

AGREEMENT BETWEEN THE
CITY OF MANCHESTER, N.H.
AND THE
MANCHESTER ASSOCIATION OF POLICE
SUPERVISORS

July 1, 2016 – June 30, 2019

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PREAMBLE

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

ARTICLE 1
UNIT DESCRIPTION

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

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

ARTICLE 2
DUES DEDUCTION

- 2.1** The Department agrees to authorize the deduction of MAPS dues from each employee who has signed an authorization card and to send said dues to: The Treasurer, MAPS, 405 Valley Street, Manchester, NH.
- 2.2** MAPS will keep the Department informed of the correct name and address of the Treasurer of MAPS.
- 2.3** This Deduction of dues will be made on a weekly basis and shall be sent monthly to the Treasurer of MAPS.
- 2.4** If any employee has no check coming to him or if his check is not large enough to satisfy the dues, then no dues deduction will be made from that employee. In no case will the City attempt to collect fines or assessments for the Association beyond the regular dues.
- 2.5** Should there be a dispute between an employee and the Association over the matter of deductions, the Association agrees to hold the City harmless in any such dispute.

ARTICLE 3
MANAGEMENT RIGHTS

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

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

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

ARTICLE 4
EMPLOYEE RIGHTS

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

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

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

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

ARTICLE 4 – EMPLOYEE RIGHTS (continued)

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

ARTICLE 5
NO STRIKE CLAUSE

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

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

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

ARTICLE 6
RULE AND REGULATIONS

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

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

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

ARTICLE 7
GRIEVANCE PROCEDURE

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

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

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

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

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

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

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

ARTICLE 7 – GRIEVANCE PROCEDURE (continued)

5(B) (continued)

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

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

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

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

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

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

ARTICLE 7 – GRIEVANCE PROCEDURE (continued)

8. If the grievance involved the immediate supervisor, section 3 of this article shall become the first step in the grievance procedure.
9. A grievance shall be put in motion within thirty (30) business days of the event which gives rise to the grievance or shall be considered null and void. If the (grievant does not process the grievance within the time limits set forth in sections 2, 3, 4 and 5, it shall be considered as dismissed. If a decision is not rendered within the time limits as set forth in sections 2, 3 and 4 above, the grievant may proceed to the next step.
10. The above times may be extended by mutual written agreement of the parties.
11. The employee, when discussing his grievance with management, may or at his/her discretion, be accompanied by a union representative.
12. The grievant shall be in a pay status when processing a grievance or acting as a witness if said processing of a grievance or acting as a witness occurs during his/her scheduled duty hours. A representative of the Union shall be in a pay status when processing a grievance or acting as a witness if said processing of a grievance or acting as a witness occurs during his scheduled duty hours, provided said representative shall request permission prior to taking such time off from the Chief of Police or his designee and it is understood that such permission may be refused if it will interfere with the normal and orderly operation of the Department, but in no event will such time off be denied for more than two (2) of the representative's consecutive shift periods, not including days off.

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

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

ARTICLE 7 – GRIEVANCE PROCEDURE (continued)

12. (continued)

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

ARTICLE 8
HOURS OF WORK

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

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

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

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

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

8.6 NIGHT SHIFT PREMIUM: Effective on the date of signing of this Agreement, any non-sworn bargaining unit member who is assigned to night shifts on a periodic rotating basis shall be paid at a rate which is eight percent (8%) higher than his/her normal rate. Such premium shall apply when half or more of the shift is scheduled after 6:00 P.M.

ARTICLE 8 – HOURS OF WORK (continued)

8.6 (continued)

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

ARTICLE 9
SALARIES

- 9.1** Effective July 1, 2016, the Salary Schedule shall be increased by one percent (1%). Merit, Longevity and Salary are retroactive to July 1, 2016. (See salary schedule attached and made part of this Agreement.) NOTE: the member's work weeks are specified in Article 8.
- 9.2** Effective July 1, 2017, the Salary Schedules shall be increased by three percent (3%).
- 9.3** Effective July 1, 2018, The Salary Schedules shall be increased three percent (3%).
- 9.4** Employees will receive a step increase on their anniversary date of current position. This step increase will be subject to a satisfactory performance evaluation. An incomplete evaluation will be considered a satisfactory performance evaluation. This process may be changed at any time by mutual agreement. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.
- 9.5** Outstanding performance evaluation bonus payments will cease effective on date of ratification.
- 9.6** Employee appeals on their annual performance evaluation will be according to the process mutually agreed to by the Union and the City. See Appendix B.
- 9.7** The longevity waiting periods for employees shall be 5-10-15-20-25-30-35-40 and 45 years of service. An increase of three-percent (3%) will take effect on the employee's anniversary date of employment.
- 9.8** Employees being promoted from one grade to a higher grade will be placed on the lowest step of the new grade, which will provide for a minimum of a ten-percent (10%) increase in salary.

ARTICLE 9 – SALARIES (continued)

9.9 Employees who have attained the requirements for the achievement grade (A-Step) associated with their positions will be placed on the corresponding step on the achievement grade in accordance with the following mutually agreed provisions as detailed on attached appendix A to this agreement.

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

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

9.11 Severance Pay – In recognition of prior service any bargaining unit member with twenty (20) years of service, of which ten (10) must be with the City of Manchester, who retires after July 1, 2017 will be paid a severance benefit of \$10,000. The City may withhold from this benefit such amounts that are necessary for contributions to the New Hampshire Retirement System.

ARTICLE 9 – SALARIES (continued)

9.12 Critical Incident Pay – In recognition of the increasingly hazardous working conditions, including but not limited to, the proliferation of violence against police officers, increased frequency of critical incidents, and the heroin and other illegal drug epidemic, each sworn supervisor shall receive an additional forty (\$40) dollars a week as critical incident pay effective January 1, 2017. The critical incident pay shall be increased to fifty (\$50) dollars a week effective January 1, 2018.

ARTICLE 10

SENIORITY

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

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

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

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

Shift by Seniority – Captains, Lieutenants and Sergeants only:

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

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

ARTICLE 11
TEMPORARY DUTY IN HIGHER RANK

11.1 Any Police Supervisor in the Bargaining Unit who is assigned to perform the duties of a higher ranking officer upon assumption of duties shall be compensated for such higher level responsibilities by receiving either the entrance rate of the higher level pay or 10%, above his/her present rate, whichever is the greater amount. Such assignments will be approved by the Department Head and the Personnel Director.

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

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

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

ARTICLE 12
SPECIAL DETAILS

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

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

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

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

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

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

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

ARTICLE 13
EXTRA DETAILS

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

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

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

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

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

ARTICLE 13 – EXTRA DETAILS (continued)

13.5 (continued)

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

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

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

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

ARTICLE 13 – EXTRA DETAILS (continued)

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

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

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

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

ARTICLE 13 – EXTRA DETAILS (continued)

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

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

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

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

ARTICLE 13 – EXTRA DETAILS (continued)

13.14 (continued)

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

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

13.14A Effective July 20, 2004, or the date of ratification, whichever comes sooner, the rate of pay for Extra Details in cases of declared strikes (company requests police presence during labor dispute) shall be set at one and one-half (1 1/2) times the normal Extra Details rate as specified in Section 13.14, above. It is expressly understood and agreed that declared strikes, by location, may be deemed priority Extra Details and must be filled before any other Extra Details.

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

ARTICLE 13 – EXTRA DETAILS (continued)

13.15A (continued)

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

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

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

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

ARTICLE 13 – EXTRA DETAILS (continued)

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

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

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

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

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

ARTICLE 13 – EXTRA DETAILS (continued)

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

ARTICLE 14
OVERTIME

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

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

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

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

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

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

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

ARTICLE 14 – OVERTIME (continued)

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

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

ARTICLE 15
VACATION

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

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

ARTICLE 15 – VACATION (continued)

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

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

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

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

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

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

ARTICLE 16 (A)
SICK LEAVE ACCRUAL

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

16.2 Effective January 1, 1980 and during the term of this agreement the maximum sick leave accrual shall be one hundred twenty (120) days. If any other bargaining unit receives more than 120 days accrued sick leave MAPS will receive the added amount.

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

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

ARTICLE 16 (A) SICK LEAVE ACCRUAL (continued)

16.4 Effective on July 20, 2004, or the date of ratification of this Agreement, whichever comes sooner, when a member of the Bargaining Unit terminates his/her employment with the Manchester Police Department due to death, paid retirement or duty disability retirement, all accrued sick leave up to a maximum of eighty (80) days, plus one-quarter (1/4) of the balance of the days accrued over eighty (80) but not more than one hundred twenty (120) days shall be payable to the employee or the designated beneficiary.

