

**AGREEMENT**

**BETWEEN**

**TOWN OF MANCHESTER, CONNECTICUT**

**AND**

**CSEA, SEIU LOCAL 2001**

**RESIDUAL UNIT**

**JULY 1, 2025- JUNE 30, 2029**

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## **ARTICLE I – PREAMBLE**

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

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

## **ARTICLE II - RECOGNITION CLAUSE**

The Town recognizes the Union as the exclusive bargaining agent for the purpose of establishing wages, hours and conditions of employment for all employees in those titles listed on the certification issued by the Connecticut State Board of Labor Relations (Case No. ME-9061) and those titles added to the bargaining unit effective July 1, 2004, the position of Chemist effective July 1, 2016, and the position of Economic Development Specialist effective the date of the execution of this Agreement, excluding the Assessor, Collector of Revenue, Director of General Services, Director of Senior Citizens Center, Director of Information Systems, Accounting Manager, Director of Finance, Director of Planning and Economic Development, Budget and Research Officer, Director of Administrative Services, Town Manager, Director of Public Works, Director of Human Services, Director of Recreation, Water and Sewer Administrator, Payroll Supervisor, Director of Health, Director of Social Services, Coordinator of Field Services for the Elderly, and Police and Fire personnel and all other employees of the Town including temporary employees assigned to titles included in the above-mentioned certification and part-time employees who work less than twenty (20) hours a week.

## **ARTICLE III - UNION SECURITY**

**Section 1.** Upon receipt of individual written authorization from employees to become member of the bargaining unit members, the Town agrees to deduct Union dues or a service fee monthly from earned wages and remit promptly to the Union at its current address not later than the last day of each month.

**Section 2.** No payroll deduction of dues shall be made during a payroll period in which earnings are insufficient to cover the amount of deductions, or shall such be made from subsequent payrolls to cover the period in question.

**Section 3.** The obligation of the Town for funds actually deducted under this Article terminates upon the delivery of the deductions so made to the person authorized to receive such amounts from the Town.

**Section 4.** The Union shall indemnify, defend and save the Town harmless against any and all claims, demands, suits or other forms of liability (monetary or otherwise) and for all legal costs that shall arise out of or by reason of action taken or not taken by the Town in complying with the provisions of this Article.

#### **ARTICLE IV - MANAGEMENT RIGHTS CLAUSE**

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

- a. To determine the standards of services to be offered by its departments and divisions.
- b. To determine the care, maintenance and operation of equipment and property used for and in behalf of the purposes of the Town.
- c. To determine the standards of selection for employment and to appoint, promote, demote, allocate, assign and transfer personnel.
- d. To select and to determine the number and types of employees required to perform the Town's operations.
- e. To establish work and productivity standards, and from time to time to change those standards and to schedule and assign work.
- f. To establish work or continue policies, practices and procedures for the conduct of Town business, and from time to time to change or abolish such policies, practices and procedures.
- g. To relieve its employees from duty because of lack of work or for other legitimate reasons.
- h. To determine the content of job classifications.
- i. To prescribe and enforce rules and regulations for the maintenance of discipline and for the performance of work in accordance with the requirements of the Town and to take disciplinary action.
- j. To insure that related duties connected with departmental operations, whether enumerated in job descriptions or not, shall be performed by employees.
- k. To exercise complete control and discretion over the organization and the technology of performing its work.

1. To fulfill all of its legal responsibilities.

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

## **ARTICLE V - NO STRIKE AND NO LOCKOUT**

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

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

## **ARTICLE VI - NONDISCRIMINATION**

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

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

## **ARTICLE VII - PROBATIONARY PERIOD**

**Section 1.** All new appointments to regular full-time and regular part-time positions, including those made by promotion, shall be subject to a probationary period of six (6) months, except that the period may be longer or shorter, depending on the nature of the position, if approved by the Town Manager and written notice is provided to the Union prior to the position being filled. The probationary period required represents a total cumulative service time, and days may be adjusted upward so as to properly allow for authorized leaves of absences or other approved breaks in service. However, should any such leave of absence or break in service be greater than two (2) months, the Town may require that the entire probationary period be restarted at the time the employee returns to work. Probationary employees shall be subject to all provisions of this Agreement except they shall not have the right to the grievance procedure. All employees promoted or transferred shall be considered probationary employees and shall be subject to all provisions of this Agreement except that disciplinary actions including termination which are a result of the employee's failure to demonstrate that he or she can completely and satisfactorily perform

the job within the time limits of the probationary period may only be grieved up to and including the second step of the grievance procedure.

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

**Section 2.** The Town shall notify the Union President in writing of all new employees in the bargaining unit who have completed probation.

## **ARTICLE VIII - LAYOFF PROCEDURES**

**Section 1.** In the event of layoffs within a particular classification within a division, employees in that classification shall be laid off in reverse order of seniority. In cases where there is only one person in a classification within a division, the Town Manager shall have the sole discretion to determine the order of layoff.

**Section 2.** Employees who are laid off shall have recall rights for a period of one (1) year from the date of layoff and only to the class within the department or division from which the employee was laid off. The last employee in the classification laid off from the department or division shall be the first employee recalled to that class within the department or division involved from which the employee was laid off provided he is presently qualified to perform the work in the job classification to which they are recalled without further training. The Town shall send a Notice of Recall to the employee at the employee's last known address. The Notice of Recall shall indicate a time period of not less than two (2) weeks and not more than four (4) weeks from the date said notice is mailed to return to the job. The employee shall have one (1) week from the date the Town sends the Notice of Recall to respond and inform the Town if he will return to the job.

## **ARTICLE IX - HOURS OF WORK**

**Section 1.** The regular hours of employment shall be scheduled between the hours of 6:00 a.m. and 10:00 p.m. An employee's schedule, as recommended by the division/department head and as authorized by the Town Manager, shall not be unreasonably changed on a daily basis.

- a. Employees who work either thirty-seven and one half (37 ½) or forty (40) hours per week, shall divide their hours as follows: (a) fixed hours within four (4) work days per week with a one-half (1/2) hour lunch period included or an hour (1) lunch period included for any day with ten (10) or more work hours, or (b) fixed hours within five (5) consecutive days, which shall generally

consist of a late night on Tuesday (7:00PM) and an early release on Friday (1:00PM), with a one-half (1/2) hour lunch period included.

- b) Laboratory Section employees of the Water and Sewer Department: 7:00 A.M. to 3:30 P.M., with one-half (½) hour for lunch, Sunday through Saturday; or
- c) another schedule designated for a position whose schedule demands differ from the above.

All employees, regardless of their schedule, must work core hours during their scheduled days (9:00 AM through 3:00 PM Monday through Thursday and 9:00 AM – 12:00 PM Friday). Employees should work a minimum of four (4) hours per day, excluding the meal period.

Prior to modifying the hours per week required for a position, the Town shall notify the Union and negotiate the impact to the extent required by law, provided, however, that the Town may implement a forty (40) hour work week for the Assistant Chief Building Inspector and Zoning Enforcement Officer for employees hired into these classifications after July 1, 1999, at such time as the Town determines.

## **Section 2. Alternative Work Week Schedule**

1. Requests for alternative work week schedules will not be unreasonably denied, but the operating needs of the Town or individual department will have primary consideration when assessing whether a schedule request can be granted. Furthermore, where the alternative work week schedule requests create conflict in staffing requirements, preference will be given on the basis of seniority to the extent possible. The Town reserves its management right to change or modify schedules in the event it determines that coverage needs cannot be met. Each department head will work with their staff to ensure adequate coverage for the hours that each department will be open. Provided that adequate coverage, as determined by the department head, is maintained, the Town will make reasonable accommodations to requests for flexibility in scheduling to meet employee needs.

Employees who elect to work an alternative work week shall have their schedule set by November 30 for the following calendar year. An employee's schedule shall not be changed during the year, except for extenuating circumstances as determined by the Town Manager or designee.

Decisions regarding requests for alternative work week schedules and the Holiday procedure set forth below shall not be subject to the grievance procedure set forth in Article XI of this Agreement.

2. Bereavement Leave, Civil Emergency and Special Leave, Union Leave to attend conferences or conventions shall continue to be done on the basis of days, regardless of the employee's work schedule for the day.

3. Holiday Time – All employees shall receive paid holidays that shall be observed on the days listed in Article X, Section 1. The following provisions for Holiday Time shall apply to employees who are on an alternative work week schedule, as set forth in Article IX:
- a. As a result of the alternative work week schedule, an employee may not be scheduled to work on a Holiday (as defined by Article X). In such circumstances, the employee shall receive Alternative Work Week (“AWW”) Floating Holiday Time in lieu of holiday pay, the amount of which shall be determined by November 30 for the following calendar year.
    - i. The determined amount will be available for use beginning January 1 of each calendar year.
    - ii. Use of AWW Floating Holiday time must be approved by the employee’s immediate supervisor.
    - iii. AWW Floating Holiday time may be taken in a minimum of one (1) hour increments.
    - iv. Unused AWW Floating Holiday time shall not carryover from year to year.
  - b. If an employee leaves the Town’s employ for any reason, they will not be paid out for any unused AWW Floating Holidays hours. Furthermore, if an employee leaves the Town’s employ during the course of the year and has already used their AWW holiday time which has not yet accrued, the Town shall deduct the amount used from the employee’s final paycheck.
  - c. In limited circumstances, because of the AWW schedule, an employee may receive more Holiday time than they would otherwise be entitled to if they were working a regular schedule. In such circumstances, which will be identified by the Town prior to the beginning of the calendar year, the Town will work with the employee on a case-by-case basis to recover the time owed.

**Section 3.** Employees in the bargaining unit, who are exempt from the provisions of the Fair Labor Standards Act and/or State Wage and Hour requirements and who are required to attend meetings of Town boards and commissions, may be granted compensatory time, to be calculated on an hour-for-hour basis, in recognition of extra hours worked. It is recognized by members of the bargaining unit that occasionally as part of their regular hours and compensation, they may be required to report earlier or work later than the hours stated in Sections 1.a., b. and c. above. Extra work, required by the Town to be performed by employees, which occurs on a frequent basis or for significant durations of time (greater than a total of thirty (30) minutes prior to or after regular working hours) which is scheduled in advance, shall be paid or receive compensatory time off at the discretion of the Town on an



hour-for-hour basis at the employee's regular base rate. Employees shall be paid or receive compensatory time off, at the discretion of the Town, at the rate of time and one-half (1 ½) the employee's regular base rate if called back to work on an unscheduled basis after the regular working hours for the position. Employees, as designated by the **Chief Information Officer**, who are required to be on call after normal working hours, shall receive necessary equipment to be able to respond to calls through on-line technology from a remote location, if available, and shall receive compensation at the rate of time and one-half (1 ½) the employee's regular base rate for actual hours worked when responding to the call either through on-line technology or if required to report to work to resolve the problem. When the performance of extended service is in regard to emergency shelter duties, payment (including time and one-half over 40 hours in a week) rather than compensatory time will be made.

All employees are expected to occasionally respond to calls during non-working hours due to unexpected or emergency conditions. Employees are required to provide the Department with a current telephone number and to respond when called. This provision is not intended to restrict the activities of employees when off duty, except as otherwise provided herein. Employees shall be paid or receive compensatory time off, at the discretion of the Town, at the rate of time and one-half (1 ½) the employee's regular base rate if called back to work on an unscheduled basis after the regular working hours for the position.

**Section 4.** Positions covered under this agreement for scheduled on-call duties are as follow:

1. Construction Inspector
2. Assistant Chief Building Inspector

On-call assignment periods shall be weekly. Those employees on the on-call list which receive on-call pay must be within reach at all times and must respond to all calls during their assigned on-call period. Failure to respond while on-call may subject the employee to disciplinary action.

An employee scheduled for on-call shall receive on-call pay of two hundred fifty dollars (\$250) per week for the assignment.

Employees listed above with on-call duties, when called in for unscheduled work outside their regularly scheduled working hours, except when called within four (4) hours from the start of any previous call out, shall receive a minimum of four (4) hours at time and one-half (1 ½) their base rate if called Monday through Saturday and double (2) their base rate of pay for Sundays and holidays. Employees called in within two (2) hours of the start of the workday shall be compensated for actual hours worked. If there are no other immediate assignments for the employee(s), they may be allowed to return home, however, they must remain available for any other calls which might occur during the four (4) hour period.

The call-in pay provision stated herein shall not apply to overtime which is a continuation of the normal workday; weekend/holiday overtime work scheduled in advance; overtime which is not a continuation of the normal workday, but which is scheduled prior to the end

of the previous workday.

## **ARTICLE X – HOLIDAYS**

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

New Year's Day	Independence Day
Martin Luther King Day	Labor Day
Lincoln's Birthday	Indigenous People's Day
Washington's Birthday	Veterans' Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Juneteenth	Christmas Day

Holidays listed above shall be celebrated on the same day as the State of Connecticut as set forth in Connecticut General Statutes, Section 1-4.

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

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

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

**Section 5.** The Town, at its discretion, retains the right to substitute a floating holiday on a date of its choosing in lieu of the traditional date for celebrating Lincoln's Birthday, provided the Town notifies the Union of the substitute holiday not later than December 31<sup>st</sup> for the following calendar year.

**Section 6.** A minimum of one (1) Laboratory employee in the Laboratory Section will be assigned to work the holiday. One (1) month prior to the beginning of each calendar year, the Town's Holiday Schedule will be posted and employees will be scheduled to work on an alternating basis.

## **ARTICLE XI - ANNUAL LEAVE**

### **Section 1.**

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

January 1 of each year shall be eligible for such leave on a prorated basis, subject to other provisions of this Agreement.

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

Effective January 1, 2017, employees appointed after July 1, 1999 shall receive fifteen (15) days of annual leave annually up to and including the fifth (5<sup>th</sup>) year of employment; twenty (20) days annually between the sixth (6<sup>th</sup>) year of employment and up to and including the tenth (10<sup>th</sup>) year of employment; twenty-three (23) days annually between the eleventh (11<sup>th</sup>) year of employment and up to and including the fifteenth (15<sup>th</sup>) year of employment; and twenty-five (25) days annually thereafter.

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

Upon retirement, any payouts for annual leave or vacation due under this Section 1-D will be made in three equal installments over a period of three fiscal years (year of separation and subsequent two years) if the gross amount exceeds \$10,000.

Payouts of less than \$10,000 will be made at the time of separation.

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

**Section 3.**

- A. Each department head shall set a procedure for employees to request annual leaves, and shall arrange a schedule for annual leaves within that department.
- B. Whenever there shall be a conflict in requested annual leave dates, preference shall be given to employees in the same work classification according to number of years of service with the Town.

**Section 4. Accrual During Leaves**

- A. No annual leave time shall be accumulated by employees who are absent from duty on leave of absence without pay.
- B. Annual leave shall accrue for the first twelve (12) months in which an employee is on Workers' Compensation. Upon reinstatement after a period of compensation, the employee shall have one (1) year in which he/she may take such annual leave as was credited as of the date of injury or illness, or as accrued while on compensation. If an employee does not take such annual leave during this period, said amounts shall be forfeited.

**Section 5.**

- A. Unless an employee is terminated consistent with the terms of this Agreement, he shall be entitled to full pay for any annual leave time due him, subject to the provision of Section 1.D, as long as at least two (2) weeks written notice is given by the employee to the department head. Employees hired on or after July 1, 2004 are not entitled to any payment for annual leave upon separation from employment.
- B. Any annual leave time due an employee must be utilized prior to an employee taking a leave of absence without pay. No additional annual leave will be credited during his/her absence. Authorized leave of absence for one (1) month or less should not be considered to be a basis of reducing an employee's benefits.

**ARTICLE XII - SICK LEAVE**

**Section 1.** Accumulated sick leave is a benefit to the employee and shall only be utilized in

the event of a personal illness or serious or disabling injury or illness except that an employee may use up to forty (40) hours of sick leave annually for critical illness or severe injury in the immediate family creating an emergency that requires the attendance or aid of the employee. The Town provides no long-term disability insurance for its employees beyond the provisions of the Workers' Compensation Act. It is therefore crucial that employees conserve as much of their sick leave accrual as possible in order to ensure against future need.

The Town reserves the right to discipline employees whose utilization of sick leave is not in accordance with the terms of this Agreement. Evidence of misuse of sick leave includes, but is not limited to: Patterns of sick leave use on Mondays and Fridays; use of sick days immediately preceding or following holidays; and use of sick days in conjunction with annual leave or other approved leaves of absence. Employees are required to utilize sick leave in accordance with the provisions contained herein for a personal illness or a serious or disabling personal illness or injury, except use of said leave is not allowed where the injury or illness is sustained in the employment of another employer or which is traceable to such employment. Employees must notify their Department/Division Head or designated supervisor no later than thirty (30) minutes after the start of the day, unless it is absolutely impossible to do so.

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

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

## **Section 2. Sick Leave Payouts on Retirement or Termination.**

### **A. Employees Hired Prior to July 1, 1996:**

1. Upon retirement, as defined by the Town of Manchester Supplemental Pension Ordinance, an employee shall be paid for any unused, accumulated sick leave up to one hundred five (105) days on the basis of the employee's current salary.

2. Upon termination other than discharge, the employee shall be paid, on the basis of current salary, for any of his unused accumulated sick leave up to forty-five (45) days, provided the employee has given two (2) weeks written notice to the department head. There shall be no payout for unused accumulated sick leave for any employee who is discharged for disciplinary reasons.

