

COOS COUNTY COMMISSIONERS

AND

COOS COUNTY CORRECTIONS  
CHAPTER 53  
STATE EMPLOYEES' ASSOCIATION SEIU LOCAL 1984

**MEMORANDUM OF AGREEMENT**

The Coos County Commissioners (County) and State Employees' Association SEIU, Local 1984 (Union) hereby agree to amend and supplement the collective bargaining agreement (CBA) covering the period between January 1, 2022 and December 31, 2024 as follows:

1. The wage schedule contained in the CBA shall be modified as set forth on Attachment A to this Memorandum of Agreement.
2. The parties agree that the current Article 14.4 of the CBA shall be deleted and replaced with the following language:  
  
14.4. Uncertified correctional officers will be placed on the same pay scale as certified correctional officers. Further movement on the wage schedule will then take place annually on the officer's SERVICE DATE if the conditions as set forth in Section 14.7 are met.
3. The County has notified the Union that it does not intend to fill the vacant "Outside Corporal" position. The "Outside Corporal" was required to be a certified corrections officer and was a Group II position under the New Hampshire Retirement System.
4. The County has notified the Union that it is creating a new "Grounds Worker" position. The job description for this position is set forth in Attachment B to this Memorandum of Agreement. The Grounds Worker position does not require the employee to be a certified corrections officer and is considered a Group One position under the New

Hampshire Retirement System. The parties have agreed to a new pay classification for the Grounds Worker position and to its inclusion in the bargaining unit. See Attachment A.

COOS COUNTY COMMISSIONERS

STATE EMPLOYEES' ASSOCIATION  
SEIU LOCAL 1984

Thomas Bradley 4/12/23  
By: Date

James M. Han 4-11-23  
By: Date

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SEA FIELD REP II

Paul Dan 4/12/2023

Robert L Philberg 4/12/2023

Attachment A

Community Programs Corporal	21.00	21.63	22.29	22.96	23.65	24.37
	22.00	22.66	23.34	24.04	24.76	25.50
Corrections Officer	18.50	19.05	19.62	20.22	20.82	21.44
	20.00	20.60	21.22	21.86	22.52	23.20
<del>Corrections Officer-Uncertified</del>	<del>17.30</del>	<del>17.65</del>				
	<del>19.00</del>	<del>19.57</del>				
Grounds Worker	20.00	20.60	21.22	21.86	22.52	23.20