

**AGREEMENT**  
**BETWEEN**  
**TOWN OF MANCHESTER, CONNECTICUT**  
**AND**  
**CSEA, SEIU LOCAL 2001**  
**SUPERVISORY UNIT**

**July 1, 2023 – June 30, 2027**

## TABLE OF CONTENTS

ARTICLE I	PREAMBLE .....	1
ARTICLE II	RECOGNITION CLAUSE.....	1
ARTICLE III	UNION SECURITY .....	1
ARTICLE IV	MANAGEMENT RIGHTS CLAUSE.....	2
ARTICLE V	NO STRIKE AND NO LOCKOUT .....	2
ARTICLE VI	NONDISCRIMINATION.....	3
ARTICLE VII	PROBATIONARY PERIOD.....	3
ARTICLE VIII	LAYOFF PROCEDURES .....	3
ARTICLE IX	HOURS OF WORK.....	4
ARTICLE X	HOLIDAYS .....	6
ARTICLE XI	ANNUAL LEAVE.....	6
ARTICLE XII	SICK LEAVE .....	8
ARTICLE XIII	LEAVE PROVISIONS .....	11
ARTICLE XIV	GRIEVANCE PROCEDURE.....	13
ARTICLE XV	HEALTH.....	15
ARTICLE XVI	WAGES AND BENEFITS .....	15
ARTICLE XVII	INSURANCE AND PENSION .....	17
ARTICLE XVIII	SUPERVISORY RESPONSIBILITIES .....	23
ARTICLE XIX	MISCELLANEOUS .....	23
ARTICLE XX	ENTIRE AGREEMENT .....	23
ARTICLE XXI	SAVINGS CLAUSE.....	24
ARTICLE XXII	DURATION.....	24
APPENDIX A	SALARY SCHEDULES .....	27
APPENDIX B	HEALTH BENEFIT PLAN SUMMARIES .....	56
APPENDIX C	ON-CALL AGREEMENT .....	58

## **ARTICLE I – PREAMBLE**

The following Agreement between the Town of Manchester, hereinafter referred to as the "Town" and the Manchester Supervisory Unit, CSEA, SEIU Local 2001, hereinafter referred to as the "Union" is recorded in written form to meet the requirements set forth in Section 7-470(c) of the Municipal Employee Relations Act of the General Statutes of Connecticut.

This Agreement is designed to promote a cooperative relationship between the Union and the Town and to provide for an equitable and orderly procedure for the resolution of differences in accordance with the provisions specified herein.

## **ARTICLE II - RECOGNITION CLAUSE**

The Town recognizes the Union as the exclusive bargaining agent for the purpose of establishing wages, hours and conditions of employment for all employees in those titles listed on the certification issued by the Connecticut State Board of Labor Relations (Case No. ME-9062) and those titles added to the bargaining unit effective July 1, 2004, excluding the Assessor, Collector of Revenue, Director of General Services, Director of Senior Citizens Center, Director of Information Systems, Accounting Manager, Director of Finance, Director of Planning and Economic Development, Budget and Research Officer, Director of Administrative Services, Town Manager, Director of Public Works, Public Works Administrator, Director of Human Services, Director of Parks and Recreation, Water and Sewer Administrator, Director of Human Resources, Human Resources Specialist, Director of Health, Director of Social Services, Chief Building Inspector, Town Engineer, Parks Administrator, Police and Fire personnel, and all other employees of the Town including temporary employees assigned to titles included in the above-mentioned certification and part-time employees.

## **ARTICLE III - UNION SECURITY**

**Section 1.** Upon receipt of individual written authorization from employees to become members of the bargaining unit, the Town agrees to deduct Union dues or a service fee monthly from earned wages and remit promptly to the Union at its current address not later than the last day of each month.

**Section 2.** No payroll deduction of dues shall be made during a payroll period in which earnings are insufficient to cover the amount of deductions, or shall such be made from subsequent payrolls to cover the period in question.

**Section 3.** The obligation of the Town for funds actually deducted under this Article terminates upon the delivery of the deductions so made to the person authorized to receive such amounts from the Town.

**Section 4.** The Union shall indemnify, defend and save the Town harmless against any and all claims, demands, suits or other forms of liability (monetary or otherwise) and for all legal costs

that shall arise out of or by reason of action taken or not taken by the Town in complying with the provisions of this Article.

#### **ARTICLE IV - MANAGEMENT RIGHTS CLAUSE**

**Section 1.** Except as specifically abridged or modified by any provisions of this Agreement, the Town has and will continue to retain, whether exercised or not all of the rights, powers and authority heretofore existing, including but not limited to the following:

- a. To determine the standards of services to be offered by its departments and divisions.
- b. To determine the care, maintenance and operation of equipment and property used for and in behalf of the purposes of the Town.
- c. To determine the standards of selection for employment and to appoint, promote, demote, allocate, assign and transfer personnel.
- d. To select and to determine the number and types of employees required to perform the Town's operations.
- e. To establish work and productivity standards, and from time to time to change those standards and to schedule and assign work.
- f. To establish or continue policies, practices and procedures for the conduct of Town business, and from time to time to change or abolish such policies, practices or procedures.
- g. To relieve its employees from duty because of lack of work or for other legitimate reasons.
- h. To determine the content of job classifications.
- i. To prescribe and enforce rules and regulations for the maintenance of discipline and for the performance of work in accordance with the requirements of the Town and to take disciplinary action.
- j. To ensure that related duties connected with departmental operations, whether enumerated in job descriptions or not, shall be performed by employees.
- k. To exercise complete control and discretion over the organization and the technology of performing its work.
- l. To fulfill all of its legal responsibilities.

