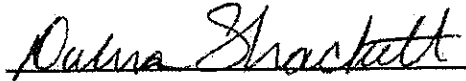


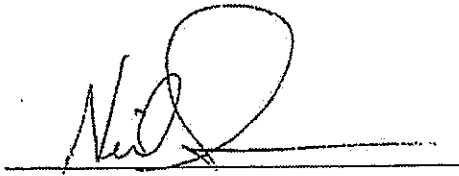
## MEMORANDUM OF AGREEMENT

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 Nursing Home 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, that was amended by Memorandum of Agreement on December 14, 2021, 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. 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

Combined Wage Scale

Classification	GRADE	Salary		Steps												Salary	
		Minimum	Maximum	1	2	3	4	5	6	7	8	9	10	11	12	Minimum	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																	

Combined Wage Scale

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Payroll & A/P Coordinator																				
Retrial Services Coordinator																				
Senior Accountant	9	55,640.00	26.75	27.71	28.71	29.74	30.82	31.92	33.07	34.26	35.50	36.78	38.10	39.47	82,097.60					
Environmental Services Dir.																				
Corrections Lieutenant	10	59,820.80	28.76	29.80	30.87	31.98	33.13	34.32	35.56	36.84	38.17	39.54	40.96	42.44	88,275.20					
Investigator																				
Sheriff Sergeant																				
Restorative Justice Director																				
PN	11	64,313.60	30.92	32.03	33.18	34.38	35.62	36.90	38.23	39.61	41.03	42.51	44.04	45.62	94,889.60					
Social Services Director																				
	12	69,118.40	33.23	34.43	35.67	36.95	38.28	39.66	41.09	42.56	44.10	45.68	47.33	49.03	101,982.40					
IDS Coordinator	13	74,318.40	35.73	37.02	38.35	39.73	41.16	42.64	44.18	45.77	47.41	49.12	50.89	52.72	109,657.60					
RN																				
Chief Deputy																				
Assistant County Attorney																				
Deputy Superintendent																				
RN Unit Manager	14	79,892.80	38.41	39.79	41.23	42.71	44.25	45.84	47.49	49.20	50.97	52.81	54.71	56.68	117,894.40					
RN Supervisor																				
Quality Assurance Coord.																				
Staff Dev./Infection Control Coord.																				
Facilities Manager																				
Deputy County Attorney																				
Asst. Director of Nursing	15	85,884.76													126,736.48					
HR Director	16	92,326.12													136,241.72					
Corrections Superintendent																				
Finance Director																				
Director of Nursing																				
	17	99,250.58													146,459.84					
Nursing Home Administrator	18	106,694.37													157,444.33					
County Administrator																				

