed by a licensed physician or other practitioner whose method of healing is recognized by the State of Connecticut to support a request for sick leave during annual leave; for a period of absence in excess of five (5) consecutive working days or for any duration of absence from duty recurring frequently or habitually, provided that the employee has been previously notified in writing that such a certificate may be required; and to support a request for sick leave on a day which the employee had previously requested to use annual leave and the request had been denied. Employees may be required to provide such a certificate for any use of sick leave which exceeds a total of five (5) days per calendar year in the sole discretion of the Town. The requirement for a doctor's note shall be reviewed after twelve (12) months from the date the requirement commenced.

Section 2. The department shall be notified by the employee whenever he is unable to report to work because of illness not later than thirty (30) minutes after the start of the employee's scheduled workday unless it is absolutely impossible to do so.

Section 3. Sick Leave Payouts on Retirement or Termination.

A. Employees Hired Prior to July 1, 1996:

1. Upon retirement, as defined by the Town of Manchester Supplemental Pension Ordinance, an employee shall be paid for any unused, accumulated sick leave up to one hundred five (105) days on the basis of the employee's current salary.
2. Upon termination other than discharge, the employee shall be paid, on the basis of current salary, for any of his unused accumulated sick leave up to forty-five (45) days, provided the employee has given two (2) weeks written notice to the department head. There shall be no payout for unused accumulated sick leave for any employee who is discharged for disciplinary reasons.

B. Employees Hired on or After July 1, 1996 and Prior to July 1, 1999:

1. Upon retirement, as defined by the Town of Manchester Supplemental Pension Ordinance, an employee hired on or after July 1, 1996 and prior to July 1, 1999, shall be paid for seventy (70) days of unused, accumulated sick leave, based on an average of the last three (3) years' salary.
2. Upon termination other than discharge, an employee hired on or after July 1, 1996 and prior to July 1, 1999, who has at least five (5) years of service with the Town, shall be paid for up to forty-five (45) days of unused, accumulated sick leave, based on an average of the last three (3) years' salary, provided the employee has given two (2) weeks written notice to the department head. There shall be no payout for unused accumulated sick leave for any employee who is discharged for disciplinary reasons.

C. Employees Hired on or After July 1, 1999 and Prior to July 1, 2004:

1. Upon retirement, as defined by the Town of Manchester Supplemental Pension Ordinance, an employee hired on or after July 1, 1999 and prior to July 1, 2004, shall be paid for sixty (60) days of unused, accumulated sick leave, based on an average of the last three (3) years' salary.
2. An employee who resigns and who has at least ten (10) years of service with the Town shall be paid for up to thirty (30) days of unused, accumulated sick leave, based on an average of the last three (3) years' salary, provided the employee has given two (2) weeks written notice to the department head. There shall be no payout for unused accumulated sick leave for any employee who is discharged for disciplinary reasons.

D. Employees Hired on or After July 1, 2004:

There shall be no payout of sick leave under any circumstances for employees hired on or after July 1, 2004.

- E. Any payouts for sick leave due under this Section will be made in three equal installments over a period of three fiscal years (year of retirement and subsequent two years) if the gross amount exceeds \$10,000. Payouts of less than \$10,000 will be made at the time of retirement.

Section 4. Sick Leave Payouts on Death of an Employee.

A. Employees Hired Prior to July 1, 1996:

In the event of an employee's death, his spouse, and/or children, shall receive, on the basis of the employee's current salary, payment for any of the employee's unused, accumulated sick leave up to one hundred and five (105) days.

B. Employees Hired On or After July 1, 1996 and Prior to January 1, 1999:

In the event of an employee's death, his spouse, and/or children, shall receive, on the basis of the employee's current salary, payment for any of the employee's unused, accumulated sick leave up to one hundred and five (105) days.

C. Employees Hired on or After January 1, 1999 and Prior to July 1, 2004:

In the event of an employee's death, his spouse, and/or children, shall receive, on the basis of the employee's current salary, payment for any of the employee's unused, accumulated sick leave in the amount the employee would have received had he/she actually retired from the Town.

D. Employees Hired on or After July 1, 2004:

There shall be no payout of sick leave under any circumstances for employees hired on or after July 1, 2004.

E. Any payouts for sick leave due under this Section will be made in three equal installments over a period of three fiscal years (year of retirement and subsequent two years) if the gross amount exceeds \$10,000. Payouts of less than \$10,000 will be made at the time of retirement.

Section 5. The General Manager, in his sole discretion, may grant additional consecutive sick leave with pay in exceptional cases. This shall not exceed eight (8) days for each year of consecutive service with the Town. Requests for such additional sick leave shall be submitted in writing to the employee's department head, who shall transmit it with a written recommendation to the General Manager. Additional sick leave with pay, if granted by the Town, shall be deducted from future accumulated sick leave at the rate of eight (8) days per year. A request for leave under this Section can only be made after all other leave provisions are exhausted.

Section 6. An acceptable certificate signed by a licensed physician whose method of healing is recognized by the State of Connecticut may be required of an employee to substantiate a request for sick leave for the following reasons:

- a) for any period of absence in excess of five (5) consecutive working days;
- b) for leave of any duration, if absence from duty occurs frequently or habitually;
- c) when evidence indicates reasonable cause for requiring such form.

In addition, the General Manager, or his designee, may make provisions for a physician other than the employee's family doctor to make a further examination.

ARTICLE XIII - LEAVE PROVISIONS

Section 1. Each employee shall be granted special leave with full pay for the following reasons:

- A. An employee who is unable to report for regular work due to injuries or other disability sustained in the performance of his work shall receive the difference between his regular weekly pay and the allowance for Workers' Compensation. The Town's liability for Supplemental Workers' Compensation payments shall cease at the end of one (1) year or at the end of disability, whichever comes first.
- B. Because of a demand which is made for the employee by another governmental agency as a result of employment by the Town or as a result of Jury Duty, the Town may deduct from the employee's pay the amount of money paid the employee for serving on Jury Duty.
- C. An employee who has completed the probationary period may be granted a leave of absence with pay to attend professional conferences which the General Manager determines will contribute to, or increase the employee's knowledge with regard to the betterment of public service. Such approval will be granted only where budgetary provision has been made or if the employee has agreed to pay the cost.
- D. Full-time employees will be granted leave of absence with pay not to be deducted from their accumulated sick leave of up to six (6) hours annually for medical, dental or eye examinations for which arrangements cannot be made outside of working hours. Any medical, dental or eye examinations or treatment in excess of the six (6) hours annually shall be charged to sick leave. Approval must be received from the department head at least twenty-four (24) hours in advance of the requested leave except in the case of emergency.

Section 2. Employees shall be granted leave with pay for the duration of military service and shall be reinstated to their original position or to one similar in pay and duties upon their separation from such military service provided they return to the Town service within ninety (90) days of their separation from the military service.

Section 3. Employees shall be granted leave with pay for participation in short term military training in the Federal Reserves or National Guard. In case the employee receives any pay, the employee's Town salary shall be reduced by that amount for the duration of the leave. The period of absence in any calendar year shall not exceed thirty (30) days.

Section 4. Employees who are expectant mothers shall report to the Town Health Director before the seventh (7th) month of pregnancy. The Health Director, or the Town's designated medical physician, in cooperation with the personal physician of the expectant mother, shall determine the proper time for the employee to stop work. Should the employee desire to leave work earlier than the date determined by the Health Director and the employee's physician, then the individual shall be required to request annual leave or leave without pay. At the time the employee meets with the Health Director, she must provide a certificate from her physician stating that she is under care and able to perform her work duties. Employees in good standing who comply with the provisions of this Section may resign or take maternity leave as provided below:

An employee who wishes to return to her same position must so notify the department head, in writing, prior to the last scheduled workday. An employee on maternity leave of absence is eligible to use paid sick leave in accordance with the sick leave provisions of this Agreement for that period of time not to exceed ninety (90) days that the individual's doctor certified that the employee is medically incapable of performing the duties of the position. An employee who exhausts unused, accumulated sick leave will be carried on leave of absence without pay for the balance of the maternity leave period. Such employee shall have up to ninety (90) days from the date of birth of the child to return to work. Before the expiration of the leave, application may be made to the General Manager of the Town for extension of said leave. Extensions shall normally only be granted as a result of medical complications of the birth. Such extension is in the sole discretion of the General Manager. If the application for extension is denied or if the employee decides not to return after the 90-day period, she may request to the General Manager that she be placed on a reemployment list for a period not to exceed two (2) years. During the two-year period of time, should a vacancy occur in the department where the employee last worked and should the vacancy be in a position which the employee previously occupied and should the employee be qualified to perform the work as required without further training, then the employee shall be certified to the appointing authority for consideration.

Should the employee, after electing to be placed on the reemployment list, decide to withdraw all money due her from the Town's Pension Plan, then the individual shall be considered as a new employee if and when she is reemployed. This shall include receiving the starting salary for the position as well as receiving no credit in terms of seniority, annual leave accrual rate, or sick leave balance. Any unused, accumulated sick time paid out shall be deducted from any future available unused, accumulated sick time eligible to the employee upon retirement or termination.

Should the employee not withdraw the money in the Pension Plan due her and be reemployed under the provisions of this Section, then she shall be credited for the years of service she had prior to being placed on the reemployment list. The individual shall receive a salary that is closest to the salary she was receiving at the time she went on the reemployment list. Any unused, accumulated sick time paid out shall be deducted from any future available unused, accumulated sick time eligible to the employee upon retirement or termination.

Section 5. Leaves of absence without pay may be granted to employees who have completed the probationary period on recommendation of the department head with the approval of the General Manager for not longer than one (1) year. Requests for such leave without pay shall be made in writing to the department head and shall include a statement of the reasons therefor and of the length of leave requested. Any employee who is on leave of absence without pay shall not be paid for any holiday or sick leave during the period of absence. Any annual leave time due an employee at the time of taking a leave of absence without pay may be paid at that time. Authorized leaves of absences for one (1) month or less will not be used as a basis of reducing employees' benefits. With the approval of the General Manager, a department head may reinstate an employee from a leave of absence without pay to the position formerly held by that employee, if it is vacant.

Section 6. Up to ten (10) days of leave per calendar year will be permitted, without loss of pay, without loss of seniority, for up to two (2) employees (Union officers and/or Union Leaders) selected by the Union to attend the biannual convention, the SEIU international convention and other trainings or workshops conducted by the Union.

ARTICLE XIV - GRIEVANCE PROCEDURE

Section 1. The purpose of this procedure is to provide an orderly method for adjusting grievances. Grievances arising out of matters covered by this Agreement will be processed in the following manner at the request of either party.

Step One

Any post-probationary employee who has a grievance shall reduce the grievance to writing and shall submit the grievance within five (5) working days of the event to his department head setting forth the facts of the grievance, the Agreement provisions in question and the remedy requested. Within ten (10) working days after said department head receives such grievance, he or his designated representative shall give the Union his answer to the grievance in writing.

Step Two

If the aggrieved employee is dissatisfied with the department head's decision, he may appeal in writing to the General Manager within seven (7) working days of the receipt of the department head's decision. It shall be the responsibility of the aggrieved employee to provide the General Manager with a copy of the grievance referred to in Step One above and all supporting documentation. The General Manager shall meet with the aggrieved employee and his department head within ten (10) working days of receipt of the written appeal. The purpose of the meeting will be to hear the issues and gather facts. The employee may be represented at this meeting by any other party of his choosing. The General Manager shall submit a written decision to the employee within ten (10)

working days of the Step Two meeting.

Step Three

If the aggrieved employee and his representative are not satisfied with the decision rendered, he or his representative may submit the grievance within thirty (30) working days to the Connecticut State Board of Mediation and Arbitration and the decision rendered by the Arbitrator or Arbitrators shall be final and binding upon both parties. The Arbitrator shall be limited to the terms of the Agreement and shall not have the power to modify, amend or delete any terms or provisions of this Agreement. The Union shall provide a copy of its request for arbitration to the Town. Either party may decide to use the services of the American Arbitration Association, instead of the State Board of Mediation and Arbitration and the parties shall share the cost.

Section 2. The number of bargaining unit employees who may be released from duty with pay in order to present grievances, under Section 1 of this Article, shall not exceed two (2) at any one (1) time, unless the attendance of additional witnesses is required.

Section 3. Time extensions beyond those stipulated in this grievance procedure may be arrived at in writing by mutual agreement of both parties concerned. Absent an extension of time, failure at any step of this procedure to communicate a decision within the specified time limits shall permit the aggrieved employee to proceed immediately to the next step. Failure at any step to appeal within the specified time limits shall be considered acceptance of the decision rendered.

Section 4. Nothing in this Article is intended to prohibit the Town from processing a grievance through the grievance procedure up to and including arbitration. Any such grievance shall be submitted first to the local Union President and if not satisfactorily resolved within two (2) weeks of its submission, the Town may submit the grievance to the State Board of Mediation and Arbitration or the American Arbitration Association.

Section 5. The services of the Union Representative shall be available to the complainant on any step of the grievance procedure.

ARTICLE XV – HEALTH

Section 1. Those employees who, in the sole discretion of the General Manager, are required to purchase safety shoes shall receive reimbursement at the maximum rate of one hundred eighty-five dollars (\$185) per year. Such reimbursement of payment will be made within thirty (30) days upon presentation of a receipt to employees who have completed their probationary period. Employees receiving said reimbursement shall wear the safety shoes at all times during the workday. Affected employees found not wearing safety shoes shall be subject to disciplinary action.

Section 2. The Town will provide employees, who work outside in inclement

weather, foul weather gear for their care and maintenance. The determination of the nature of foul weather gear, and which employees shall receive said gear, shall be the sole discretion of the department head with approval from the General Manager. With the exception of gloves, replacements may be obtained by turning in damaged or worn items that were previously issued. Lost or stolen items must be reported to the division head within twenty-four (24) hours of the occurrence.

Section 3. Employees shall be provided recreation cards and have access to recreation facilities included as part of the Town's Wellness Program during non-working hours.

ARTICLE XVI - WAGES AND BENEFITS

Section 1. Wages.

- A. Wage increases during the term of this Agreement shall be as follows:
 - 1. Effective July 1, 2016, for those employees on the payroll as of the effective date of this Agreement, wages shall be increased by two and one-half percent (2.5%).
 - 2. Effective July 1, 2017, wages shall be increased by two percent (2.0%).
 - 3. Effective July 1, 2018, wages shall be increased by two percent (2.0%).
- B. Salary Plan A, attached hereto as Appendix A, shall be in effect for all employees hired prior to July 1, 1999. Employees hired after July 1, 1999, shall be placed on Salary Plan B, attached hereto as Appendix B.