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

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

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

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

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

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

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

**Section 3. Sick Leave Payouts on Death of an Employee:**

**A. Employees Hired Prior to July 1, 1996:**

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

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

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

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

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

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

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

**Section 4.** The Town Manager, in his sole discretion, may grant additional consecutive sick leave with pay in exceptional cases. This shall not exceed eight (8) days for each year of consecutive service with the Town. Requests for such additional sick leave shall be submitted in writing to the employee's department head, who shall transmit it with a written recommendation to the Town Manager. Additional sick leave with pay, if granted by the Town, shall be deducted from future accumulated sick leave at the rate of eight (8) days per year. A request for leave under this Section can only be made after all other leave provisions are exhausted.

**Section 5.** An acceptable certificate signed by a licensed physician whose method of healing is recognized by the State of Connecticut may be required of an employee to substantiate a request for sick leave for the following reasons:

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

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

**Section 6.** Employees may donate time (annual leave or sick time) to a designated employee, who has exhausted all their annual leave and sick time, provided that they maintain a balance of 40 sick days. Members not meeting their balance requirement may donate annual leave in lieu of sick time.

### **ARTICLE XIII - LEAVE PROVISIONS**

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

- A. An employee who is unable to report for regular work due to injuries or other disability sustained in the performance of his work shall receive the difference between his regular weekly pay and the allowance for Workers' Compensation. The Town's liability for Supplemental Workers' Compensation payments shall cease at the end of one (1) year or at the end of disability, whichever comes first.
- B. Because of a demand which is made for the employee by another governmental agency as a result of employment by the Town or as a result of Jury Duty. At the conclusion of the Jury Duty period, the employee must bring to the Payroll Department of the Town the "verification of attendance" slips issued by the Court. If for any reason the required slip is not issued by the Court, the employee must immediately notify the Payroll Department of the Town at the conclusion of the Jury Duty period that such slips are not provided and the Payroll Department shall attempt to verify attendance through the Court. If the verification slips are not provided or if the Court verifies that the employee was not in attendance, then the Jury Duty leave shall be charged to leave without pay, or if selected by the employee, (annual leave) time. In addition, the employee shall provide the Payroll Department with a copy of the expense check received from the Court and said amount received shall be deducted from the employee's next paycheck. If the expense check is not brought to the Payroll Department within three (3) months from the last day of Jury Duty, the employee's leave shall be charged to leave without pay. The Town is not responsible for incidental expenses associated with this leave, such as but not limited to, parking and/or meals.
- C. Regular full-time and regular part-time employees will be granted leave of absence with pay not to be deducted from their accumulated sick leave of up to six (6) hours annually for medical, dental or eye examinations for which arrangements cannot be made outside of working hours. Any medical, dental or eye examinations or treatment in excess of the six (6) hours annually shall be charged to sick leave. Approval must be received from the



department head at least twenty-four (24) hours in advance of the requested leave except in the case of emergency.

**Section 2.** Employees shall be granted leave without pay for the duration of military service and shall be reinstated to their original position or to one similar in pay and duties upon their separation from such military service provided they return to the Town service within ninety (90) days of their separation from the military service.

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

**Section 4.** Maternity leave shall be provided in accordance with applicable law.

In addition, employees with at least one year of service are eligible for up to six (6) weeks of Paid Parental Leave (PPL). PPL is available to new parents who need time to bond with a new child entering their life either by birth, adoption, or foster care placement. This leave must be taken within the first year of the child's birth, adoption, or foster care placement.

During the leave period, the employee shall be paid 100% of their base wages for the first two (2) weeks, and 50% of base wages for the remaining four (4) weeks. Employees shall be eligible to use any accrued leave in order to receive compensation up to 100% of base pay during the weeks reimbursed at 50%. This paid leave will run concurrently with and count toward other leaves for which the employee may be eligible, including the federally mandated twelve weeks of Family and Medical Leave Act ("FMLA").

A childbearing employee on parental leave beyond the six (6) weeks of PPL is eligible to use paid sick leave in accordance with the sick leave provisions of this Agreement, except they may opt to keep one week of Annual Leave. An employee who exhausts unused, accumulated sick leave will be carried on leave of absence without pay for the balance of the leave period. Such employee shall have up to ninety (90) days from the date of birth of the child to return to work. An employee who wishes to return to her same position must so notify the department head, in writing, prior to the last scheduled workday. Before the expiration of the leave, application may be made to the Town Manager of the Town for extension of said leave. Extensions shall normally only be granted as a result of medical complications of the birth. Such extension is in the sole discretion of the Town Manager and is not subject to the grievance procedure of this Agreement. If the application for extension is denied or if the employee decides not to return to work after the 90- day period, she may request to the Town Manager that she be placed on a reemployment list for a period not to exceed two (2) years. During the two-year period of time should a vacancy occur in the department in which the employee last worked and should the vacancy be in a position which the employee previously occupied and should the employee be qualified to perform the work as required without further training, then the employee shall be certified to the appointing authority for consideration.

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

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

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

**Section 6.**      **Union Business Leave.**

The Town shall provide up to ten (10) days of leave each contract year, without loss of pay, without loss of seniority, for up to two (2) employees (Union officers and/or Union Leaders), selected by the Union to attend biannual conventions, the SEIU international convention, and any other training or workshops conducted by the Union.

**Section 7.** Employees are eligible for the following amounts of leave without loss of pay for the purposes of bereavement: five (5) working days for the loss of the employee's spouse, child, or stepchild; three (3) working days for the loss of the employee's parent, sibling, grandparent or grandchild; one (1) working day for loss of employee's spouse's parent, sibling, or grandparent; and one (1) working day for employee's niece, nephew, aunt, or uncle.

## **ARTICLE XIV - GRIEVANCE PROCEDURE**

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

**Section 2.** An employee may process a grievance with or without Union representation through Step Two of this procedure. No settlement of a grievance brought by an employee without Union representation shall contravene the terms of this Agreement. Only the Union may take a grievance to Step Three, arbitration.

### **Step One**

Any post-probationary employee who has a grievance, or the Union on behalf of the employee, shall reduce the grievance to writing and shall submit the grievance within fifteen (15) working days of the event to the aggrieved employee's department head setting forth the facts of the grievance, the Agreement provisions in question and the remedy requested. Within ten (10) working days after said department head receives such grievance, he or his designated representative shall give the employee and the Union his answer to the grievance in writing.

### **Step Two**

If the aggrieved employee or the Union is dissatisfied with the department head's decision, the aggrieved employee or the Union may appeal in writing to the Town Manager within seven (7) working days of the receipt of the department head's decision. The aggrieved employee or the Union shall provide the Town Manager with a copy of the grievance referred to in Step One above and all supporting documentation. The Town Manager shall meet with the aggrieved employee and/or the Union and the department head within ten (10) working days of receipt of the written appeal. The purpose of the meeting will be to hear the issues and gather facts. The Town Manager shall submit a written decision to the employee and the Union within ten (10) working days of the Step Two meeting.

### **Step Three**

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

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

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

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

## **ARTICLE XV – HEALTH**

**Section 1.** Those employees who, in the sole discretion of the Town Manager are required to purchase safety shoes shall receive reimbursement at the maximum rate of \$250 per year. Such reimbursement of payment will be made within thirty (30) days upon presentation of a receipt to employees who have completed their probationary period. Employees receiving said reimbursement shall wear the safety shoes at all times during the workday. Affected employees found not wearing safety shoes shall be subject to disciplinary action.

**Section 2.** The Town will provide employees, who work outside in inclement weather, foul weather gear for their care and maintenance. The determination of the nature of foul weather gear, and which employees shall receive said gear, shall be the sole discretion of the department head with approval from the Town Manager. With the exception of gloves, replacements may be obtained by turning in damaged or worn items that were previously issued. Lost or stolen items must be reported to the division head within twenty-four (24) hours of the occurrence.

**Section 3.** In addition, the Town shall provide all Mechanics with coveralls, uniforms for Sewer Treatment for Sewer Treatment employees and Sewer Maintenance employees, Laboratory employees and Water Treatment Plant Operators, and for their care and maintenance.

**Section 4.** Construction inspectors who work a continuous four (4) hours or more outside their regularly scheduled shift on an emergency event and desire to take time off on the next regularly assigned work shift may, with approval, charge such time to accrued annual leave or sick leave with such time not to exceed one (1) regular workday per emergency event, once the event has ended. If the event ends during a regularly scheduled work shift, then the employee may use accrued time in accordance with this paragraph for the remainder of that work shift only. When an event “begins” and “ends”

is to be determined by the employee's supervisor.

**ARTICLE XVI - WAGES AND BENEFITS**

**Section 1. Wages.**

A. Wage increases during the term of this Agreement shall be as follows:

1. Effective July 1, 2025 (retroactively), for those employees on the payroll as of the effective date of this Agreement, wages shall be increased by two-and-a-half percent (2.5%).
2. Effective July 1, 2026, wages shall be increased by three percent (3.0%).
3. Effective July 1, 2027, wages shall be increased by three and a quarter percent (3.25%).
4. Effective July 1, 2028, wages shall be increased by three and a quarter percent (3.25%).

**Section 2. Step Advancement.**

- A. Employees shall move to the next step of their salary grade on the anniversary date of their employment or appointment to their present classification, or if promoted, and as specified in Section 3 of this Article, provided they have performed the duties of their position satisfactorily as determined by the Town Manager or his designee.

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

**Section 4. Longevity.** Longevity payments shall not be available for employees hired after July 1, 1999. The current longevity schedule for those eligible to receive said payment shall be as follows:

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

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

**Section 5. Tuition Reimbursement.**

- A. Any employee who has completed at least one year of service with the Town in the bargaining unit taking college courses, which in the sole discretion of the Town Manager directly relate to the employee's current assignments, shall be eligible to be reimbursed for seventy-five percent (75%) of the tuition costs and books when the school and course or courses are approved in writing by the Town Manager in advance and the employee receives a "C" or better ("B" or better for graduate work) in such approved course. Notification of intent to take such course(s) and requests for approval must be made with enough advance notice so that money can be properly budgeted. If said notice is not provided in a timely fashion, reimbursement may be delayed until the following fiscal year. The determination of the Town Manager or his/her designee concerning eligibility for tuition reimbursement shall not be subject to the grievance procedure.
- B. Employees who leave the Town's employ, for any reason, within three (3) years of being reimbursed under this Section, shall have deducted from any payout for which the employee is eligible under Article XII, Section 2, the amount of reimbursement they have received under this Section. Any employee who is not eligible to receive payouts shall be required to repay all tuition reimbursement received if the employee leaves the town's employee for any reason other than layoff within three (3) years of being reimbursed under this section. Authorization to deduct monies from final pay will be sought from the employee and/or payments shall be made by the employee directly to the Town on a mutually agreed schedule.
- C. An employee cannot receive both the student loan repayment benefit under Article XVI, Section 6 and tuition reimbursement under Article XVI, Section 5.

#### **Section 6.**

- A. Subject to approval of the Town Manager yearly budgetary authorization by the Board of Directors, employees may apply for student loan repayment assistance. Under the program and subject to available funding, the Town will offer qualified employees a student loan repayment match of up to \$1,000.00 per year for a maximum of three years (\$3,000 total).
- B. For the purposes of Section 6, "qualified employee" means an employee who has completed at least one year of service with the Town and who has a degree, which in the sole discretion of the Town Manager directly relate to the employee's current assignment. The determination of whether an employee is a "qualified employee" within the meaning of Article XVI, Section 6 shall not be subject to the grievance procedure.

- C. Employees who leave the Town's employ, for any reason, within three (3) years of receiving the student loan repayment under this Section, shall have deducted from any payout for which the employee is eligible under Article XII, Section 2, the amount of student loan repayment they have received under this Section. Any employee who is not eligible to receive payouts shall be required to repay all tuition reimbursement received if the employee leaves the Town's employ for any reason other than layoff within three (3) years of receiving the tuition reimbursement under this Section. Authorization to deduct monies from final pay will be sought from the employee and/or payments shall be made by the employee directly to the Town on a mutually agreed schedule.
- D. An employee cannot receive both the student loan repayment benefit under this Section and tuition reimbursement under Article XVI, Section 5.

## **ARTICLE XVII – INSURANCE AND PENSION**

### **Section 1. Health Insurance.**

Effective upon the signing of this agreement, the premium cost share for the High Deductible Health Plan with a Health Savings Account (HDHP/HSA) shall be 15% and the premium cost share for the OAP Basic Plan (copay in-network) shall be 18% through June 30, 2026.

Effective July 1, 2026, premium cost shall increase to 16% for the HDHP/HSA and 19% for the OAP Basic Plan.

Effective July 1, 2027, the premium cost share for the HDHP/HSA shall be 17% and for the OAP Basic Plan the premium cost share shall be 20%.

Effective July 1, 2028, the premium cost share for the HDHP/HSA shall be 18% and for the OAP Basic Plan the premium cost share shall be 21%.

The key features of the HDHP/HSA Plan are as follows:

- i. Deductibles shall be \$2,000 for an individual and \$4,000 for family (individual plus spouse and/or dependents).
- ii. Out-of-pocket maximums shall be \$4,000 for an individual and \$8,000 for a family.
- iii. Payment after the deductible shall be 100% for in-network services and 80% for out-of-network services.

- iv. Prescription co-pays of \$5/\$20/\$35 shall apply to prescriptions after the exhaustion of the HDHP deductibles.
- v. The Town shall contribute fifty percent (50%) of the deductible amount to the employee's HSA. The contribution to the HSA for an employee hired on or after the start of the plan year shall be prorated for the plan year based on the employee's date of hire. For an employee hired prior to the start of the plan year, the Town will deposit twenty-five percent (25%) of the Town contribution at the beginning of each calendar quarter (July 1, October 1, January 1, and April 1) of the plan year. The contribution to the HSA for an employee hired after July 1 shall begin in the quarter in which the employee is hired, within thirty (30) days of the date of hire.

The Town shall have no obligation to fund any portion of the deductible for retirees. An HRA shall be made available for any employee who is precluded from participating in the HSA bank account because the individual receives Medicare and/or veterans' benefits. The annual maximum reimbursement by the Town shall not exceed the Town's annual deductible contribution to those with an HSA bank account. Premium contributions for the individual in the HRA shall be the same as the HSA.

Employees will contribute to the cost of the HDHP/HSA Plan through payroll deductions which shall be on a pretax basis as allowed by the Internal Revenue Service Code.

Prescription co-pays shall apply to prescriptions after the exhaustion of the HDHP deductibles.

#### Dental plans:

- 1) Employees hired prior to July 1, 1996, shall be covered by the full service dental plan and shall be eligible to receive, for themselves only, Rider A of said Plan.
- 2) Employees hired on or after July 1, 1996 and prior to July 1, 1999, shall be covered by the full service dental plan.
- 3) Employees hired on or after July 1, 1999, shall be covered by a 90/10 dental plan, which requires that the employee pay ten percent (10%) of the cost of services.

Effective upon the signing of this agreement, employees will have the option of enrolling in the Flex 5000 dental plan. The employee shall contribute through payroll deduction, which shall be on a pretax basis as allowed by the Internal Revenue Service Code, the same percentage contribution as the employee is paying on his/her health insurance plan.

#### Other Plans:



- a. Employees have the option to enroll in voluntary vision coverage during open enrollment each year.

B. Waiver of Health Insurance.

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

- 1) during an open enrollment; or
- 2) upon the occurrence of a qualifying event as defined by law, and submission of documentation to the Town of such qualifying event.

- C. The spouse of a deceased employee, who dies while employed by the Town, shall be eligible to purchase at his/her expense and at a rate and manner determined by the Town for a three (3) year period from the date of death of the employee, medical coverage for the spouse and dependents, provided the spouse does not remarry during said period of time and/or is eligible to receive medical insurance elsewhere.

**Section 2. Group Life Insurance/Accidental Death and Dismemberment.** The Town shall provide for a Group Life Insurance program for each member of the bargaining unit. The program shall provide that the Town pay for \$50,000 of term life insurance and accidental death and dismemberment coverage in the amount of \$10,000. An employee may, at his/her expense, purchase an additional \$50,000 of coverage under the Town's group policy.

**Section 3. Retiree Insurance.**

A. Eligibility:

1. Defined Benefit Plan Participants:

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

2. Defined Contribution Plan Participants:

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

B. Health Insurance Coverage Prior to Age 65:

1. For Employees Hired Prior to July 1, 1999:

- a. Employees hired prior to July 1, 1999 who receive a normal, special or disability pension, shall continue to be eligible to receive health benefits for themselves and their spouses of record at the time of retirement until the retiree's death. Such employees who retire on or after July 1, 2000 shall be required to co-pay for health insurance in the same amount as active employees at the time of their retirement.
- b. Employees hired prior to July 1, 1999, who retire early, shall receive health benefits for themselves and their spouse, provided they pay fifty percent (50%) of the cost of the spouse benefit. Spousal coverage shall cease upon the death of the employee.

The HDHP/HSA shall be offered as an option to retirees who are eligible to participate in such plan.

The PPO Plan will not be offered to new retirees effective upon signing of the 2016-2019 Collective Bargaining Agreement.

