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.
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