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

ARTICLE 16 (B)

SICK LEAVE BANK ADMINISTRATION

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

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

MEMORANDUM OF UNDERSTANDING OF AMENDMENT TO AGREEMENT

BETWEEN

MANCHESTER POLICE PATROLMAN'S ASSOCIATION,

LOCAL 394, AND

CITY OF MANCHESTER POLICE COMMISSION

DATED

JULY 31, 1978 AND EFFECTIVE JANUARY 1, 1978

The representatives of Local 394, MPPA, the City of Manchester Police Commission and the Aldermanic Negotiating Committee agree to amend the contract currently in effect as follows:

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

In order to provide for representation for members of the MPPA and the Manchester Association of Police Supervisors of the Sick Leave Bank shall be administered by five members of the Department (MAPS, MPPA, PDSS, Administration, Police Commission), two to be appointed by the Union Board of Stewards, one by the Police Commission and one by the Executive Board of the Manchester Association of Police Supervisors and shall hereinafter be called the "Administrative Committee" or "The Committee". Committee members shall be appointed in the following manner: One for one year, one for two years and two for

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

ADMINISTRATION (continued)

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

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

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

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

ARTICLE 17
NON-ABUSE OF SICK LEAVE

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

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

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

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

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

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

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

ARTICLE 18
HOSPITAL-MEDICAL INSURANCE

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

Effective July 1, 2017, the City will pay 84 % of the premium for the Blue Choice New England POS Plan or the Access Blue New England Plan. Employees will pay 16%. The following co-pays will apply to both the BlueChoice New England POS Plan and the Access Blue New England Plan:

- . Office Visit - \$20.00
- . Specialist Visit - \$20.00
- . Chiropractic - \$20.00
- . Emergency room visit - \$150.00
- . Inpatient care, Outpatient surgery, skilled nursing or rehab facility - \$100/\$200 co-pay (single/2 person or family)
- . Prescriptions other than mail order (one month supply) - \$10/\$30/\$50 (Generic, Preferred, Premium)
- . Mail order prescriptions (three month supply) - \$20/\$60/\$100 (Generic, Preferred, Premium)

The City may offer a high deductible health insurance plan accompanied by the establishment of a Health Savings Account (HSA) for each enrolled bargaining unit member with a present contribution of \$1,500.00 for an individual and \$3,000.00 for a two person or a family plan. The City retains the right to set the annual City contribution and shall each year prior to the open enrollment period disclose any changes to high deductible benefit plan and/or its contribution to the HSA or continuation of the HSA in the following fiscal year. Effective July 1, 2012 for bargaining unit members

ARTICLE 18 – HOSPITAL-MEDICAL INSURANCE (continued)

18.1 (continued)

availing themselves of this option the City shall pay 87.5% of the premium. Effective July 1, 2013 the City shall pay 85% of the premium. Bargaining unit members will be charged on the basis of a single, two person or family plan irrespective of the single, two person or family plan designation in the plan itself.

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

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

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

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

ARTICLE 18 – HOSPITAL-MEDICAL INSURANCE (continued)

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

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

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

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

18.7 Effective on ratification all new employees promoted into the bargaining unit will continue to pay the insurance premium they paid in their prior bargaining unit. Employees newly hired into the bargaining unit from outside the department after ratification will pay 20% of their insurance premium with the City paying 80% of the premium. All members of the bargaining unit prior to ratification will pay the premium reflected in 18.1.

ARTICLE 19
BEREAVEMENT LEAVE

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

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

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

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

ARTICLE 20
CLOTHING AND UNIFORMS

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

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

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

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

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

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

ARTICLE 20 – CLOTHING AND UNIFORMS(continued)

20.5 (continued)

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

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

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

ARTICLE 21
COURT TIME

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

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

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

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

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

ARTICLE 22
PAYMENT FOR MEALS

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

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

22.3 Receipts will be required for such reimbursements.

ARTICLE 23
STABILITY OF AGREEMENT

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

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

ARTICLE 24
MISCELLANEOUS

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

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

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

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

24.5 EDUCATION INCENTIVE REIMBURSEMENT POLICY – Effective on the date of ratification the City will reimburse employees for approved courses, which are in accordance with the established procedures of the Department and the City, on the basis of 75% of the cost of tuition, books and materials to a maximum of \$2,500.00 per fiscal year provided, however, the City will not reimburse an employee for a course or courses and books or materials which are paid for through Federal or State Programs.

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

ARTICLE 24 - MISCELLANEOUS (continued)

24.5 (continued)

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

Approval for courses will be considered on the basis of relevancy of the course, number of employees applying and funds available. The total amount expended for Tuition Reimbursement for Bargaining Unit employees shall not exceed \$8,000.00 during the fiscal year.

ARTICLE 25
INDEMNIFICATION

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

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

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

ARTICLE 26
HOLIDAYS

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

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

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

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

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

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

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

ARTICLE 26 - HOLIDAYS (continued)

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

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

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

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

ARTICLE 28
LIFE INSURANCE

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

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

ARTICLE 29

COMMITTEE REPRESENTATIVES

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

ARTICLE 30
DURATION

Upon ratification by the respective parties, this Agreement shall be in effect from July 1, 2016 through June 30, 2019; with effective dates for specific provisions as stated in the various Articles.

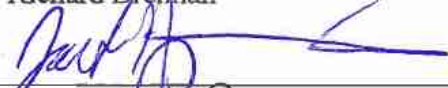
It is further agreed and understood by the parties hereto that no later than sixty days of the termination date above either party may notify the other party of its desire and intention to terminate the contract upon the expiration date or, if either party wishes to continue the contract in effect after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


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


**FOR MANCHESTER ASSOCIATION
OF POLICE SUPERVISORS:**



**FOR THE ALDERMANIC
NEGOTIATING TEAM:**


Richard Brennan


Jonathan Hopkins


Christopher Sanders


Steven Olson


 CHIEF


DATE SIGNED


DATE SIGNED

DATE APPROVED BY THE BOARED OF MAYOR AND ALDERMEN: _____

Appendix A

Qualifications for Achievement Steps

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

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

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

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

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

Appendix B

EMPLOYEE DEVELOPMENT APPEALS PROCESS

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

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

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

An appeals committee shall be comprised of the following representatives:

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

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

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

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

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

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

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

GRADE		2016 STEP 1	2016 STEP 2	2016 STEP 3	2016 STEP 4	2016 STEP 5	2016 STEP 6	2016 STEP 7	2016 STEP 8	2016 STEP 9	2016 STEP 10	2016 STEP 11	2016 STEP 12	2016 STEP 13	2016 STEP 14
GRADE 1	Ex	14,609.11	15,047.41	15,498.80	15,963.79	16,442.71	16,935.98	17,444.07	17,967.38	18,506.40	19,061.59	19,633.46	20,222.47	20,829.14	21,454.00
	H	7.10	7.30	7.52	7.77	7.99	8.21	8.47	8.73	8.99	9.26	9.53	9.83	10.13	10.42
	O	10.650	10.950	11.280	11.655	11.985	12.315	12.705	13.095	13.485	13.890	14.295	14.745	15.195	15.630
GRADE 1A	Ex	15,120.45	15,574.07	16,041.25	16,522.53	17,018.19	17,528.72	18,054.62	18,596.25	19,154.15	19,728.75	20,320.62	20,930.25	21,558.14	22,204.88
	H	7.27	7.48	7.72	7.95	8.19	8.42	8.69	8.96	9.20	9.47	9.77	10.08	10.36	10.69
	O	10.905	11.220	11.580	11.925	12.285	12.630	13.035	13.440	13.800	14.205	14.655	15.120	15.540	16.035
GRADE 2	Ex	15,631.76	16,100.70	16,583.76	17,081.26	17,593.71	18,121.52	18,665.12	19,225.08	19,801.86	20,395.90	21,007.79	21,638.02	22,287.17	22,955.77
	H	7.49	7.76	7.97	8.21	8.46	8.72	9.00	9.26	9.53	9.83	10.13	10.42	10.74	11.05
	O	11.235	11.640	11.955	12.315	12.690	13.080	13.500	13.890	14.295	14.745	15.195	15.630	16.110	16.575
GRADE 2A	Ex	16,178.88	16,664.25	17,164.17	17,679.09	18,209.47	18,755.73	19,318.41	19,897.98	20,494.93	21,109.75	21,743.06	22,395.36	23,067.23	23,759.22
	H	7.81	8.02	8.26	8.50	8.77	9.03	9.29	9.56	9.86	10.16	10.45	10.79	11.10	11.42
	O	11.715	12.030	12.390	12.750	13.155	13.545	13.935	14.340	14.790	15.240	15.675	16.185	16.650	17.130
GRADE 3 (6A0)	Ex	16,725.98	17,227.75	17,744.61	18,276.96	18,825.24	19,390.00	19,971.71	20,570.87	21,188.01	21,823.63	22,478.35	23,152.67	23,847.26	24,562.67
	H	8.05	8.28	8.53	8.81	9.06	9.33	9.60	9.90	10.20	10.48	10.83	11.15	11.47	11.80
	O	12.075	12.420	12.795	13.215	13.590	13.995	14.400	14.850	15.300	15.720	16.245	16.725	17.205	17.700
GRADE 3A (6AA)	Ex	17,311.39	17,830.73	18,365.68	18,916.64	19,484.15	20,068.64	20,670.71	21,290.83	21,929.57	22,587.46	23,265.09	23,963.04	24,681.92	25,422.36
	H	8.31	8.56	8.84	9.10	9.37	9.65	9.96	10.25	10.53	10.88	11.20	11.53	11.90	12.24
	O	12.465	12.840	13.260	13.650	14.055	14.475	14.940	15.375	15.795	16.320	16.800	17.295	17.850	18.360
GRADE 4 (6B0)	Ex	17,896.80	18,433.72	18,986.72	19,556.32	20,143.01	20,747.29	21,369.74	22,010.80	22,671.14	23,351.28	24,051.82	24,773.36	25,516.58	26,282.07
	H	8.62	8.90	9.14	9.42	9.70	10.00	10.29	10.57	10.92	11.26	11.57	11.95	12.29	12.65
	O	12.930	13.350	13.710	14.130	14.550	15.000	15.435	15.855	16.380	16.890	17.355	17.925	18.435	18.975
GRADE 4A (6BA)	Ex	18,523.21	19,078.88	19,651.27	20,240.81	20,848.04	21,473.47	22,117.67	22,781.18	23,464.64	24,168.56	24,893.60	25,640.43	26,409.65	27,201.97
	H	8.91	9.18	9.45	9.73	10.05	10.32	10.65	10.96	11.30	11.64	11.99	12.35	12.70	13.10
	O	13.365	13.770	14.175	14.595	15.075	15.480	15.975	16.440	16.950	17.460	17.985	18.525	19.050	19.650
GRADE 5 (6C0)	Ex	19,149.58	19,724.05	20,315.81	20,925.27	21,553.02	22,199.63	22,865.60	23,551.59	24,258.13	24,985.85	25,735.44	26,507.50	27,302.74	28,121.82
	H	9.22	9.48	9.77	10.08	10.36	10.69	11.00	11.33	11.67	12.02	12.38	12.74	13.14	13.51
	O	13.830	14.220	14.655	15.120	15.540	16.035	16.500	16.995	17.505	18.030	18.570	19.110	19.710	20.265
GRADE 5A (6CA)	Ex	19,819.82	20,414.40	21,026.84	21,657.66	22,307.38	22,976.60	23,665.92	24,375.89	25,107.16	25,860.37	26,636.19	27,435.26	28,258.33	29,106.09
	H	9.52	9.84	10.14	10.43	10.76	11.08	11.40	11.74	12.10	12.47	12.84	13.22	13.61	14.03
	O	14.280	14.760	15.210	15.645	16.140	16.620	17.100	17.610	18.150	18.705	19.260	19.830	20.415	21.045
GRADE 6 (6D0)	Ex	20,490.04	21,104.75	21,737.90	22,390.03	23,061.72	23,753.59	24,466.22	25,200.21	25,956.19	26,734.89	27,536.92	28,363.04	29,213.91	30,090.32
	H	9.87	10.18	10.46	10.80	11.11	11.43	11.77	12.13	12.50	12.87	13.25	13.67	14.06	14.47
	O	14.805	15.270	15.690	16.200	16.665	17.145	17.655	18.195	18.750	19.305	19.875	20.505	21.090	21.705
GRADE 6A (6DA)	Ex	21,207.21	21,843.43	22,498.72	23,173.68	23,868.92	24,584.97	25,322.53	26,082.19	26,864.64	27,670.60	28,500.74	29,355.73	30,236.41	31,143.52
	H	10.20	10.49	10.84	11.16	11.49	11.84	12.19	12.55	12.94	13.31	13.73	14.12	14.54	15.01
	O	15.300	15.735	16.260	16.740	17.235	17.760	18.285	18.825	19.410	19.965	20.595	21.180	21.810	22.515

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

GRADE		2015 STEP 1	2016 STEP 2	2016 STEP 3	2016 STEP 4	2016 STEP 5	2016 STEP 6	2016 STEP 7	2016 STEP 8	2016 STEP 9	2016 STEP 10	2016 STEP 11	2016 STEP 12	2016 STEP 13	2016 STEP 14
GRADE 7	Ex	21,824.35	22,582.10	23,259.56	23,957.35	24,676.06	25,415.98	26,178.84	26,964.18	27,773.12	28,606.32	29,464.51	30,348.44	31,258.88	32,196.67
(6E0)	H	10.52	10.87	11.20	11.53	11.89	12.24	12.59	12.98	13.35	13.79	14.19	14.61	15.06	15.49
	O	15,780	16,305	16,800	17,295	17,835	18,360	18,885	19,470	20,025	20,685	21,285	21,915	22,590	23,235
GRADE 7A	Ex	22,691.72	23,372.48	24,073.64	24,795.84	25,539.72	26,305.89	27,095.11	27,907.94	28,745.19	29,607.53	30,495.77	31,410.67	32,352.96	33,323.56
(6EA)	H	10.91	11.26	11.57	11.95	12.30	12.66	13.06	13.43	13.84	14.26	14.68	15.12	15.55	16.03
	O	16,365	16,890	17,355	17,925	18,450	18,990	19,590	20,145	20,760	21,390	22,020	22,680	23,325	24,045
GRADE 8	Ex	23,459.08	24,162.84	24,887.73	25,634.36	26,403.40	27,195.50	28,011.35	28,851.70	29,717.25	30,608.78	31,527.01	32,472.86	33,447.01	34,450.43
(6F0)	H	11.29	11.63	11.98	12.34	12.69	13.09	13.47	13.88	14.30	14.73	15.18	15.60	16.11	16.57
	O	16,935	17,445	17,970	18,510	19,035	19,635	20,205	20,820	21,450	22,095	22,770	23,400	24,165	24,855
GRADE 8A	Ex	24,280.12	25,008.55	25,758.79	26,531.56	27,327.51	28,147.35	28,991.74	29,861.51	30,757.35	31,680.06	32,630.48	33,609.39	34,617.70	35,656.21
(6FA)	H	11.66	12.01	12.38	12.74	13.15	13.52	13.95	14.36	14.80	15.24	15.69	16.18	16.64	17.18
	O	17,490	18,015	18,570	19,110	19,725	20,280	20,925	21,540	22,200	22,860	23,535	24,270	24,960	25,770
GRADE 9	Ex	25,101.22	25,854.26	26,629.88	27,428.76	28,251.64	29,099.16	29,972.14	30,871.31	31,797.46	32,751.38	33,733.91	34,745.94	35,788.31	36,861.96
(6G0)	H	12.07	12.46	12.83	13.21	13.60	14.02	14.43	14.88	15.33	15.80	16.27	16.75	17.26	17.76
	O	18,105	18,690	19,245	19,815	20,400	21,030	21,645	22,320	22,995	23,700	24,405	25,125	25,890	26,640
GRADE 9A	Ex	25,979.77	26,759.13	27,561.92	28,388.76	29,240.43	30,117.63	31,021.20	31,951.81	32,910.36	33,897.68	34,914.60	35,962.05	37,040.92	38,152.09
(6GA)	H	12.50	12.87	13.25	13.67	14.06	14.47	14.95	15.38	15.86	16.31	16.80	17.32	17.81	18.36
	O	18,750	19,305	19,875	20,505	21,090	21,705	22,425	23,070	23,790	24,465	25,200	25,980	26,715	27,540
GRADE 10	Ex	26,858.27	27,664.05	28,493.95	29,348.80	30,229.23	31,136.14	32,070.20	33,032.32	34,023.29	35,043.96	36,095.30	37,178.17	38,293.48	39,442.29
(6H0)	H	12.92	13.28	13.70	14.10	14.51	14.99	15.43	15.91	16.38	16.85	17.36	17.86	18.42	18.97
	O	19,380	19,920	20,550	21,150	21,765	22,485	23,145	23,865	24,540	25,275	26,040	26,790	27,630	28,455
GRADE 10A	Ex	27,798.33	28,632.28	29,491.24	30,375.99	31,287.26	32,225.88	33,192.65	34,188.46	35,214.09	36,270.51	37,358.65	38,479.38	39,633.76	40,822.76
(6HA)	H	13.35	13.80	14.20	14.62	15.07	15.50	15.98	16.43	16.93	17.43	17.98	18.51	19.07	19.62
	O	20,025	20,700	21,300	21,930	22,605	23,250	23,970	24,645	25,395	26,145	26,970	27,765	28,605	29,430
GRADE 11	Ex	28,738.36	29,600.50	30,488.54	31,403.18	32,345.29	33,315.65	34,315.13	35,344.56	36,404.88	37,497.03	38,621.97	39,780.65	40,974.03	42,203.27
(6I0)	H	13.84	14.24	14.67	15.11	15.54	16.03	16.51	17.01	17.49	18.05	18.57	19.14	19.72	20.30
	O	20,760	21,360	22,005	22,665	23,310	24,045	24,765	25,515	26,235	27,075	27,855	28,710	29,580	30,450
GRADE 11A	Ex	29,744.19	30,636.55	31,555.62	32,502.29	33,477.38	34,481.68	35,516.15	36,581.62	37,679.05	38,809.46	39,973.72	41,172.94	42,408.12	43,680.37
(6IA)	H	14.31	14.74	15.19	15.62	16.13	16.59	17.12	17.62	18.16	18.69	19.25	19.83	20.42	21.04
	O	21,465	22,110	22,785	23,430	24,195	24,885	25,680	26,430	27,240	28,035	28,875	29,745	30,630	31,560
GRADE 12	Ex	30,750.06	31,672.52	32,622.71	33,601.39	34,609.47	35,647.73	36,717.17	37,818.65	38,953.25	40,121.86	41,325.48	42,565.26	43,842.22	45,157.47
(6J0)	H	14.78	15.23	15.68	16.17	16.63	17.16	17.66	18.21	18.74	19.30	19.87	20.46	21.10	21.74
	O	22,170	22,845	23,520	24,255	24,945	25,740	26,490	27,315	28,110	28,950	29,805	30,690	31,650	32,610
GRADE 12A	Ex	31,826.29	32,781.13	33,764.55	34,777.45	35,820.75	36,895.40	38,002.25	39,142.32	40,316.58	41,526.11	42,771.91	44,055.04	45,376.71	46,737.98
(6JA)	H	15.30	15.76	16.24	16.73	17.24	17.74	18.28	18.84	19.40	19.98	20.59	21.20	21.83	22.48
	O	22,950	23,640	24,360	25,095	25,860	26,610	27,420	28,260	29,100	29,970	30,885	31,800	32,745	33,720