2. For Employees Hired on or After July 1, 1999 and Prior to July 1, 2001:

- a. Employees hired on or after July 1, 1999, who retire with either an early, normal, special or disability pension, shall only be eligible to receive individual employee retiree health benefits.
- b. Eligible employees shall pay the same premium cost sharing required of active employees, except that retirees electing the PPO Plan shall pay fifty percent (50%) of the premium cost.

Employees who were within ten (10) years of retirement as of

January 1, 2000, shall have their employee contributions fixed at the yearly contribution rates in effect at the time of their retirement.

The HDHP/HSA shall be offered as an option to retirees who are eligible to participate in such plan.

The PPO Plan will not be offered to new retirees effective upon signing of the 2016-2019 Collective Bargaining Agreement.

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

Employees hired on or after July 1, 2001, who subsequently retire will be eligible for the retiree only to receive the gatekeeper or non-gatekeeper POS plan offered to active employees and shall pay the same premium cost sharing required of active employees.

The HDHP/HSA shall be offered as an option to retirees who are eligible to participate in such plan.

The PPO Plan will not be offered to new retirees effective upon signing of the 2016-2019 Collective Bargaining Agreement.

C. Health Insurance Coverage After Retiree Reaches Age 65:

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

D. Life Insurance:

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

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

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

**Section 6. Pension.**

Pension rights shall continue to be governed by the Town Pension Ordinance. This Agreement acknowledges that the parties have agreed to modifications of said Ordinance by the Town's Board of Directors, which modifications provide as follows:

A. Employees Hired Prior to July 1, 2004:

1. Defined Benefit Plan

a. Sick Leave Exchange:

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

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

b. Contributions:

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

2. Defined Contribution Plan:

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

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

1. Employees hired on or after September 1, 2000 and prior to July 1, 2004 had a one-time irreversible election to join the Defined Contribution Plan in lieu of the Defined Benefit Plan.
2. All employees hired on or after July 1, 2004 will be eligible for the Defined Contribution Plan only and not the Defined Benefit Plan.

## **ARTICLE XVIII – MISCELLANEOUS**

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

**Section 2.** Regular positions in this bargaining unit shall be filled in accordance with the applicable provisions of the Town's Personnel Rules.

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

## **ARTICLE XIX - ENTIRE AGREEMENT**

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

## ARTICLE XX - SAVINGS CLAUSE

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

## ARTICLE XXI - DURATION

**Section 1.** This Agreement shall be effective on July 1, 2025 and shall remain in full force and effect through the thirtieth (30th) day of June, 2029, except where otherwise indicated herein.

IN WITNESS WHEREOF, the parties have caused their names to be signed on this 14th day of January, 2026.

TOWN OF MANCHESTER

By



Steve Stephanou  
Town Manager

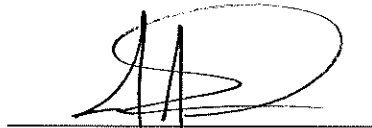
By



Kasia Purciello  
Deputy Town Manager

CSEA, SEIU LOCAL 2001

By



James Davis  
President

By



Otis Dancy  
Staff Representative

## APPENDIX A

TOWN OF MANCHESTER - RESIDUAL EMPLOYEES  
SALARY SCHEDULE - EFFECTIVE JULY 1, 2025 - JUNE 30, 2026 - 2.5% INCREASE  
NEXT STEP ON 12-MONTH ANNIVERSARY DATE OF HIRE/PROMOTION

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>HOURS PER WEEK</u>	<u>PERIOD SALARY</u>	<u>ANNUAL SALARY</u>
T534 PRINT SHOP SUPERVISOR	705A	1	\$32.67	37.50	\$2,450.37	\$63,709.74
T534 PRINT SHOP SUPERVISOR	705A	2	\$34.32	37.50	\$2,574.27	\$66,930.98
T534 PRINT SHOP SUPERVISOR	705A	3	\$36.03	37.50	\$2,701.90	\$70,249.34
T534 PRINT SHOP SUPERVISOR	705A	4	\$37.86	37.50	\$2,839.79	\$73,834.46
T534 PRINT SHOP SUPERVISOR	705A	5	\$39.76	37.50	\$2,981.71	\$77,524.55
T994 SOCIAL WORKER	705A	1	\$32.67	37.50	\$2,450.37	\$63,709.74
T994 SOCIAL WORKER	705A	2	\$34.32	37.50	\$2,574.27	\$66,930.98
T994 SOCIAL WORKER	705A	3	\$36.03	37.50	\$2,701.90	\$70,249.34
T994 SOCIAL WORKER	705A	4	\$37.86	37.50	\$2,839.79	\$73,834.46
T994 SOCIAL WORKER	705A	5	\$39.76	37.50	\$2,981.71	\$77,524.55
T840 YOUTH SERVICE COORDINATOR	705A	1	\$32.67	37.50	\$2,450.37	\$63,709.74
T840 YOUTH SERVICE COORDINATOR	705A	2	\$34.32	37.50	\$2,574.27	\$66,930.98
T840 YOUTH SERVICE COORDINATOR	705A	3	\$36.03	37.50	\$2,701.90	\$70,249.34
T840 YOUTH SERVICE COORDINATOR	705A	4	\$37.86	37.50	\$2,839.79	\$73,834.46
T840 YOUTH SERVICE COORDINATOR	705A	5	\$39.76	37.50	\$2,981.71	\$77,524.55
T841 EARLY CHILDHOOD SPECIALIST	705A	1	\$32.67	37.50	\$2,450.37	\$63,709.74
T841 EARLY CHILDHOOD SPECIALIST	705A	2	\$34.32	37.50	\$2,574.27	\$66,930.98
T841 EARLY CHILDHOOD SPECIALIST	705A	3	\$36.03	37.50	\$2,701.90	\$70,249.34
T841 EARLY CHILDHOOD SPECIALIST	705A	4	\$37.86	37.50	\$2,839.79	\$73,834.46
T841 EARLY CHILDHOOD SPECIALIST	705A	5	\$39.76	37.50	\$2,981.71	\$77,524.55
T181 ENVIRON PLNR/WETLANDS AGENT	708A	1	\$32.48	37.50	\$2,435.85	\$63,332.17
T181 ENVIRON PLNR/WETLANDS AGENT	708A	2	\$34.77	37.50	\$2,607.69	\$67,799.98
T181 ENVIRON PLNR/WETLANDS AGENT	708A	3	\$37.07	37.50	\$2,779.95	\$72,278.59
T181 ENVIRON PLNR/WETLANDS AGENT	708A	4	\$39.36	37.50	\$2,951.99	\$76,751.84
T181 ENVIRON PLNR/WETLANDS AGENT	708A	5	\$41.65	37.50	\$3,124.12	\$81,227.17
T105 CHEMIST	709A	1	\$31.74	40.00	\$2,539.15	\$66,017.91
T105 CHEMIST	709A	2	\$33.40	40.00	\$2,672.06	\$69,473.62
T105 CHEMIST	709A	3	\$35.06	40.00	\$2,805.03	\$72,930.66
T105 CHEMIST	709A	4	\$37.14	40.00	\$2,971.54	\$77,259.95
T105 CHEMIST	709A	5	\$38.14	40.00	\$3,051.47	\$79,338.12
T086 BUYER	710A	1	\$34.64	37.50	\$2,598.22	\$67,553.65
T086 BUYER	710A	2	\$37.09	37.50	\$2,781.53	\$72,319.90
T086 BUYER	710A	3	\$39.54	37.50	\$2,965.28	\$77,097.37
T086 BUYER	710A	4	\$41.98	37.50	\$3,148.79	\$81,868.62
T086 BUYER	710A	5	\$44.43	37.50	\$3,332.33	\$86,640.64
T415 LIC MENTAL HEALTH CLINICIAN	710A	1	\$34.64	37.50	\$2,598.22	\$67,553.65
T415 LIC MENTAL HEALTH CLINICIAN	710A	2	\$37.09	37.50	\$2,781.53	\$72,319.90
T415 LIC MENTAL HEALTH CLINICIAN	710A	3	\$39.54	37.50	\$2,965.28	\$77,097.37
T415 LIC MENTAL HEALTH CLINICIAN	710A	4	\$41.98	37.50	\$3,148.79	\$81,868.62
T415 LIC MENTAL HEALTH CLINICIAN	710A	5	\$44.43	37.50	\$3,332.33	\$86,640.64
T180 COMMUNITY DEV. PRGRM MANAGER	715A	1	\$33.80	37.50	\$2,535.08	\$65,911.98
T180 COMMUNITY DEV. PRGRM MANAGER	715A	2	\$36.22	37.50	\$2,716.15	\$70,619.84
T180 COMMUNITY DEV. PRGRM MANAGER	715A	3	\$38.63	37.50	\$2,897.20	\$75,327.09
T180 COMMUNITY DEV. PRGRM MANAGER	715A	4	\$41.04	37.50	\$3,078.31	\$80,035.95

<u>Job Class Code</u>		GRADE	STEP	HOURLY RATE	HOURS PER WEEK	PERIOD SALARY	ANNUAL SALARY
T180	COMMUNITY DEV. PRGRM MANAGER	715A	5	\$45.15	37.50	\$3,386.34	\$88,044.94
T750	RECREATION SUPERVISOR	715A	1	\$33.80	40.00	\$2,704.08	\$70,306.04
T750	RECREATION SUPERVISOR	715A	2	\$36.22	40.00	\$2,897.22	\$75,327.72
T750	RECREATION SUPERVISOR	715A	3	\$38.63	40.00	\$3,090.35	\$80,349.06
T750	RECREATION SUPERVISOR	715A	4	\$41.04	40.00	\$3,283.52	\$85,371.55
T750	RECREATION SUPERVISOR	715A	5	\$43.46	40.00	\$3,476.65	\$90,392.89
T760	TRAINING WEBSITE SPECIALIST	716A	1	\$33.80	40.00	\$2,704.08	\$70,306.04
T760	TRAINING WEBSITE SPECIALIST	716A	2	\$36.22	40.00	\$2,897.22	\$75,327.72
T760	TRAINING WEBSITE SPECIALIST	716A	3	\$38.63	40.00	\$3,090.35	\$80,349.06
T760	TRAINING WEBSITE SPECIALIST	716A	4	\$41.04	40.00	\$3,283.52	\$85,371.55
T760	TRAINING WEBSITE SPECIALIST	716A	5	\$43.46	40.00	\$3,476.65	\$90,392.89
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	1	\$36.06	37.50	\$2,704.46	\$70,316.03
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	2	\$38.63	37.50	\$2,897.42	\$75,332.89
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	3	\$41.21	37.50	\$3,090.38	\$80,349.75
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	4	\$43.78	37.50	\$3,283.33	\$85,366.61
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	5	\$46.35	37.50	\$3,476.29	\$90,383.48
T926	ASSISTANT ASSESSOR	720A	1	\$40.68	37.50	\$3,051.03	\$79,326.70
T926	ASSISTANT ASSESSOR	720A	2	\$42.71	37.50	\$3,203.58	\$83,293.13
T926	ASSISTANT ASSESSOR	720A	3	\$44.75	37.50	\$3,356.14	\$87,259.57
T926	ASSISTANT ASSESSOR	720A	4	\$46.78	37.50	\$3,508.69	\$91,226.00
T926	ASSISTANT ASSESSOR	720A	5	\$48.82	37.50	\$3,661.23	\$95,192.02
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	1	\$40.68	37.50	\$3,051.03	\$79,326.70
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	2	\$42.71	37.50	\$3,203.58	\$83,293.13
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	3	\$44.75	37.50	\$3,356.14	\$87,259.57
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	4	\$46.78	37.50	\$3,508.69	\$91,226.00
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	5	\$48.82	37.50	\$3,661.23	\$95,192.02
T031	ASSISTANT COLLECTOR OF REVENUE	720A	1	\$40.68	37.50	\$3,051.03	\$79,326.70
T031	ASSISTANT COLLECTOR OF REVENUE	720A	2	\$42.71	37.50	\$3,203.58	\$83,293.13
T031	ASSISTANT COLLECTOR OF REVENUE	720A	3	\$44.75	37.50	\$3,356.14	\$87,259.57
T031	ASSISTANT COLLECTOR OF REVENUE	720A	4	\$46.78	37.50	\$3,508.69	\$91,226.00
T031	ASSISTANT COLLECTOR OF REVENUE	720A	5	\$48.82	37.50	\$3,661.23	\$95,192.02
T529	SENIOR PLANNER	720A	1	\$40.68	37.50	\$3,051.03	\$79,326.70
T529	SENIOR PLANNER	720A	2	\$42.71	37.50	\$3,203.58	\$83,293.13
T529	SENIOR PLANNER	720A	3	\$44.75	37.50	\$3,356.14	\$87,259.57
T529	SENIOR PLANNER	720A	4	\$46.78	37.50	\$3,508.69	\$91,226.00
T529	SENIOR PLANNER	720A	5	\$48.82	37.50	\$3,661.23	\$95,192.02
T680	ZONING ENFORCEMENT OFF	720A	1	\$40.68	37.50	\$3,051.03	\$79,326.70
T680	ZONING ENFORCEMENT OFF	720A	2	\$42.71	37.50	\$3,203.58	\$83,293.13
T680	ZONING ENFORCEMENT OFF	720A	3	\$44.75	37.50	\$3,356.14	\$87,259.57
T680	ZONING ENFORCEMENT OFF	720A	4	\$46.78	37.50	\$3,508.69	\$91,226.00
T680	ZONING ENFORCEMENT OFF	720A	5	\$48.82	37.50	\$3,661.23	\$95,192.02
T706	ACCOUNTANT	725A	1	\$42.37	37.50	\$3,178.08	\$82,630.07
T706	ACCOUNTANT	725A	2	\$44.49	37.50	\$3,337.09	\$86,764.45
T706	ACCOUNTANT	725A	3	\$46.61	37.50	\$3,496.06	\$90,897.60
T706	ACCOUNTANT	725A	4	\$48.73	37.50	\$3,654.85	\$95,026.15
T706	ACCOUNTANT	725A	5	\$50.85	37.50	\$3,813.87	\$99,160.52



Job Class Code	GRADE	STEP	HOURLY RATE	HOURS PER WEEK	PERIOD SALARY	ANNUAL SALARY
T910 TECH SVC PROJECT LEADER	726A	1	\$39.73	40.00	\$3,178.08	\$82,630.07
T910 TECH SVC PROJECT LEADER	726A	2	\$41.71	40.00	\$3,337.11	\$86,764.85
T910 TECH SVC PROJECT LEADER	726A	3	\$43.70	40.00	\$3,496.04	\$90,897.16
T910 TECH SVC PROJECT LEADER	726A	4	\$45.69	40.00	\$3,654.85	\$95,026.15
T910 TECH SVC PROJECT LEADER	726A	5	\$47.67	40.00	\$3,813.85	\$99,160.11
T086 GOVERNMENT BUYER	727A	1	\$41.24	37.50	\$3,093.04	\$80,419.04
T086 GOVERNMENT BUYER	727A	2	\$43.30	37.50	\$3,247.82	\$84,443.43
T086 GOVERNMENT BUYER	727A	3	\$45.37	37.50	\$3,402.50	\$88,464.89
T086 GOVERNMENT BUYER	727A	4	\$47.43	37.50	\$3,557.07	\$92,483.82
T086 GOVERNMENT BUYER	727A	5	\$49.49	37.50	\$3,711.80	\$96,506.92
T088 PURCHASING AGENT	727A	1	\$41.24	37.50	\$3,093.04	\$80,419.04
T088 PURCHASING AGENT	727A	2	\$43.30	37.50	\$3,247.82	\$84,443.43
T088 PURCHASING AGENT	727A	3	\$45.37	37.50	\$3,402.50	\$88,464.89
T088 PURCHASING AGENT	727A	4	\$47.43	37.50	\$3,557.07	\$92,483.82
T088 PURCHASING AGENT	727A	5	\$49.49	37.50	\$3,711.80	\$96,506.92
T183 ECONOMIC DEVP. SPECIALIST	727A	1	\$41.24	37.50	\$3,093.04	\$80,419.04
T183 ECONOMIC DEVP. SPECIALIST	727A	2	\$43.30	37.50	\$3,247.82	\$84,443.43
T183 ECONOMIC DEVP. SPECIALIST	727A	3	\$45.37	37.50	\$3,402.50	\$88,464.89
T183 ECONOMIC DEVP. SPECIALIST	727A	4	\$47.43	37.50	\$3,557.07	\$92,483.82
T183 ECONOMIC DEVP. SPECIALIST	727A	5	\$49.49	37.50	\$3,711.80	\$96,506.92
T029 REVENUE COLLECTIONS SERVICE MGR	727A	1	\$41.24	37.50	\$3,093.04	\$80,419.04
T029 REVENUE COLLECTIONS SERVICE MGR	727A	2	\$43.30	37.50	\$3,247.82	\$84,443.43
T029 REVENUE COLLECTIONS SERVICE MGR	727A	3	\$45.37	37.50	\$3,402.50	\$88,464.89
T029 REVENUE COLLECTIONS SERVICE MGR	727A	4	\$47.43	37.50	\$3,557.07	\$92,483.82
T029 REVENUE COLLECTIONS SERVICE MGR	727A	5	\$49.49	37.50	\$3,711.80	\$96,506.92
T114 CIVIL ENGINEER	728A	1	\$38.66	40.00	\$3,093.01	\$80,418.18
T114 CIVIL ENGINEER	728A	2	\$40.60	40.00	\$3,247.84	\$84,443.85
T114 CIVIL ENGINEER	728A	3	\$42.53	40.00	\$3,402.50	\$88,464.89
T114 CIVIL ENGINEER	728A	4	\$44.46	40.00	\$3,557.09	\$92,484.23
T114 CIVIL ENGINEER	728A	5	\$46.40	40.00	\$3,711.80	\$96,506.92
T725 GIS TECHNICIAN II	728A	1	\$38.66	40.00	\$3,093.01	\$80,418.18
T725 GIS TECHNICIAN II	728A	2	\$40.60	40.00	\$3,247.84	\$84,443.85
T725 GIS TECHNICIAN II	728A	3	\$42.53	40.00	\$3,402.50	\$88,464.89
T725 GIS TECHNICIAN II	728A	4	\$44.46	40.00	\$3,557.09	\$92,484.23
T725 GIS TECHNICIAN II	728A	5	\$46.40	40.00	\$3,711.80	\$96,506.92
T910 TECH SVC PROJECT LEADER	728A	1	\$38.66	40.00	\$3,093.01	\$80,418.18
T910 TECH SVC PROJECT LEADER	728A	2	\$40.60	40.00	\$3,247.84	\$84,443.85
T910 TECH SVC PROJECT LEADER	728A	3	\$42.53	40.00	\$3,402.50	\$88,464.89
T910 TECH SVC PROJECT LEADER	728A	4	\$44.46	40.00	\$3,557.09	\$92,484.23
T910 TECH SVC PROJECT LEADER	728A	5	\$46.40	40.00	\$3,711.80	\$96,506.92
T065 PUBLIC WORKS PROJECT MANAGER	730A	1	\$45.07	37.50	\$3,379.96	\$87,878.93
T065 PUBLIC WORKS PROJECT MANAGER	730A	2	\$46.84	37.50	\$3,513.25	\$91,344.37
T065 PUBLIC WORKS PROJECT MANAGER	730A	3	\$48.62	37.50	\$3,646.55	\$94,810.22
T065 PUBLIC WORKS PROJECT MANAGER	730A	4	\$50.40	37.50	\$3,779.88	\$98,276.88
T065 PUBLIC WORKS PROJECT MANAGER	730A	5	\$52.18	37.50	\$3,913.17	\$101,742.45
T702 SENIOR ACCOUNTANT	730A	1	\$45.07	37.50	\$3,379.96	\$87,878.93
T702 SENIOR ACCOUNTANT	730A	2	\$46.84	37.50	\$3,513.25	\$91,344.37

