

**STATE EMPLOYEES' ASSOCIATION OF NEW HAMPSHIRE  
SEIU LOCAL 1984**

**AND**

**CITY OF LACONIA, NEW HAMPSHIRE**

**MEMORANDUM OF AGREEMENT**

1. The State Employees' Association of New Hampshire, SEIU Local 1984 ("the Union") and the City of Laconia, New Hampshire ("the City") are parties to a collective bargaining agreement ("the CBA") that covers the period July 1, 2022 through June 30, 2025.
2. The parties desire to incorporate changes to Longevity Bonus payments outlined in the CBA that have already received City Council approval.
3. Effective upon signing, the following changes shall be incorporated into the CBA:

14.5.1 Longevity bonuses shall be paid to full time employees according to the schedule shown below. A full-time employee under this provision is one whose work schedule averages a minimum of 35 hours per week during the 12 month period.

The periods of time during which an employee is not authorized to accrue annual leave or sick leave shall not be creditable time for longevity purposes, Creditable time under this provision may be effective with the date an employee begins City employment. In the event that an action of the Laconia City Council authorizes longevity payments which are higher than those set forth herein, those higher amounts shall be incorporated herein by reference.


Creditable Year of Service	Annual Longevity Pay	
5 through 9 years	<del>\$ 30.00 per year</del>	<i>1 day pay plus one (1) personal day</i>
10 through 14 years	<del>\$ 60.00 per year</del>	<i>2 days pay plus one (1) personal day</i>
15 through 19 years	<del>\$ 90.00 per year</del>	<i>3 days pay plus one (1) personal day</i>
20 through 24 years	<del>\$150.00 per year</del>	<i>4 days pay plus one (1) personal day</i>
25 <b>until termination</b> through 29 years	<del>\$210.00 per year</del>	<i>5 days pay plus one (1) personal day</i>
30 through 34 years	<del>\$270.00 per year</del>	
35 years until termination	<del>\$300.00 per year</del>	

*For calculations under this section, one (1) days pay shall equal the employees standard hours of employment. Personal day earned must be used within 12 months of*

*earning. Unused days have no cash value at separation and shall lapse after 12 months.*

For the Union,

For the City,

 8-23-23  
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Dan Walker, Chapter President

 8/23/23  
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Kirk Beatie, City Manager