Section 2. Step Advancement.

- A. Employees hired prior to July 1, 1999 shall be on the 12-month step plan. Such employees shall move to the next step of their salary range on the anniversary date of their employment, or, if the classification's wage group is changed, on the anniversary date of the implementation of the wage group change, provided they have performed the duties of the position satisfactorily as determined by the General Manager or his designee.
- B. Employees hired on or after July 1, 1999 shall be on the 18-month step plan.

Section 3. Evaluations. A performance evaluation shall be performed in May of each year and shall be used as a basis for assessing performance and recommending corrective action. The evaluation may also be used by the General Manager in determining whether step increases shall be granted as specified in Section 2 of this Article. The General Manager may at his discretion award individuals with up to three

(3) days off with pay per year based on the result of the evaluation.

Section 4. Longevity. Longevity payments shall not be available for employees hired after July 1, 1999. Effective with the November 1999 payment, the current longevity schedule for those eligible to receive said payments shall increase by \$100 as follows:

10 years	\$200
15 years	\$300
20 years	\$500

Longevity payments shall be made in two installments - November and May of each year.

Section 5. Shift Differential. No employee in the bargaining unit shall be eligible for a night shift differential, except those employees receiving a night shift differential prior to the signing of this Agreement.

Section 6. Tuition Reimbursement. Any employee in the bargaining unit taking college courses which in the sole discretion of the General Manager directly relate to the employee's current assignments shall be eligible to be reimbursed for seventy-five percent (75%) of the tuition costs and books, not to exceed two (2) courses in any fiscal year, when the school and course(s) are approved in writing by the General Manager in advance and the employee receives a "C" or better ("B" or better for graduate work) in such approved course. Notification of intent to take such course(s) and requests for approval must be made with enough advance notice so that money can be properly budgeted. If said notice is not provided in a timely fashion, reimbursement may be delayed until the following fiscal year. The determination of the General Manager or his/her designee concerning eligibility for tuition reimbursement shall not be subject to the grievance procedure.

Employees who leave the Town's employ, for any reason, within three (3) years of being reimbursed under this Section, shall have deducted from any payout for which the employee is eligible under Article XII, Section 3 or 4, the amount of reimbursement they have received under this Section. Any employee who is not eligible to receive payouts shall be required to repay all tuition reimbursement received if the employee leaves the town's employee for any reason other than layoff within three (3) years of being reimbursed under this section. Authorization to deduct monies from final pay will be sought from the employee and/or payments shall be made by the employee directly to the Town on a mutually agreed schedule.

ARTICLE XVII – INSURANCE AND PENSION

Section 1. Health Insurance.

A. The Town shall provide and pay for the following health insurance for each full-time employee and his/her dependents, as provided herein:

1. For employees hired prior to July 1, 2004:
 - a. An Open Access Plan (OAP) Plus Plan, with in-network and out-of-network options, as summarized in Appendix C. The employee shall contribute through payroll deductions, which shall be on a pretax basis as allowed by the Internal Revenue Service Code, eleven percent (11%) per year of the cost of this insurance benefit effective July 1, 2016. Effective July 1, 2017, the contribution rate will be twelve percent (12%).
 - b. An Open Access Basic Plan (HMO) with in-network coverage only, as summarized in Appendix C. The employee shall contribute through payroll deductions, which shall be on a pretax basis as allowed by the Internal Revenue Service Code, eleven percent (11%) per year of the cost of this insurance benefit effective July 1, 2016. Effective July 1, 2017, the contribution rate will be twelve percent (12%).
 - c. One of the following dental plans:
 - (i) Employees hired prior to June 1, 1996, shall be covered by the full service dental plan and shall be eligible to receive, for themselves only, Rider A of said Plan.
 - (ii) Employees hired on or after July 1, 1996 and prior to July 1, 1999, shall be covered by the full service dental plan.
 - (iii) Employees hired on or after July 1, 1999, shall be covered by a 90/10 dental plan, which requires that the employee pay ten percent (10%) of the cost of services.
2. For employees hired on or after July 1, 2004:
 - a. An Open Access Plan (OAP) Plus Plan, with in-network and out-of-network options, as summarized in Appendix C. The employee shall contribute through payroll deductions, which shall be on a pretax basis as allowed by the Internal Revenue Service Code, sixteen percent (16%) per year of the cost of this insurance benefit effective July 1, 2016.

- b. An Open Access Plan Basic Plan (HMO), with in-network coverage only, as summarized in Appendix C. The employee shall contribute through payroll deductions, which shall be on a pretax basis as allowed by the Internal Revenue Service Code, thirteen percent (13%) per year of the cost of this insurance benefit effective July 1, 2016.
 - c. A 90/10 dental plan, which requires that the employee pay ten percent (10%) of the cost of services.
3. The Town shall offer a voluntary High Deductible Health Plan with a Health Savings Account (HDHP/HSA) with a \$2,000/\$4,000 deductible. The Town shall contribute fifty percent (50%) of the deductible to an employee's HSA account, on a quarterly basis. The contribution to the HSA for a newly hired employee shall be pro-rated based on the employee's date of hire. The Town will fully fund the HSA at the start of the first plan year and thereafter, fund the HSA on a quarterly basis. Premium cost sharing for the HDHP/HSA shall be eleven percent (11%) effective July 1, 2016, and twelve percent (12%) effective July 1, 2017. Effective July 1, 2016, prescription co-pays shall apply to prescriptions after the exhaustion of the HDHP deductibles.

A 90/10 dental plan, which requires that the employee pay ten percent (10%) of the cost of services. The employee shall contribute through payroll deductions, which shall be on a pretax basis as allowed by the Internal Revenue Service Code, the same percentage contribution as the employee is paying on his/her health insurance plan.

4. The current plan design for all health insurance plans shall be modified as follows:
Office visit co-pay \$10 on 07-01-16; Office visit co-pay \$15 on 07-01-17.
In-patient co-pay \$100 on 07-01-16; In-patient co-pay \$200 on 07-01-17.
Out-patient co-pay \$50 on 07-01-16; Out-patient co-pay \$100 on 07-01-17.
Prescription co-pay \$5/20/30 on 07-01-16; Prescription co-pay \$5/20/35 on 07-01-17.

B. Waiver of Health Insurance.

An employee may elect to waive the health insurance coverage of this Section, provided that the employee provides proof that he or she has alternative coverage. The option to waive coverage must be elected at the time of the annual open enrollment, on such form as the Town shall provide. An employee who waives coverage shall not be required to contribute toward the cost of the health insurance benefit during the period of the waiver of coverage. If an employee is eligible to re-enroll in the health insurance plan, the employee shall be required to

pay the same cost sharing as other employees and, in addition, five hundred dollars (\$500) annually for that number of years the employee was not enrolled in the plan. An employee who waives health insurance coverage shall be eligible to re-enroll only as follows:

- 1) during an open enrollment; or
 - 2) upon the occurrence of a qualifying event as defined by law, and submission of documentation to the Town of such qualifying event.
- C. The spouse of a deceased employee, who died while employed by the Town, shall be eligible to purchase at his/her expense and at a rate and manner determined by the Town for a three (3) year period from the date of death of the employee, medical coverage for the spouse and dependents, provided the spouse does not remarry during said period of time and/or is eligible to receive medical insurance elsewhere.

Section 2. Group Life Insurance/Accidental Death and Dismemberment.

- A. The Town shall provide life insurance program for each member of the bargaining unit. The program shall provide that the Town pay for \$50,000 of term life insurance. An employee may, at his or her expense, purchase an additional \$50,000 of coverage under the Town's group policy.
- B. Accidental Death and Dismemberment coverage in the principal sum of \$10,000 and \$20,000 coverage in the event of accidental death shall be paid for by the Town.

Section 3. Retiree Insurance.

- A. Eligibility:

1. Defined Benefit Plan Participants:

Retiree medical insurance shall only be available to employees who have worked for the Town as a full-time employee for at least fifteen (15) consecutive years except that eligible employees who had been employed by the Town for more than five (5) years as of July 1, 1999 or those employees who were within ten (10) years of the normal retirement age of sixty-five (65) as of July 1, 1999, must have been employed by the Town for at least ten (10) consecutive years prior to retirement to be eligible for retiree medical insurance.

2. Defined Contribution Plan Participants:

- a. Employees participating in the Defined Contribution Plan on or prior to June 30, 2004 will be eligible for retiree health insurance if, at the time of retirement, the employee has reached age 55 and has fifteen (15) years of service with the Town.
- b. Employees entering the Plan on or after July 1, 2004 must meet the requirements for the Rule of 80 with at least fifteen (15) years of Town service, or be age 62 with at least twenty-five (25) years of Town service.

B. Health Insurance Coverage Prior to Age 65:

1. For Employees Hired Prior to July 1, 1996:

- a. Employees hired prior to July 1, 1996 who receive a normal, special or disability pension, shall continue to be eligible to receive health benefits for themselves and their spouses of record at the time of retirement until the retiree's death. Such employees shall be required to co-pay for health insurance in the same amount as active employees at the time of their retirement.
- b. Employees hired prior to July 1, 1996, who retire early after July 1, 1996, shall receive health benefits for themselves and their spouse, provided they pay fifty percent (50%) of the cost of the spouse benefit. Spousal coverage shall cease upon the death of the employee.
- c. Effective July 1, 2016, the PPO will not be offered to retirees. The HDHP/HSA shall be offered as an option to retirees who are eligible to participate in such plan.

2. For Employees Hired on or After July 1, 1996 and Prior to July 1, 2001:

- a. Employees, hired on or after July 1, 1996, who retire with either an early, normal, special or disability pension, shall only be eligible to receive individual employee retiree health benefits.
- b. Effective July 1, 2016, the PPO will not be offered to retirees. The HDHP/HSA shall be offered as an option to retirees who are eligible to participate in such plan.

Employees who were within ten (10) years of retirement as of January 1, 2000, shall have their employee contributions fixed at the yearly contribution rates in effect at the time of their

retirement.

3. For Employees Hired On or After July 1, 2001:

Employees hired on or after July 1, 2001, who subsequently retire will be eligible for the retiree only to receive the OAP Plus Plan or the OAP Basic (HMO) Plan offered to active employees and shall pay the same premium cost sharing required of active employees. The HDHP/HSA shall be offered as an option to retirees who are eligible to participate in such plan.

C. Health Insurance Coverage After Retiree Reaches Age 65:

1. The Town shall provide and pay for the employee (and spouse of record at the time of retirement if the employee's hire date makes the retiree eligible for spousal coverage) supplemental Medicare coverage for those over sixty-five (65) years of age. If the retiree is eligible for spousal coverage, such spousal coverage shall cease upon the death of the employee.
2. Employees shall contribute toward the cost of supplemental Medicare coverage the same percentage figure that they were contributing for health insurance prior to reaching age sixty-five (65). In addition, employees shall pay the differential cost for any improvements made to the supplemental Medicare coverage for that calendar year.

D. Life Insurance:

The Town shall provide life insurance in the amount of six thousand dollars (\$6,000) for the retired employee.

Section 4. Change of Carrier. All employee insurances referred to in this Article shall be those specifically named or similar benefits and co-pay arrangements provided by an alternative health insurance benefit carrier provided that the size of the service network offered must be seventy-five percent (75%) of that currently offered. The following will be excluded in determining whether a plan is similar or not: out-of-state reciprocal arrangements for routine care (non-emergencies) for POS and HMO platforms, claims processing, payment methods and plan documents' definitions and language.

Section 5. Flexible Spending Account (FSA) Plan. The Town shall make available to bargaining unit employees the opportunity to participate in the Town's "Flexible Spending Account Plan". This Plan allows pre-tax dollars to be set aside into an account for employees (administered by a third party) to be used toward medical or daycare expenses.

Section 6. Pension.

Pension rights shall continue to be governed by the Town Pension Ordinance. This

Agreement acknowledges that the parties have agreed to modifications of said Ordinance by the Town's Board of Directors, which modifications provide as follows:

A. Employees Hired Prior to July 1, 2004:

1. Defined Benefit Plan

a. Sick Leave Exchange:

All employees eligible for a normal retirement on or before December 31, 2010 shall have the following sick leave exchange and service time purchase opportunity:

- i. The ability to exchange fifty (50) days of accrued sick, vacation or annual leave for which they would otherwise be paid at retirement for one year of added service for eligibility and benefit accrual purposes, and in addition, may also purchase a year of additional service for eligibility and benefit accrual purposes at the rate of thirty percent (30%) of current salary/year.
- ii. The total service time gained through accrual exchange may not exceed three (3) years and the total gained through a combination of accrual exchange and purchase may not exceed four (4) years. Purchase of service may include transfer of funds from qualified 457 Plans (Deferred Compensation) to the Defined Benefit Plan to the extent permitted by IRS Regulations.

b. Contributions:

Employees eligible for the Defined Benefit Plan shall contribute 5.9 percent of their pay to the Plan.

2. Defined Contribution Plan:

All Defined Contribution Plan participants will have the Town and Employee contributions fixed at six percent (6%). Such employees may elect additional contributions to the extent allowed by law.

B. Employees Electing the Defined Contribution Plan and Employees Hired On or After July 1, 2004:

1. Employees hired on or after September 1, 2000 and prior to July 1, 2004 had a one-time irreversible election to join the Defined Contribution Plan in lieu of the Defined Benefit Plan.

2. All employees hired on or after July 1, 2004 will be eligible for the Defined Contribution Plan only and not the Defined Benefit Plan.

ARTICLE XVIII - SUPERVISORY RESPONSIBILITIES

Section 1. The Town and the Union recognize that the positions occupied by the members of the bargaining unit are and have always been essentially Management positions. The Union agrees that the designation of these positions within a bargaining unit has not altered the responsibilities of bargaining unit members to advocate Management function. These responsibilities shall be apparent both in the bargaining unit members' supervision and direction of subordinate employees and in their attention to the Town's mission of serving the residents of Manchester. The Union is obligated to ensure that its members, as part of Management, actively support the efforts of the Town Administration to maintain essential Town services in time of emergency and, at such times, to work to minimize the critical hardship that may otherwise befall the Town's residents.