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

GRADE		2016 STEP 1	2016 STEP 2	2016 STEP 3	2016 STEP 4	2016 STEP 5	2016 STEP 6	2016 STEP 7	2016 STEP 8	2016 STEP 9	2016 STEP 10	2016 STEP 11	2016 STEP 12	2016 STEP 13	2016 STEP 14
GRADE 13	Ex	32,902.54	33,889.65	34,906.34	35,953.50	37,032.10	38,143.08	39,287.36	40,465.98	41,679.95	42,930.37	44,218.32	45,544.81	46,911.21	48,318.50
(6K0)	H	15.85	16.30	16.78	17.31	17.80	18.35	18.91	19.48	20.04	20.66	21.27	21.92	22.56	23.26
	O	23.775	24.450	25.170	25.965	26.700	27.525	28.365	29.220	30.060	30.990	31.905	32.880	33.840	34.890
GRADE 13A	Ex	34,054.15	35,075.76	36,128.06	37,211.88	38,328.24	39,478.09	40,662.42	41,882.31	43,138.77	44,432.93	45,765.91	47,138.93	48,553.05	50,009.67
(6KA)	H	16.36	16.86	17.38	17.89	18.44	18.99	19.56	20.15	20.75	21.38	22.02	22.66	23.36	24.08
	O	24.540	25.290	26.070	26.835	27.660	28.485	29.340	30.225	31.125	32.070	33.030	33.990	35.040	36.120
GRADE 14	Ex	35,205.75	36,261.92	37,349.77	38,470.25	39,624.36	40,813.09	42,037.49	43,298.63	44,597.58	45,935.51	47,313.53	48,732.97	50,194.97	51,700.81
(6L0)	H	16.91	17.43	17.98	18.50	19.04	19.61	20.23	20.81	21.45	22.09	22.77	23.45	24.16	24.87
	O	25.365	26.145	26.970	27.750	28.560	29.415	30.345	31.215	32.175	33.135	34.155	35.175	36.240	37.305
GRADE 14A	Ex	36,437.94	37,531.07	38,657.00	39,816.70	41,011.22	42,241.52	43,508.81	44,814.08	46,158.49	47,543.25	48,969.54	50,438.62	51,951.75	53,510.36
(6LA)	H	17.49	18.06	18.58	19.15	19.73	20.32	20.93	21.54	22.20	22.87	23.55	24.26	24.97	25.72
	O	26.235	27.090	27.870	28.725	29.595	30.480	31.395	32.310	33.300	34.305	35.325	36.390	37.455	38.580
GRADE 15	Ex	37,670.13	38,800.25	39,964.26	41,163.19	42,398.07	43,670.03	44,980.12	46,329.54	47,719.41	49,150.99	50,625.51	52,144.28	53,708.59	55,319.87
(6M0)	H	18.12	18.64	19.21	19.81	20.40	21.02	21.64	22.28	22.96	23.64	24.35	25.07	25.83	26.61
	O	27.180	27.960	28.815	29.715	30.600	31.530	32.460	33.420	34.440	35.460	36.525	37.605	38.745	39.915
GRADE 15A	Ex	38,988.59	40,158.25	41,362.98	42,603.89	43,882.00	45,198.46	46,554.42	47,951.06	49,389.59	50,871.27	52,397.41	53,969.33	55,588.40	57,256.06
(6MA)	H	18.76	19.31	19.90	20.50	21.14	21.77	22.41	23.08	23.75	24.47	25.22	25.96	26.74	27.55
	O	28.140	28.965	29.850	30.750	31.710	32.655	33.615	34.620	35.625	36.705	37.830	38.940	40.110	41.325
GRADE 16	Ex	40,307.06	41,516.25	42,761.74	44,044.57	45,365.94	46,726.90	48,128.71	49,572.59	51,059.75	52,591.56	54,169.30	55,794.37	57,468.20	59,192.23
(6N0)	H	19.39	19.97	20.59	21.20	21.83	22.48	23.15	23.83	24.57	25.32	26.07	26.85	27.65	28.46
	O	29.085	29.955	30.885	31.800	32.745	33.720	34.725	35.745	36.855	37.980	39.105	40.275	41.475	42.690
GRADE 16A	Ex	41,717.80	42,969.33	44,258.40	45,586.19	46,953.74	48,362.35	49,813.24	51,307.62	52,846.87	54,432.25	56,065.23	57,747.16	59,479.59	61,263.96
(6NA)	H	20.04	20.66	21.27	21.92	22.58	23.28	24.00	24.69	25.44	26.18	26.99	27.81	28.64	29.50
	O	30.060	30.990	31.905	32.880	33.870	34.920	36.000	37.035	38.160	39.270	40.485	41.715	42.960	44.250
GRADE 17	Ex	43,128.55	44,422.41	45,755.07	47,127.72	48,541.55	49,997.81	51,497.72	53,042.69	54,633.93	56,272.95	57,961.13	59,699.98	61,490.97	63,335.71
(6O0)	H	20.74	21.37	22.01	22.65	23.35	24.07	24.78	25.51	26.29	27.08	27.87	28.70	29.56	30.46
	O	31.110	32.055	33.015	33.975	35.025	36.105	37.170	38.265	39.435	40.620	41.805	43.050	44.340	45.690
GRADE 17A	Ex	44,638.06	45,977.17	47,356.50	48,777.19	50,240.49	51,747.71	53,300.15	54,899.15	56,546.13	58,242.53	59,989.78	61,789.47	63,643.15	65,552.46
(6OA)	H	21.46	22.10	22.78	23.46	24.17	24.88	25.62	26.41	27.18	27.99	28.87	29.71	30.60	31.55
	O	32.190	33.150	34.170	35.190	36.255	37.320	38.430	39.615	40.770	41.985	43.305	44.565	45.900	47.325
GRADE 18	Ex	46,147.53	47,531.95	48,957.91	50,426.66	51,939.46	53,497.65	55,102.58	56,755.65	58,458.32	60,212.06	62,018.41	63,878.98	65,795.33	67,769.20
(6P0)	H	22.19	22.86	23.53	24.24	24.96	25.71	26.51	27.29	28.13	28.99	29.86	30.75	31.66	32.62
	O	33.285	34.290	35.295	36.360	37.440	38.565	39.765	40.935	42.195	43.485	44.790	46.125	47.490	48.930
GRADE 18A	Ex	47,762.71	49,195.56	50,671.45	52,191.61	53,757.32	55,370.06	57,031.14	58,742.11	60,504.37	62,319.48	64,189.08	66,114.74	68,098.18	70,141.14
(6PA)	H	22.97	23.65	24.36	25.09	25.85	26.63	27.43	28.26	29.10	29.96	30.86	31.76	32.76	33.73
	O	34.455	35.475	36.540	37.635	38.775	39.945	41.145	42.390	43.650	44.940	46.290	47.640	49.140	50.595