<u>Job Class Code</u>		GRADE	STEP	HOURLY RATE	HOURS PER WEEK	PERIOD SALARY	ANNUAL SALARY
T702	SENIOR ACCOUNTANT	730A	3	\$48.62	37.50	\$3,646.55	\$94,810.22
T702	SENIOR ACCOUNTANT	730A	4	\$50.40	37.50	\$3,779.88	\$98,276.88
T702	SENIOR ACCOUNTANT	730A	5	\$52.18	37.50	\$3,913.17	\$101,742.45
T118	TRAFFIC ENGINEER	730A	1	\$45.07	37.50	\$3,379.96	\$87,878.91
T118	TRAFFIC ENGINEER	730A	2	\$46.84	37.50	\$3,513.25	\$91,344.37
T118	TRAFFIC ENGINEER	730A	3	\$48.62	37.50	\$3,646.55	\$94,810.22
T118	TRAFFIC ENGINEER	730A	4	\$50.40	37.50	\$3,779.88	\$98,277.00
T118	TRAFFIC ENGINEER	730A	5	\$52.18	37.50	\$3,913.17	\$101,742.45
T780	SYSTEM APPLICATION CONSULTANT	731A	1	\$42.25	40.00	\$3,379.94	\$87,878.46
T780	SYSTEM APPLICATION CONSULTANT	731A	2	\$43.92	40.00	\$3,513.24	\$91,344.36
T780	SYSTEM APPLICATION CONSULTANT	731A	3	\$45.58	40.00	\$3,646.56	\$94,810.68
T780	SYSTEM APPLICATION CONSULTANT	731A	4	\$47.25	40.00	\$3,779.87	\$98,276.59
T780	SYSTEM APPLICATION CONSULTANT	731A	5	\$48.91	40.00	\$3,913.17	\$101,742.45
T158	DESIGN ENGINEER	731A	1	\$42.25	40.00	\$3,379.94	\$87,878.46
T158	DESIGN ENGINEER	731A	2	\$43.92	40.00	\$3,513.24	\$91,344.36
T158	DESIGN ENGINEER	731A	3	\$45.58	40.00	\$3,646.56	\$94,810.68
T158	DESIGN ENGINEER	731A	4	\$47.25	40.00	\$3,779.87	\$98,276.59
T158	DESIGN ENGINEER	731A	5	\$48.91	40.00	\$3,913.17	\$101,742.45
T996	SENIOR TECH SPECIALIST	731A	1	\$42.25	40.00	\$3,379.94	\$87,878.46
T996	SENIOR TECH SPECIALIST	731A	2	\$43.92	40.00	\$3,513.24	\$91,344.36
T996	SENIOR TECH SPECIALIST	731A	3	\$45.58	40.00	\$3,646.56	\$94,810.68
T996	SENIOR TECH SPECIALIST	731A	4	\$47.25	40.00	\$3,779.87	\$98,276.59
T996	SENIOR TECH SPECIALIST	731A	5	\$48.91	40.00	\$3,913.17	\$101,742.45
T780	SYSTEM APPLICATION CONSULTANT	731A	1	\$42.25	40.00	\$3,379.94	\$87,878.46
T780	SYSTEM APPLICATION CONSULTANT	731A	2	\$43.92	40.00	\$3,513.24	\$91,344.36
T780	SYSTEM APPLICATION CONSULTANT	731A	3	\$45.58	40.00	\$3,646.56	\$94,810.68
T780	SYSTEM APPLICATION CONSULTANT	731A	4	\$47.25	40.00	\$3,779.87	\$98,276.59
T780	SYSTEM APPLICATION CONSULTANT	731A	5	\$48.91	40.00	\$3,913.17	\$101,742.45
T781	SYSTEMS PROGRAMMER	731A	1	\$42.25	40.00	\$3,379.94	\$87,878.46
T781	SYSTEMS PROGRAMMER	731A	2	\$43.92	40.00	\$3,513.24	\$91,344.36
T781	SYSTEMS PROGRAMMER	731A	3	\$45.58	40.00	\$3,646.56	\$94,810.68
T781	SYSTEMS PROGRAMMER	731A	4	\$47.25	40.00	\$3,779.87	\$98,276.59
T781	SYSTEMS PROGRAMMER	731A	5	\$48.91	40.00	\$3,913.17	\$101,742.45
T221	ENVIRONMENTAL TECH	735A	1	\$35.22	40.00	\$2,817.92	\$73,265.98
T221	ENVIRONMENTAL TECH	735A	2	\$37.00	40.00	\$2,960.34	\$76,968.96
T221	ENVIRONMENTAL TECH	735A	3	\$38.83	40.00	\$3,106.58	\$80,771.21
T221	ENVIRONMENTAL TECH	735A	4	\$40.78	40.00	\$3,262.01	\$84,812.28
T221	ENVIRONMENTAL TECH	735A	5	\$42.81	40.00	\$3,425.02	\$89,050.42
T138	CONSTRUCTION INSPECTOR	740A	1	\$38.14	40.00	\$3,051.04	\$79,327.09
T138	CONSTRUCTION INSPECTOR	740A	2	\$40.04	40.00	\$3,203.56	\$83,292.66
T138	CONSTRUCTION INSPECTOR	740A	3	\$41.95	40.00	\$3,356.07	\$87,257.89
T138	CONSTRUCTION INSPECTOR	740A	4	\$43.86	40.00	\$3,508.69	\$91,226.00
T138	CONSTRUCTION INSPECTOR	740A	5	\$45.77	40.00	\$3,661.30	\$95,193.69
T038	SCADA SUPPORT SPECIALIST	745A	1	\$36.11	40.00	\$2,888.73	\$75,106.95
T038	SCADA SUPPORT SPECIALIST	745A	2	\$38.52	40.00	\$3,081.85	\$80,128.02
T038	SCADA SUPPORT SPECIALIST	745A	3	\$40.94	40.00	\$3,274.98	\$85,149.52
T038	SCADA SUPPORT SPECIALIST	745A	4	\$43.35	40.00	\$3,468.10	\$90,170.59

<u>Job Class Code</u>		GRADE	STEP	HOURLY RATE	HOURS PER WEEK	PERIOD SALARY	ANNUAL SALARY
T038	SCADA SUPPORT SPECIALIST	745A	5	\$45.77	40.00	\$3,661.30	\$95,193.80
T997	TECHNICAL SUPPORT SPECIALIST	745A	1	\$36.11	40.00	\$2,888.73	\$75,106.95
T997	TECHNICAL SUPPORT SPECIALIST	745A	2	\$38.52	40.00	\$3,081.85	\$80,128.02
T997	TECHNICAL SUPPORT SPECIALIST	745A	3	\$40.94	40.00	\$3,274.98	\$85,149.52
T997	TECHNICAL SUPPORT SPECIALIST	745A	4	\$43.35	40.00	\$3,468.10	\$90,170.59
T997	TECHNICAL SUPPORT SPECIALIST	745A	5	\$45.77	40.00	\$3,661.30	\$95,193.80

TOWN OF MANCHESTER - RESIDUAL EMPLOYEES  
SALARY SCHEDULE - EFFECTIVE JULY 1, 2026 - JUNE 30, 2027 - 3.0% INCREASE  
NEXT STEP ON 12-MONTH ANNIVERSARY DATE OF HIRE/PROMOTION

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>HOURS PER WEEK</u>	<u>PERIOD SALARY</u>	<u>ANNUAL SALARY</u>
T534 PRINT SHOP SUPERVISOR	705A	1	\$33.65	37.50	\$2,523.89	\$65,621.03
T534 PRINT SHOP SUPERVISOR	705A	2	\$35.35	37.50	\$2,651.50	\$68,938.91
T534 PRINT SHOP SUPERVISOR	705A	3	\$37.11	37.50	\$2,782.95	\$72,356.82
T534 PRINT SHOP SUPERVISOR	705A	4	\$39.00	37.50	\$2,924.98	\$76,049.49
T534 PRINT SHOP SUPERVISOR	705A	5	\$40.95	37.50	\$3,071.16	\$79,850.29
T994 SOCIAL WORKER	705A	1	\$33.65	37.50	\$2,523.89	\$65,621.03
T994 SOCIAL WORKER	705A	2	\$35.35	37.50	\$2,651.50	\$68,938.91
T994 SOCIAL WORKER	705A	3	\$37.11	37.50	\$2,782.95	\$72,356.82
T994 SOCIAL WORKER	705A	4	\$39.00	37.50	\$2,924.98	\$76,049.49
T994 SOCIAL WORKER	705A	5	\$40.95	37.50	\$3,071.16	\$79,850.29
T840 YOUTH SERVICE COORDINATOR	705A	1	\$33.65	37.50	\$2,523.89	\$65,621.03
T840 YOUTH SERVICE COORDINATOR	705A	2	\$35.35	37.50	\$2,651.50	\$68,938.91
T840 YOUTH SERVICE COORDINATOR	705A	3	\$37.11	37.50	\$2,782.95	\$72,356.82
T840 YOUTH SERVICE COORDINATOR	705A	4	\$39.00	37.50	\$2,924.98	\$76,049.49
T840 YOUTH SERVICE COORDINATOR	705A	5	\$40.95	37.50	\$3,071.16	\$79,850.29
T841 EARLY CHILDHOOD SPECIALIST	705A	1	\$33.65	37.50	\$2,523.89	\$65,621.03
T841 EARLY CHILDHOOD SPECIALIST	705A	2	\$35.35	37.50	\$2,651.50	\$68,938.91
T841 EARLY CHILDHOOD SPECIALIST	705A	3	\$37.11	37.50	\$2,782.95	\$72,356.82
T841 EARLY CHILDHOOD SPECIALIST	705A	4	\$39.00	37.50	\$2,924.98	\$76,049.49
T841 EARLY CHILDHOOD SPECIALIST	705A	5	\$40.95	37.50	\$3,071.16	\$79,850.29
T181 ENVIRON PLNR/WETLANDS AGENT	708A	1	\$33.45	37.50	\$2,508.93	\$65,232.13
T181 ENVIRON PLNR/WETLANDS AGENT	708A	2	\$35.81	37.50	\$2,685.92	\$69,833.98
T181 ENVIRON PLNR/WETLANDS AGENT	708A	3	\$38.18	37.50	\$2,863.34	\$74,446.95
T181 ENVIRON PLNR/WETLANDS AGENT	708A	4	\$40.54	37.50	\$3,040.55	\$79,054.39
T181 ENVIRON PLNR/WETLANDS AGENT	708A	5	\$42.90	37.50	\$3,217.85	\$83,663.99
T105 CHEMIST	709A	1	\$32.69	40.00	\$2,615.33	\$67,998.45
T105 CHEMIST	709A	2	\$34.40	40.00	\$2,752.22	\$71,557.83
T105 CHEMIST	709A	3	\$36.11	40.00	\$2,889.18	\$75,118.58
T105 CHEMIST	709A	4	\$38.26	40.00	\$3,060.68	\$79,577.75
T105 CHEMIST	709A	5	\$39.29	40.00	\$3,143.01	\$81,718.26
T086 BUYER	710A	1	\$35.68	37.50	\$2,676.16	\$69,580.26
T086 BUYER	710A	2	\$38.20	37.50	\$2,864.98	\$74,489.50
T086 BUYER	710A	3	\$40.72	37.50	\$3,054.24	\$79,410.29
T086 BUYER	710A	4	\$43.24	37.50	\$3,243.26	\$84,324.67
T086 BUYER	710A	5	\$45.76	37.50	\$3,432.30	\$89,239.86
T415 LIC MENTAL HEALTH CLINICIAN	710A	1	\$35.68	37.50	\$2,676.16	\$69,580.26
T415 LIC MENTAL HEALTH CLINICIAN	710A	2	\$38.20	37.50	\$2,864.98	\$74,489.50
T415 LIC MENTAL HEALTH CLINICIAN	710A	3	\$40.72	37.50	\$3,054.24	\$79,410.29
T415 LIC MENTAL HEALTH CLINICIAN	710A	4	\$43.24	37.50	\$3,243.26	\$84,324.67
T415 LIC MENTAL HEALTH CLINICIAN	710A	5	\$45.76	37.50	\$3,432.30	\$89,239.86
T180 COMMUNITY DEV. PRGRM MANAGER	715A	1	\$34.82	37.50	\$2,611.13	\$67,889.34
T180 COMMUNITY DEV. PRGRM MANAGER	715A	2	\$37.30	37.50	\$2,797.63	\$72,738.43
T180 COMMUNITY DEV. PRGRM MANAGER	715A	3	\$39.79	37.50	\$2,984.11	\$77,586.90
T180 COMMUNITY DEV. PRGRM MANAGER	715A	4	\$42.28	37.50	\$3,170.65	\$82,437.02
T180 COMMUNITY DEV. PRGRM MANAGER	715A	5	\$46.51	37.50	\$3,487.93	\$90,686.29
T750 RECREATION SUPERVISOR	715A	1	\$34.82	40.00	\$2,785.20	\$72,415.22
T750 RECREATION SUPERVISOR	715A	2	\$37.30	40.00	\$2,984.14	\$77,587.55
T750 RECREATION SUPERVISOR	715A	3	\$39.79	40.00	\$3,183.06	\$82,759.54
T750 RECREATION SUPERVISOR	715A	4	\$42.28	40.00	\$3,382.03	\$87,932.70
T750 RECREATION SUPERVISOR	715A	5	\$44.76	40.00	\$3,580.95	\$93,104.68
T760 TRAINING WEBSITE SPECIALIST	716A	1	\$34.82	40.00	\$2,785.20	\$72,415.22