ARTICLE XIX – MISCELLANEOUS

Section 1. This Agreement establishes the basic conditions of employment for members of the bargaining unit, but it is understood that the implementation of these and other aspects of the employment relationship has varied by department and position. It is the intention of the parties to preserve this flexibility and to permit continuation of these differing arrangements provided they are not in conflict with the specific provisions of this Agreement. Any such arrangement shall not be the basis for any other employee in a different division or department to make a claim for a similar arrangement.

Section 2. It is recognized by the parties hereto that the Town, in accordance with its Charter and Personnel Rules provisions, appoints and promotes its personnel on the basis of merit and in conformity with recognized principles of public personnel administration. Any promotion by the Town made within the bargaining unit affecting a member of this bargaining unit, which is alleged by the Union to have been not so made, but to have been instead made in an arbitrary, capricious or discriminating manner, is subject to the grievance procedure as set forth in Article XIV of this Agreement. The burden of proof shall be on the Union.

Section 3. The General Manager shall retain complete authority to assign or reassign motor vehicles.

Section 4. The Town shall notify the President of the Union of the creation of any new positions which may meet the definition of a Supervisor as defined by the State Statutes prior to the posting of the position. At the request of the Union, the Town shall meet with appropriate representatives to discuss possible inclusion of said position(s)

within the bargaining unit.

ARTICLE XX - ENTIRE AGREEMENT

Section 1. The foregoing constitutes an entire Agreement between the parties and no verbal statements shall supersede any of its provisions. The Agreement may not be reopened for changes in its items or additions of new subject matter except by mutual agreement.

ARTICLE XXI - SAVINGS CLAUSE

Section 1. Should any article, section or portion thereof, of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific article, section or portion thereof directly specified in the decision; upon issuance of such a decision, the parties agree, where applicable, to negotiate a substitute for the invalidated article, section, or portion thereof.

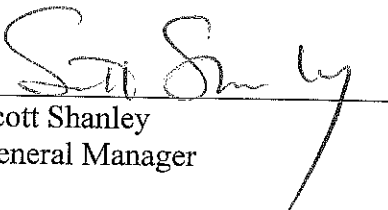
ARTICLE XXII – DURATION

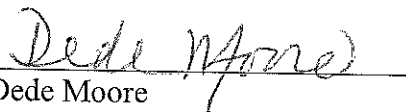
Section 1. This Agreement shall be effective on July 1, 2016 and shall remain in full force and effect through the thirtieth (30th) day of June, 2019. It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing on or before January 1, 2019, that it desires to negotiate a successor agreement. In the event that such notice is given, negotiations shall begin no later than one hundred and fifty (150) days prior to the anniversary date. This Agreement shall remain in full force and be effective during the period of negotiation and until termination of this Agreement.

IN WITNESS WHEREOF, the parties have caused their names to be signed on this

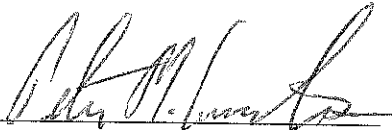
7th ^{October} day of ~~September~~ 2016.

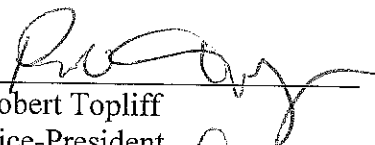
TOWN OF MANCHESTER

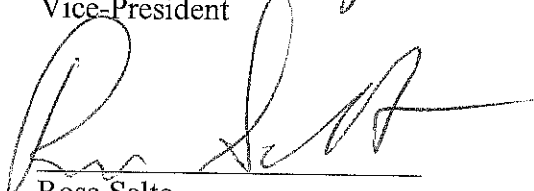
By 
Scott Shanley
General Manager

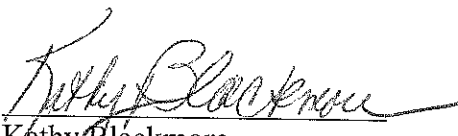
By 
Dede Moore
Director of Administrative Services

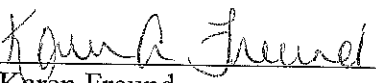
CSEA, SEIU, LOCAL 2001

By 
Peter Connorton
President

By 
Robert Topliff
Vice-President

By 
Rosa Salto
Staff Representative

By 
Kathy Blackmore
Negotiating Committee

By 
Karen Freund
Negotiating Committee

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999
TOWN OF MANCHESTER - SUPERVISORY UNIT, CSEA. INC/SEIU AFL-CIO LOCAL 760
SALARY SCHEDULE - EFFECTIVE JULY 1, 2016 - JUNE 30, 2017 - 2.5% INCREASE

ALL GRADES ENDING IN "A" APPLY TO EMPLOYEES HIRED PRIOR TO 7/1/1999. EMPLOYEES ARE ELIGIBLE TO MOVE TO THE NEXT STEP ON 12-MONTH ANNIVERSARY DATE OF HIRE/PROMOTION.

ALL GRADES ENDING IN "B" APPLY TO EMPLOYEES HIRED ON 7/1/1999 OR AFTER. EMPLOYEES ARE ELIGIBLE TO MOVE TO THE NEXT STEP ON 18-MONTH DATE OF HIRE/PROMOTION.

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T883 CUST SVS CENTER MANAGER	800B	1.00	26.6780	37.50	\$2,000.85	\$52,022.13
	800B	2.00	28.1097	37.50	\$2,108.23	\$54,813.85
	800B	3.00	29.5413	37.50	\$2,215.60	\$57,605.53
	800B	4.00	30.9729	37.50	\$2,322.97	\$60,397.23
	800B	5.00	32.4045	37.50	\$2,430.34	\$63,188.90
T425 WORKING MASTER MECHANIC	810A	1.00	30.4429	40.00	\$2,435.43	\$63,321.10
	810A	2.00	31.8745	40.00	\$2,549.96	\$66,298.90
	810A	3.00	33.3225	40.00	\$2,665.80	\$69,310.80
	810A	4.00	34.7625	40.00	\$2,781.00	\$72,305.98
	810A	5.00	36.2026	40.00	\$2,896.21	\$75,301.52
T670 WORKING FOREMAN	810A	1.00	30.4429	40.00	\$2,435.43	\$63,321.10
	810A	2.00	31.8745	40.00	\$2,549.96	\$66,298.90
	810A	3.00	33.3225	40.00	\$2,665.80	\$69,310.80
	810A	4.00	34.7625	40.00	\$2,781.00	\$72,305.98
	810A	5.00	36.2026	40.00	\$2,896.21	\$75,301.52
	810A	6.00	37.1078	40.00	\$2,968.62	\$77,184.07
T810 ADMINISTRATIVE RECORD SPVR	810A	1.00	30.4429	37.50	\$2,283.22	\$59,363.68
	810A	2.00	31.8745	37.50	\$2,390.59	\$62,155.37
	810A	3.00	33.3224	37.50	\$2,499.18	\$64,978.73
	810A	4.00	34.7627	37.50	\$2,607.20	\$67,787.09
	810A	5.00	36.2027	37.50	\$2,715.20	\$70,595.16
T881 CHEMIST II	810A	1.00	30.4429	40.00	\$2,435.43	\$63,321.10
	810A	2.00	31.8745	40.00	\$2,549.96	\$66,298.90
	810A	3.00	33.3225	40.00	\$2,665.80	\$69,310.80
	810A	4.00	34.7625	40.00	\$2,781.00	\$72,305.98
	810A	5.00	36.2026	40.00	\$2,896.21	\$75,301.52

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T885 PROCESS CONTROL SUPERVISO	810A	1.00	30.4429	40.00	\$2,435.43	\$63,321.10
	810A	2.00	31.8745	40.00	\$2,549.96	\$66,298.90
	810A	3.00	33.3225	40.00	\$2,665.80	\$69,310.80
	810A	4.00	34.7625	40.00	\$2,781.00	\$72,305.98
	810A	5.00	36.2026	40.00	\$2,896.21	\$75,301.52
T425 WORKING MASTER MECHANIC	810B	1.00	30.4426	40.00	\$2,435.41	\$63,320.74
	810B	2.00	31.3028	40.00	\$2,504.23	\$65,109.85
	810B	3.00	32.1626	40.00	\$2,573.01	\$66,898.29
	810B	4.00	33.0223	40.00	\$2,641.78	\$68,686.37
	810B	5.00	33.8831	40.00	\$2,710.65	\$70,476.88
T670 WORKING FOREMAN	810B	1.00	30.4426	40.00	\$2,435.41	\$63,320.74
	810B	2.00	31.3028	40.00	\$2,504.23	\$65,109.85
	810B	3.00	32.1626	40.00	\$2,573.01	\$66,898.29
	810B	4.00	33.0223	40.00	\$2,641.78	\$68,686.37
	810B	5.00	33.8831	40.00	\$2,710.65	\$70,476.88
	810B	6.00	34.7303	40.00	\$2,778.42	\$72,238.80
T810 ADMINISTRATIVE RECORD SPVR	810B	1.00	30.4428	37.50	\$2,283.21	\$59,363.34
	810B	2.00	31.3028	37.50	\$2,347.71	\$61,040.43
	810B	3.00	32.1627	37.50	\$2,412.20	\$62,717.20
	810B	4.00	33.0224	37.50	\$2,476.68	\$64,393.60
	810B	5.00	33.8831	37.50	\$2,541.23	\$66,072.07
T881 CHEMIST II	810B	1.00	30.4426	40.00	\$2,435.41	\$63,320.74
	810B	2.00	31.3028	40.00	\$2,504.23	\$65,109.85
	810B	3.00	32.1626	40.00	\$2,573.01	\$66,898.29
	810B	4.00	33.0223	40.00	\$2,641.78	\$68,686.37
	810B	5.00	33.8831	40.00	\$2,710.65	\$70,476.88
T885 PROCESS CONTROL SUPERVISO	810B	1.00	30.4426	40.00	\$2,435.41	\$63,320.74
	810B	2.00	31.3028	40.00	\$2,504.23	\$65,109.85
	810B	3.00	32.1626	40.00	\$2,573.01	\$66,898.29
	810B	4.00	33.0223	40.00	\$2,641.78	\$68,686.37
	810B	5.00	33.8831	40.00	\$2,710.65	\$70,476.88

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T152 DEPUTY ASSESSOR	825A	1.00	33.2373	40.00	\$2,658.98	\$69,133.37
	825A	2.00	34.8998	40.00	\$2,791.98	\$72,591.61
	825A	3.00	36.5606	40.00	\$2,924.85	\$76,046.00
	825A	4.00	38.2220	40.00	\$3,057.76	\$79,501.77
	825A	5.00	39.8850	40.00	\$3,190.80	\$82,960.69
T816 CHIEF CONSTRUCTION INSPECTOR	825A	1.00	33.2373	40.00	\$2,658.98	\$69,133.37
	825A	2.00	34.8998	40.00	\$2,791.98	\$72,591.61
	825A	3.00	36.5606	40.00	\$2,924.85	\$76,046.00
	825A	4.00	38.2220	40.00	\$3,057.76	\$79,501.77
	825A	5.00	39.8850	40.00	\$3,190.80	\$82,960.69
T882 SUPERINTENDENT COMMUNICATION	825A	1.00	33.2373	40.00	\$2,658.98	\$69,133.37
	825A	2.00	34.8998	40.00	\$2,791.98	\$72,591.61
	825A	3.00	36.5606	40.00	\$2,924.85	\$76,046.00
	825A	4.00	38.2220	40.00	\$3,057.76	\$79,501.77
	825A	5.00	39.8850	40.00	\$3,190.80	\$82,960.69
T152 DEPUTY ASSESSOR	825B	1.00	33.2373	40.00	\$2,658.98	\$69,133.37
	825B	2.00	34.8998	40.00	\$2,791.98	\$72,591.61
	825B	3.00	36.5606	40.00	\$2,924.85	\$76,046.00
	825B	4.00	38.2220	40.00	\$3,057.76	\$79,501.77
	825B	5.00	39.8850	40.00	\$3,190.80	\$82,960.69
T816 CHIEF CONSTRUCTION INSPECTOR	825B	1.00	33.2373	40.00	\$2,658.98	\$69,133.37
	825B	2.00	34.8998	40.00	\$2,791.98	\$72,591.61
	825B	3.00	36.5606	40.00	\$2,924.85	\$76,046.00
	825B	4.00	38.2220	40.00	\$3,057.76	\$79,501.77
	825B	5.00	39.8850	40.00	\$3,190.80	\$82,960.69
T882 SUPERINTENDENT COMMUNICATION	825B	1.00	33.2373	40.00	\$2,658.98	\$69,133.37
	825B	2.00	34.8998	40.00	\$2,791.98	\$72,591.61
	825B	3.00	36.5606	40.00	\$2,924.85	\$76,046.00
	825B	4.00	38.2220	40.00	\$3,057.76	\$79,501.77
	825B	5.00	39.8850	40.00	\$3,190.80	\$82,960.69

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T564 CHIEF SANITARIAN	827B	1.00	37.6159	37.50	\$2,821.19	\$73,351.02
	827B	2.00	39.0993	37.50	\$2,932.45	\$76,243.59
	827B	3.00	40.5828	37.50	\$3,043.71	\$79,136.50
	827B	4.00	42.0668	37.50	\$3,155.01	\$82,030.14
	827B	5.00	43.5501	37.50	\$3,266.26	\$84,922.69
T316 LABORATORY DIRECTOR	830A	1.00	35.3891	40.00	\$2,831.13	\$73,609.47
	830A	2.00	37.6216	40.00	\$3,009.73	\$78,252.89
	830A	3.00	39.8534	40.00	\$3,188.27	\$82,894.95
	830A	4.00	42.0851	40.00	\$3,366.81	\$87,536.97
	830A	5.00	44.3169	40.00	\$3,545.35	\$92,179.00
T585 PROJECT TECHNICAL SUPPORT MGR	830A	1.00	35.3891	40.00	\$2,831.13	\$73,609.47
	830A	2.00	37.6216	40.00	\$3,009.73	\$78,252.89
	830A	3.00	39.8534	40.00	\$3,188.27	\$82,894.95
	830A	4.00	42.0851	40.00	\$3,366.81	\$87,536.97
	830A	5.00	44.3169	40.00	\$3,545.35	\$92,179.00
T616 SUPERVISOR OF TECH SUPPORT	830A	1.00	35.3891	40.00	\$2,831.13	\$73,609.47
	830A	2.00	37.6216	40.00	\$3,009.73	\$78,252.89
	830A	3.00	39.8534	40.00	\$3,188.27	\$82,894.95
	830A	4.00	42.0851	40.00	\$3,366.81	\$87,536.97
	830A	5.00	44.3169	40.00	\$3,545.35	\$92,179.00
T658 FIELD MAINTENANCE SUPERVISOR	830A	1.00	35.3891	40.00	\$2,831.13	\$73,609.47
	830A	2.00	37.6216	40.00	\$3,009.73	\$78,252.89
	830A	3.00	39.8534	40.00	\$3,188.27	\$82,894.95
	830A	4.00	42.0851	40.00	\$3,366.81	\$87,536.97
	830A	5.00	44.3169	40.00	\$3,545.35	\$92,179.00
T814 CHIEF OF SURVEYS	830A	1.00	35.3891	40.00	\$2,831.13	\$73,609.47
	830A	2.00	37.6216	40.00	\$3,009.73	\$78,252.89
	830A	3.00	39.8534	40.00	\$3,188.27	\$82,894.95
	830A	4.00	42.0851	40.00	\$3,366.81	\$87,536.97
	830A	5.00	44.3169	40.00	\$3,545.35	\$92,179.00