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GRADE		2016 STEP 1	2016 STEP 2	2016 STEP 3	2016 STEP 4	2016 STEP 5	2016 STEP 6	2016 STEP 7	2016 STEP 8	2016 STEP 9	2016 STEP 10	2016 STEP 11	2016 STEP 12	2016 STEP 13	2016 STEP 14
GRADE 19	Ex	49,377.87	50,859.21	52,384.97	53,956.52	55,575.22	57,242.50	58,959.76	60,728.55	62,550.41	64,426.89	66,359.72	68,350.52	70,401.03	72,513.04
(6Q0)	H	23.74	24.45	25.20	25.94	26.71	27.54	28.37	29.20	30.10	30.98	31.94	32.88	33.87	34.90
	O	35.610	36.675	37.800	38.910	40.065	41.310	42.555	43.800	45.150	46.470	47.910	49.320	50.805	52.350
GRADE 19A	Ex	51,106.08	52,639.27	54,218.44	55,845.00	57,520.36	59,245.98	61,023.32	62,854.07	64,739.67	66,681.85	68,682.30	70,742.78	72,865.06	75,051.00
(6QA)	H	24.59	25.35	26.09	26.87	27.68	28.49	29.34	30.24	31.16	32.09	33.03	34.03	35.06	36.12
	O	36.885	38.025	39.135	40.305	41.520	42.735	44.010	45.360	46.740	48.135	49.545	51.045	52.590	54.180
GRADE 20	Ex	52,834.30	54,419.31	56,051.89	57,733.49	59,465.49	61,249.45	63,086.94	64,979.55	66,928.92	68,936.78	71,004.90	73,135.03	75,329.10	77,588.98
(6R0)	H	25.41	26.15	26.95	27.79	28.62	29.48	30.35	31.28	32.20	33.18	34.16	35.17	36.25	37.34
	O	38.115	39.225	40.425	41.685	42.930	44.220	45.525	46.920	48.300	49.770	51.240	52.755	54.375	56.010
GRADE 20A	Ex	54,683.51	56,324.01	58,013.75	59,754.17	61,546.78	63,393.19	65,294.95	67,253.81	69,271.44	71,349.56	73,490.07	75,694.77	77,965.59	80,304.57
(6RA)	H	26.32	27.11	27.90	28.73	29.59	30.49	31.41	32.36	33.34	34.32	35.35	36.41	37.50	38.62
	O	39.480	40.665	41.850	43.095	44.385	45.735	47.115	48.540	50.010	51.480	53.025	54.615	56.250	57.930
GRADE 21	Ex	56,532.70	58,228.67	59,975.56	61,774.83	63,628.05	65,536.92	67,503.01	69,528.09	71,613.94	73,762.36	75,975.25	78,254.49	80,602.15	83,020.19
(6S0)	H	27.17	27.99	28.86	29.70	30.59	31.54	32.48	33.44	34.46	35.47	36.52	37.63	38.77	39.94
	O	40.755	41.985	43.290	44.550	45.885	47.310	48.720	50.160	51.690	53.205	54.780	56.445	58.155	59.910
GRADE 21A	Ex	58,511.35	60,266.70	62,074.71	63,936.94	65,855.04	67,830.70	69,865.60	71,961.60	74,120.44	76,344.06	78,634.37	80,993.42	83,423.18	85,925.90
(6SA)	H	28.15	29.01	29.88	30.77	31.68	32.65	33.63	34.63	35.68	36.75	37.84	38.98	40.15	41.36
	O	42.225	43.515	44.820	46.155	47.520	48.975	50.445	51.945	53.520	55.125	56.760	58.470	60.225	62.040
GRADE 22	Ex	60,490.00	62,304.68	64,173.81	66,099.07	68,082.03	70,124.51	72,226.22	74,395.06	76,626.91	78,925.73	81,293.50	83,732.31	86,244.26	88,831.58
(6T0)	H	29.09	29.95	30.85	31.75	32.75	33.72	34.71	35.78	36.84	37.98	39.10	40.27	41.49	42.72
	O	43.635	44.925	46.275	47.625	49.125	50.580	52.065	53.670	55.260	56.970	58.650	60.405	62.235	64.080
GRADE 22A	Ex	62,607.15	64,485.37	66,419.94	68,412.51	70,464.90	72,578.85	74,756.23	76,998.88	79,308.87	81,688.13	84,138.79	86,662.95	89,262.83	91,940.73
(6TA)	H	30.12	31.00	31.96	32.90	33.89	34.94	35.94	37.04	38.13	39.29	40.45	41.66	42.94	44.21
	O	45.180	46.500	47.940	49.350	50.835	52.410	53.910	55.560	57.195	58.935	60.675	62.490	64.410	66.315
GRADE 23	Ex	64,724.29	66,666.02	68,666.03	70,725.97	72,847.79	75,033.18	77,284.19	79,602.74	81,990.80	84,450.54	86,984.05	89,593.57	92,281.37	95,049.81
(6U0)	H	31.09	32.07	33.01	34.01	35.04	36.09	37.17	38.27	39.43	40.60	41.82	43.07	44.39	45.69
	O	46.635	48.105	49.515	51.015	52.560	54.135	55.755	57.405	59.145	60.900	62.730	64.605	66.585	68.535
GRADE 23A	Ex	66,989.64	68,999.35	71,069.32	73,201.40	75,397.44	77,659.38	79,989.14	82,388.81	84,860.49	87,406.30	90,028.49	92,729.33	95,511.21	98,376.56
(6UA)	H	32.20	33.18	34.16	35.18	36.27	37.35	38.47	39.62	40.81	42.02	43.28	44.59	45.93	47.31
	O	48.300	49.770	51.240	52.770	54.405	56.025	57.705	59.430	61.215	63.030	64.920	66.885	68.895	70.965
GRADE 24	Ex	69,254.99	71,332.64	73,472.65	75,676.83	77,947.11	80,285.54	82,694.07	85,174.92	87,730.18	90,362.09	93,072.92	95,865.11	98,741.07	101,703.30
(6V0)	H	33.30	34.29	35.33	36.38	37.48	38.60	39.76	40.97	42.19	43.44	44.74	46.12	47.49	48.91
	O	49.950	51.435	52.995	54.570	56.220	57.900	59.640	61.455	63.285	65.160	67.110	69.180	71.235	73.365
GRADE 24A	Ex	71,678.94	73,829.31	76,044.18	78,325.50	80,675.28	83,095.52	85,588.39	88,156.02	90,800.72	93,524.73	96,330.46	99,220.40	102,197.00	105,262.92
(6VA)	H	34.47	35.49	36.54	37.65	38.79	39.96	41.14	42.38	43.66	44.96	46.32	47.70	49.13	50.61
	O	51.705	53.235	54.810	56.475	58.185	59.940	61.710	63.570	65.490	67.470	69.480	71.550	73.695	75.915