<u>Job Class Code</u>		<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>HOURS PER WEEK</u>	<u>PERIOD SALARY</u>	<u>ANNUAL SALARY</u>
T760	TRAINING WEBSITE SPECIALIST	716A	2	\$37.30	40.00	\$2,984.14	\$77,587.55
T760	TRAINING WEBSITE SPECIALIST	716A	3	\$39.79	40.00	\$3,183.06	\$82,759.54
T760	TRAINING WEBSITE SPECIALIST	716A	4	\$42.28	40.00	\$3,382.03	\$87,932.70
T760	TRAINING WEBSITE SPECIALIST	716A	5	\$44.76	40.00	\$3,580.95	\$93,104.68
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	1	\$37.14	37.50	\$2,785.60	\$72,425.51
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	2	\$39.79	37.50	\$2,984.34	\$77,592.88
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	3	\$42.44	37.50	\$3,183.09	\$82,760.24
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	4	\$45.09	37.50	\$3,381.83	\$87,927.61
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	5	\$47.74	37.50	\$3,580.58	\$93,094.98
T926	ASSISTANT ASSESSOR	720A	1	\$41.90	37.50	\$3,142.56	\$81,706.50
T926	ASSISTANT ASSESSOR	720A	2	\$44.00	37.50	\$3,299.69	\$85,791.92
T926	ASSISTANT ASSESSOR	720A	3	\$46.09	37.50	\$3,456.82	\$89,877.36
T926	ASSISTANT ASSESSOR	720A	4	\$48.19	37.50	\$3,613.95	\$93,962.78
T926	ASSISTANT ASSESSOR	720A	5	\$50.28	37.50	\$3,771.07	\$98,047.78
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	1	\$41.90	37.50	\$3,142.56	\$81,706.50
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	2	\$44.00	37.50	\$3,299.69	\$85,791.92
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	3	\$46.09	37.50	\$3,456.82	\$89,877.36
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	4	\$48.19	37.50	\$3,613.95	\$93,962.78
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	5	\$50.28	37.50	\$3,771.07	\$98,047.78
T031	ASSISTANT COLLECTOR OF REVENUE	720A	1	\$41.90	37.50	\$3,142.56	\$81,706.50
T031	ASSISTANT COLLECTOR OF REVENUE	720A	2	\$44.00	37.50	\$3,299.69	\$85,791.92
T031	ASSISTANT COLLECTOR OF REVENUE	720A	3	\$46.09	37.50	\$3,456.82	\$89,877.36
T031	ASSISTANT COLLECTOR OF REVENUE	720A	4	\$48.19	37.50	\$3,613.95	\$93,962.78
T031	ASSISTANT COLLECTOR OF REVENUE	720A	5	\$50.28	37.50	\$3,771.07	\$98,047.78
T529	SENIOR PLANNER	720A	1	\$41.90	37.50	\$3,142.56	\$81,706.50
T529	SENIOR PLANNER	720A	2	\$44.00	37.50	\$3,299.69	\$85,791.92
T529	SENIOR PLANNER	720A	3	\$46.09	37.50	\$3,456.82	\$89,877.36
T529	SENIOR PLANNER	720A	4	\$48.19	37.50	\$3,613.95	\$93,962.78
T529	SENIOR PLANNER	720A	5	\$50.28	37.50	\$3,771.07	\$98,047.78
T680	ZONING ENFORCEMENT OFF	720A	1	\$41.90	37.50	\$3,142.56	\$81,706.50
T680	ZONING ENFORCEMENT OFF	720A	2	\$44.00	37.50	\$3,299.69	\$85,791.92
T680	ZONING ENFORCEMENT OFF	720A	3	\$46.09	37.50	\$3,456.82	\$89,877.36
T680	ZONING ENFORCEMENT OFF	720A	4	\$48.19	37.50	\$3,613.95	\$93,962.78
T680	ZONING ENFORCEMENT OFF	720A	5	\$50.28	37.50	\$3,771.07	\$98,047.78
T706	ACCOUNTANT	725A	1	\$43.65	37.50	\$3,273.42	\$85,108.97
T706	ACCOUNTANT	725A	2	\$45.83	37.50	\$3,437.21	\$89,367.38
T706	ACCOUNTANT	725A	3	\$48.01	37.50	\$3,600.94	\$93,624.53
T706	ACCOUNTANT	725A	4	\$50.19	37.50	\$3,764.50	\$97,876.94
T706	ACCOUNTANT	725A	5	\$52.38	37.50	\$3,928.28	\$102,135.33
T910	TECH SVC PROJECT LEADER	726A	1	\$40.92	40.00	\$3,273.42	\$85,108.97
T910	TECH SVC PROJECT LEADER	726A	2	\$42.97	40.00	\$3,437.22	\$89,367.79
T910	TECH SVC PROJECT LEADER	726A	3	\$45.01	40.00	\$3,600.93	\$93,624.08
T910	TECH SVC PROJECT LEADER	726A	4	\$47.06	40.00	\$3,764.50	\$97,876.94
T910	TECH SVC PROJECT LEADER	726A	5	\$49.10	40.00	\$3,928.27	\$102,134.91
T086	GOVERNMENT BUYER	727A	1	\$42.48	37.50	\$3,185.83	\$82,831.61
T086	GOVERNMENT BUYER	727A	2	\$44.60	37.50	\$3,345.26	\$86,976.73
T086	GOVERNMENT BUYER	727A	3	\$46.73	37.50	\$3,504.57	\$91,118.84
T086	GOVERNMENT BUYER	727A	4	\$48.85	37.50	\$3,663.78	\$95,258.34
T086	GOVERNMENT BUYER	727A	5	\$50.98	37.50	\$3,823.16	\$99,402.12
T088	PURCHASING AGENT	727A	1	\$42.48	37.50	\$3,185.83	\$82,831.61
T088	PURCHASING AGENT	727A	2	\$44.60	37.50	\$3,345.26	\$86,976.73
T088	PURCHASING AGENT	727A	3	\$46.73	37.50	\$3,504.57	\$91,118.84
T088	PURCHASING AGENT	727A	4	\$48.85	37.50	\$3,663.78	\$95,258.34
T088	PURCHASING AGENT	727A	5	\$50.98	37.50	\$3,823.16	\$99,402.12

<u>Job Class Code</u>		GRADE	STEP	HOURLY RATE	HOURS PER WEEK	PERIOD SALARY	ANNUAL SALARY
T183	ECONOMIC DEVP. SPECIALIST	727A	1	\$42.48	37.50	\$3,185.83	\$82,831.61
T183	ECONOMIC DEVP. SPECIALIST	727A	2	\$44.60	37.50	\$3,345.26	\$86,976.73
T183	ECONOMIC DEVP. SPECIALIST	727A	3	\$46.73	37.50	\$3,504.57	\$91,118.84
T183	ECONOMIC DEVP. SPECIALIST	727A	4	\$48.85	37.50	\$3,663.78	\$95,258.34
T183	ECONOMIC DEVP. SPECIALIST	727A	5	\$50.98	37.50	\$3,823.16	\$99,402.12
T029	REVENUE COLLECTIONS SERVICE MGR	727A	1	\$42.48	37.50	\$3,185.83	\$82,831.61
T029	REVENUE COLLECTIONS SERVICE MGR	727A	2	\$44.60	37.50	\$3,345.26	\$86,976.73
T029	REVENUE COLLECTIONS SERVICE MGR	727A	3	\$46.73	37.50	\$3,504.57	\$91,118.84
T029	REVENUE COLLECTIONS SERVICE MGR	727A	4	\$48.85	37.50	\$3,663.78	\$95,258.34
T029	REVENUE COLLECTIONS SERVICE MGR	727A	5	\$50.98	37.50	\$3,823.16	\$99,402.12
T114	CIVIL ENGINEER	728A	1	\$39.82	40.00	\$3,185.80	\$82,830.72
T114	CIVIL ENGINEER	728A	2	\$41.82	40.00	\$3,345.28	\$86,977.16
T114	CIVIL ENGINEER	728A	3	\$43.81	40.00	\$3,504.57	\$91,118.84
T114	CIVIL ENGINEER	728A	4	\$45.80	40.00	\$3,663.80	\$95,258.76
T114	CIVIL ENGINEER	728A	5	\$47.79	40.00	\$3,823.16	\$99,402.12
T725	GIS TECHNICIAN II	728A	1	\$39.82	40.00	\$3,185.80	\$82,830.72
T725	GIS TECHNICIAN II	728A	2	\$41.82	40.00	\$3,345.28	\$86,977.16
T725	GIS TECHNICIAN II	728A	3	\$43.81	40.00	\$3,504.57	\$91,118.84
T725	GIS TECHNICIAN II	728A	4	\$45.80	40.00	\$3,663.80	\$95,258.76
T725	GIS TECHNICIAN II	728A	5	\$47.79	40.00	\$3,823.16	\$99,402.12
T910	TECH SVC PROJECT LEADER	728A	1	\$39.82	40.00	\$3,185.80	\$82,830.72
T910	TECH SVC PROJECT LEADER	728A	2	\$41.82	40.00	\$3,345.28	\$86,977.16
T910	TECH SVC PROJECT LEADER	728A	3	\$43.81	40.00	\$3,504.57	\$91,118.84
T910	TECH SVC PROJECT LEADER	728A	4	\$45.80	40.00	\$3,663.80	\$95,258.76
T910	TECH SVC PROJECT LEADER	728A	5	\$47.79	40.00	\$3,823.16	\$99,402.12
T065	PUBLIC WORKS PROJECT MANAGER	730A	1	\$46.42	37.50	\$3,481.36	\$90,515.30
T065	PUBLIC WORKS PROJECT MANAGER	730A	2	\$48.25	37.50	\$3,618.64	\$94,084.70
T065	PUBLIC WORKS PROJECT MANAGER	730A	3	\$50.08	37.50	\$3,755.94	\$97,654.53
T065	PUBLIC WORKS PROJECT MANAGER	730A	4	\$51.91	37.50	\$3,893.28	\$101,225.18
T065	PUBLIC WORKS PROJECT MANAGER	730A	5	\$53.74	37.50	\$4,030.57	\$104,794.73
T702	SENIOR ACCOUNTANT	730A	1	\$46.42	37.50	\$3,481.36	\$90,515.30
T702	SENIOR ACCOUNTANT	730A	2	\$48.25	37.50	\$3,618.64	\$94,084.70
T702	SENIOR ACCOUNTANT	730A	3	\$50.08	37.50	\$3,755.94	\$97,654.53
T702	SENIOR ACCOUNTANT	730A	4	\$51.91	37.50	\$3,893.28	\$101,225.18
T702	SENIOR ACCOUNTANT	730A	5	\$53.74	37.50	\$4,030.57	\$104,794.73
T118	TRAFFIC ENGINEER	730A	1	\$46.42	37.50	\$3,481.36	\$90,515.28
T118	TRAFFIC ENGINEER	730A	2	\$48.25	37.50	\$3,618.64	\$94,084.70
T118	TRAFFIC ENGINEER	730A	3	\$50.08	37.50	\$3,755.94	\$97,654.53
T118	TRAFFIC ENGINEER	730A	4	\$51.91	37.50	\$3,893.28	\$101,225.31
T118	TRAFFIC ENGINEER	730A	5	\$53.74	37.50	\$4,030.57	\$104,794.73
T780	SYSTEM APPLICATION CONSULTANT	731A	1	\$43.52	40.00	\$3,481.34	\$90,514.81
T780	SYSTEM APPLICATION CONSULTANT	731A	2	\$45.23	40.00	\$3,618.64	\$94,084.69
T780	SYSTEM APPLICATION CONSULTANT	731A	3	\$46.95	40.00	\$3,755.96	\$97,655.00
T780	SYSTEM APPLICATION CONSULTANT	731A	4	\$48.67	40.00	\$3,893.26	\$101,224.89
T780	SYSTEM APPLICATION CONSULTANT	731A	5	\$50.38	40.00	\$4,030.57	\$104,794.73
T158	DESIGN ENGINEER	731A	1	\$43.52	40.00	\$3,481.34	\$90,514.81
T158	DESIGN ENGINEER	731A	2	\$45.23	40.00	\$3,618.64	\$94,084.69
T158	DESIGN ENGINEER	731A	3	\$46.95	40.00	\$3,755.96	\$97,655.00
T158	DESIGN ENGINEER	731A	4	\$48.67	40.00	\$3,893.26	\$101,224.89
T158	DESIGN ENGINEER	731A	5	\$50.38	40.00	\$4,030.57	\$104,794.73
T996	SENIOR TECH SPECIALIST	731A	1	\$43.52	40.00	\$3,481.34	\$90,514.81
T996	SENIOR TECH SPECIALIST	731A	2	\$45.23	40.00	\$3,618.64	\$94,084.69
T996	SENIOR TECH SPECIALIST	731A	3	\$46.95	40.00	\$3,755.96	\$97,655.00
T996	SENIOR TECH SPECIALIST	731A	4	\$48.67	40.00	\$3,893.26	\$101,224.89
T996	SENIOR TECH SPECIALIST	731A	5	\$50.38	40.00	\$4,030.57	\$104,794.73

<u>Job Class Code</u>		GRADE	STEP	HOURLY RATE	HOURS PER WEEK	PERIOD SALARY	ANNUAL SALARY
T780	SYSTEM APPLICATION CONSULTANT	731A	1	\$43.52	40.00	\$3,481.34	\$90,514.81
T780	SYSTEM APPLICATION CONSULTANT	731A	2	\$45.23	40.00	\$3,618.64	\$94,084.69
T780	SYSTEM APPLICATION CONSULTANT	731A	3	\$46.95	40.00	\$3,755.96	\$97,655.00
T780	SYSTEM APPLICATION CONSULTANT	731A	4	\$48.67	40.00	\$3,893.26	\$101,224.89
T780	SYSTEM APPLICATION CONSULTANT	731A	5	\$50.38	40.00	\$4,030.57	\$104,794.73
T781	SYSTEMS PROGRAMMER	731A	1	\$43.52	40.00	\$3,481.34	\$90,514.81
T781	SYSTEMS PROGRAMMER	731A	2	\$45.23	40.00	\$3,618.64	\$94,084.69
T781	SYSTEMS PROGRAMMER	731A	3	\$46.95	40.00	\$3,755.96	\$97,655.00
T781	SYSTEMS PROGRAMMER	731A	4	\$48.67	40.00	\$3,893.26	\$101,224.89
T781	SYSTEMS PROGRAMMER	731A	5	\$50.38	40.00	\$4,030.57	\$104,794.73
T221	ENVIRONMENTAL TECH	735A	1	\$36.28	40.00	\$2,902.46	\$75,463.95
T221	ENVIRONMENTAL TECH	735A	2	\$38.11	40.00	\$3,049.16	\$79,278.03
T221	ENVIRONMENTAL TECH	735A	3	\$40.00	40.00	\$3,199.78	\$83,194.35
T221	ENVIRONMENTAL TECH	735A	4	\$42.00	40.00	\$3,359.87	\$87,356.65
T221	ENVIRONMENTAL TECH	735A	5	\$44.10	40.00	\$3,527.77	\$91,721.93
T138	CONSTRUCTION INSPECTOR	740A	1	\$39.28	40.00	\$3,142.57	\$81,706.90
T138	CONSTRUCTION INSPECTOR	740A	2	\$41.25	40.00	\$3,299.67	\$85,791.44
T138	CONSTRUCTION INSPECTOR	740A	3	\$43.21	40.00	\$3,456.75	\$89,875.63
T138	CONSTRUCTION INSPECTOR	740A	4	\$45.17	40.00	\$3,613.95	\$93,962.78
T138	CONSTRUCTION INSPECTOR	740A	5	\$47.14	40.00	\$3,771.13	\$98,049.50
T038	SCADA SUPPORT SPECIALIST	745A	1	\$37.19	40.00	\$2,975.39	\$77,360.16
T038	SCADA SUPPORT SPECIALIST	745A	2	\$39.68	40.00	\$3,174.30	\$82,531.86
T038	SCADA SUPPORT SPECIALIST	745A	3	\$42.17	40.00	\$3,373.23	\$87,704.00
T038	SCADA SUPPORT SPECIALIST	745A	4	\$44.65	40.00	\$3,572.14	\$92,875.71
T038	SCADA SUPPORT SPECIALIST	745A	5	\$47.14	40.00	\$3,771.14	\$98,049.61
T997	TECHNICAL SUPPORT SPECIALIST	745A	1	\$37.19	40.00	\$2,975.39	\$77,360.16
T997	TECHNICAL SUPPORT SPECIALIST	745A	2	\$39.68	40.00	\$3,174.30	\$82,531.86
T997	TECHNICAL SUPPORT SPECIALIST	745A	3	\$42.17	40.00	\$3,373.23	\$87,704.00
T997	TECHNICAL SUPPORT SPECIALIST	745A	4	\$44.65	40.00	\$3,572.14	\$92,875.71
T997	TECHNICAL SUPPORT SPECIALIST	745A	5	\$47.14	40.00	\$3,771.14	\$98,049.61

TOWN OF MANCHESTER - RESIDUAL EMPLOYEES  
SALARY SCHEDULE - EFFECTIVE JULY 1, 2027 - JUNE 30, 2028 - 3.25% INCREASE  
NEXT STEP ON 12-MONTH ANNIVERSARY DATE OF HIRE/PROMOTION

