

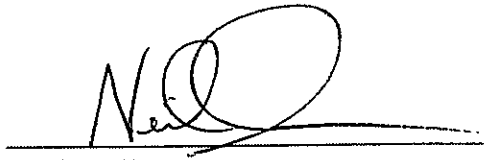
MEMORANDUM OF AGREEMENT

The parties to the Collective Bargaining Agreement (CBA) between Belknap County (Belknap) and the State Employees' Association of New Hampshire, Inc., SEIU Local 1984, Chapter 56, Belknap County Corrections Employees (Union), hereby agree that the CBA shall be and is hereby supplemented as set forth herein:

1. The parties agree that the wage schedule identified in Article 21.1 of the 2020-2023 Collective Bargaining Agreement, shall be replaced with a newly adopted wage schedule. This newly adopted wage schedule shall be identified as Attachment A and is attached herein.
2. Employees shall be placed on the newly adopted wage schedule (Attachment A) effective and retroactive to September 4, 2022 as outlined on the placement document. Corrections Officers are Labor Grade 5. Corrections Sergeants are Labor Grade 8. The placement document shall be identified as Attachment B and is attached herein.
3. Step progression on the revised wage table shall be 3.6% between steps.
4. Consistent with Article 21.1, paragraph A, *All employees who are not at the maximum of their pay range shall move upward one step each year on their anniversary date of hire provided they have attained an overall rating of acceptable or better on their yearly performance evaluation.*
5. On April 1, 2023 Attachment A shall be adjusted by the Northeast Region Consumer Price Index for All Urban Consumers (CPI-U). This adjustment shall be no less than 2.5% and no more than 5.0% and based on the CPI-U figures released in August 2022. This wage increase to bargaining unit employees shall be paid beginning in the first pay period in April 2023.
6. Belknap shall make available an optional Health Insurance benefit identified as the *Access Blue Site of Service ABSOS25/50/3KDED RX R10/25/40 M10/40/70/5K*.
 - a. Employees may elect to change coverage to the optional Health Insurance Benefit during open enrollment period or special enrollment period(s).
 - b. The Employer agrees to provide a weekly payment to bargaining unit employees that elect coverage under the optional Health Insurance Benefit equal to 75% of the savings based on the difference between the total cost of the *Access Blue Site of Service ABSOS20/40/1KDED RX R10/20/45/5K* and the *Access Blue Site of Service ABSOS25/50/3KDED RX R10/25/40 M10/40/70/5K* plans.



Debra Shackett
Belknap County Administrator



Neil Smith
SEA Field Representative

Date: September 2, 2022

Last Name	First Name	9/4/22 New Scale		Hourly	Weekly Increase
		Grade	Step		
DOW	BENJAMIN	8	6	29.7	44.8
Vacant		8	1	24.89	
HURLEY	RONALD	8	4	27.68	18.4
BRETON	JEREMY	8	4	27.68	18.4
FIELDERS	TEAGAN	5	2	20.75	53.6
KEYES	GLENN	5	10	27.54	8.8
Vacant		5			0
DINEEN	EDWARD	5	4	22.27	34.8
SCHULTZ	KEITH	5	2	20.75	14.4
HENRICK	DAVID	5	2	20.75	14.4
HEFFERNAN	SEAN	5	2	20.75	53.6
MCNUTT	SHANE	5	1	20.03	24.8
TATRO	PHILLIP	5	1	20.03	61.6
LINCOLN	GINA	5	3	21.5	44.4
FIELDERS	ANDREW	5	3	21.5	44.4
ESTES	JOSHUA	5	10	27.54	8.8
SOUSA	LINDSAY	5	3	21.5	44.4
PAKENHAM	PAUL	5	1	20.03	61.6
BRACE	MELISSA	5	10	27.54	8.8
BEVIS	JASON	5	2	20.75	53.6
ESOGHAGHI	PHILLIP	5	3	21.5	44.4
KEMOS	STEVEN	5	3	21.5	44.4
HALL	AUSTIN	5	4	22.27	34.8
KELLEY	CHRISTOPHER	5	1	20.03	61.6
LADD	JESSICA	5	1	20.03	61.6

Combined Wage Scale

Classification	GRADE	Salary		Steps												Salary	
		Minimum	Maximum	1	2	3	4	5	6	7	8	9	10	11	12	Maximum	
Maint/Custodian	1			15.00	15.54	16.10	16.68	17.28	17.90	18.55	19.21	19.91	20.62	21.36	22.13		
Housekeeper																	
Laundry Aide																	
Unit Aide																	
Receptionist	2			16.13	16.71	17.31	17.94	18.58	19.25	19.94	20.66	21.40	22.18	22.97	23.80		
Hairdresser																	
Laundry Supervisor																	
Housekeeping Supervisor																	
Nursing Unit Clerk																	
Maintenance Assistant																	
LNA - all	3			17.33	17.95	18.60	19.27	19.96	20.68	21.43	22.20	23.00	23.83	24.68	25.57		
NH Billing Coordinator	4			18.63	19.30	20.00	20.72	21.46	22.23	23.03	23.86	24.72	25.61	26.53	27.49		
NH A/R Clerk																	
Medical Records Coord.																	
Program Instructor																	
Registry/Indexing Clerk																	
Purchasing Coordinator																	
Case Manager	5			20.03	20.75	21.50	22.27	23.07	23.90	24.77	25.66	26.58	27.54	28.53	29.56		
Community Corrections Officer																	
Corrections Officer																	
Dispatcher																	
Administrative Assistant																	
Legal Secretary																	
Civil Clerk																	
Facilities Maint. Technician																	
IT Coordinator	6			21.53	22.31	23.11	23.94	24.80	25.69	26.62	27.58	28.57	29.60	30.66	31.77	66,081.60	
MLNA																	
Victim Assistance Advocate																	
Corporal	7			23.15	23.98	24.85	25.74	26.67	27.63	28.62	29.65	30.72	31.83	32.97	34.16	71,052.80	
Dispatch Supervisor																	
Office Manager- Legal																	
Activity Director																	
Deputy Register of Deeds	8			24.89	25.786040	26.71	27.68	28.67	29.70	30.77	31.88	33.03	34.22	35.45	36.73	76,398.40	
Deputy Sheriff																	
HR Coordinator																	
Corrections Sergeant																	