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T850 SYSTEM APPS PROJECT MANAGER	830A	1.00	35.3891	40.00	\$2,831.13	\$73,609.47
	830A	2.00	37.6216	40.00	\$3,009.73	\$78,252.89
	830A	3.00	39.8534	40.00	\$3,188.27	\$82,894.95
	830A	4.00	42.0851	40.00	\$3,366.81	\$87,536.97
	830A	5.00	44.3169	40.00	\$3,545.35	\$92,179.00
T870 CUSTOMER SERVICE MANAGER	830A	1.00	35.3891	40.00	\$2,831.13	\$73,609.47
	830A	2.00	37.6216	40.00	\$3,009.73	\$78,252.89
	830A	3.00	39.8534	40.00	\$3,188.27	\$82,894.95
	830A	4.00	42.0851	40.00	\$3,366.81	\$87,536.97
	830A	5.00	44.3169	40.00	\$3,545.35	\$92,179.00
T880 ASSISTANT RECREATION DIRECTOR	830A	1.00	35.3891	40.00	\$2,831.13	\$73,609.47
	830A	2.00	37.6216	40.00	\$3,009.73	\$78,252.89
	830A	3.00	39.8534	40.00	\$3,188.27	\$82,894.95
	830A	4.00	42.0851	40.00	\$3,366.81	\$87,536.97
	830A	5.00	44.3169	40.00	\$3,545.35	\$92,179.00
T316 LABORATORY DIRECTOR	830B	1.00	35.3891	40.00	\$2,831.13	\$73,609.47
	830B	2.00	37.6216	40.00	\$3,009.73	\$78,252.89
	830B	3.00	39.8534	40.00	\$3,188.27	\$82,894.95
	830B	4.00	42.0851	40.00	\$3,366.81	\$87,536.97
	830B	5.00	44.3169	40.00	\$3,545.35	\$92,179.00
T585 PROJECT TECHNICAL SUPPORT MGR	830B	1.00	35.3891	40.00	\$2,831.13	\$73,609.47
	830B	2.00	37.6216	40.00	\$3,009.73	\$78,252.89
	830B	3.00	39.8534	40.00	\$3,188.27	\$82,894.95
	830B	4.00	42.0851	40.00	\$3,366.81	\$87,536.97
	830B	5.00	44.3169	40.00	\$3,545.35	\$92,179.00
T616 SUPERVISOR OF TECH SUPPORT	830B	1.00	35.3891	40.00	\$2,831.13	\$73,609.47
	830B	2.00	37.6216	40.00	\$3,009.73	\$78,252.89
	830B	3.00	39.8534	40.00	\$3,188.27	\$82,894.95
	830B	4.00	42.0851	40.00	\$3,366.81	\$87,536.97
	830B	5.00	44.3169	40.00	\$3,545.35	\$92,179.00

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T658 FIELD MAINTENANCE SUPERVISOR	830B	1.00	35.3891	40.00	\$2,831.13	\$73,609.47
	830B	2.00	37.6216	40.00	\$3,009.73	\$78,252.89
	830B	3.00	39.8534	40.00	\$3,188.27	\$82,894.95
	830B	4.00	42.0851	40.00	\$3,366.81	\$87,536.97
	830B	5.00	44.3169	40.00	\$3,545.35	\$92,179.00
T663 WORK COORDINATOR	830B	1.00	35.3891	40.00	\$2,831.13	\$73,609.47
	830B	2.00	37.6216	40.00	\$3,009.73	\$78,252.89
	830B	3.00	39.8534	40.00	\$3,188.27	\$82,894.95
	830B	4.00	42.0851	40.00	\$3,366.81	\$87,536.97
	830B	5.00	44.3169	40.00	\$3,545.35	\$92,179.00
T667 WORK COORDINATOR - PKS/BLDG	830B	1.00	35.3891	40.00	\$2,831.13	\$73,609.47
	830B	2.00	37.6216	40.00	\$3,009.73	\$78,252.89
	830B	3.00	39.8534	40.00	\$3,188.27	\$82,894.95
	830B	4.00	42.0851	40.00	\$3,366.81	\$87,536.97
	830B	5.00	44.3169	40.00	\$3,545.35	\$92,179.00
T814 CHIEF OF SURVEYS	830B	1.00	35.3891	40.00	\$2,831.13	\$73,609.47
	830B	2.00	37.6216	40.00	\$3,009.73	\$78,252.89
	830B	3.00	39.8534	40.00	\$3,188.27	\$82,894.95
	830B	4.00	42.0851	40.00	\$3,366.81	\$87,536.97
	830B	5.00	44.3169	40.00	\$3,545.35	\$92,179.00
T850 SYSTEM APPS PROJECT MANAGER	830B	1.00	35.3891	40.00	\$2,831.13	\$73,609.47
	830B	2.00	37.6216	40.00	\$3,009.73	\$78,252.89
	830B	3.00	39.8534	40.00	\$3,188.27	\$82,894.95
	830B	4.00	42.0851	40.00	\$3,366.81	\$87,536.97
	830B	5.00	44.3169	40.00	\$3,545.35	\$92,179.00
T870 CUSTOMER SERVICE MANAGER	830B	1.00	35.3891	40.00	\$2,831.13	\$73,609.47
	830B	2.00	37.6216	40.00	\$3,009.73	\$78,252.89
	830B	3.00	39.8534	40.00	\$3,188.27	\$82,894.95
	830B	4.00	42.0851	40.00	\$3,366.81	\$87,536.97
	830B	5.00	44.3169	40.00	\$3,545.35	\$92,179.00

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T880 ASSISTANT RECREATION DIRECTOR	830B	1.00	35.3891	40.00	\$2,831.13	\$73,609.47
	830B	2.00	37.6216	40.00	\$3,009.73	\$78,252.89
	830B	3.00	39.8534	40.00	\$3,188.27	\$82,894.95
	830B	4.00	42.0851	40.00	\$3,366.81	\$87,536.97
	830B	5.00	44.3169	40.00	\$3,545.35	\$92,179.00
T064 PARKS AND RECREATION FACILITIES MANAGER	840A	1.00	38.9086	40.00	\$3,112.69	\$80,929.90
	840A	2.00	40.8158	40.00	\$3,265.26	\$84,896.65
	840A	3.00	42.7228	40.00	\$3,417.82	\$88,863.40
	840A	4.00	44.6299	40.00	\$3,570.39	\$92,830.15
	840A	5.00	46.5380	40.00	\$3,723.04	\$96,798.95
T064 PARKS AND RECREATION FACILITIES MANAGER	840B	1.00	38.9086	40.00	\$3,112.69	\$80,929.90
	840B	2.00	40.8158	40.00	\$3,265.26	\$84,896.65
	840B	3.00	42.7228	40.00	\$3,417.82	\$88,863.40
	840B	4.00	44.6299	40.00	\$3,570.39	\$92,830.15
	840B	5.00	46.5380	40.00	\$3,723.04	\$96,798.95
T590 WW TMT PLANT SUPERINTENDENT	850A	1.00	38.5101	40.00	\$3,080.81	\$80,101.17
	850A	2.00	40.1326	40.00	\$3,210.61	\$83,475.88
	850A	3.00	41.9788	40.00	\$3,358.30	\$87,315.72
	850A	4.00	43.9099	40.00	\$3,512.79	\$91,332.64
	850A	5.00	45.9291	40.00	\$3,674.33	\$95,532.51
T663 WORK COORDINATOR	850A	1.00	38.5101	40.00	\$3,080.81	\$80,101.17
	850A	2.00	40.1326	40.00	\$3,210.61	\$83,475.88
	850A	3.00	41.9788	40.00	\$3,358.30	\$87,315.72
	850A	4.00	43.9099	40.00	\$3,512.79	\$91,332.64
	850A	5.00	45.9291	40.00	\$3,674.33	\$95,532.51
T667 WORK COORDINATOR - PKS/BLDG	850A	1.00	38.5101	40.00	\$3,080.81	\$80,101.17
	850A	2.00	40.1326	40.00	\$3,210.61	\$83,475.88
	850A	3.00	41.9788	40.00	\$3,358.30	\$87,315.72
	850A	4.00	43.9099	40.00	\$3,512.79	\$91,332.63
	850A	5.00	45.9291	40.00	\$3,674.33	\$95,532.51

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T895 WATER TMT PLANT SUPERINTENDENT	850A	1.00	38.5101	40.00	\$3,080.81	\$80,101.17
	850A	2.00	40.1326	40.00	\$3,210.61	\$83,475.88
	850A	3.00	41.9788	40.00	\$3,358.30	\$87,315.72
	850A	4.00	43.9099	40.00	\$3,512.79	\$91,332.64
	850A	5.00	45.9291	40.00	\$3,674.33	\$95,532.51
T061 ASSISTANT TOWN ENGINEER	850B	1.00	38.5101	40.00	\$3,080.81	\$80,101.17
	850B	2.00	40.1326	40.00	\$3,210.61	\$83,475.88
	850B	3.00	41.9788	40.00	\$3,358.30	\$87,315.72
	850B	4.00	43.9099	40.00	\$3,512.79	\$91,332.63
	850B	5.00	45.9291	40.00	\$3,674.33	\$95,532.51
T590 WW TMT PLANT SUPERINTENDENT	850B	1.00	38.5101	40.00	\$3,080.81	\$80,101.17
	850B	2.00	40.1326	40.00	\$3,210.61	\$83,475.88
	850B	3.00	41.9788	40.00	\$3,358.30	\$87,315.72
	850B	4.00	43.9099	40.00	\$3,512.79	\$91,332.63
	850B	5.00	45.9291	40.00	\$3,674.33	\$95,532.51
T895 WATER TMT PLANT SUPERINTENDENT	850B	1.00	38.5101	40.00	\$3,080.81	\$80,101.17
	850B	2.00	40.1326	40.00	\$3,210.61	\$83,475.88
	850B	3.00	41.9788	40.00	\$3,358.30	\$87,315.72
	850B	4.00	43.9099	40.00	\$3,512.79	\$91,332.64
	850B	5.00	45.9291	40.00	\$3,674.33	\$95,532.51
T660 FIELD MAINTENANCE MANAGER	855B	1.00	40.8636	40.00	\$3,269.09	\$84,996.43
	855B	2.00	42.9066	40.00	\$3,432.53	\$89,245.74
	855B	3.00	44.9229	40.00	\$3,593.83	\$93,439.70
	855B	4.00	46.9446	40.00	\$3,755.57	\$97,644.79
	855B	5.00	49.0093	40.00	\$3,920.74	\$101,939.29
T941 UTILITY ENGINEER	855B	1.00	40.8636	40.00	\$3,269.09	\$84,996.43
	855B	2.00	42.9066	40.00	\$3,432.53	\$89,245.74
	855B	3.00	44.9229	40.00	\$3,593.83	\$93,439.70
	855B	4.00	46.9446	40.00	\$3,755.57	\$97,644.79
	855B	5.00	49.0093	40.00	\$3,920.74	\$101,939.29

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T660 FIELD MAINTENANCE MANAGER	860A	1.00	42.4696	40.00	\$3,397.57	\$88,336.72
	860A	2.00	44.5931	40.00	\$3,567.45	\$92,753.67
	860A	3.00	46.7171	40.00	\$3,737.37	\$97,171.69
	860A	4.00	48.8405	40.00	\$3,907.24	\$101,588.30
	860A	5.00	50.9643	40.00	\$4,077.14	\$106,005.61

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999
TOWN OF MANCHESTER - SUPERVISORY UNIT, CSEA. INC/SEIU AFL-CIO LOCAL 760
SALARY SCHEDULE - EFFECTIVE JULY 1, 2017 - JUNE 30, 2018 - 2% INCREASE

ALL GRADES ENDING IN "A" APPLY TO EMPLOYEES HIRED PRIOR TO 7/1/1999. EMPLOYEES ARE ELIGIBLE TO MOVE TO THE NEXT STEP ON 12-MONTH ANNIVERSARY DATE OF HIRE/PROMOTION.

ALL GRADES ENDING IN "B" APPLY TO EMPLOYEES HIRED ON 7/1/1999 OR AFTER. EMPLOYEES ARE ELIGIBLE TO MOVE TO THE NEXT STEP ON 18-MONTH DATE OF HIRE/PROMOTION.