<u>Job Class Code</u>		GRADE	STEP	HOURLY RATE	HOURS PER WEEK	PERIOD SALARY	ANNUAL SALARY
T534	PRINT SHOP SUPERVISOR	705A	1	\$34.75	37.50	\$2,605.91	\$67,753.71
T534	PRINT SHOP SUPERVISOR	705A	2	\$36.50	37.50	\$2,737.67	\$71,179.43
T534	PRINT SHOP SUPERVISOR	705A	3	\$38.31	37.50	\$2,873.40	\$74,708.42
T534	PRINT SHOP SUPERVISOR	705A	4	\$40.27	37.50	\$3,020.04	\$78,521.10
T534	PRINT SHOP SUPERVISOR	705A	5	\$42.28	37.50	\$3,170.98	\$82,445.42
T994	SOCIAL WORKER	705A	1	\$34.75	37.50	\$2,605.91	\$67,753.71
T994	SOCIAL WORKER	705A	2	\$36.50	37.50	\$2,737.67	\$71,179.43
T994	SOCIAL WORKER	705A	3	\$38.31	37.50	\$2,873.40	\$74,708.42
T994	SOCIAL WORKER	705A	4	\$40.27	37.50	\$3,020.04	\$78,521.10
T994	SOCIAL WORKER	705A	5	\$42.28	37.50	\$3,170.98	\$82,445.42
T840	YOUTH SERVICE COORDINATOR	705A	1	\$34.75	37.50	\$2,605.91	\$67,753.71
T840	YOUTH SERVICE COORDINATOR	705A	2	\$36.50	37.50	\$2,737.67	\$71,179.43
T840	YOUTH SERVICE COORDINATOR	705A	3	\$38.31	37.50	\$2,873.40	\$74,708.42
T840	YOUTH SERVICE COORDINATOR	705A	4	\$40.27	37.50	\$3,020.04	\$78,521.10
T840	YOUTH SERVICE COORDINATOR	705A	5	\$42.28	37.50	\$3,170.98	\$82,445.42
T841	EARLY CHILDHOOD SPECIALIST	705A	1	\$34.75	37.50	\$2,605.91	\$67,753.71
T841	EARLY CHILDHOOD SPECIALIST	705A	2	\$36.50	37.50	\$2,737.67	\$71,179.43
T841	EARLY CHILDHOOD SPECIALIST	705A	3	\$38.31	37.50	\$2,873.40	\$74,708.42
T841	EARLY CHILDHOOD SPECIALIST	705A	4	\$40.27	37.50	\$3,020.04	\$78,521.10
T841	EARLY CHILDHOOD SPECIALIST	705A	5	\$42.28	37.50	\$3,170.98	\$82,445.42
T181	ENVIRON PLNR/WETLANDS AGENT	708A	1	\$34.54	37.50	\$2,590.47	\$67,352.18
T181	ENVIRON PLNR/WETLANDS AGENT	708A	2	\$36.98	37.50	\$2,773.21	\$72,103.58
T181	ENVIRON PLNR/WETLANDS AGENT	708A	3	\$39.42	37.50	\$2,956.40	\$76,866.48
T181	ENVIRON PLNR/WETLANDS AGENT	708A	4	\$41.86	37.50	\$3,139.37	\$81,623.66
T181	ENVIRON PLNR/WETLANDS AGENT	708A	5	\$44.30	37.50	\$3,322.43	\$86,383.07
T105	CHEMIST	709A	1	\$33.75	40.00	\$2,700.32	\$70,208.40
T105	CHEMIST	709A	2	\$35.52	40.00	\$2,841.67	\$73,883.46
T105	CHEMIST	709A	3	\$37.29	40.00	\$2,983.07	\$77,559.93
T105	CHEMIST	709A	4	\$39.50	40.00	\$3,160.15	\$82,164.02
T105	CHEMIST	709A	5	\$40.56	40.00	\$3,245.16	\$84,374.10
T086	BUYER	710A	1	\$36.84	37.50	\$2,763.14	\$71,841.62
T086	BUYER	710A	2	\$39.44	37.50	\$2,958.09	\$76,910.41
T086	BUYER	710A	3	\$42.05	37.50	\$3,153.50	\$81,991.13
T086	BUYER	710A	4	\$44.65	37.50	\$3,348.66	\$87,065.23
T086	BUYER	710A	5	\$47.25	37.50	\$3,543.85	\$92,140.15
T415	LIC MENTAL HEALTH CLINICIAN	710A	1	\$36.84	37.50	\$2,763.14	\$71,841.62
T415	LIC MENTAL HEALTH CLINICIAN	710A	2	\$39.44	37.50	\$2,958.09	\$76,910.41
T415	LIC MENTAL HEALTH CLINICIAN	710A	3	\$42.05	37.50	\$3,153.50	\$81,991.13
T415	LIC MENTAL HEALTH CLINICIAN	710A	4	\$44.65	37.50	\$3,348.66	\$87,065.23
T415	LIC MENTAL HEALTH CLINICIAN	710A	5	\$47.25	37.50	\$3,543.85	\$92,140.15
T180	COMMUNITY DEV. PRGRM MANAGER	715A	1	\$35.95	37.50	\$2,695.99	\$70,095.74
T180	COMMUNITY DEV. PRGRM MANAGER	715A	2	\$38.51	37.50	\$2,888.55	\$75,102.43
T180	COMMUNITY DEV. PRGRM MANAGER	715A	3	\$41.08	37.50	\$3,081.10	\$80,108.48
T180	COMMUNITY DEV. PRGRM MANAGER	715A	4	\$43.65	37.50	\$3,273.70	\$85,116.23
T180	COMMUNITY DEV. PRGRM MANAGER	715A	5	\$48.02	37.50	\$3,601.29	\$93,633.59
T750	RECREATION SUPERVISOR	715A	1	\$35.95	40.00	\$2,875.72	\$74,768.72
T750	RECREATION SUPERVISOR	715A	2	\$38.51	40.00	\$3,081.12	\$80,109.15
T750	RECREATION SUPERVISOR	715A	3	\$41.08	40.00	\$3,286.51	\$85,449.22
T750	RECREATION SUPERVISOR	715A	4	\$43.65	40.00	\$3,491.94	\$90,790.51
T750	RECREATION SUPERVISOR	715A	5	\$46.22	40.00	\$3,697.33	\$96,130.58
T760	TRAINING WEBSITE SPECIALIST	716A	1	\$35.95	40.00	\$2,875.72	\$74,768.72



<u>Job Class Code</u>		<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>HOURS PER WEEK</u>	<u>PERIOD SALARY</u>	<u>ANNUAL SALARY</u>
T760	TRAINING WEBSITE SPECIALIST	716A	2	\$38.51	40.00	\$3,081.12	\$80,109.15
T760	TRAINING WEBSITE SPECIALIST	716A	3	\$41.08	40.00	\$3,286.51	\$85,449.22
T760	TRAINING WEBSITE SPECIALIST	716A	4	\$43.65	40.00	\$3,491.94	\$90,790.51
T760	TRAINING WEBSITE SPECIALIST	716A	5	\$46.22	40.00	\$3,697.33	\$96,130.58
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	1	\$38.35	37.50	\$2,876.13	\$74,779.34
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	2	\$41.08	37.50	\$3,081.33	\$80,114.65
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	3	\$43.82	37.50	\$3,286.54	\$85,449.95
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	4	\$46.56	37.50	\$3,491.74	\$90,785.26
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	5	\$49.29	37.50	\$3,696.95	\$96,120.57
T926	ASSISTANT ASSESSOR	720A	1	\$43.26	37.50	\$3,244.69	\$84,361.96
T926	ASSISTANT ASSESSOR	720A	2	\$45.43	37.50	\$3,406.93	\$88,580.16
T926	ASSISTANT ASSESSOR	720A	3	\$47.59	37.50	\$3,569.17	\$92,798.37
T926	ASSISTANT ASSESSOR	720A	4	\$49.75	37.50	\$3,731.41	\$97,016.58
T926	ASSISTANT ASSESSOR	720A	5	\$51.92	37.50	\$3,893.63	\$101,234.33
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	1	\$43.26	37.50	\$3,244.69	\$84,361.96
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	2	\$45.43	37.50	\$3,406.93	\$88,580.16
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	3	\$47.59	37.50	\$3,569.17	\$92,798.37
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	4	\$49.75	37.50	\$3,731.41	\$97,016.58
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	5	\$51.92	37.50	\$3,893.63	\$101,234.33
T031	ASSISTANT COLLECTOR OF REVENUE	720A	1	\$43.26	37.50	\$3,244.69	\$84,361.96
T031	ASSISTANT COLLECTOR OF REVENUE	720A	2	\$45.43	37.50	\$3,406.93	\$88,580.16
T031	ASSISTANT COLLECTOR OF REVENUE	720A	3	\$47.59	37.50	\$3,569.17	\$92,798.37
T031	ASSISTANT COLLECTOR OF REVENUE	720A	4	\$49.75	37.50	\$3,731.41	\$97,016.58
T031	ASSISTANT COLLECTOR OF REVENUE	720A	5	\$51.92	37.50	\$3,893.63	\$101,234.33
T529	SENIOR PLANNER	720A	1	\$43.26	37.50	\$3,244.69	\$84,361.96
T529	SENIOR PLANNER	720A	2	\$45.43	37.50	\$3,406.93	\$88,580.16
T529	SENIOR PLANNER	720A	3	\$47.59	37.50	\$3,569.17	\$92,798.37
T529	SENIOR PLANNER	720A	4	\$49.75	37.50	\$3,731.41	\$97,016.58
T529	SENIOR PLANNER	720A	5	\$51.92	37.50	\$3,893.63	\$101,234.33
T680	ZONING ENFORCEMENT OFF	720A	1	\$43.26	37.50	\$3,244.69	\$84,361.96
T680	ZONING ENFORCEMENT OFF	720A	2	\$45.43	37.50	\$3,406.93	\$88,580.16
T680	ZONING ENFORCEMENT OFF	720A	3	\$47.59	37.50	\$3,569.17	\$92,798.37
T680	ZONING ENFORCEMENT OFF	720A	4	\$49.75	37.50	\$3,731.41	\$97,016.58
T680	ZONING ENFORCEMENT OFF	720A	5	\$51.92	37.50	\$3,893.63	\$101,234.33
T706	ACCOUNTANT	725A	1	\$45.06	37.50	\$3,379.81	\$87,875.01
T706	ACCOUNTANT	725A	2	\$47.32	37.50	\$3,548.92	\$92,271.82
T706	ACCOUNTANT	725A	3	\$49.57	37.50	\$3,717.97	\$96,667.33
T706	ACCOUNTANT	725A	4	\$51.82	37.50	\$3,886.84	\$101,057.94
T706	ACCOUNTANT	725A	5	\$54.08	37.50	\$4,055.95	\$105,454.73
T910	TECH SVC PROJECT LEADER	726A	1	\$42.25	40.00	\$3,379.81	\$87,875.01
T910	TECH SVC PROJECT LEADER	726A	2	\$44.36	40.00	\$3,548.93	\$92,272.24
T910	TECH SVC PROJECT LEADER	726A	3	\$46.47	40.00	\$3,717.96	\$96,666.86
T910	TECH SVC PROJECT LEADER	726A	4	\$48.59	40.00	\$3,886.84	\$101,057.94
T910	TECH SVC PROJECT LEADER	726A	5	\$50.70	40.00	\$4,055.93	\$105,454.30
T086	GOVERNMENT BUYER	727A	1	\$43.86	37.50	\$3,289.37	\$85,523.64
T086	GOVERNMENT BUYER	727A	2	\$46.05	37.50	\$3,453.98	\$89,803.47
T086	GOVERNMENT BUYER	727A	3	\$48.25	37.50	\$3,618.47	\$94,080.20
T086	GOVERNMENT BUYER	727A	4	\$50.44	37.50	\$3,782.86	\$98,354.23
T086	GOVERNMENT BUYER	727A	5	\$52.63	37.50	\$3,947.41	\$102,632.69
T088	PURCHASING AGENT	727A	1	\$43.86	37.50	\$3,289.37	\$85,523.64
T088	PURCHASING AGENT	727A	2	\$46.05	37.50	\$3,453.98	\$89,803.47
T088	PURCHASING AGENT	727A	3	\$48.25	37.50	\$3,618.47	\$94,080.20
T088	PURCHASING AGENT	727A	4	\$50.44	37.50	\$3,782.86	\$98,354.23
T088	PURCHASING AGENT	727A	5	\$52.63	37.50	\$3,947.41	\$102,632.69

<u>Job Class Code</u>		GRADE	STEP	HOURLY RATE	HOURS PER WEEK	PERIOD SALARY	ANNUAL SALARY
T183	ECONOMIC DEVP. SPECIALIST	727A	1	\$43.86	37.50	\$3,289.37	\$85,523.64
T183	ECONOMIC DEVP. SPECIALIST	727A	2	\$46.05	37.50	\$3,453.98	\$89,803.47
T183	ECONOMIC DEVP. SPECIALIST	727A	3	\$48.25	37.50	\$3,618.47	\$94,080.20
T183	ECONOMIC DEVP. SPECIALIST	727A	4	\$50.44	37.50	\$3,782.86	\$98,354.23
T183	ECONOMIC DEVP. SPECIALIST	727A	5	\$52.63	37.50	\$3,947.41	\$102,632.69
T029	REVENUE COLLECTIONS SERVICE MGR	727A	1	\$43.86	37.50	\$3,289.37	\$85,523.64
T029	REVENUE COLLECTIONS SERVICE MGR	727A	2	\$46.05	37.50	\$3,453.98	\$89,803.47
T029	REVENUE COLLECTIONS SERVICE MGR	727A	3	\$48.25	37.50	\$3,618.47	\$94,080.20
T029	REVENUE COLLECTIONS SERVICE MGR	727A	4	\$50.44	37.50	\$3,782.86	\$98,354.23
T029	REVENUE COLLECTIONS SERVICE MGR	727A	5	\$52.63	37.50	\$3,947.41	\$102,632.69
T114	CIVIL ENGINEER	728A	1	\$41.12	40.00	\$3,289.34	\$85,522.72
T114	CIVIL ENGINEER	728A	2	\$43.18	40.00	\$3,454.00	\$89,803.92
T114	CIVIL ENGINEER	728A	3	\$45.23	40.00	\$3,618.47	\$94,080.20
T114	CIVIL ENGINEER	728A	4	\$47.29	40.00	\$3,782.87	\$98,354.67
T114	CIVIL ENGINEER	728A	5	\$49.34	40.00	\$3,947.41	\$102,632.69
T725	GIS TECHNICIAN II	728A	1	\$41.12	40.00	\$3,289.34	\$85,522.72
T725	GIS TECHNICIAN II	728A	2	\$43.18	40.00	\$3,454.00	\$89,803.92
T725	GIS TECHNICIAN II	728A	3	\$45.23	40.00	\$3,618.47	\$94,080.20
T725	GIS TECHNICIAN II	728A	4	\$47.29	40.00	\$3,782.87	\$98,354.67
T725	GIS TECHNICIAN II	728A	5	\$49.34	40.00	\$3,947.41	\$102,632.69
T910	TECH SVC PROJECT LEADER	728A	1	\$41.12	40.00	\$3,289.34	\$85,522.72
T910	TECH SVC PROJECT LEADER	728A	2	\$43.18	40.00	\$3,454.00	\$89,803.92
T910	TECH SVC PROJECT LEADER	728A	3	\$45.23	40.00	\$3,618.47	\$94,080.20
T910	TECH SVC PROJECT LEADER	728A	4	\$47.29	40.00	\$3,782.87	\$98,354.67
T910	TECH SVC PROJECT LEADER	728A	5	\$49.34	40.00	\$3,947.41	\$102,632.69
T065	PUBLIC WORKS PROJECT MANAGER	730A	1	\$47.93	37.50	\$3,594.50	\$93,457.04
T065	PUBLIC WORKS PROJECT MANAGER	730A	2	\$49.82	37.50	\$3,736.25	\$97,142.46
T065	PUBLIC WORKS PROJECT MANAGER	730A	3	\$51.71	37.50	\$3,878.01	\$100,828.30
T065	PUBLIC WORKS PROJECT MANAGER	730A	4	\$53.60	37.50	\$4,019.81	\$104,515.00
T065	PUBLIC WORKS PROJECT MANAGER	730A	5	\$55.49	37.50	\$4,161.56	\$108,200.56
T702	SENIOR ACCOUNTANT	730A	1	\$47.93	37.50	\$3,594.50	\$93,457.04
T702	SENIOR ACCOUNTANT	730A	2	\$49.82	37.50	\$3,736.25	\$97,142.46
T702	SENIOR ACCOUNTANT	730A	3	\$51.71	37.50	\$3,878.01	\$100,828.30
T702	SENIOR ACCOUNTANT	730A	4	\$53.60	37.50	\$4,019.81	\$104,515.00
T702	SENIOR ACCOUNTANT	730A	5	\$55.49	37.50	\$4,161.56	\$108,200.56
T118	TRAFFIC ENGINEER	730A	1	\$47.93	37.50	\$3,594.50	\$93,457.02
T118	TRAFFIC ENGINEER	730A	2	\$49.82	37.50	\$3,736.25	\$97,142.46
T118	TRAFFIC ENGINEER	730A	3	\$51.71	37.50	\$3,878.01	\$100,828.30
T118	TRAFFIC ENGINEER	730A	4	\$53.60	37.50	\$4,019.81	\$104,515.13
T118	TRAFFIC ENGINEER	730A	5	\$55.49	37.50	\$4,161.56	\$108,200.56
T780	SYSTEM APPLICATION CONSULTANT	731A	1	\$44.93	40.00	\$3,594.48	\$93,456.54
T780	SYSTEM APPLICATION CONSULTANT	731A	2	\$46.70	40.00	\$3,736.25	\$97,142.44
T780	SYSTEM APPLICATION CONSULTANT	731A	3	\$48.48	40.00	\$3,878.03	\$100,828.78
T780	SYSTEM APPLICATION CONSULTANT	731A	4	\$50.25	40.00	\$4,019.80	\$104,514.70
T780	SYSTEM APPLICATION CONSULTANT	731A	5	\$52.02	40.00	\$4,161.56	\$108,200.56
T158	DESIGN ENGINEER	731A	1	\$44.93	40.00	\$3,594.48	\$93,456.54
T158	DESIGN ENGINEER	731A	2	\$46.70	40.00	\$3,736.25	\$97,142.44
T158	DESIGN ENGINEER	731A	3	\$48.48	40.00	\$3,878.03	\$100,828.78
T158	DESIGN ENGINEER	731A	4	\$50.25	40.00	\$4,019.80	\$104,514.70
T158	DESIGN ENGINEER	731A	5	\$52.02	40.00	\$4,161.56	\$108,200.56
T996	SENIOR TECH SPECIALIST	731A	1	\$44.93	40.00	\$3,594.48	\$93,456.54
T996	SENIOR TECH SPECIALIST	731A	2	\$46.70	40.00	\$3,736.25	\$97,142.44
T996	SENIOR TECH SPECIALIST	731A	3	\$48.48	40.00	\$3,878.03	\$100,828.78
T996	SENIOR TECH SPECIALIST	731A	4	\$50.25	40.00	\$4,019.80	\$104,514.70
T996	SENIOR TECH SPECIALIST	731A	5	\$52.02	40.00	\$4,161.56	\$108,200.56

