

**STATE EMPLOYEES' ASSOCIATION OF NEW HAMPSHIRE,  
INC. - SEIU LOCAL 1984  
AND  
TOWN OF EXETER, NEW HAMPSHIRE**

**MEMORANDUM OF AGREEMENT**

1. The State Employees' Association of New Hampshire, Inc. - SEIU Local 1984 ("the Union") and the Town of Exeter, New Hampshire ("the Town") are parties to a collective bargaining agreement ("the CBA") that covers the period January 1, 2022 through December 31, 2024.
2. The Town has received certain funding from the American Rescue Plan Act of 2021 and has recognized certain savings/unanticipated revenue from operating the Department at less than full staffing. Additionally, the Town has already budgeted funds for reallocation of positions in this bargaining unit. To keep up with competing communities and to retain critical employees, the Union and the Town have agreed to allocate these funds as follows:
  - A. Effective in the first full pay period in August 2023, the base wages of all members of the bargaining unit who are currently two (2) or more steps below the top step on the Pay Plan will be increased by two (2) steps.
  - B. Effective in the first full pay period in August 2023, the base wages of all members of the bargaining unit who are currently one (1) step below the top step on the Pay Plan will be increased by one (1) step. These bargaining unit members will also receive an additional one-time, lump-sum, retention bonus payment equal to two and one-half percent (2 ½%) of their current base salary. This retention bonus payment, less ordinary and regular withholdings, will be paid by separate payroll check, on or about August 23, 2023.
  - C. Those bargaining unit members already on the top step of the Pay Plan will receive a one-time, lump-sum, retention bonus payment equal to five percent (5%) of their current base salary. This retention bonus payment,

less ordinary and regular withholdings, will be paid by separate payroll check, on or about August 23, 2023.

3. This Memorandum of Agreement is intended to address a specific, unique situation between the Town and the Union. ***Other than as is provided by this document, nothing herein is intended*** to modify any other provisions of the CBA, to create any binding past practice, or to establish any precedent between the Town and the Union.

Dated: 7-21-23

  
State Employees' Association of New Hampshire,  
Inc. SEIU Local 1984

Dated: 7-21-23

  
Town of Exeter, New Hampshire