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T883 CUST SVS CENTER MANAGER	800B	1.00	27.2116	37.50	\$2,040.87	\$53,062.57
	800B	2.00	28.6719	37.50	\$2,150.39	\$55,910.13
	800B	3.00	30.1321	37.50	\$2,259.91	\$58,757.64
	800B	4.00	31.5924	37.50	\$2,369.43	\$61,605.17
	800B	5.00	33.0527	37.50	\$2,478.95	\$64,452.68
T425 WORKING MASTER MECHANIC	810A	1.00	31.0518	40.00	\$2,484.14	\$64,587.52
	810A	2.00	32.5120	40.00	\$2,600.96	\$67,624.88
	810A	3.00	33.9890	40.00	\$2,719.12	\$70,697.02
	810A	4.00	35.4578	40.00	\$2,836.62	\$73,752.10
	810A	5.00	39.9268	40.00	\$2,954.14	\$76,807.55
T670 WORKING FOREMAN	810A	1.00	31.0518	40.00	\$2,484.14	\$64,587.52
	810A	2.00	32.5120	40.00	\$2,600.96	\$67,624.88
	810A	3.00	33.9890	40.00	\$2,719.12	\$70,697.02
	810A	4.00	35.4578	40.00	\$2,836.62	\$73,752.10
	810A	5.00	35.4578	40.00	\$2,954.14	\$76,807.55
	810A	6.00	37.8499	40.00	\$3,027.99	\$78,727.75
T810 ADMINISTRATIVE RECORD SPVR	810A	1.00	31.0517	37.50	\$2,328.88	\$60,550.95
	810A	2.00	32.5120	37.50	\$2,438.40	\$63,398.48
	810A	3.00	33.9889	37.50	\$2,549.17	\$66,278.30
	810A	4.00	35.4579	37.50	\$2,659.34	\$69,142.83
	810A	5.00	36.9267	37.50	\$2,769.50	\$72,007.06
T881 CHEMIST II	810A	1.00	31.0518	40.00	\$2,484.14	\$64,587.52
	810A	2.00	32.5120	40.00	\$2,600.96	\$67,624.88
	810A	3.00	33.9890	40.00	\$2,719.12	\$70,697.02
	810A	4.00	35.4578	40.00	\$2,836.62	\$73,752.10
	810A	5.00	36.9268	40.00	\$2,954.14	\$76,807.55

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T885 PROCESS CONTROL SUPERVISO	810A	1.00	31.0518	40.00	\$2,484.14	\$64,587.52
	810A	2.00	32.5120	40.00	\$2,600.96	\$67,624.88
	810A	3.00	33.9890	40.00	\$2,719.12	\$70,697.02
	810A	4.00	35.4578	40.00	\$2,836.62	\$73,752.10
	810A	5.00	36.9268	40.00	\$2,954.14	\$76,807.55
T425 WORKING MASTER MECHANIC	810B	1.00	31.0515	40.00	\$2,484.12	\$64,587.15
	810B	2.00	31.9289	40.00	\$2,554.31	\$66,412.05
	810B	3.00	32.8059	40.00	\$2,624.47	\$68,236.26
	810B	4.00	33.6827	40.00	\$2,694.62	\$70,060.10
	810B	5.00	34.5608	40.00	\$2,764.86	\$71,886.42
T670 WORKING FOREMAN	810B	1.00	31.0515	40.00	\$2,484.12	\$64,587.15
	810B	2.00	31.9289	40.00	\$2,554.31	\$66,412.05
	810B	3.00	32.8059	40.00	\$2,624.47	\$68,236.26
	810B	4.00	33.6828	40.00	\$2,694.62	\$70,060.10
	810B	5.00	34.5608	40.00	\$2,764.86	\$71,886.42
	810B	6.00	35.4248	40.00	\$2,833.98	\$73,683.58
T810 ADMINISTRATIVE RECORD SPVR	810B	1.00	31.0516	37.50	\$2,328.87	\$60,550.61
	810B	2.00	31.9288	37.50	\$2,394.66	\$62,261.24
	810B	3.00	32.8059	37.50	\$2,460.44	\$63,971.54
	810B	4.00	33.6828	37.50	\$2,526.21	\$65,681.47
	810B	5.00	34.5608	37.50	\$2,592.06	\$67,393.51
T881 CHEMIST II	810B	1.00	31.0515	40.00	\$2,484.12	\$64,587.15
	810B	2.00	31.9289	40.00	\$2,554.31	\$66,412.05
	810B	3.00	32.8059	40.00	\$2,624.47	\$68,236.26
	810B	4.00	33.6828	40.00	\$2,694.62	\$70,060.10
	810B	5.00	34.5608	40.00	\$2,764.86	\$71,886.42
T885 PROCESS CONTROL SUPERVISO	810B	1.00	31.0515	40.00	\$2,484.12	\$64,587.15
	810B	2.00	31.9289	40.00	\$2,554.31	\$66,412.05
	810B	3.00	32.8059	40.00	\$2,624.47	\$68,236.26
	810B	4.00	33.6828	40.00	\$2,694.62	\$70,060.10
	810B	5.00	34.5608	40.00	\$2,764.86	\$71,886.42

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T152 DEPUTY ASSESSOR	825A	1.00	33.9020	40.00	\$2,712.16	\$70,516.04
	825A	2.00	35.5978	40.00	\$2,847.82	\$74,043.44
	825A	3.00	37.2918	40.00	\$2,983.34	\$77,566.92
	825A	4.00	38.9865	40.00	\$3,118.92	\$81,091.81
	825A	5.00	40.6826	40.00	\$3,254.61	\$84,619.91
T816 CHIEF CONSTRUCTION INSPECTOR	825A	1.00	33.9020	40.00	\$2,712.16	\$70,516.04
	825A	2.00	35.5978	40.00	\$2,847.82	\$74,043.44
	825A	3.00	37.2918	40.00	\$2,983.34	\$77,566.92
	825A	4.00	38.9865	40.00	\$3,118.92	\$81,091.81
	825A	5.00	40.6826	40.00	\$3,254.61	\$84,619.91
T882 SUPERINTENDENT COMMUNICATION	825A	1.00	33.9020	40.00	\$2,712.16	\$70,516.04
	825A	2.00	35.5978	40.00	\$2,847.82	\$74,043.44
	825A	3.00	37.2918	40.00	\$2,983.34	\$77,566.92
	825A	4.00	38.9865	40.00	\$3,118.92	\$81,091.81
	825A	5.00	40.6826	40.00	\$3,254.61	\$84,619.90
T152 DEPUTY ASSESSOR	825B	1.00	33.9020	40.00	\$2,712.16	\$70,516.04
	825B	2.00	35.5978	40.00	\$2,847.82	\$74,043.44
	825B	3.00	37.2918	40.00	\$2,983.34	\$77,566.92
	825B	4.00	38.9865	40.00	\$3,118.92	\$81,091.80
	825B	5.00	40.6827	40.00	\$3,254.61	\$84,619.96
T816 CHIEF CONSTRUCTION INSPECTOR	825B	1.00	33.9020	40.00	\$2,712.16	\$70,516.04
	825B	2.00	35.5978	40.00	\$2,847.82	\$74,043.44
	825B	3.00	37.2918	40.00	\$2,983.34	\$77,566.92
	825B	4.00	38.9865	40.00	\$3,118.92	\$81,091.80
	825B	5.00	40.6826	40.00	\$3,254.61	\$84,619.90
T882 SUPERINTENDENT COMMUNICATION	825B	1.00	33.9020	40.00	\$2,712.16	\$70,516.04
	825B	2.00	35.5978	40.00	\$2,847.82	\$74,043.44
	825B	3.00	37.2918	40.00	\$2,983.34	\$77,566.92
	825B	4.00	38.9865	40.00	\$3,118.92	\$81,091.80
	825B	5.00	40.6826	40.00	\$3,254.61	\$84,619.90

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T564 CHIEF SANITARIAN	827B	1.00	38.3683	37.50	\$2,877.62	\$74,818.04
	827B	2.00	39.8812	37.50	\$2,991.09	\$77,768.46
	827B	3.00	41.3945	37.50	\$3,104.59	\$80,719.23
	827B	4.00	42.9081	37.50	\$3,218.11	\$83,670.74
	827B	5.00	44.4211	37.50	\$3,331.58	\$86,621.14
T316 LABORATORY DIRECTOR	830A	1.00	36.0970	40.00	\$2,887.76	\$75,081.66
	830A	2.00	38.3740	40.00	\$3,069.92	\$79,817.95
	830A	3.00	40.6504	40.00	\$3,252.03	\$84,552.85
	830A	4.00	42.9268	40.00	\$3,434.14	\$89,287.71
	830A	5.00	45.2031	40.00	\$3,616.25	\$94,022.58
T585 PROJECT TECHNICAL SUPPORT MGR	830A	1.00	36.0970	40.00	\$2,887.76	\$75,081.66
	830A	2.00	38.3740	40.00	\$3,069.92	\$79,817.95
	830A	3.00	40.6504	40.00	\$3,252.03	\$84,552.85
	830A	4.00	42.9268	40.00	\$3,434.14	\$89,287.71
	830A	5.00	45.2031	40.00	\$3,616.25	\$94,022.58
T616 SUPERVISOR OF TECH SUPPORT	830A	1.00	36.0970	40.00	\$2,887.76	\$75,081.66
	830A	2.00	38.3740	40.00	\$3,069.92	\$79,817.95
	830A	3.00	40.6504	40.00	\$3,252.03	\$84,552.85
	830A	4.00	42.9268	40.00	\$3,434.14	\$89,287.71
	830A	5.00	45.2031	40.00	\$3,616.25	\$94,022.58
T658 FIELD MAINTENANCE SUPERVISOR	830A	1.00	36.0970	40.00	\$2,887.76	\$75,081.66
	830A	2.00	38.3740	40.00	\$3,069.92	\$79,817.95
	830A	3.00	40.6504	40.00	\$3,252.03	\$84,552.85
	830A	4.00	42.9268	40.00	\$3,434.14	\$89,287.71
	830A	5.00	45.2031	40.00	\$3,616.25	\$94,022.58
T814 CHIEF OF SURVEYS	830A	1.00	36.0970	40.00	\$2,887.76	\$75,081.66
	830A	2.00	38.3740	40.00	\$3,069.92	\$79,817.95
	830A	3.00	40.6504	40.00	\$3,252.03	\$84,552.85
	830A	4.00	42.9268	40.00	\$3,434.14	\$89,287.71
	830A	5.00	45.2031	40.00	\$3,616.25	\$94,022.58

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T850 SYSTEM APPS PROJECT MANAGER	830A	1.00	36.0970	40.00	\$2,887.76	\$75,081.66
	830A	2.00	38.3740	40.00	\$3,069.92	\$79,817.95
	830A	3.00	40.6504	40.00	\$3,252.03	\$84,552.85
	830A	4.00	42.9268	40.00	\$3,434.14	\$89,287.71
	830A	5.00	45.2031	40.00	\$3,616.25	\$94,022.58
T870 CUSTOMER SERVICE MANAGER	830A	1.00	36.0970	40.00	\$2,887.76	\$75,081.66
	830A	2.00	38.3740	40.00	\$3,069.92	\$79,817.95
	830A	3.00	40.6504	40.00	\$3,252.03	\$84,552.85
	830A	4.00	42.9268	40.00	\$3,434.14	\$89,287.71
	830A	5.00	45.2031	40.00	\$3,616.25	\$94,022.58
T880 ASSISTANT RECREATION DIRECTOR	830A	1.00	36.0970	40.00	\$2,887.76	\$75,081.66
	830A	2.00	38.3740	40.00	\$3,069.92	\$79,817.95
	830A	3.00	40.6504	40.00	\$3,252.03	\$84,552.85
	830A	4.00	42.9268	40.00	\$3,434.14	\$89,287.71
	830A	5.00	45.2031	40.00	\$3,616.25	\$94,022.58
T316 LABORATORY DIRECTOR	830B	1.00	36.0970	40.00	\$2,887.76	\$75,081.66
	830B	2.00	38.3740	40.00	\$3,069.92	\$79,817.95
	830B	3.00	40.6504	40.00	\$3,252.03	\$84,552.85
	830B	4.00	42.9268	40.00	\$3,434.14	\$89,287.71
	830B	5.00	45.2031	40.00	\$3,616.25	\$94,022.58
T585 PROJECT TECHNICAL SUPPORT MGR	830B	1.00	36.0970	40.00	\$2,887.76	\$75,081.66
	830B	2.00	38.3740	40.00	\$3,069.92	\$79,817.95
	830B	3.00	40.6504	40.00	\$3,252.03	\$84,552.85
	830B	4.00	42.9268	40.00	\$3,434.14	\$89,287.71
	830B	5.00	45.2031	40.00	\$3,616.25	\$94,022.58
T616 SUPERVISOR OF TECH SUPPORT	830B	1.00	36.0970	40.00	\$2,887.76	\$75,081.66
	830B	2.00	38.3740	40.00	\$3,069.92	\$79,817.95
	830B	3.00	40.6504	40.00	\$3,252.03	\$84,552.85
	830B	4.00	42.9268	40.00	\$3,434.14	\$89,287.71
	830B	5.00	45.2031	40.00	\$3,616.25	\$94,022.58

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T658 FIELD MAINTENANCE SUPERVISOR	830B	1.00	36.0970	40.00	\$2,887.76	\$75,081.66
	830B	2.00	38.3740	40.00	\$3,069.92	\$79,817.95
	830B	3.00	40.6504	40.00	\$3,252.03	\$84,552.85
	830B	4.00	42.9268	40.00	\$3,434.14	\$89,287.71
	830B	5.00	45.2031	40.00	\$3,616.25	\$94,022.58
T663 WORK COORDINATOR	830B	1.00	36.0970	40.00	\$2,887.76	\$75,081.66
	830B	2.00	38.3740	40.00	\$3,069.92	\$79,817.95
	830B	3.00	40.6504	40.00	\$3,252.03	\$84,552.85
	830B	4.00	42.9268	40.00	\$3,434.14	\$89,287.71
	830B	5.00	45.2031	40.00	\$3,616.25	\$94,022.58
T667 WORK COORDINATOR - PKS/BLDG	830B	1.00	36.0970	40.00	\$2,887.76	\$75,081.66
	830B	2.00	38.3740	40.00	\$3,069.92	\$79,817.95
	830B	3.00	40.6504	40.00	\$3,252.03	\$84,552.85
	830B	4.00	42.9268	40.00	\$3,434.14	\$89,287.71
	830B	5.00	45.2031	40.00	\$3,616.25	\$94,022.58
T814 CHIEF OF SURVEYS	830B	1.00	36.0970	40.00	\$2,887.76	\$75,081.66
	830B	2.00	38.3740	40.00	\$3,069.92	\$79,817.95
	830B	3.00	40.6504	40.00	\$3,252.03	\$84,552.85
	830B	4.00	42.9268	40.00	\$3,434.14	\$89,287.71
	830B	5.00	45.2031	40.00	\$3,616.25	\$94,022.58
T850 SYSTEM APPS PROJECT MANAGER	830B	1.00	36.0970	40.00	\$2,887.76	\$75,081.66
	830B	2.00	38.3740	40.00	\$3,069.92	\$79,817.95
	830B	3.00	40.6504	40.00	\$3,252.03	\$84,552.85
	830B	4.00	42.9268	40.00	\$3,434.14	\$89,287.71
	830B	5.00	45.2031	40.00	\$3,616.25	\$94,022.58
T870 CUSTOMER SERVICE MANAGER	830B	1.00	36.0970	40.00	\$2,887.76	\$75,081.66
	830B	2.00	38.3740	40.00	\$3,069.92	\$79,817.95
	830B	3.00	40.6504	40.00	\$3,252.03	\$84,552.85
	830B	4.00	42.9268	40.00	\$3,434.14	\$89,287.71
	830B	5.00	45.2031	40.00	\$3,616.25	\$94,022.58