<u>Job Class Code</u>		GRADE	STEP	HOURLY RATE	HOURS PER WEEK	PERIOD SALARY	ANNUAL SALARY
T780	SYSTEM APPLICATION CONSULTANT	731A	1	\$44.93	40.00	\$3,594.48	\$93,456.54
T780	SYSTEM APPLICATION CONSULTANT	731A	2	\$46.70	40.00	\$3,736.25	\$97,142.44
T780	SYSTEM APPLICATION CONSULTANT	731A	3	\$48.48	40.00	\$3,878.03	\$100,828.78
T780	SYSTEM APPLICATION CONSULTANT	731A	4	\$50.25	40.00	\$4,019.80	\$104,514.70
T780	SYSTEM APPLICATION CONSULTANT	731A	5	\$52.02	40.00	\$4,161.56	\$108,200.56
T781	SYSTEMS PROGRAMMER	731A	1	\$44.93	40.00	\$3,594.48	\$93,456.54
T781	SYSTEMS PROGRAMMER	731A	2	\$46.70	40.00	\$3,736.25	\$97,142.44
T781	SYSTEMS PROGRAMMER	731A	3	\$48.48	40.00	\$3,878.03	\$100,828.78
T781	SYSTEMS PROGRAMMER	731A	4	\$50.25	40.00	\$4,019.80	\$104,514.70
T781	SYSTEMS PROGRAMMER	731A	5	\$52.02	40.00	\$4,161.56	\$108,200.56
T221	ENVIRONMENTAL TECH	735A	1	\$37.46	40.00	\$2,996.79	\$77,916.53
T221	ENVIRONMENTAL TECH	735A	2	\$39.35	40.00	\$3,148.25	\$81,854.57
T221	ENVIRONMENTAL TECH	735A	3	\$41.30	40.00	\$3,303.78	\$85,898.16
T221	ENVIRONMENTAL TECH	735A	4	\$43.36	40.00	\$3,469.07	\$90,195.74
T221	ENVIRONMENTAL TECH	735A	5	\$45.53	40.00	\$3,642.42	\$94,702.90
T138	CONSTRUCTION INSPECTOR	740A	1	\$40.56	40.00	\$3,244.71	\$84,362.37
T138	CONSTRUCTION INSPECTOR	740A	2	\$42.59	40.00	\$3,406.91	\$88,579.66
T138	CONSTRUCTION INSPECTOR	740A	3	\$44.61	40.00	\$3,569.10	\$92,796.59
T138	CONSTRUCTION INSPECTOR	740A	4	\$46.64	40.00	\$3,731.41	\$97,016.58
T138	CONSTRUCTION INSPECTOR	740A	5	\$48.67	40.00	\$3,893.70	\$101,236.11
T038	SCADA SUPPORT SPECIALIST	745A	1	\$38.40	40.00	\$3,072.09	\$79,874.36
T038	SCADA SUPPORT SPECIALIST	745A	2	\$40.97	40.00	\$3,277.47	\$85,214.15
T038	SCADA SUPPORT SPECIALIST	745A	3	\$43.54	40.00	\$3,482.86	\$90,554.38
T038	SCADA SUPPORT SPECIALIST	745A	4	\$46.10	40.00	\$3,688.24	\$95,894.17
T038	SCADA SUPPORT SPECIALIST	745A	5	\$48.67	40.00	\$3,893.70	\$101,236.23
T997	TECHNICAL SUPPORT SPECIALIST	745A	1	\$38.40	40.00	\$3,072.09	\$79,874.36
T997	TECHNICAL SUPPORT SPECIALIST	745A	2	\$40.97	40.00	\$3,277.47	\$85,214.15
T997	TECHNICAL SUPPORT SPECIALIST	745A	3	\$43.54	40.00	\$3,482.86	\$90,554.38
T997	TECHNICAL SUPPORT SPECIALIST	745A	4	\$46.10	40.00	\$3,688.24	\$95,894.17
T997	TECHNICAL SUPPORT SPECIALIST	745A	5	\$48.67	40.00	\$3,893.70	\$101,236.23

TOWN OF MANCHESTER - RESIDUAL EMPLOYEES  
SALARY SCHEDULE - EFFECTIVE JULY 1, 2028 - JUNE 30, 2029 - 3.25% INCREASE  
NEXT STEP ON 12-MONTH ANNIVERSARY DATE OF HIRE/PROMOTION

<u>Job Class Code</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>HOURS PER WEEK</u>	<u>PERIOD SALARY</u>	<u>ANNUAL SALARY</u>
T534 PRINT SHOP SUPERVISOR	705A	1	\$35.87	37.50	\$2,690.60	\$69,955.71
T534 PRINT SHOP SUPERVISOR	705A	2	\$37.69	37.50	\$2,826.64	\$73,492.76
T534 PRINT SHOP SUPERVISOR	705A	3	\$39.56	37.50	\$2,966.79	\$77,136.44
T534 PRINT SHOP SUPERVISOR	705A	4	\$41.58	37.50	\$3,118.19	\$81,073.04
T534 PRINT SHOP SUPERVISOR	705A	5	\$43.65	37.50	\$3,274.03	\$85,124.90
T994 SOCIAL WORKER	705A	1	\$35.87	37.50	\$2,690.60	\$69,955.71
T994 SOCIAL WORKER	705A	2	\$37.69	37.50	\$2,826.64	\$73,492.76
T994 SOCIAL WORKER	705A	3	\$39.56	37.50	\$2,966.79	\$77,136.44
T994 SOCIAL WORKER	705A	4	\$41.58	37.50	\$3,118.19	\$81,073.04
T994 SOCIAL WORKER	705A	5	\$43.65	37.50	\$3,274.03	\$85,124.90
T840 YOUTH SERVICE COORDINATOR	705A	1	\$35.87	37.50	\$2,690.60	\$69,955.71
T840 YOUTH SERVICE COORDINATOR	705A	2	\$37.69	37.50	\$2,826.64	\$73,492.76
T840 YOUTH SERVICE COORDINATOR	705A	3	\$39.56	37.50	\$2,966.79	\$77,136.44
T840 YOUTH SERVICE COORDINATOR	705A	4	\$41.58	37.50	\$3,118.19	\$81,073.04
T840 YOUTH SERVICE COORDINATOR	705A	5	\$43.65	37.50	\$3,274.03	\$85,124.90
T841 EARLY CHILDHOOD SPECIALIST	705A	1	\$35.87	37.50	\$2,690.60	\$69,955.71
T841 EARLY CHILDHOOD SPECIALIST	705A	2	\$37.69	37.50	\$2,826.64	\$73,492.76
T841 EARLY CHILDHOOD SPECIALIST	705A	3	\$39.56	37.50	\$2,966.79	\$77,136.44
T841 EARLY CHILDHOOD SPECIALIST	705A	4	\$41.58	37.50	\$3,118.19	\$81,073.04
T841 EARLY CHILDHOOD SPECIALIST	705A	5	\$43.65	37.50	\$3,274.03	\$85,124.90
T181 ENVIRON PLNR/WETLANDS AGENT	708A	1	\$35.66	37.50	\$2,674.66	\$69,541.12
T181 ENVIRON PLNR/WETLANDS AGENT	708A	2	\$38.18	37.50	\$2,863.34	\$74,446.95
T181 ENVIRON PLNR/WETLANDS AGENT	708A	3	\$40.70	37.50	\$3,052.49	\$79,364.64
T181 ENVIRON PLNR/WETLANDS AGENT	708A	4	\$43.22	37.50	\$3,241.40	\$84,276.43
T181 ENVIRON PLNR/WETLANDS AGENT	708A	5	\$45.74	37.50	\$3,430.40	\$89,190.51
T105 CHEMIST	709A	1	\$34.85	40.00	\$2,788.08	\$72,490.17
T105 CHEMIST	709A	2	\$36.68	40.00	\$2,934.03	\$76,284.67
T105 CHEMIST	709A	3	\$38.50	40.00	\$3,080.02	\$80,080.63
T105 CHEMIST	709A	4	\$40.79	40.00	\$3,262.86	\$84,834.36
T105 CHEMIST	709A	5	\$41.88	40.00	\$3,350.63	\$87,116.26
T086 BUYER	710A	1	\$38.04	37.50	\$2,852.94	\$74,176.47
T086 BUYER	710A	2	\$40.72	37.50	\$3,054.23	\$79,409.99
T086 BUYER	710A	3	\$43.41	37.50	\$3,255.99	\$84,655.84
T086 BUYER	710A	4	\$46.10	37.50	\$3,457.49	\$89,894.85
T086 BUYER	710A	5	\$48.79	37.50	\$3,659.03	\$95,134.71
T415 LIC MENTAL HEALTH CLINICIAN	710A	1	\$38.04	37.50	\$2,852.94	\$74,176.47
T415 LIC MENTAL HEALTH CLINICIAN	710A	2	\$40.72	37.50	\$3,054.23	\$79,409.99
T415 LIC MENTAL HEALTH CLINICIAN	710A	3	\$43.41	37.50	\$3,255.99	\$84,655.84
T415 LIC MENTAL HEALTH CLINICIAN	710A	4	\$46.10	37.50	\$3,457.49	\$89,894.85
T415 LIC MENTAL HEALTH CLINICIAN	710A	5	\$48.79	37.50	\$3,659.03	\$95,134.71
T180 COMMUNITY DEV. PRGRM MANAGER	715A	1	\$37.11	37.50	\$2,783.61	\$72,373.85
T180 COMMUNITY DEV. PRGRM MANAGER	715A	2	\$39.77	37.50	\$2,982.43	\$77,543.26
T180 COMMUNITY DEV. PRGRM MANAGER	715A	3	\$42.42	37.50	\$3,181.23	\$82,712.00
T180 COMMUNITY DEV. PRGRM MANAGER	715A	4	\$45.07	37.50	\$3,380.10	\$87,882.51
T180 COMMUNITY DEV. PRGRM MANAGER	715A	5	\$49.58	37.50	\$3,718.33	\$96,676.68
T750 RECREATION SUPERVISOR	715A	1	\$37.11	40.00	\$2,969.18	\$77,198.70
T750 RECREATION SUPERVISOR	715A	2	\$39.77	40.00	\$3,181.26	\$82,712.70
T750 RECREATION SUPERVISOR	715A	3	\$42.42	40.00	\$3,393.32	\$88,226.32
T750 RECREATION SUPERVISOR	715A	4	\$45.07	40.00	\$3,605.43	\$93,741.20
T750 RECREATION SUPERVISOR	715A	5	\$47.72	40.00	\$3,817.49	\$99,254.83
T760 TRAINING WEBSITE SPECIALIST	716A	1	\$37.11	40.00	\$2,969.18	\$77,198.70

<u>Job Class Code</u>		<u>GRADE</u>	<u>STEP</u>	<u>HOURLY RATE</u>	<u>HOURS PER WEEK</u>	<u>PERIOD SALARY</u>	<u>ANNUAL SALARY</u>
T760	TRAINING WEBSITE SPECIALIST	716A	2	\$39.77	40.00	\$3,181.26	\$82,712.70
T760	TRAINING WEBSITE SPECIALIST	716A	3	\$42.42	40.00	\$3,393.32	\$88,226.32
T760	TRAINING WEBSITE SPECIALIST	716A	4	\$45.07	40.00	\$3,605.43	\$93,741.20
T760	TRAINING WEBSITE SPECIALIST	716A	5	\$47.72	40.00	\$3,817.49	\$99,254.83
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	1	\$39.59	37.50	\$2,969.60	\$77,209.67
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	2	\$42.42	37.50	\$3,181.48	\$82,718.38
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	3	\$45.24	37.50	\$3,393.35	\$88,227.07
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	4	\$48.07	37.50	\$3,605.22	\$93,735.78
T052	PERMIT & SPECIAL EVENTS COORDINATOR	718A	5	\$50.89	37.50	\$3,817.10	\$99,244.49
T926	ASSISTANT ASSESSOR	720A	1	\$44.67	37.50	\$3,350.14	\$87,103.72
T926	ASSISTANT ASSESSOR	720A	2	\$46.90	37.50	\$3,517.65	\$91,459.02
T926	ASSISTANT ASSESSOR	720A	3	\$49.14	37.50	\$3,685.17	\$95,814.32
T926	ASSISTANT ASSESSOR	720A	4	\$51.37	37.50	\$3,852.68	\$100,169.61
T926	ASSISTANT ASSESSOR	720A	5	\$53.60	37.50	\$4,020.17	\$104,524.45
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	1	\$44.67	37.50	\$3,350.14	\$87,103.72
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	2	\$46.90	37.50	\$3,517.65	\$91,459.02
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	3	\$49.14	37.50	\$3,685.17	\$95,814.32
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	4	\$51.37	37.50	\$3,852.68	\$100,169.61
T028	ASSISTANT CHIEF BLDG INSPECTOR	720A	5	\$53.60	37.50	\$4,020.17	\$104,524.45
T031	ASSISTANT COLLECTOR OF REVENUE	720A	1	\$44.67	37.50	\$3,350.14	\$87,103.72
T031	ASSISTANT COLLECTOR OF REVENUE	720A	2	\$46.90	37.50	\$3,517.65	\$91,459.02
T031	ASSISTANT COLLECTOR OF REVENUE	720A	3	\$49.14	37.50	\$3,685.17	\$95,814.32
T031	ASSISTANT COLLECTOR OF REVENUE	720A	4	\$51.37	37.50	\$3,852.68	\$100,169.61
T031	ASSISTANT COLLECTOR OF REVENUE	720A	5	\$53.60	37.50	\$4,020.17	\$104,524.45
T529	SENIOR PLANNER	720A	1	\$44.67	37.50	\$3,350.14	\$87,103.72
T529	SENIOR PLANNER	720A	2	\$46.90	37.50	\$3,517.65	\$91,459.02
T529	SENIOR PLANNER	720A	3	\$49.14	37.50	\$3,685.17	\$95,814.32
T529	SENIOR PLANNER	720A	4	\$51.37	37.50	\$3,852.68	\$100,169.61
T529	SENIOR PLANNER	720A	5	\$53.60	37.50	\$4,020.17	\$104,524.45
T680	ZONING ENFORCEMENT OFF	720A	1	\$44.67	37.50	\$3,350.14	\$87,103.72
T680	ZONING ENFORCEMENT OFF	720A	2	\$46.90	37.50	\$3,517.65	\$91,459.02
T680	ZONING ENFORCEMENT OFF	720A	3	\$49.14	37.50	\$3,685.17	\$95,814.32
T680	ZONING ENFORCEMENT OFF	720A	4	\$51.37	37.50	\$3,852.68	\$100,169.61
T680	ZONING ENFORCEMENT OFF	720A	5	\$53.60	37.50	\$4,020.17	\$104,524.45
T706	ACCOUNTANT	725A	1	\$46.53	37.50	\$3,489.65	\$90,730.95
T706	ACCOUNTANT	725A	2	\$48.86	37.50	\$3,664.26	\$95,270.65
T706	ACCOUNTANT	725A	3	\$51.18	37.50	\$3,838.81	\$99,809.02
T706	ACCOUNTANT	725A	4	\$53.51	37.50	\$4,013.17	\$104,342.32
T706	ACCOUNTANT	725A	5	\$55.84	37.50	\$4,187.77	\$108,882.01
T910	TECH SVC PROJECT LEADER	726A	1	\$43.62	40.00	\$3,489.65	\$90,730.95
T910	TECH SVC PROJECT LEADER	726A	2	\$45.80	40.00	\$3,664.27	\$95,271.09
T910	TECH SVC PROJECT LEADER	726A	3	\$47.98	40.00	\$3,838.79	\$99,808.53
T910	TECH SVC PROJECT LEADER	726A	4	\$50.16	40.00	\$4,013.17	\$104,342.32
T910	TECH SVC PROJECT LEADER	726A	5	\$52.35	40.00	\$4,187.75	\$108,881.56
T086	GOVERNMENT BUYER	727A	1	\$45.28	37.50	\$3,396.28	\$88,303.16
T086	GOVERNMENT BUYER	727A	2	\$47.55	37.50	\$3,566.23	\$92,722.09
T086	GOVERNMENT BUYER	727A	3	\$49.81	37.50	\$3,736.07	\$97,137.81
T086	GOVERNMENT BUYER	727A	4	\$52.08	37.50	\$3,905.80	\$101,550.75
T086	GOVERNMENT BUYER	727A	5	\$54.34	37.50	\$4,075.70	\$105,968.26
T088	PURCHASING AGENT	727A	1	\$45.28	37.50	\$3,396.28	\$88,303.16
T088	PURCHASING AGENT	727A	2	\$47.55	37.50	\$3,566.23	\$92,722.09
T088	PURCHASING AGENT	727A	3	\$49.81	37.50	\$3,736.07	\$97,137.81
T088	PURCHASING AGENT	727A	4	\$52.08	37.50	\$3,905.80	\$101,550.75
T088	PURCHASING AGENT	727A	5	\$54.34	37.50	\$4,075.70	\$105,968.26