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GRADE		2016 STEP 1	2016 STEP 2	2016 STEP 3	2016 STEP 4	2016 STEP 5	2016 STEP 6	2016 STEP 7	2016 STEP 8	2016 STEP 9	2016 STEP 10	2016 STEP 11	2016 STEP 12	2016 STEP 13	2016 STEP 14
GRADE 25	Ex	74,102.86	76,325.93	78,615.71	80,974.18	83,403.42	85,905.55	88,482.68	91,137.15	93,871.31	96,687.41	99,588.04	102,575.69	105,652.96	108,822.53
(6W0)	H	35.63	36.70	37.78	38.94	40.10	41.30	42.56	43.83	45.14	46.49	47.88	49.31	50.79	52.33
	O	53.445	55.050	56.670	58.410	60.150	61.950	63.840	65.745	67.710	69.735	71.820	73.965	76.185	78.495
GRADE 25A	Ex	76,696.46	78,997.36	81,367.24	83,808.30	86,322.55	88,912.19	91,579.58	94,326.96	97,156.79	100,071.49	103,073.64	106,165.84	109,350.81	112,631.32
(6WA)	H	36.88	38.00	39.13	40.30	41.51	42.76	44.05	45.36	46.73	48.13	49.58	51.07	52.58	54.17
	O	55.320	57.000	58.695	60.450	62.265	64.140	66.075	68.040	70.095	72.195	74.370	76.605	78.870	81.255
GRADE 26	Ex	79,290.05	81,668.76	84,118.82	86,642.37	89,241.63	91,918.92	94,676.47	97,516.77	100,442.26	103,455.54	106,559.19	109,755.98	113,048.63	116,440.11
(6X0)	H	38.13	39.29	40.45	41.66	42.93	44.20	45.53	46.88	48.30	49.75	51.23	52.77	54.36	55.97
	O	57.195	58.935	60.675	62.490	64.395	66.300	68.295	70.320	72.450	74.625	76.845	79.155	81.540	83.955
GRADE 26A	Ex	82,065.22	84,527.17	87,062.99	89,674.88	92,365.11	95,187.57	97,990.14	100,929.86	103,957.74	107,076.47	110,288.77	113,597.41	117,005.37	120,515.52
(6XA)	H	39.46	40.65	41.87	43.13	44.43	45.73	47.13	48.55	50.00	51.50	53.03	54.64	56.28	57.95
	O	59.190	60.975	62.805	64.695	66.645	68.595	70.695	72.825	75.000	77.250	79.545	81.980	84.420	86.925
GRADE 27	Ex	84,840.35	87,385.56	90,007.14	92,707.34	95,488.56	98,353.22	101,303.82	104,342.95	107,473.21	110,697.40	114,018.35	117,438.88	120,962.08	124,590.91
(6Y0)	H	40.80	42.01	43.27	44.58	45.92	47.30	48.69	50.17	51.67	53.24	54.82	56.47	58.17	59.92
	O	61.200	63.015	64.905	66.870	68.880	70.950	73.035	75.255	77.505	79.860	82.230	84.705	87.255	89.880
GRADE 27A	Ex	87,809.76	90,444.05	93,157.39	95,952.10	98,830.66	101,795.59	104,849.43	107,994.93	111,234.79	114,571.82	118,008.97	121,549.25	125,195.72	128,951.62
(6YA)	H	42.23	43.47	44.77	46.15	47.53	48.95	50.40	51.93	53.49	55.07	56.74	58.44	60.20	61.99
	O	63.345	65.205	67.155	69.225	71.295	73.425	75.600	77.895	80.235	82.605	85.110	87.660	90.300	92.985
GRADE 28	Ex	90,779.17	93,502.56	96,307.61	99,196.89	102,172.78	105,237.97	108,395.08	111,646.94	114,996.34	118,446.24	121,999.63	125,659.62	129,429.42	133,312.28
(6Z0)	H	43.64	44.96	46.30	47.69	49.12	50.59	52.12	53.68	55.30	56.97	58.69	60.45	62.25	64.12
	O	65.460	67.440	69.450	71.535	73.680	75.885	78.180	80.520	82.950	85.455	88.035	90.675	93.375	96.180
GRADE 28A	Ex	93,956.45	96,775.13	99,678.38	102,668.77	105,748.82	108,921.29	112,188.91	115,554.59	119,021.23	122,591.86	126,269.59	130,057.73	133,959.45	137,978.22
(6ZA)	H	45.17	46.55	47.93	49.36	50.84	52.38	53.94	55.56	57.22	58.93	60.71	62.52	64.41	66.34
	O	67.755	69.825	71.895	74.040	76.260	78.570	80.910	83.340	85.830	88.395	91.065	93.780	96.615	99.510
GRADE 29	Ex	97,133.71	100,047.73	103,049.18	106,140.65	109,324.86	112,604.60	115,982.75	119,462.21	123,048.09	126,737.48	130,539.61	134,455.78	138,489.47	142,644.16
(600)	H	46.72	48.12	49.56	51.06	52.57	54.16	55.79	57.46	59.20	60.96	62.80	64.65	66.61	68.60
	O	70.080	72.180	74.340	76.590	78.855	81.240	83.685	86.190	88.800	91.440	94.200	96.975	99.915	102.900
GRADE 29A	Ex	100,533.39	103,549.39	106,655.89	109,855.58	113,151.23	116,545.77	120,042.16	123,643.40	127,352.70	131,173.31	135,108.48	139,161.75	143,336.60	147,636.71
(60A)	H	48.33	49.79	51.28	52.82	54.42	56.04	57.74	59.47	61.25	63.07	64.98	66.92	68.93	70.99
	O	72.495	74.685	76.920	79.230	81.630	84.080	86.610	89.205	91.875	94.605	97.470	100.380	103.395	106.485
GRADE 30	Ex	103,933.05	107,051.08	110,262.60	113,570.50	116,977.58	120,486.92	124,101.53	127,824.58	131,659.31	135,609.11	139,677.36	143,867.69	148,183.71	152,629.25
(610)	H	49.94	51.46	52.99	54.62	56.25	57.93	59.65	61.48	63.30	65.23	67.18	69.17	71.27	73.40
	O	74.910	77.190	79.485	81.930	84.375	86.895	89.475	92.220	94.950	97.845	100.770	103.755	106.905	110.100
GRADE 30A	Ex	107,570.72	110,797.87	114,121.79	117,545.46	121,071.83	124,703.97	128,445.08	132,298.45	136,267.40	140,355.42	144,568.08	148,903.06	153,370.15	157,971.25
(61A)	H	51.72	53.29	54.89	56.53	58.25	59.98	61.78	63.64	65.53	67.51	69.53	71.61	73.77	75.96
	O	77.580	79.935	82.335	84.795	87.375	89.970	92.670	95.460	98.295	101.265	104.295	107.415	110.655	113.940

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GRADE		2015 STEP 1	2016 STEP 2	2016 STEP 3	2016 STEP 4	2016 STEP 5	2016 STEP 6	2016 STEP 7	2016 STEP 8	2016 STEP 9	2016 STEP 10	2016 STEP 11	2016 STEP 12	2016 STEP 13	2016 STEP 14
GRADE 31	Ex	111,208.40	114,544.67	117,981.00	121,520.43	125,166.04	128,921.03	132,788.65	136,772.30	140,875.49	145,101.74	149,454.78	153,938.30	158,556.59	163,313.27
(620)	H	53.48	55.06	56.72	58.42	60.17	61.97	63.83	65.75	67.72	69.77	71.88	74.03	76.23	78.53
	O	80.220	82.590	85.080	87.630	90.255	92.955	95.745	98.625	101.580	104.655	107.820	111.045	114.345	117.795
GRADE 31A	Ex	115,100.70	118,553.71	122,110.31	125,773.63	129,546.83	133,433.24	137,436.22	141,559.33	145,806.10	150,180.31	154,685.69	159,326.28	164,106.08	169,029.26
(62A)	H	55.34	57.00	58.72	60.49	62.29	64.17	66.09	68.05	70.11	72.20	74.39	76.61	78.92	81.28
	O	83.010	85.500	88.080	90.735	93.435	96.255	99.135	102.075	105.165	108.300	111.585	114.915	118.380	121.920
GRADE 32	Ex	118,993.00	122,562.77	126,239.65	130,026.85	133,927.65	137,945.49	142,083.83	146,346.35	150,736.75	155,258.87	159,916.60	164,714.11	169,655.54	174,745.22
(630)	H	57.20	58.91	60.70	62.51	64.40	66.33	68.32	70.37	72.48	74.64	76.89	79.21	81.57	84.04
	O	85.800	88.365	91.050	93.765	96.500	99.495	102.480	105.555	108.720	111.960	115.335	118.815	122.355	126.060
GRADE 32A	Ex	123,157.72	126,852.48	130,658.06	134,577.79	138,615.14	142,773.58	147,056.80	151,468.49	156,012.53	160,692.91	165,513.69	170,479.10	175,593.49	180,861.31
(63A)	H	59.22	61.00	62.85	64.71	66.65	68.66	70.73	72.82	75.02	77.27	79.59	81.97	84.44	86.98
	O	88.830	91.500	94.275	97.065	99.975	102.990	106.095	109.230	112.530	115.905	119.385	122.955	126.660	130.470
GRADE 33	Ex	127,322.48	131,142.18	135,076.44	139,128.71	143,302.59	147,601.65	152,029.71	156,590.58	161,288.31	166,126.95	171,110.81	176,244.08	181,531.45	186,977.37
(640)	H	61.21	63.04	64.96	66.90	68.91	70.97	73.11	75.30	77.55	79.87	82.28	84.76	87.29	89.90
	O	91.815	94.560	97.440	100.350	103.365	106.455	109.665	112.950	116.325	119.805	123.420	127.140	130.935	134.850
GRADE 33A	Ex	131,778.77	135,732.15	139,804.12	143,998.24	148,318.19	152,767.72	157,350.73	162,071.25	166,933.41	171,941.44	177,099.66	182,412.66	187,885.04	193,521.58
(64A)	H	63.34	65.27	67.22	69.24	71.32	73.45	75.65	77.91	80.26	82.66	85.15	87.73	90.34	93.03
	O	95.010	97.905	100.830	103.860	106.980	110.175	113.475	116.865	120.390	123.990	127.725	131.595	135.510	139.545
GRADE 34	Ex	136,235.04	140,322.14	144,531.79	148,867.74	153,333.76	157,933.80	162,671.79	167,551.95	172,578.50	177,755.86	183,088.55	188,581.17	194,238.64	200,065.80
(650)	H	65.49	67.46	69.50	71.56	73.73	75.93	78.22	80.56	82.98	85.47	88.02	90.69	93.41	96.20
	O	98.235	101.190	104.250	107.340	110.595	113.895	117.330	120.840	124.470	128.205	132.030	135.935	140.115	144.300
GRADE 34A	Ex	141,003.28	145,233.40	149,590.39	154,078.13	158,700.44	163,461.46	168,365.30	173,416.25	178,618.75	183,977.31	189,496.64	195,181.52	201,037.03	207,068.11
(65A)	H	67.80	69.81	71.94	74.08	76.30	78.59	80.95	83.38	85.87	88.45	91.09	93.86	96.66	99.56
	O	101.700	104.715	107.910	111.120	114.450	117.885	121.425	125.070	128.805	132.675	136.635	140.790	144.990	149.340
GRADE 35	Ex	145,771.50	150,144.65	154,649.01	159,288.48	164,067.13	168,989.15	174,058.81	179,280.58	184,658.99	190,198.77	195,904.76	201,761.83	207,835.35	214,070.38
(660)	H	70.09	72.19	74.37	76.59	78.90	81.26	83.69	86.21	88.78	91.47	94.20	97.02	99.95	102.95
	O	105.135	108.285	111.555	114.885	118.350	121.890	125.535	129.315	133.170	137.205	141.300	145.530	149.925	154.425
GRADE 35A	Ex	150,873.52	155,399.75	160,061.71	164,863.57	169,809.48	174,903.76	180,150.87	185,555.39	191,122.06	196,855.72	202,761.44	208,844.21	215,109.58	221,562.86
(66A)	H	72.54	74.72	76.95	79.26	81.63	84.09	86.62	89.22	91.90	94.65	97.50	100.40	103.41	106.50
	O	108.810	112.080	115.425	118.890	122.445	126.135	129.930	133.830	137.850	141.975	146.250	150.600	155.115	159.750
GRADE 36	Ex	155,975.52	160,654.80	165,474.45	170,438.65	175,551.84	180,818.40	186,242.95	191,830.22	197,585.14	203,512.68	209,618.09	215,906.60	222,383.84	229,055.33
(670)	H	75.00	77.23	79.56	81.94	84.41	86.94	89.56	92.23	95.02	97.87	100.81	103.83	106.93	110.13
	O	112.500	115.845	119.340	122.910	126.615	130.410	134.340	138.345	142.530	146.805	151.215	155.745	160.395	165.195
GRADE 36A	Ex	161,434.65	166,277.73	171,266.04	176,404.01	181,696.16	187,147.02	192,761.43	198,544.26	204,500.59	210,635.61	216,954.71	223,463.33	230,167.25	237,072.26
(67A)	H	77.63	79.95	82.36	84.83	87.38	89.98	92.70	95.46	98.30	101.25	104.28	107.42	110.65	114.00
	O	116.445	119.925	123.540	127.245	131.070	134.970	139.050	143.190	147.450	151.875	156.420	161.130	165.975	171.000