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T880 ASSISTANT RECREATION DIRECTOR	830B	1.00	36.0970	40.00	\$2,887.76	\$75,081.66
	830B	2.00	38.3740	40.00	\$3,069.92	\$79,817.95
	830B	3.00	40.6504	40.00	\$3,252.03	\$84,552.85
	830B	4.00	42.9268	40.00	\$3,434.14	\$89,287.71
	830B	5.00	45.2031	40.00	\$3,616.25	\$94,022.58
T064 PARKS AND RECREATION FACILITIES MANAGER	840A	1.00	39.6868	40.00	\$3,174.94	\$82,548.50
	840A	2.00	41.6320	40.00	\$3,330.56	\$86,594.58
	840A	3.00	43.5773	40.00	\$3,486.18	\$90,640.67
	840A	4.00	45.5225	40.00	\$3,641.80	\$94,686.75
	840A	5.00	47.4688	40.00	\$3,797.50	\$98,734.93
T064 PARKS AND RECREATION FACILITIES MANAGER	840B	1.00	39.6868	40.00	\$3,174.94	\$82,548.50
	840B	2.00	41.6320	40.00	\$3,330.56	\$86,594.58
	840B	3.00	43.5773	40.00	\$3,486.18	\$90,640.67
	840B	4.00	45.5225	40.00	\$3,641.80	\$94,686.75
	840B	5.00	47.4688	40.00	\$3,797.50	\$98,734.93
T590 WW TMT PLANT SUPERINTENDENT	850A	1.00	39.2804	40.00	\$3,142.43	\$81,703.19
	850A	2.00	40.9353	40.00	\$3,274.82	\$85,145.40
	850A	3.00	42.8183	40.00	\$3,425.46	\$89,062.03
	850A	4.00	44.7881	40.00	\$3,583.05	\$93,159.29
	850A	5.00	46.8476	40.00	\$3,747.81	\$97,443.16
T663 WORK COORDINATOR	850A	1.00	39.2804	40.00	\$3,142.43	\$81,703.19
	850A	2.00	40.9353	40.00	\$3,274.82	\$85,145.40
	850A	3.00	42.8183	40.00	\$3,425.46	\$89,062.03
	850A	4.00	44.7881	40.00	\$3,583.05	\$93,159.29
	850A	5.00	46.8476	40.00	\$3,747.81	\$97,443.16
T667 WORK COORDINATOR - PKS/BLDG	850A	1.00	39.2804	40.00	\$3,142.43	\$81,703.19
	850A	2.00	40.9353	40.00	\$3,274.82	\$85,145.40
	850A	3.00	42.8183	40.00	\$3,425.46	\$89,062.04
	850A	4.00	44.7881	40.00	\$3,583.05	\$93,159.29
	850A	5.00	46.8476	40.00	\$3,747.81	\$97,443.16

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T895 WATER TMT PLANT SUPERINTENDENT	850A	1.00	39.2804	40.00	\$3,142.43	\$81,703.19
	850A	2.00	40.9353	40.00	\$3,274.82	\$85,145.40
	850A	3.00	42.8183	40.00	\$3,425.46	\$89,062.03
	850A	4.00	44.7881	40.00	\$3,583.05	\$93,159.28
	850A	5.00	46.8476	40.00	\$3,747.81	\$97,443.16
T061 ASSISTANT TOWN ENGINEER	850B	1.00	39.2804	40.00	\$3,142.43	\$81,703.19
	850B	2.00	40.9353	40.00	\$3,274.82	\$85,145.40
	850B	3.00	42.8183	40.00	\$3,425.46	\$89,062.03
	850B	4.00	44.7881	40.00	\$3,583.05	\$93,159.29
	850B	5.00	46.8476	40.00	\$3,747.81	\$97,443.16
T590 WW TMT PLANT SUPERINTENDENT	850B	1.00	39.2804	40.00	\$3,142.43	\$81,703.19
	850B	2.00	40.9353	40.00	\$3,274.82	\$85,145.40
	850B	3.00	42.8183	40.00	\$3,425.46	\$89,062.03
	850B	4.00	44.7881	40.00	\$3,583.05	\$93,159.29
	850B	5.00	46.8476	40.00	\$3,747.81	\$97,443.16
T895 WATER TMT PLANT SUPERINTENDENT	850B	1.00	39.2804	40.00	\$3,142.43	\$81,703.19
	850B	2.00	40.9353	40.00	\$3,274.82	\$85,145.40
	850B	3.00	42.8183	40.00	\$3,425.46	\$89,062.03
	850B	4.00	44.7881	40.00	\$3,583.05	\$93,159.29
	850B	5.00	46.8476	40.00	\$3,747.81	\$97,443.16
T660 FIELD MAINTENANCE MANAGER	855B	1.00	41.6809	40.00	\$3,334.48	\$86,696.36
	855B	2.00	43.7648	40.00	\$3,501.18	\$91,030.65
	855B	3.00	45.8214	40.00	\$3,665.71	\$95,308.49
	855B	4.00	47.8835	40.00	\$3,830.68	\$99,597.69
	855B	5.00	49.9895	40.00	\$3,999.16	\$103,978.08
T941 UTILITY ENGINEER	855B	1.00	41.6809	40.00	\$3,334.48	\$86,696.36
	855B	2.00	43.7648	40.00	\$3,501.18	\$91,030.65
	855B	3.00	45.8214	40.00	\$3,665.71	\$95,308.49
	855B	4.00	47.8835	40.00	\$3,830.68	\$99,597.69
	855B	5.00	49.9895	40.00	\$3,999.16	\$103,978.08

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T660 FIELD MAINTENANCE MANAGER	860A	1.00	43.3190	40.00	\$3,465.52	\$90,103.45
	860A	2.00	45.4850	40.00	\$3,638.80	\$94,608.74
	860A	3.00	47.6515	40.00	\$3,812.12	\$99,115.12
	860A	4.00	49.8173	40.00	\$3,985.39	\$103,620.07
	860A	5.00	51.9835	40.00	\$4,158.68	\$108,125.72

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999
TOWN OF MANCHESTER - SUPERVISORY UNIT, CSEA. INC/SEIU AFL-CIO LOCAL 760
SALARY SCHEDULE - EFFECTIVE JULY 1, 2018 - JUNE 30, 2019 - 2% INCREASE

ALL GRADES ENDING IN "A" APPLY TO EMPLOYEES HIRED PRIOR TO 7/1/1999. EMPLOYEES ARE ELIGIBLE TO MOVE TO THE NEXT STEP ON 12-MONTH ANNIVERSARY DATE OF HIRE/PROMOTION.

ALL GRADES ENDING IN "B" APPLY TO EMPLOYEES HIRED ON 7/1/1999 OR AFTER. EMPLOYEES ARE ELIGIBLE TO MOVE TO THE NEXT STEP ON 18-MONTH DATE OF HIRE/PROMOTION.

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T883 CUST SVS CENTER MANAGER	800B	1.00	27.7558	37.50	\$2,081.69	\$54,123.82
	800B	2.00	29.2453	37.50	\$2,193.40	\$57,028.33
	800B	3.00	30.7348	37.50	\$2,305.11	\$59,932.79
	800B	4.00	32.2242	37.50	\$2,416.82	\$62,837.28
	800B	5.00	33.7137	37.50	\$2,528.53	\$65,741.73
T425 WORKING MASTER MECHANIC	810A	1.00	31.6727	40.00	\$2,533.82	\$65,879.27
	810A	2.00	33.1622	40.00	\$2,652.98	\$68,977.38
	810A	3.00	34.6687	40.00	\$2,773.50	\$72,110.96
	810A	4.00	36.1669	40.00	\$2,893.35	\$75,227.14
	810A	5.00	37.6652	40.00	\$3,013.22	\$78,343.71
T670 WORKING FOREMAN	810A	1.00	31.6727	40.00	\$2,533.82	\$65,879.27
	810A	2.00	33.1622	40.00	\$2,652.98	\$68,977.38
	810A	3.00	34.6687	40.00	\$2,773.50	\$72,110.96
	810A	4.00	36.1669	40.00	\$2,893.35	\$75,227.14
	810A	5.00	37.6652	40.00	\$3,013.22	\$78,343.71
	810A	6.00	38.6069	40.00	\$3,088.55	\$80,302.30
T810 ADMINISTRATIVE RECORD SPVR	810A	1.00	31.6728	37.50	\$2,375.46	\$61,761.97
	810A	2.00	33.1623	37.50	\$2,487.17	\$64,666.45
	810A	3.00	34.6687	37.50	\$2,600.15	\$67,603.87
	810A	4.00	36.1670	37.50	\$2,712.53	\$70,525.69
	810A	5.00	37.6652	37.50	\$2,824.89	\$73,447.20
T881 CHEMIST II	810A	1.00	31.6727	40.00	\$2,533.82	\$65,879.27
	810A	2.00	33.1622	40.00	\$2,652.98	\$68,977.38
	810A	3.00	34.6687	40.00	\$2,773.50	\$72,110.96
	810A	4.00	36.1669	40.00	\$2,893.35	\$75,227.14
	810A	5.00	37.6652	40.00	\$3,013.22	\$78,343.71

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T885 PROCESS CONTROL SUPERVISO	810A	1.00	31.6727	40.00	\$2,533.82	\$65,879.27
	810A	2.00	33.1622	40.00	\$2,652.98	\$68,977.38
	810A	3.00	34.6687	40.00	\$2,773.50	\$72,110.96
	810A	4.00	36.1669	40.00	\$2,893.35	\$75,227.14
	810A	5.00	37.6652	40.00	\$3,013.22	\$78,343.71
T425 WORKING MASTER MECHANIC	810B	1.00	31.6725	40.00	\$2,533.80	\$65,878.90
	810B	2.00	32.5674	40.00	\$2,605.40	\$67,740.29
	810B	3.00	33.4620	40.00	\$2,676.96	\$69,600.99
	810B	4.00	34.3564	40.00	\$2,748.51	\$71,461.30
	810B	5.00	35.2520	40.00	\$2,820.16	\$73,324.15
T670 WORKING FOREMAN	810B	1.00	31.6725	40.00	\$2,533.80	\$65,878.90
	810B	2.00	32.5674	40.00	\$2,605.40	\$67,740.29
	810B	3.00	33.4620	40.00	\$2,676.96	\$69,600.99
	810B	4.00	34.3564	40.00	\$2,748.51	\$71,461.30
	810B	5.00	35.2520	40.00	\$2,820.16	\$73,324.15
	810B	6.00	36.1333	40.00	\$2,890.66	\$75,157.25
T810 ADMINISTRATIVE RECORD SPVR	810B	1.00	31.6726	37.50	\$2,375.45	\$61,761.62
	810B	2.00	32.5674	37.50	\$2,442.56	\$63,506.47
	810B	3.00	33.4620	37.50	\$2,509.65	\$65,250.97
	810B	4.00	34.3565	37.50	\$2,576.73	\$66,995.10
	810B	5.00	35.2520	37.50	\$2,643.90	\$68,741.38
T881 CHEMIST II	810B	1.00	31.6725	40.00	\$2,533.80	\$65,878.90
	810B	2.00	32.5674	40.00	\$2,605.40	\$67,740.29
	810B	3.00	33.4620	40.00	\$2,676.96	\$69,600.99
	810B	4.00	34.3564	40.00	\$2,748.51	\$71,461.30
	810B	5.00	35.2520	40.00	\$2,820.16	\$73,324.15
T885 PROCESS CONTROL SUPERVISO	810B	1.00	31.6725	40.00	\$2,533.80	\$65,878.90
	810B	2.00	32.5674	40.00	\$2,605.40	\$67,740.29
	810B	3.00	33.4620	40.00	\$2,676.96	\$69,600.99
	810B	4.00	34.3564	40.00	\$2,748.51	\$71,461.30
	810B	5.00	35.2520	40.00	\$2,820.16	\$73,324.15

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T152 DEPUTY ASSESSOR	825A	1.00	34.5800	40.00	\$2,766.40	\$71,926.36
	825A	2.00	36.3098	40.00	\$2,904.78	\$75,524.31
	825A	3.00	38.0376	40.00	\$3,043.01	\$79,118.25
	825A	4.00	39.7662	40.00	\$3,181.29	\$82,713.65
	825A	5.00	41.4963	40.00	\$3,319.70	\$86,312.30
T816 CHIEF CONSTRUCTION INSPECTOR	825A	1.00	34.5800	40.00	\$2,766.40	\$71,926.36
	825A	2.00	36.3098	40.00	\$2,904.78	\$75,524.31
	825A	3.00	38.0376	40.00	\$3,043.01	\$79,118.25
	825A	4.00	39.7662	40.00	\$3,181.29	\$82,713.65
	825A	5.00	41.4963	40.00	\$3,319.70	\$86,312.30
T882 SUPERINTENDENT COMMUNICATION	825A	1.00	34.5800	40.00	\$2,766.40	\$71,926.36
	825A	2.00	36.3098	40.00	\$2,904.78	\$75,524.31
	825A	3.00	38.0376	40.00	\$3,043.01	\$79,118.26
	825A	4.00	39.7662	40.00	\$3,181.29	\$82,713.65
	825A	5.00	41.4963	40.00	\$3,319.70	\$86,312.30
T152 DEPUTY ASSESSOR	825B	1.00	34.5800	40.00	\$2,766.40	\$71,926.36
	825B	2.00	36.3098	40.00	\$2,904.78	\$75,524.31
	825B	3.00	38.0376	40.00	\$3,043.01	\$79,118.25
	825B	4.00	39.7662	40.00	\$3,181.29	\$82,713.64
	825B	5.00	41.4963	40.00	\$3,319.71	\$86,312.36
T816 CHIEF CONSTRUCTION INSPECTOR	825B	1.00	34.5800	40.00	\$2,766.40	\$71,926.36
	825B	2.00	36.3098	40.00	\$2,904.78	\$75,524.31
	825B	3.00	38.0376	40.00	\$3,043.01	\$79,118.25
	825B	4.00	39.7662	40.00	\$3,181.29	\$82,713.64
	825B	5.00	41.4963	40.00	\$3,319.70	\$86,312.30
T882 SUPERINTENDENT COMMUNICATION	825B	1.00	34.5800	40.00	\$2,766.40	\$71,926.36
	825B	2.00	36.3098	40.00	\$2,904.78	\$75,524.31
	825B	3.00	38.0376	40.00	\$3,043.01	\$79,118.26
	825B	4.00	39.7662	40.00	\$3,181.29	\$82,713.64
	825B	5.00	41.4963	40.00	\$3,319.70	\$86,312.30