Last Name	First Name	Grade	Current		Anniv.	9/1/2022		Weekly Increase	Post 9/1 Step		2022		2023					
			Step	Rate		Grade	Step		Hourly	Grade	Step	Hourly	Existing	Yr End	5% Step Existing	Pre April Step	April 5% COLA	Post April Step
MARTIN	ROBERT	03	5	17.76	2/22	2	4	17.95			17.76	17.95	18.65	18.60	19.53			
ESOCHAGHI	BETH	05	8	21.11	8/7	3	8	22.20			22.16	22.20	23.27	23.31	24.15			
SHARP	JANE	05	8	21.11	11/8	3	8	22.20		3	23.00	23.00	23.27	24.15	25.02			
JACQUES	JILL	05	5	18.23	2/21	3	3	18.60			18.23	18.60	19.14	19.27	20.23			
EREHART KNYT	KATHLEEN	05	4	17.36	3/9	3	2	17.95			17.36	17.95	18.23	18.60	19.53			
BANFILL	JESSICA	05	4	17.36	1/10	3	2	17.95			17.36	17.95	18.23	18.60	19.53			
SMITH	ALICIA	05	4	17.36	3/14	3	3	18.60			17.36	18.60	18.23	19.27	20.23			
STONE	ANGELA	05	6	19.14	8/30	3	6	20.68			20.10	20.68	21.11	21.71	22.50			
HAHN	JESSICA	05	4	17.36	1/10	3	2	17.95			17.36	17.95	18.23	18.60	19.53			
BOOTH	CHRISTINE	05	4	17.36	5/23	3	3	18.60			18.23	18.60	19.14	19.53	20.23			
CARTER	ANITA	05	9	22.16	3/14	3	10	23.83			23.27	23.83	24.43	24.69	25.92			
KIESEL	CHARLOTT	05	10	23.27	1/13	3	10	23.83			23.27	23.83	24.43	24.69	25.92			
HALLIGAN	GILLIAN	05	6	19.14	7/22	3	6	20.68			20.10	20.68	21.11	21.71	22.50			
RUSSO	CHRISTINE	05	5	18.23	10/12/17	3	3	18.60		3	19.14	19.27	20.10	20.23	20.96			
DEVITO	ERIN	05	5	18.23	11/6/20	3	3	18.60		3	19.14	19.27	20.10	20.23	20.96			
DUNGELMAN	FEDELINA	05	5	18.23	8/13/20	3	4	19.27			19.14	19.27	20.10	20.23	20.96			
SANTIAGO	QUETSY	05	4	17.36	6/4	3	3	18.60			18.23	18.60	19.14	19.53	20.23			
POIRE	DEBRA	05	5	18.23	4/9	3	3	18.60			18.23	18.60	19.14	19.27	20.23			
GANZEL	JESSICA	05	9	22.16	8/30	3	10	23.83			23.27	23.83	24.43	25.02	25.92			
JENNESS	SAMANTH	05	4	17.36	3/7/22	3	2	17.95			17.36	17.95	18.23	18.60	19.53			
CRANE	FAITH	05	6	19.14	8/12	3	6	20.68			20.1	20.68	21.11	21.71	22.50			
HAHN	TOMI	05	2	15.75	9/7/21	3	1	17.33		3	17.36	17.95	18.23	18.85	19.53			
PALMER	MARVIE JC	05	4	17.36	1/10/19	3	2	17.95		2	17.36	17.95	18.23	18.60	19.53			
TRUESDELL	KAREN	05	9	22.16	6/5/03	3	10	23.83			23.27	23.83	24.43	25.02	25.92			
SHAMPNEY	MECHEL	05	4	17.36	10/25/16	3	2	17.95		3	18.23	18.60	19.14	19.53	20.23			
JORDAN	LYDIA	05	4	17.36	3/23/22	3	2	17.95			17.36	17.95	18.23	18.60	19.53			
BROWN	MARCIA	05	3	16.54	7/22/19	3	2	17.95			17.36	17.95	18.23	18.60	19.53			
CATALDO	CRYSTAL	05	3	16.54	5/26/19	3	2	17.95			17.36	17.95	18.23	18.60	19.53			
OTTATI	SARA	05	4	17.36	10/5/20	3	2	17.95		3	18.23	18.60	19.14	19.53	20.23			
WENTWORTH	KELLY	05	4	17.36	10/6/21	3	2	17.95		3	18.23	18.60	19.14	19.53	20.23			
TUSI	CASEY	05	6	19.14	10/1/14	3	5	19.96		3	20.1	20.68	21.11	21.71	22.50			
SMITH	HEIDI	05	5	18.23	5/19/19	3	4	19.27			19.14	19.27	20.10	20.23	20.96			
DAME	KAYLEEN	05	2	15.75	9/9/21	3	1	17.33		3	16.54	17.95	17.37	18.85	19.53			
GAUDETTE	GWEN	10	6	30.63	12/11/07	11	4	34.38		3	16.54	17.95	17.37	18.85	19.53			
PINGOL	GENARO	10	4	27.78	9/2/18	11	2	32.03		11	32.16	35.62	33.77	37.40	38.75			
PRICE	KRISTIN	10	6	30.63	7/7/15	11	4	34.38		11	29.17	33.19	30.63	34.85	36.10			
PAGE	DONNA	10	6	30.63	8/7/16	11	4	34.38			32.16	34.38	33.77	36.10	37.40			
ESOCHAGHI	KINGSLEY	08	6	22.97	5/26/19	6	3	23.11			32.16	34.38	33.77	36.10	37.40			
CLEVELAND	CHARLES	08	4	20.84	7/21/16	6	2	22.31			22.97	23.11	24.12	24.27	25.14			
BELIVEAU	SUSANNE	08	6	22.97	3/15/16	6	5	24.81			21.88	22.31	22.97	23.43	24.27			
											24.12	24.81	25.33	25.70	26.99			

Last Name	First Name	Current		Anniv. Date	9/1/2022 New Scale		Weekly Increase	Post 9/1 Step		2022		2023		
		Grade	Step		Grade	Step		Hourly Rate	Hourly	Grade	Step	Hourly	Year End Existing	Year End Yr. End
SMITH	JOANNE	08	8	2/22	6	6	14.80	25.70			25.33	25.70	26.63	27.96
LARAMIE	JESSE	03	4	9/14/15	2	3	16.00	17.31	2	4	17.76	17.93	18.65	18.83
DOW	LAURA	02	3	10/20/19	1	3	70.80	16.10	1	4	15.05	16.68	15.80	17.51
QUALE	ASHLEY	02	4	6/2/15	1	5	59.20	17.28			15.8	17.28	16.59	18.14
PERRY	DONALD	03	9	4/21	2	11	12.40	22.97			22.66	22.97	23.79	24.99
KELLY	ROBIN	02	3	8/19/18	1	4	65.20	16.68			15.05	16.68	15.80	17.51
GIANNI	ANGELA	02	3	11/1/20	1	2	48.40	15.54	1	3	15.05	16.10	15.80	16.91
LARAWAY	LILA	05	10	2/7	3	10	22.40	23.83			23.27	23.83	24.43	25.92
PELLETIER	DAWN	05	4	4/5	3	3	14.80	18.60			18.23	18.60	19.14	19.53
PETEL	ANN MARI	05	8	11/15	3	7	12.80	21.43	3	8	22.16	22.20	23.27	23.31
PIDGEON	KATHY	05	2	9/7/21	3	1	63.20	17.33	3	2	16.54	17.95	17.37	18.85
											Wages	Taxes	NHRS	Total
									2022		29,369	2,247	4,129	35,745
									2023		155,053	11,862	21,800	188,715