GRADE		2015 STEP AL2	2016 STEP AL3	2016 STEP AL4	2016 STEP AL5	2016 STEP AL6	2016 STEP AL7
GRADE 1	Ex	22,097.62	22,765.51	23,443.36	24,146.66	24,871.06	25,617.19
	H	10.74	11.03	11.38	11.72	12.08	12.43
	O	16.110	16.545	17.070	17.580	18.120	18.645
GRADE 1A	Ex	22,871.03	23,562.31	24,263.88	24,991.79	25,741.58	26,513.80
	H	11.00	11.32	11.67	12.02	12.38	12.74
	O	16.500	16.980	17.505	18.030	18.570	19.110
GRADE 2	Ex	23,644.45	24,359.11	25,084.40	25,836.94	26,612.05	27,410.38
	H	11.38	11.74	12.07	12.44	12.81	13.19
	O	17.070	17.610	18.105	18.660	19.215	19.785
GRADE 2A	Ex	24,472.01	25,211.68	25,962.34	26,741.20	27,543.49	28,369.77
	H	11.76	12.12	12.50	12.87	13.25	13.67
	O	17.640	18.180	18.750	19.305	19.875	20.505
GRADE 3 (6A0)	Ex	25,299.58	26,064.25	26,840.30	27,645.51	28,474.84	29,329.13
	H	12.16	12.53	12.92	13.28	13.70	14.10
	O	18.240	18.795	19.380	19.920	20.550	21.150
GRADE 3A (6AA)	Ex	26,185.04	26,976.47	27,779.72	28,613.12	29,471.51	30,355.65
	H	12.59	12.98	13.35	13.79	14.19	14.61
	O	18.885	19.470	20.025	20.685	21.285	21.915
GRADE 4 (6B0)	Ex	27,070.51	27,888.73	28,719.13	29,580.70	30,468.12	31,382.16
	H	13.04	13.42	13.83	14.23	14.66	15.10
	O	19.560	20.130	20.745	21.345	21.990	22.650
GRADE 4A (6BA)	Ex	28,018.02	28,864.86	29,724.28	30,616.03	31,534.51	32,480.54
	H	13.47	13.88	14.30	14.73	15.18	15.60
	O	20.205	20.820	21.450	22.095	22.770	23.400
GRADE 5 (6C0)	Ex	28,965.47	29,840.92	30,729.46	31,651.33	32,600.89	33,578.89
	H	13.94	14.35	14.77	15.22	15.67	16.16
	O	20.910	21.525	22.155	22.830	23.505	24.240
GRADE 5A (6CA)	Ex	29,979.28	30,885.37	31,805.00	32,759.16	33,741.91	34,754.16
	H	14.44	14.90	15.34	15.82	16.28	16.76
	O	21.660	22.350	23.010	23.730	24.420	25.140
GRADE 6 (6D0)	Ex	30,993.05	31,929.82	32,880.54	33,866.96	34,882.95	35,929.46
	H	14.95	15.38	15.86	16.31	16.80	17.32
	O	22.425	23.070	23.790	24.465	25.200	25.960
GRADE 6A (6DA)	Ex	32,077.81	33,047.36	34,031.34	35,052.27	36,103.85	37,186.97
	H	15.44	15.92	16.37	16.87	17.38	17.89
	O	23.160	23.880	24.555	25.305	26.070	26.835

		2015	2016	2016	2016	2016	2016
GRADE		STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 7	Ex	33,162.56	34,164.90	35,182.17	36,237.63	37,324.74	38,444.51
(6E0)	H	15.96	16.42	16.92	17.42	17.96	18.48
	O	23,940	24,630	25,380	26,130	26,940	27,720
GRADE 7A	Ex	34,323.24	35,360.67	36,413.57	37,505.94	38,631.12	39,790.08
(6EA)	H	16.51	17.01	17.49	18.05	18.57	19.14
	O	24,765	25,515	26,235	27,075	27,855	28,710
GRADE 8	Ex	35,483.95	36,556.45	37,644.92	38,774.26	39,937.49	41,135.62
(6F0)	H	17.08	17.59	18.12	18.63	19.20	19.79
	O	25,620	26,385	27,180	27,945	28,800	29,685
GRADE 8A	Ex	36,725.88	37,835.92	38,962.50	40,131.36	41,335.31	42,575.34
(6FA)	H	17.68	18.22	18.76	19.31	19.88	20.49
	O	26,520	27,330	28,140	28,965	29,820	30,735
GRADE 9	Ex	37,967.83	39,115.40	40,280.07	41,488.47	42,733.12	44,015.11
(6G0)	H	18.31	18.86	19.44	20.00	20.61	21.22
	O	27,465	28,290	29,160	30,000	30,915	31,830
GRADE 9A	Ex	39,296.71	40,484.47	41,689.87	42,940.56	44,228.75	45,555.65
(6GA)	H	18.92	19.49	20.05	20.67	21.28	21.94
	O	28,380	29,235	30,075	31,005	31,920	32,910
GRADE 10	Ex	40,625.59	41,853.51	43,099.66	44,392.65	45,724.41	47,096.16
(6H0)	H	19.54	20.12	20.73	21.35	21.99	22.64
	O	29,310	30,180	31,095	32,025	32,985	33,960
GRADE 10A	Ex	42,047.45	43,318.33	44,608.14	45,946.39	47,324.77	48,744.54
(6HA)	H	20.23	20.81	21.45	22.09	22.77	23.45
	O	30,345	31,215	32,175	33,135	34,155	35,175
GRADE 11	Ex	43,469.36	44,783.21	46,116.64	47,500.13	48,925.15	50,392.89
(6I0)	H	20.89	21.53	22.19	22.86	23.53	24.24
	O	31,335	32,295	33,285	34,290	35,295	36,360
GRADE 11A	Ex	44,990.77	46,350.60	47,730.71	49,162.64	50,637.53	52,156.66
(6IA)	H	21.66	22.33	22.98	23.66	24.38	25.11
	O	32,490	33,495	34,470	35,490	36,570	37,665
GRADE 12	Ex	46,512.21	47,918.04	49,344.82	50,825.13	52,349.90	53,920.41
(6J0)	H	22.39	23.05	23.72	24.44	25.19	25.93
	O	33,585	34,575	35,580	36,660	37,785	38,895
GRADE 12A	Ex	48,140.12	49,595.16	51,071.85	52,604.02	54,182.16	55,807.61
(6JA)	H	23.15	23.84	24.58	25.34	26.08	26.86
	O	34,725	35,760	36,870	38,010	39,120	40,290