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T564 CHIEF SANITARIAN	827B	1.00	39.1356	37.50	\$2,935.17	\$76,314.40
	827B	2.00	40.6789	37.50	\$3,050.92	\$79,323.83
	827B	3.00	42.2224	37.50	\$3,166.68	\$82,333.61
	827B	4.00	43.7662	37.50	\$3,282.47	\$85,344.16
	827B	5.00	45.3095	37.50	\$3,398.21	\$88,353.56
T316 LABORATORY DIRECTOR	830A	1.00	36.8189	40.00	\$2,945.51	\$76,583.30
	830A	2.00	39.1415	40.00	\$3,131.32	\$81,414.31
	830A	3.00	41.4634	40.00	\$3,317.07	\$86,243.91
	830A	4.00	43.7853	40.00	\$3,502.83	\$91,073.46
	830A	5.00	46.1072	40.00	\$3,688.58	\$95,903.03
T585 PROJECT TECHNICAL SUPPORT MGR	830A	1.00	36.8189	40.00	\$2,945.51	\$76,583.30
	830A	2.00	39.1415	40.00	\$3,131.32	\$81,414.31
	830A	3.00	41.4634	40.00	\$3,317.07	\$86,243.91
	830A	4.00	43.7853	40.00	\$3,502.83	\$91,073.46
	830A	5.00	46.1072	40.00	\$3,688.58	\$95,903.03
T616 SUPERVISOR OF TECH SUPPORT	830A	1.00	36.8189	40.00	\$2,945.51	\$76,583.30
	830A	2.00	39.1415	40.00	\$3,131.32	\$81,414.31
	830A	3.00	41.4634	40.00	\$3,317.07	\$86,243.91
	830A	4.00	43.7853	40.00	\$3,502.83	\$91,073.46
	830A	5.00	46.1072	40.00	\$3,688.58	\$95,903.03
T658 FIELD MAINTENANCE SUPERVISOR	830A	1.00	36.8189	40.00	\$2,945.51	\$76,583.30
	830A	2.00	39.1415	40.00	\$3,131.32	\$81,414.31
	830A	3.00	41.4634	40.00	\$3,317.07	\$86,243.91
	830A	4.00	43.7853	40.00	\$3,502.83	\$91,073.46
	830A	5.00	46.1072	40.00	\$3,688.58	\$95,903.03
T814 CHIEF OF SURVEYS	830A	1.00	36.8189	40.00	\$2,945.51	\$76,583.30
	830A	2.00	39.1415	40.00	\$3,131.32	\$81,414.31
	830A	3.00	41.4634	40.00	\$3,317.07	\$86,243.91
	830A	4.00	43.7853	40.00	\$3,502.83	\$91,073.46
	830A	5.00	46.1072	40.00	\$3,688.58	\$95,903.03

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T850 SYSTEM APPS PROJECT MANAGER	830A	1.00	36.8189	40.00	\$2,945.51	\$76,583.30
	830A	2.00	39.1415	40.00	\$3,131.32	\$81,414.31
	830A	3.00	41.4634	40.00	\$3,317.07	\$86,243.91
	830A	4.00	43.7853	40.00	\$3,502.83	\$91,073.46
	830A	5.00	46.1072	40.00	\$3,688.58	\$95,903.03
T870 CUSTOMER SERVICE MANAGER	830A	1.00	36.8189	40.00	\$2,945.51	\$76,583.30
	830A	2.00	39.1415	40.00	\$3,131.32	\$81,414.31
	830A	3.00	41.4634	40.00	\$3,317.07	\$86,243.91
	830A	4.00	43.7853	40.00	\$3,502.83	\$91,073.46
	830A	5.00	46.1072	40.00	\$3,688.58	\$95,903.03
T880 ASSISTANT RECREATION DIRECTOR	830A	1.00	36.8189	40.00	\$2,945.51	\$76,583.30
	830A	2.00	39.1415	40.00	\$3,131.32	\$81,414.31
	830A	3.00	41.4634	40.00	\$3,317.07	\$86,243.91
	830A	4.00	43.7853	40.00	\$3,502.83	\$91,073.46
	830A	5.00	46.1072	40.00	\$3,688.58	\$95,903.03
T316 LABORATORY DIRECTOR	830B	1.00	36.8189	40.00	\$2,945.51	\$76,583.30
	830B	2.00	39.1415	40.00	\$3,131.32	\$81,414.31
	830B	3.00	41.4634	40.00	\$3,317.07	\$86,243.91
	830B	4.00	43.7853	40.00	\$3,502.83	\$91,073.46
	830B	5.00	46.1072	40.00	\$3,688.58	\$95,903.03
T585 PROJECT TECHNICAL SUPPORT MGR	830B	1.00	36.8189	40.00	\$2,945.51	\$76,583.30
	830B	2.00	39.1415	40.00	\$3,131.32	\$81,414.31
	830B	3.00	41.4634	40.00	\$3,317.07	\$86,243.91
	830B	4.00	43.7853	40.00	\$3,502.83	\$91,073.46
	830B	5.00	46.1072	40.00	\$3,688.58	\$95,903.03
T616 SUPERVISOR OF TECH SUPPORT	830B	1.00	36.8189	40.00	\$2,945.51	\$76,583.30
	830B	2.00	39.1415	40.00	\$3,131.32	\$81,414.31
	830B	3.00	41.4634	40.00	\$3,317.07	\$86,243.91
	830B	4.00	43.7853	40.00	\$3,502.83	\$91,073.46
	830B	5.00	46.1072	40.00	\$3,688.58	\$95,903.03

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T658 FIELD MAINTENANCE SUPERVISOR	830B	1.00	36.8189	40.00	\$2,945.51	\$76,583.30
	830B	2.00	39.1415	40.00	\$3,131.32	\$81,414.31
	830B	3.00	41.4634	40.00	\$3,317.07	\$86,243.91
	830B	4.00	43.7853	40.00	\$3,502.83	\$91,073.46
	830B	5.00	46.1072	40.00	\$3,688.58	\$95,903.03
T663 WORK COORDINATOR	830B	1.00	36.8189	40.00	\$2,945.51	\$76,583.30
	830B	2.00	39.1415	40.00	\$3,131.32	\$81,414.31
	830B	3.00	41.4634	40.00	\$3,317.07	\$86,243.91
	830B	4.00	43.7853	40.00	\$3,502.83	\$91,073.46
	830B	5.00	46.1072	40.00	\$3,688.58	\$95,903.03
T667 WORK COORDINATOR - PKS/BLDG	830B	1.00	36.8189	40.00	\$2,945.51	\$76,583.30
	830B	2.00	39.1415	40.00	\$3,131.32	\$81,414.31
	830B	3.00	41.4634	40.00	\$3,317.07	\$86,243.91
	830B	4.00	43.7853	40.00	\$3,502.83	\$91,073.46
	830B	5.00	46.1072	40.00	\$3,688.58	\$95,903.03
T814 CHIEF OF SURVEYS	830B	1.00	36.8189	40.00	\$2,945.51	\$76,583.30
	830B	2.00	39.1415	40.00	\$3,131.32	\$81,414.31
	830B	3.00	41.4634	40.00	\$3,317.07	\$86,243.91
	830B	4.00	43.7853	40.00	\$3,502.83	\$91,073.46
	830B	5.00	46.1072	40.00	\$3,688.58	\$95,903.03
T850 SYSTEM APPS PROJECT MANAGER	830B	1.00	36.8189	40.00	\$2,945.51	\$76,583.30
	830B	2.00	39.1415	40.00	\$3,131.32	\$81,414.31
	830B	3.00	41.4634	40.00	\$3,317.07	\$86,243.91
	830B	4.00	43.7853	40.00	\$3,502.83	\$91,073.46
	830B	5.00	46.1072	40.00	\$3,688.58	\$95,903.03
T870 CUSTOMER SERVICE MANAGER	830B	1.00	36.8189	40.00	\$2,945.51	\$76,583.30
	830B	2.00	39.1415	40.00	\$3,131.32	\$81,414.31
	830B	3.00	41.4634	40.00	\$3,317.07	\$86,243.91
	830B	4.00	43.7853	40.00	\$3,502.83	\$91,073.46
	830B	5.00	46.1072	40.00	\$3,688.58	\$95,903.03

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T880 ASSISTANT RECREATION DIRECTOR	830B	1.00	36.8189	40.00	\$2,945.51	\$76,583.30
	830B	2.00	39.1415	40.00	\$3,131.32	\$81,414.31
	830B	3.00	41.4634	40.00	\$3,317.07	\$86,243.91
	830B	4.00	43.7853	40.00	\$3,502.83	\$91,073.46
	830B	5.00	46.1072	40.00	\$3,688.58	\$95,903.03
T064 PARKS AND RECREATION FACILITIES MANAGER	840A	1.00	40.4805	40.00	\$3,238.44	\$84,199.47
	840A	2.00	42.4647	40.00	\$3,397.17	\$88,326.47
	840A	3.00	44.4488	40.00	\$3,555.90	\$92,453.48
	840A	4.00	46.4329	40.00	\$3,714.63	\$96,580.49
	840A	5.00	48.4181	40.00	\$3,873.45	\$100,709.63
T064 PARKS AND RECREATION FACILITIES MANAGER	840B	1.00	40.4805	40.00	\$3,238.44	\$84,199.47
	840B	2.00	42.4647	40.00	\$3,397.17	\$88,326.47
	840B	3.00	44.4488	40.00	\$3,555.90	\$92,453.48
	840B	4.00	46.4329	40.00	\$3,714.63	\$96,580.49
	840B	5.00	48.4181	40.00	\$3,873.45	\$100,709.63
T590 WW TMT PLANT SUPERINTENDENT	850A	1.00	40.0660	40.00	\$3,205.28	\$83,337.26
	850A	2.00	41.7540	40.00	\$3,340.32	\$86,848.31
	850A	3.00	43.6746	40.00	\$3,493.97	\$90,843.27
	850A	4.00	45.6839	40.00	\$3,654.71	\$95,022.48
	850A	5.00	47.7846	40.00	\$3,822.77	\$99,392.02
T663 WORK COORDINATOR	850A	1.00	40.0660	40.00	\$3,205.28	\$83,337.26
	850A	2.00	41.7540	40.00	\$3,340.32	\$86,848.31
	850A	3.00	43.6746	40.00	\$3,493.97	\$90,843.27
	850A	4.00	45.6839	40.00	\$3,654.71	\$95,022.48
	850A	5.00	47.7846	40.00	\$3,822.77	\$99,392.02
T667 WORK COORDINATOR - PKS/BLDG	850A	1.00	40.0660	40.00	\$3,205.28	\$83,337.26
	850A	2.00	41.7540	40.00	\$3,340.32	\$86,848.31
	850A	3.00	43.6747	40.00	\$3,493.97	\$90,843.28
	850A	4.00	45.6839	40.00	\$3,654.71	\$95,022.48
	850A	5.00	47.7846	40.00	\$3,822.77	\$99,392.02

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T895 WATER TMT PLANT SUPERINTENDENT	850A	1.00	40.0660	40.00	\$3,205.28	\$83,337.26
	850A	2.00	41.7540	40.00	\$3,340.32	\$86,848.31
	850A	3.00	43.6746	40.00	\$3,493.97	\$90,843.27
	850A	4.00	45.6839	40.00	\$3,654.71	\$95,022.47
	850A	5.00	47.7846	40.00	\$3,822.77	\$99,392.02
T061 ASSISTANT TOWN ENGINEER	850B	1.00	40.0660	40.00	\$3,205.28	\$83,337.26
	850B	2.00	41.7540	40.00	\$3,340.32	\$86,848.31
	850B	3.00	43.6746	40.00	\$3,493.97	\$90,843.27
	850B	4.00	45.6839	40.00	\$3,654.71	\$95,022.48
	850B	5.00	47.7846	40.00	\$3,822.77	\$99,392.02
T590 WW TMT PLANT SUPERINTENDENT	850B	1.00	40.0660	40.00	\$3,205.28	\$83,337.26
	850B	2.00	41.7540	40.00	\$3,340.32	\$86,848.31
	850B	3.00	43.6746	40.00	\$3,493.97	\$90,843.27
	850B	4.00	45.6839	40.00	\$3,654.71	\$95,022.48
	850B	5.00	47.7846	40.00	\$3,822.77	\$99,392.02
T895 WATER TMT PLANT SUPERINTENDENT	850B	1.00	40.0660	40.00	\$3,205.28	\$83,337.26
	850B	2.00	41.7540	40.00	\$3,340.32	\$86,848.31
	850B	3.00	43.6746	40.00	\$3,493.97	\$90,843.27
	850B	4.00	45.6839	40.00	\$3,654.71	\$95,022.48
	850B	5.00	47.7846	40.00	\$3,822.77	\$99,392.02
T660 FIELD MAINTENANCE MANAGER	855B	1.00	42.5146	40.00	\$3,401.17	\$88,430.29
	855B	2.00	44.6400	40.00	\$3,571.20	\$92,851.27
	855B	3.00	46.7378	40.00	\$3,739.03	\$97,214.66
	855B	4.00	48.8412	40.00	\$3,907.29	\$101,589.64
	855B	5.00	50.9893	40.00	\$4,079.14	\$106,057.64
T941 UTILITY ENGINEER	855B	1.00	42.5146	40.00	\$3,401.17	\$88,430.29
	855B	2.00	44.6400	40.00	\$3,571.20	\$92,851.27
	855B	3.00	46.7378	40.00	\$3,739.03	\$97,214.66
	855B	4.00	48.8412	40.00	\$3,907.29	\$101,589.64
	855B	5.00	50.9893	40.00	\$4,079.14	\$106,057.64