<u>Job Class Code</u>		GRADE	STEP	HOURLY RATE	HOURS PER WEEK	PERIOD SALARY	ANNUAL SALARY
T183	ECONOMIC DEVP. SPECIALIST	727A	1	\$45.28	37.50	\$3,396.28	\$88,303.16
T183	ECONOMIC DEVP. SPECIALIST	727A	2	\$47.55	37.50	\$3,566.23	\$92,722.09
T183	ECONOMIC DEVP. SPECIALIST	727A	3	\$49.81	37.50	\$3,736.07	\$97,137.81
T183	ECONOMIC DEVP. SPECIALIST	727A	4	\$52.08	37.50	\$3,905.80	\$101,550.75
T183	ECONOMIC DEVP. SPECIALIST	727A	5	\$54.34	37.50	\$4,075.70	\$105,968.26
T029	REVENUE COLLECTIONS SERVICE MGR	727A	1	\$45.28	37.50	\$3,396.28	\$88,303.16
T029	REVENUE COLLECTIONS SERVICE MGR	727A	2	\$47.55	37.50	\$3,566.23	\$92,722.09
T029	REVENUE COLLECTIONS SERVICE MGR	727A	3	\$49.81	37.50	\$3,736.07	\$97,137.81
T029	REVENUE COLLECTIONS SERVICE MGR	727A	4	\$52.08	37.50	\$3,905.80	\$101,550.75
T029	REVENUE COLLECTIONS SERVICE MGR	727A	5	\$54.34	37.50	\$4,075.70	\$105,968.26
T114	CIVIL ENGINEER	728A	1	\$42.45	40.00	\$3,396.24	\$88,302.21
T114	CIVIL ENGINEER	728A	2	\$44.58	40.00	\$3,566.25	\$92,722.55
T114	CIVIL ENGINEER	728A	3	\$46.70	40.00	\$3,736.07	\$97,137.81
T114	CIVIL ENGINEER	728A	4	\$48.82	40.00	\$3,905.82	\$101,551.20
T114	CIVIL ENGINEER	728A	5	\$50.95	40.00	\$4,075.70	\$105,968.26
T725	GIS TECHNICIAN II	728A	1	\$42.45	40.00	\$3,396.24	\$88,302.21
T725	GIS TECHNICIAN II	728A	2	\$44.58	40.00	\$3,566.25	\$92,722.55
T725	GIS TECHNICIAN II	728A	3	\$46.70	40.00	\$3,736.07	\$97,137.81
T725	GIS TECHNICIAN II	728A	4	\$48.82	40.00	\$3,905.82	\$101,551.20
T725	GIS TECHNICIAN II	728A	5	\$50.95	40.00	\$4,075.70	\$105,968.26
T910	TECH SVC PROJECT LEADER	728A	1	\$42.45	40.00	\$3,396.24	\$88,302.21
T910	TECH SVC PROJECT LEADER	728A	2	\$44.58	40.00	\$3,566.25	\$92,722.55
T910	TECH SVC PROJECT LEADER	728A	3	\$46.70	40.00	\$3,736.07	\$97,137.81
T910	TECH SVC PROJECT LEADER	728A	4	\$48.82	40.00	\$3,905.82	\$101,551.20
T910	TECH SVC PROJECT LEADER	728A	5	\$50.95	40.00	\$4,075.70	\$105,968.26
T065	PUBLIC WORKS PROJECT MANAGER	730A	1	\$49.48	37.50	\$3,711.32	\$96,494.40
T065	PUBLIC WORKS PROJECT MANAGER	730A	2	\$51.44	37.50	\$3,857.68	\$100,299.59
T065	PUBLIC WORKS PROJECT MANAGER	730A	3	\$53.39	37.50	\$4,004.05	\$104,105.22
T065	PUBLIC WORKS PROJECT MANAGER	730A	4	\$55.34	37.50	\$4,150.45	\$107,911.74
T065	PUBLIC WORKS PROJECT MANAGER	730A	5	\$57.29	37.50	\$4,296.81	\$111,717.07
T702	SENIOR ACCOUNTANT	730A	1	\$49.48	37.50	\$3,711.32	\$96,494.40
T702	SENIOR ACCOUNTANT	730A	2	\$51.44	37.50	\$3,857.68	\$100,299.59
T702	SENIOR ACCOUNTANT	730A	3	\$53.39	37.50	\$4,004.05	\$104,105.22
T702	SENIOR ACCOUNTANT	730A	4	\$55.34	37.50	\$4,150.45	\$107,911.74
T702	SENIOR ACCOUNTANT	730A	5	\$57.29	37.50	\$4,296.81	\$111,717.07
T118	TRAFFIC ENGINEER	730A	1	\$49.48	37.50	\$3,711.32	\$96,494.37
T118	TRAFFIC ENGINEER	730A	2	\$51.44	37.50	\$3,857.68	\$100,299.59
T118	TRAFFIC ENGINEER	730A	3	\$53.39	37.50	\$4,004.05	\$104,105.22
T118	TRAFFIC ENGINEER	730A	4	\$55.34	37.50	\$4,150.46	\$107,911.87
T118	TRAFFIC ENGINEER	730A	5	\$57.29	37.50	\$4,296.81	\$111,717.07
T780	SYSTEM APPLICATION CONSULTANT	731A	1	\$46.39	40.00	\$3,711.30	\$96,493.88
T780	SYSTEM APPLICATION CONSULTANT	731A	2	\$48.22	40.00	\$3,857.68	\$100,299.57
T780	SYSTEM APPLICATION CONSULTANT	731A	3	\$50.05	40.00	\$4,004.07	\$104,105.72
T780	SYSTEM APPLICATION CONSULTANT	731A	4	\$51.88	40.00	\$4,150.44	\$107,911.42
T780	SYSTEM APPLICATION CONSULTANT	731A	5	\$53.71	40.00	\$4,296.81	\$111,717.07
T158	DESIGN ENGINEER	731A	1	\$46.39	40.00	\$3,711.30	\$96,493.88
T158	DESIGN ENGINEER	731A	2	\$48.22	40.00	\$3,857.68	\$100,299.57
T158	DESIGN ENGINEER	731A	3	\$50.05	40.00	\$4,004.07	\$104,105.72
T158	DESIGN ENGINEER	731A	4	\$51.88	40.00	\$4,150.44	\$107,911.42
T158	DESIGN ENGINEER	731A	5	\$53.71	40.00	\$4,296.81	\$111,717.07
T996	SENIOR TECH SPECIALIST	731A	1	\$46.39	40.00	\$3,711.30	\$96,493.88
T996	SENIOR TECH SPECIALIST	731A	2	\$48.22	40.00	\$3,857.68	\$100,299.57
T996	SENIOR TECH SPECIALIST	731A	3	\$50.05	40.00	\$4,004.07	\$104,105.72
T996	SENIOR TECH SPECIALIST	731A	4	\$51.88	40.00	\$4,150.44	\$107,911.42
T996	SENIOR TECH SPECIALIST	731A	5	\$53.71	40.00	\$4,296.81	\$111,717.07

<u>Job Class Code</u>		GRADE	STEP	HOURLY RATE	HOURS PER WEEK	PERIOD SALARY	ANNUAL SALARY
T780	SYSTEM APPLICATION CONSULTANT	731A	1	\$46.39	40.00	\$3,711.30	\$96,493.88
T780	SYSTEM APPLICATION CONSULTANT	731A	2	\$48.22	40.00	\$3,857.68	\$100,299.57
T780	SYSTEM APPLICATION CONSULTANT	731A	3	\$50.05	40.00	\$4,004.07	\$104,105.72
T780	SYSTEM APPLICATION CONSULTANT	731A	4	\$51.88	40.00	\$4,150.44	\$107,911.42
T780	SYSTEM APPLICATION CONSULTANT	731A	5	\$53.71	40.00	\$4,296.81	\$111,717.07
T781	SYSTEMS PROGRAMMER	731A	1	\$46.39	40.00	\$3,711.30	\$96,493.88
T781	SYSTEMS PROGRAMMER	731A	2	\$48.22	40.00	\$3,857.68	\$100,299.57
T781	SYSTEMS PROGRAMMER	731A	3	\$50.05	40.00	\$4,004.07	\$104,105.72
T781	SYSTEMS PROGRAMMER	731A	4	\$51.88	40.00	\$4,150.44	\$107,911.42
T781	SYSTEMS PROGRAMMER	731A	5	\$53.71	40.00	\$4,296.81	\$111,717.07
T221	ENVIRONMENTAL TECH	735A	1	\$38.68	40.00	\$3,094.19	\$80,448.82
T221	ENVIRONMENTAL TECH	735A	2	\$40.63	40.00	\$3,250.57	\$84,514.84
T221	ENVIRONMENTAL TECH	735A	3	\$42.64	40.00	\$3,411.15	\$88,689.85
T221	ENVIRONMENTAL TECH	735A	4	\$44.77	40.00	\$3,581.81	\$93,127.10
T221	ENVIRONMENTAL TECH	735A	5	\$47.01	40.00	\$3,760.80	\$97,780.74
T138	CONSTRUCTION INSPECTOR	740A	1	\$41.88	40.00	\$3,350.16	\$87,104.15
T138	CONSTRUCTION INSPECTOR	740A	2	\$43.97	40.00	\$3,517.63	\$91,458.50
T138	CONSTRUCTION INSPECTOR	740A	3	\$46.06	40.00	\$3,685.10	\$95,812.47
T138	CONSTRUCTION INSPECTOR	740A	4	\$48.16	40.00	\$3,852.68	\$100,169.61
T138	CONSTRUCTION INSPECTOR	740A	5	\$50.25	40.00	\$4,020.24	\$104,526.28
T038	SCADA SUPPORT SPECIALIST	745A	1	\$39.65	40.00	\$3,171.93	\$82,470.28
T038	SCADA SUPPORT SPECIALIST	745A	2	\$42.30	40.00	\$3,383.98	\$87,983.61
T038	SCADA SUPPORT SPECIALIST	745A	3	\$44.95	40.00	\$3,596.05	\$93,497.40
T038	SCADA SUPPORT SPECIALIST	745A	4	\$47.60	40.00	\$3,808.11	\$99,010.73
T038	SCADA SUPPORT SPECIALIST	745A	5	\$50.25	40.00	\$4,020.25	\$104,526.40
T997	TECHNICAL SUPPORT SPECIALIST	745A	1	\$39.65	40.00	\$3,171.93	\$82,470.28
T997	TECHNICAL SUPPORT SPECIALIST	745A	2	\$42.30	40.00	\$3,383.98	\$87,983.61
T997	TECHNICAL SUPPORT SPECIALIST	745A	3	\$44.95	40.00	\$3,596.05	\$93,497.40
T997	TECHNICAL SUPPORT SPECIALIST	745A	4	\$47.60	40.00	\$3,808.11	\$99,010.73
T997	TECHNICAL SUPPORT SPECIALIST	745A	5	\$50.25	40.00	\$4,020.25	\$104,526.40

## Appendix B – Health Benefit Plan Summaries

BENEFIT	OAP Basic	
Costshares		
	<p>In-Network services subject to copays</p> <p>OAP Basic plan has no Out-of-Network benefit</p> <p>\$15 Office Visit Copay</p> <p>\$75 Emergency Room Copay</p> <p>Lifetime Maximum In-Network - Unlimited</p>	
Preventive Care		
Pediatric	No Copay	
Adult	No Copay	
Vision	<p>No Copay</p> <p>Covered once every 24 months</p>	
Hearing	<p>No Copay</p> <p>Screening part of physical exam</p>	
Gynecological	No Copay	



<b>Medical Services</b>		
Medical Office Visit	Copay	
Outpatient PT/OT/ST/Chiro.	Copay 60 Combined Days per calendar year per member	
Allergy Services	Office visits/testing: Copay No copay for injections	
Diagnostic Lab & X-ray	Covered	
Inpatient Medical Services	Covered	
Surgery Fees	Covered	
Office Surgery	Covered	
Outpatient MH/SA	Copay	
<b>Emergency Care</b>		
Emergency Room	\$75 Copay (waived if admitted) Sudden & Serious Guidelines	

Urgent Care	\$25 Copay	
Ambulance	Covered	
<b>Inpatient Hospital</b>		
General/Medical/Surgical/ Maternity (Semi-private)	\$200 Copay Effective 7/1/2018	
Ancillary Services Medication, Supplies	Covered	
Psychiatric	Unlimited days	
Substance Abuse/Detox	Unlimited days	
Skilled Nursing/Rehabilitation Facility	Covered up to 180 days per calendar year	
Hospice	Covered	
<b>Outpatient Hospital</b>		
Outpatient Surgery Facility Charges	\$100 Copay (Prior Authorization Required)	

Diagnostic Lab & X-ray	Covered
Pre-Admission Testing	Covered
<b>Other Services</b>	
Durable Medical Equipment	Covered
Prosthetics	Covered
Home Health Care	Unlimited days (Prior Authorization Required)
<b>Pharmacy Benefits</b>	
Prescriptions	\$5/\$20/\$35 Unlimited maximum Three Tier Formulary RX Rider

All benefits listed are for In-Network. For Out-of-Network benefits, please refer to your Employee Benefit Summary. All plans are non-gatekeeper. No referrals are required. No primary care physician is required.

OAP Basic plan has no Out-of-Network benefit.

INFERTILITY: Coverage is subject to a \$5,000 lifetime maximum OAP Basic.

ELIGIBILITY: Dependent children age 25 for All plans; effective July 1, 2010, dependent children covered to age 26 for medical and prescription plans due to the passing of the Health Care Reform Act of March 30, 2010.

BENEFIT		High-Deductible Health Plan/ Health Savings Account	BENEFIT		High-Deductible Health Plan/ Health Savings Account
Costshares			Inpatient Hospital		
		Deductible - \$2,000/\$4,000 Coinsurance - 100% after plan deductible met for in network services \$4,000/\$8,000 out of pocket maximum Coinsurance - 80% after plan deductible met for out of network services  Employer Contribution \$1,000 single coverage  \$2,000 double or family coverage  Lifetime Maximum In-Network - Unlimited Lifetime Maximum Out-Of-Network - Unlimited	General/Medical/Surgical/	Covered 100% after plan deductible met	
			Maternity (Semi-private)		
			Ancillary Services	Covered 100% after plan deductible met	
			Medication, Supplies		
			Psychiatric	Covered 100% after plan deductible met Unlimited days	
		Substance Abuse/Detox	Covered 100% after plan deductible met Unlimited days		
			Skilled Nursing/Rehabilitation	Covered 100% after plan deductible met	
			Facility	Covered up to 180 days per calendar year	
Preventive Care			Hospice	Covered 100% after plan deductible met	
Pediatric		Covered	Outpatient Hospital		

Adult	Covered	Outpatient Surgery Facility Charges	Covered 100% after plan deductible met (Prior Authorization Required)
Hearing	Covered Screening part of physical exam	Diagnostic Lab & X-ray	Covered 100% after plan deductible met
Gynecological	Covered	Pre-Admission Testing	Covered 100% after plan deductible met
<b>Medical Services</b>		<b>Other Services</b>	
Medical Office Visit	Covered 100% after plan deductible met	Durable Medical Equipment	Covered 100% after plan deductible met
Outpatient PT/OT/ST/Chiro.	Covered 100% after plan deductible met 60 Combined Days per calendar year per member	Prosthetics	Covered 100% after plan deductible met
Allergy Services	Covered 100% after plan deductible met	Home Health Care	Covered 100% after plan deductible met Unlimited days (Prior Authorization Required)
Diagnostic Lab & X-ray	Covered 100% after plan deductible met	Vision	Covered 100% after plan deductible met Covered once every 24 months

		<p><b>* All benefits listed are for In-Network. For Out-of-Network benefits, please refer to your Employee Benefit Summary.</b></p> <p><b>INFERTILITY:</b> Coverage is subject to a \$5,000 lifetime maximum</p> <p><b>ELIGIBILITY:</b> Effective July 1, 2010, dependent children covered to age 26 for medical and prescription plans due to the passing of Health Care Reform Act of March 30, 2010.</p>
Inpatient Medical Services	Covered 100% after plan deductible met	
Surgery Fees	Covered 100% after plan deductible met	
Office Surgery	Covered 100% after plan deductible met	
Emergency Room	Covered 100% after plan deductible met	
Ambulance	Covered 100% after plan deductible met	

Prescriptions	Rx copays apply after the deductible is met \$5/\$20/\$30 effective 7/1/2016 \$5/\$20/\$35 Effective 7/1/2017 Three Tier Formulary RX Rider
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