GRADE		2016	2016	2016	2016	2016	2016
		STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 13	Ex	49,768.06	51,261.10	52,798.94	54,382.87	56,014.39	57,694.83
(6K0)	H	23.98	24.67	25.42	26.16	26.95	27.79
	O	35.970	37.005	38.130	39.240	40.425	41.685
GRADE 13A	Ex	51,509.95	53,066.84	54,646.90	56,286.30	57,974.90	59,714.16
(6KA)	H	24.80	25.53	26.31	27.10	27.89	28.72
	O	37.200	38.295	39.465	40.650	41.835	43.080
GRADE 14	Ex	53,251.84	54,861.36	56,494.88	58,189.72	59,935.41	61,733.46
(6L0)	H	25.62	26.41	27.18	27.99	28.84	29.69
	O	38.430	39.615	40.770	41.985	43.260	44.535
GRADE 14A	Ex	55,115.66	56,781.53	58,472.20	60,226.34	62,033.17	63,894.15
(6LA)	H	26.52	27.31	28.14	29.00	29.87	30.76
	O	39.780	40.965	42.210	43.500	44.805	46.140
GRADE 15	Ex	56,978.44	58,701.64	60,449.50	62,263.00	64,130.89	66,054.81
(6M0)	H	27.42	28.25	29.09	29.95	30.85	31.75
	O	41.130	42.375	43.635	44.925	46.275	47.625
GRADE 15A	Ex	58,973.73	60,756.22	62,565.23	64,442.20	66,375.45	68,366.74
(6MA)	H	28.38	29.21	30.11	30.99	31.94	32.88
	O	42.570	43.815	45.165	46.485	47.910	49.320
GRADE 16	Ex	60,968.02	62,797.06	64,680.96	66,621.41	68,620.06	70,678.65
(6N0)	H	29.31	30.21	31.10	32.05	32.99	33.99
	O	43.965	45.315	46.650	48.075	49.485	50.985
GRADE 16A	Ex	63,101.89	65,009.13	66,944.81	68,953.13	71,021.75	73,152.39
(6NA)	H	30.38	31.30	32.22	33.21	34.20	35.21
	O	45.570	46.950	48.330	49.615	51.300	52.815
GRADE 17	Ex	65,235.77	67,207.51	69,208.63	71,284.89	73,423.44	75,626.15
(6O0)	H	31.37	32.33	33.30	34.29	35.32	36.37
	O	47.055	48.495	49.950	51.435	52.980	54.555
GRADE 17A	Ex	67,519.03	69,559.78	71,630.94	73,779.87	75,993.25	78,273.05
(6OA)	H	32.49	33.45	34.47	35.49	36.54	37.64
	O	48.735	50.175	51.705	53.235	54.810	56.460
GRADE 18	Ex	69,802.26	71,912.04	74,053.27	76,274.86	78,563.09	80,919.96
(6P0)	H	33.61	34.61	35.66	36.73	37.82	38.96
	O	50.415	51.915	53.490	55.095	56.730	58.440
GRADE 18A	Ex	72,245.37	74,428.97	76,645.09	78,944.47	81,312.78	83,752.15
(6PA)	H	34.72	35.79	36.85	37.96	39.10	40.27
	O	52.080	53.685	55.275	56.970	58.650	60.405

		2016	2016	2016	2016	2016	2016
GRADE		STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 19	Ex	74,688.46	76,945.93	79,237.00	81,614.06	84,062.50	86,584.37
(6Q0)	H	35.92	37.01	38.12	39.28	40.44	41.65
	O	53.880	55.515	57.180	58.920	60.660	62.475
GRADE 19A	Ex	77,302.53	79,639.02	82,010.25	84,470.58	87,004.69	89,614.85
(6QA)	H	37.19	38.30	39.45	40.63	41.86	43.12
	O	55.785	57.450	59.175	60.945	62.790	64.680
GRADE 20	Ex	79,916.63	82,314.14	84,783.56	87,327.08	89,946.88	92,645.30
(6R0)	H	38.46	39.60	40.80	42.01	43.27	44.56
	O	57.690	59.400	61.200	63.015	64.905	66.870
GRADE 20A	Ex	82,713.71	85,213.73	87,750.97	90,383.52	93,095.02	95,887.87
(6RA)	H	39.80	41.00	42.22	43.46	44.76	46.13
	O	59.700	61.500	63.330	65.190	67.140	69.195
GRADE 21	Ex	85,510.79	88,095.36	90,718.41	93,439.95	96,243.14	99,130.44
(6S0)	H	41.12	42.36	43.64	44.96	46.30	47.68
	O	61.880	63.540	65.460	67.440	69.450	71.520
GRADE 21A	Ex	88,503.66	91,178.68	93,893.56	96,710.37	99,611.67	102,600.01
(6SA)	H	42.59	43.86	45.17	46.53	47.92	49.35
	O	63.885	65.790	67.755	69.795	71.880	74.025
GRADE 22	Ex	91,496.57	94,262.06	97,068.69	99,980.75	102,960.17	106,069.57
(6T0)	H	44.03	45.34	46.71	48.09	49.53	51.03
	O	66.045	68.010	70.065	72.135	74.295	76.545
GRADE 22A	Ex	94,698.94	97,561.22	100,466.09	103,480.08	106,584.49	109,781.99
(6TA)	H	45.54	46.89	48.31	49.76	51.25	52.78
	O	68.310	70.335	72.465	74.640	76.875	79.170
GRADE 23	Ex	97,901.30	100,860.38	103,863.49	106,979.42	110,186.79	113,494.45
(6U0)	H	47.08	48.50	49.92	51.44	52.96	54.60
	O	70.620	72.750	74.880	77.160	79.440	81.900
GRADE 23A	Ex	101,327.87	104,390.51	107,498.74	110,723.66	114,045.37	117,466.76
(6UA)	H	48.72	50.19	51.69	53.26	54.84	56.49
	O	73.080	75.285	77.535	79.890	82.260	84.735
GRADE 24	Ex	104,754.40	107,920.62	111,133.96	114,467.96	117,902.02	121,439.06
(6V0)	H	50.37	51.90	53.45	55.03	56.68	58.39
	O	75.555	77.850	80.175	82.545	85.020	87.585
GRADE 24A	Ex	108,420.82	111,697.84	115,023.63	118,474.35	122,028.58	125,689.46
(6VA)	H	52.13	53.69	55.32	56.98	58.70	60.46
	O	76.195	80.535	82.980	85.470	88.050	90.690

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

		2016	2016	2016	2016	2016	2016
GRADE		STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 31	Ex	168,212.68	173,296.91	178,456.84	183,810.54	189,324.84	195,004.61
(620)	H	80.86	83.30	85.82	88.40	91.03	93.78
	O	121.290	124.950	128.730	132.600	136.545	140.670
GRADE 31A	Ex	174,100.13	179,362.29	184,702.83	190,243.91	195,951.22	201,829.76
(62A)	H	83.71	86.23	88.79	91.50	94.21	97.03
	O	125.565	129.345	133.185	137.250	141.315	145.545
GRADE 32	Ex	179,987.56	185,427.69	190,948.81	196,677.28	202,577.61	208,654.93
(630)	H	86.56	89.14	91.80	94.58	97.43	100.33
	O	129.840	133.710	137.700	141.870	146.145	150.495
GRADE 32A	Ex	186,287.12	191,917.63	197,632.02	203,560.97	209,667.83	215,957.86
(63A)	H	89.60	92.26	95.05	97.90	100.83	103.85
	O	134.400	138.390	142.575	146.850	151.245	155.775
GRADE 33	Ex	192,586.69	198,407.62	204,315.22	210,444.67	216,758.01	223,250.76
(640)	H	92.60	95.38	98.23	101.19	104.22	107.36
	O	138.900	143.070	147.345	151.785	156.330	161.040
GRADE 33A	Ex	199,327.23	205,351.89	211,466.25	217,810.24	224,344.54	231,074.88
(64A)	H	95.83	98.73	101.69	104.73	107.87	111.12
	O	143.745	148.095	152.535	157.095	161.805	166.680
GRADE 34	Ex	206,067.78	212,296.18	218,617.32	225,175.80	231,931.08	238,889.01
(650)	H	99.09	102.07	105.12	108.27	111.52	114.87
	O	148.635	153.105	157.680	162.405	167.280	172.305
GRADE 34A	Ex	213,280.15	219,726.52	226,268.90	233,056.96	240,048.67	247,250.14
(65A)	H	102.56	105.64	108.79	112.05	115.42	118.88
	O	153.840	158.460	163.185	168.075	173.130	178.320
GRADE 35	Ex	220,492.49	227,156.89	233,920.50	240,938.13	248,166.24	255,611.25
(660)	H	106.04	109.22	112.47	115.86	119.34	122.91
	O	159.060	163.830	168.705	173.790	179.010	184.365
GRADE 35A	Ex	228,209.74	235,107.39	242,107.72	249,370.94	256,852.07	264,557.62
(66A)	H	109.72	113.02	116.41	119.92	123.50	127.20
	O	164.580	169.530	174.615	179.880	185.250	190.800
GRADE 36	Ex	235,926.97	243,057.88	250,294.93	257,803.79	265,537.88	273,504.03
(670)	H	113.44	116.86	120.34	123.95	127.69	131.53
	O	170.160	175.290	180.510	185.925	191.535	197.295
GRADE 36A	Ex	244,184.43	251,564.90	259,055.25	266,826.90	274,831.71	283,076.65
(67A)	H	117.39	120.92	124.54	128.29	132.13	136.10
	O	176.085	181.380	186.810	192.435	198.195	204.150