APPENDIX A/B
SALARY PLAN FOR EMPLOYEES HIRED PRIOR TO JULY 1, 1999
SALARY PLAN FOR EMPLOYEES HIRED ON OR AFTER JULY 1, 1999

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>HOURS PER WEEK</u>	<u>BI-WEEKLY</u>	<u>ANNUAL</u>
T660 FIELD MAINTENANCE MANAGER	860A	1.00	44.1853	40.00	\$3,534.83	\$91,905.52
	860A	2.00	46.3947	40.00	\$3,711.57	\$96,500.92
	860A	3.00	48.6045	40.00	\$3,888.36	\$101,097.42
	860A	4.00	50.8137	40.00	\$4,065.09	\$105,692.47
	860A	5.00	53.0232	40.00	\$4,241.86	\$110,288.24

APPENDIX C

HEALTH BENEFIT PLAN SUMMARIES

Town of Manchester, Connecticut

BENEFIT	OAP Plus	OAP Basic
Costshares		
	In-Network services subject to copays	In-Network services subject to copays
	Out-of-Network services subject to deductible and coinsurance; balance billing allowed	
	\$10 Office Visit Copay Effective 7/1/2016	\$10 Office Visit Copay Effective 7/1/2016
	\$15 Office Visit Copay Effective 7/1/2017	\$15 Office Visit Copay Effective 7/1/2017
	\$75 Emergency Room Copay	\$75 Emergency Room Copay
	Deductible - \$250/\$750	
	Coinsurance - 80%	
	\$1,500/\$4,500 OOP Max	
	Lifetime Maximum In-Network - Unlimited	Lifetime Maximum In-Network - Unlimited
	Lifetime Maximum Out-Of-Network - Unlimited	
Preventive Care		
Pediatric	No Copay	No Copay
Adult	No Copay	No Copay
Vision	No Copay Covered once every 24 months	No Copay Covered once every 24 months
Hearing	No Copay Screening part of physical exam	No Copay Screening part of physical exam
Gynecological	No Copay	No Copay
Medical Services		
Medical Office Visit	Copay based on date of service	Copay based on date of service
Outpatient PT/OT/ST/Chiro.	Copay based on date of service 60 Combined Days per calendar year per member	Copay based on date of service 60 Combined Days per calendar year per member
Allergy Services	Copay based on date of service for office visits and testing No copay for injections	Copay based on date of service for office visits and testing No copay for injections
Diagnostic Lab & X-ray	Covered	Covered
Inpatient Medical Services	Covered	Covered
Surgery Fees	Covered	Covered
Office Surgery	Covered	Covered
Outpatient MH/SA	Copay based on date of service	Copay based on date of service
Emergency Care		
Emergency Room	\$75 Copay (waived if admitted) Sudden & Serious Guidelines	\$75 Copay (waived if admitted) Sudden & Serious Guidelines
Urgent Care	\$25 Copay	\$25 Copay
Ambulance	Covered	Covered

Town of Manchester, Connecticut

BENEFIT	OAP Plus	OAP Basic
Inpatient Hospital		
General/Medical/Surgical/ Maternity (Semi-private)	Pre-cert only for Out-of-Network	
	\$100 Copay Effective 7/1/2016	\$100 Copay Effective 7/1/2016
	\$200 Copay Effective 7/1/2017	\$200 Copay Effective 7/1/2017
Ancillary Services	Covered	Covered
Medication, Supplies		
Psychiatric	Unlimited days	Unlimited days
Substance Abuse/Detox	Unlimited days	Unlimited days
Skilled Nursing/Rehabilitation Facility	Covered up to 180 days per calendar year	Covered up to 180 days per calendar year
Hospice	Covered	Covered
Outpatient Hospital		
Outpatient Surgery Facility Charges	\$50 Copay Effective 7/1/2016 \$100 Copay Effective 7/1/2017 (Prior Authorization Required)	\$50 Copay Effective 7/1/2016 \$100 Copay Effective 7/1/2017 (Prior Authorization Required)
Diagnostic Lab & X-ray	Covered	Covered
Pre-Admission Testing	Covered	Covered
Other Services		
Durable Medical Equipment	Covered	Covered
Prosthetics	Covered	Covered
Home Health Care	Unlimited days (Prior Authorization Required)	Unlimited days (Prior Authorization Required)
Express Scripts		
Prescriptions	\$5/\$20/\$30 effective 7/1/2016 \$5/\$20/\$35 effective 7/1/2017 Unlimited maximum Three Tier Formulary RX Rider	\$5/\$20/\$30 effective 7/1/2016 \$5/\$20/\$35 Effective 7/1/2017 Unlimited maximum Three Tier Formulary RX Rider
* All benefits listed are for In-Network. For Out-of-Network benefits, please refer to your Employee Benefit Summary. OAP Basic plan has no Out-of-Network benefit.		
** All plans are Non-Gatekeeper. No referrals are required. No primary care physician is required.		
STATE MANDATES are excluded from the OAP Plus plan but are included in the OAP Basic plan.		
INFERTILITY: Coverage excludes GIFT, ZIFT and is subject to a \$5,000 lifetime maximum for OAP Plus and OAP Basic plans.		
ELIGIBILITY: Dependent children to age 25 for ALL plans; effective July 1, 2010 dependent children covered to age 26 for medical and prescription plans due to the passing of the Health Care Reform Act of March 30, 2010.		

HDHP HEALTH INSURANCE BENEFITS

Town of Manchester, Connecticut

BENEFIT	High Deductible Health Plan / Health Savings Account	BENEFIT	High Deductible Health Plan / Health Savings Account
Costshares	Deductible - \$2,000/\$4,000	Inpatient Hospital	General/Medical/Surgical/
	Coinurance - 100% after plan deductible met	Maternity (Semi-private)	Covered 100% after plan deductible met
	for in network services		
	\$4,000/\$8,000 out of pocket maximum	Ancillary Services	Covered 100% after plan deductible met
	Coinurance - 80% after plan deductible met	Medication, Supplies	
	for out of network services	Psychiatric	Covered 100% after plan deductible met
	Employer Contribution		Unlimited days
	\$1,000 single coverage	Substance Abuse/Detox	Covered 100% after plan deductible met
	\$2,000 double or family coverage		Unlimited days
		Skilled Nursing/Rehabilitation	Covered 100% after plan deductible met
	Lifetime Maximum In-Network - Unlimited	Facility	Covered up to 180 days per calendar year
	Lifetime Maximum Out-Of-Network - Unlimited		
Preventive Care		Hospice	Covered 100% after plan deductible met
Pediatric	Covered		
		Outpatient Hospital	
Adult	Covered	Outpatient Surgery	Covered 100% after plan deductible met
		Facility Charges	(Prior Authorization Required)
Hearing	Covered	Diagnostic Lab & X-ray	Covered 100% after plan deductible met
	Screening part of physical exam		
Gynecological	Covered	Pre-Admission Testing	Covered 100% after plan deductible met
Medical Services		Other Services	
Medical Office Visit	Covered 100% after plan deductible met	Durable Medical Equipment	Covered 100% after plan deductible met
Outpatient PT/OT/ST/Chiro.	Covered 100% after plan deductible met	Prosthetics	Covered 100% after plan deductible met
	60 Combined Days		
	per calendar year per member	Home Health Care	Covered 100% after plan deductible met
Allergy Services	Covered 100% after plan deductible met		Unlimited days
			(Prior Authorization Required)
Diagnostic Lab & X-ray	Covered 100% after plan deductible met	Vision	Covered 100% after plan deductible met
			Covered once every 24 months
Inpatient Medical Services	Covered 100% after plan deductible met	Prescriptions	Rx copays apply after the deductible is met
		(Coverage through Cigna)	\$5/\$20/\$30 effective 7/1/2016
Surgery Fees	Covered 100% after plan deductible met		\$5/\$20/\$35 Effective 7/1/2017
			Three Tier Formulary RX Rider
Office Surgery	Covered 100% after plan deductible met	* All benefits listed are for In-Network. For Out-of-Network benefits, please refer to your Employee Benefit Summary.	
Outpatient MH/SA	Covered 100% after plan deductible met	** Plan is Non-Gatekeeper. No referrals are required. No primary care physician is required.	
		INFERTILITY: Coverage is subject to a \$5,000 lifetime maximum	
Emergency Care		ELIGIBILITY: Effective July 1, 2010 dependent children covered to age 26 for medical and prescription plans due to the passing of the Health Care Reform Act of March 30, 2010.	
Emergency Room	Covered 100% after plan deductible met		
Urgent Care	Covered 100% after plan deductible met		
Ambulance	Covered 100% after plan deductible met		

APPENDIX D

MEMORANDUM OF AGREEMENT ON RECLASSIFICATIONS

During the negotiations for the 2008-2011 contract, the Town and the Union reached agreement on the following adjustments for certain bargaining unit employees:

1. Chris Passera, Working Foreman, shall be called Working Foreman/Sexton with a list of duties. He will move to Step 6 of 810A on 07-01-08 and also get an annual stipend of \$5,200.
2. Mike Tupper, Working Foreman, shall move to Step 6 of 810A on 07-01-08 as the Town's Tree Warden. If he becomes an Arborist, he will be eligible for a stipend of \$1,500. Any newly appointed Working Foreman who becomes an Arborist shall also be eligible for the \$1,500 stipend.
3. Roger Hollister and Peter Connorton, Field Maintenance Supervisors, shall move from Grade 825A to 830A, Step 4 on 07-01-08.
4. Fran Taylor, Customer Service Manager, shall move from Grade 825A to 830A, Step 4 on 07-01-08.
5. Scott Simard and Mike Emond, Treatment Plant Superintendents, shall move from 830A and 830B to 850A and 850B, Step 5 on 07-01-08.
6. Jeff Lamalva, Assistant Town Engineer shall move from 830B to 850B, Step 5 on 07-01-09. He shall remain on the 18-month step plan.

In addition, the Town and the Union agree to continue their 2004 agreement that Utility Engineer Staye be red circled and continue to receive the same general wage increases as are applicable to other bargaining unit employees.

APPENDIX E
TOWN OF MANCHESTER, CONNECTICUT
-AND-
CSEA, SEIU LOCAL 2001

AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT

This Agreement is made by and between the Town of Manchester (the "Town") and the CSEA, SEIU Local 2001 (the "Union") on behalf of the employees represented by the Union in the Supervisory Unit and the Town. This Agreement amends the 2008-2011 Contract between the Town and the Union only to the extent that this amendment is a modification to that agreement. In all other respects, the current agreement and amendments shall remain in full force and effect.

The Town and the Union mutually agree as follows:

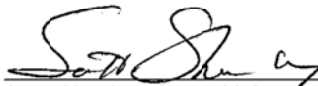
On-Call Supervisors for the Water & Sewer Department who receive calls and/or who address water and sewer issues within the Town that are located outside of the department's service areas shall be compensated for each event. The rate of compensation shall be one hour at time and one-half (1 ½x) pay when such event occurs on Monday through Saturday or one-hour at double time if such an event occurs on Sunday or a Holiday.

This amendment also includes Residual Unit Members on-call for the Water and Sewer Department, agreed in the January 23, 2009 Memorandum of Agreement.

This Agreement is effective immediately and retroactive to August 14, 2009.


TOWN OF MANCHESTER

By:


Scott Shanley, General Manager

CSEA, SEIU LOCAL 2001,
SUPERVISORY UNIT

By:


Patrick Kearney, President

11-4-09

AGREEMENT

TOWN OF MANCHESTER
-AND-
CSEA, SEIU LOCAL 2001
SUPERVISORY UNIT

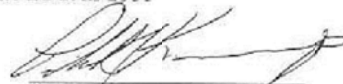
AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT

This Agreement is made by and between the Town of Manchester (the "Town") and CSEA, SEIU Local 2001 (the "Union") on behalf of the employees represented by the Union in the Supervisory Unit. This Agreement supercedes the provisions of the 2008-2011 collective bargaining agreement between the Town and the Union only to the extent that this Agreement is different from that agreement. In all other respects, that agreement shall remain in effect.

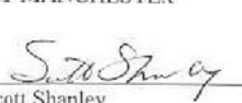
The Town and the Union agree as follows:

1. There shall be no general wage increase for the 2009-10 contract year. Revised salary schedules for the 2009-10 and 2010-11 contract years are attached.
2. Employees shall continue to be eligible for step increases to the extent provided in Article XVI, Section 2 of the collective bargaining agreement.
3. There shall be no layoffs of non-probationary, regular employees in the bargaining unit through June 30, 2010.

CSEA LOCAL 2001

By 
Patrick Kearney
President

TOWN OF MANCHESTER

By 
Scott Shanley
General Manager

Date _____

Date 5/1/09

AGREEMENT
TOWN OF MANCHESTER
-AND-
CSEA, SEIU LOCAL 2001
SUPERVISORY UNIT

AMENDMENT AND EXTENSION TO COLLECTIVE BARGAINING AGREEMENT

This Agreement is made by and between the Town of Manchester (the "Town") and CSEA, SEIU Local 2001 (the "Union") on behalf of the employees represented by the Union in the Supervisory Unit. This Agreement supercedes the provisions of the 2008 – 2011 collective bargaining agreement between the Town and the Union only to the extent that this Agreement is different from that agreement. In all other respects, that agreement shall remain in effect.

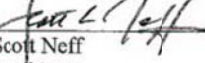
Amendment to 2010/11 Contract Year – July 1, 2010 – June 30, 2011
The Town and the Union agree as follows:

1. Employees shall take five unpaid furlough days in full day increments with at least four furlough days used by April 1, 2011. Furlough days shall not be used as a reason for leave carryover.
2. There shall be no layoffs of non-probationary, regular employees in the bargaining unit through June 30, 2011.

Two-year Extension July 1, 2011 – June 30, 2012 and July 1, 2012 – June 30, 2013
The Town and the Union agree as follows:

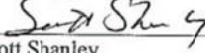
1. There shall be a 1.5% general wage increase on July 1, 2011.
2. There shall be a 1.5% general wage increase on July 1, 2012.
3. Employees shall take one unpaid furlough day during the 2011/12 contract year and shall take one unpaid furlough day during the 2012/13 contract year.

CSEA LOCAL 2001

By 
Scott Neff
President

Date June 22, 2010

TOWN OF MANCHESTER

By 
Scott Shanley
General Manager

Date 6/22/10