The above rights, responsibilities and prerogatives are inherent in the Town Board of Directors and Town Manager by virtue of statutory and charter provisions and cannot be subject to any grievance or arbitration proceedings except as specifically provided for in this Agreement.

#### **ARTICLE V - NO STRIKE AND NO LOCKOUT**

**Section 1.** The Union, its officers, agents or employees agree that it will not instigate, promote, sponsor, engage in or condone any strike (including sympathy strikes), slowdown, concerted stoppage of work or any other intentional disruption of the operations of the Town, regardless of the reason for so doing.

**Section 2.** The Town will not instigate a lockout over a dispute with the Union so long as there is no breach of Section 1 of this Article.

## **ARTICLE VI – NONDISCRIMINATION**

**Section 1.** Neither the Town nor the Union shall discriminate against any employee covered by this Agreement in a manner which would violate any applicable laws because of race, creed, color, disability, national origin, age, sexual orientation, veteran status, gender identity or sex. Claims of workplace discrimination shall be processed by the proper state or federal agency.

**Section 2.** Whenever the male gender is used in this Agreement, it shall be construed to include equally both male and female employees.

## **ARTICLE VII - PROBATIONARY PERIOD**

**Section 1.** All new appointments to full-time positions, including those made by promotion, shall be subject to a probationary period of six (6) months, except that the period may be longer or shorter, depending on the nature of the position, if approved by the Town Manager and written notice is provided to the Union prior to the position being filled. The probationary period required represents a total cumulative service time, and days may be adjusted upward so as to properly allow for authorized leaves of absences or other approved breaks in service. However, should any such leave of absence or break in service be greater than two (2) months, the Town may require that the entire probationary period be restarted at the time the employee returns to work. Probationary employees shall be subject to all provisions of this Agreement except they shall not have the right to the grievance procedure. All employees promoted or transferred shall be considered probationary employees and shall be subject to all provisions of this Agreement, except that disciplinary actions including termination which are a result of the employee's failure to demonstrate that he can completely and satisfactorily perform the job within the time limits of the probationary period may only be grieved up to and including the second step of the grievance procedure.

One (1) month before the end of an employee's probationary period, the department head shall submit to the Town Manager, or his designated representative, a written performance report recommending regular status, dismissal or extension of the probationary period for not more than six (6) months. Should the employee's probationary period be extended, he shall be notified in writing at least ten (10) days prior to the end of his probationary period.

## **ARTICLE VIII - LAYOFF PROCEDURES**

**Section 1.** In the event of layoffs within a particular classification within a division, employees in that classification shall be laid off in reverse order of seniority. In cases where there is only one person in a classification within a division, the Town Manager shall have the sole discretion to determine the order of layoff of individuals in positions in this bargaining unit, and the individual

laid off shall have no bumping rights. The Town shall make an attempt to place laid off employees in a vacant, funded position within the bargaining unit, should one be available at the time of layoff and should the employee be qualified to perform the position without additional training. If layoffs are known with enough advance notice so that employees can be trained to assume a vacant, funded position, the Town shall make an effort to provide the employer with training. The Town Manager shall determine whether an employee is qualified to perform the position and his decision shall not be subject to the grievance procedure.

**Section 2.** Employees who are laid off shall have recall rights for a period of one (1) year from the date of layoff and only to the class within the department or division from which the employee was laid off. The last employee in the class laid off from the department or division shall be the first employee recalled to that class within the department or division involved from which the employee was laid off, provided he is presently qualified to perform the work in the job classification to which they are recalled without further training. Employees shall have two (2) weeks from the date the Town sends a notice of recall to the employee at his last known address to return to the job.

## **ARTICLE IX - HOURS OF WORK**

**Section 1.** The regular hours of employment for positions in this bargaining unit shall be eight (8) hours per day, five (5) days per week, Monday through Friday, scheduled by the Town between the hours of 7:00 A.M. and 6:00 P.M., with one-half (1/2) hour lunch period, except for:

- a) the Assistant Recreation Director position, which may be scheduled between the hours of 6:00 A.M. and 10:00 P.M.;
- b) the Foreman's position in Sanitation, which shall work a Monday through Friday or a Tuesday through Saturday schedule;
- c) supervisory employees who, while working on assignments involving household hazardous waste collection days, may be scheduled between 6:00 A.M. and 6:00 P.M.; and
- d) the Administrative Records Supervisor, Customer Service Center Manager and the Chief Sanitarian whose hours shall be seven and one-half (7 ½) hours per day, five (5) days per week, Monday through Friday.

Employees hired after July 1, 1999, shall be scheduled between the hours of 6:00 A.M. and 10:00 P.M.

### **Section 2.**

A. Employees in the bargaining unit, who are exempt from the provisions of the Fair Labor Standards Act and/or State Wage and Hour requirements, and who are required to attend meetings of Town boards and commissions, may be granted compensatory time, not to be calculated on an hour-for-hour basis, in recognition of extra hours worked. It is recognized by members of the

bargaining unit, that occasionally as part of their regular hours and compensation, they may be required to report earlier or work later than the hours stated in Sections 1 above. Extra work, required by the Town to be performed by employees, which occurs on a frequent basis or for significant durations of time (greater than a total of sixty (60) minutes prior to or after regular working hours) which is scheduled in advance, shall be paid or receive compensatory time off at the discretion of the Town on an hour-for-hour basis at the employee's regular base rate, except for employees within the Public Works Department and Water and Sewer Department who shall request to accrue compensatory time up to a 40 hour limit or be paid for such time. Employees shall be paid or receive compensatory time off, at the discretion of the Town, provided they have exceeded forty (40) hours per week or thirty-seven and one-half (37.5) hours per week for those employees identified in Section 1d), except for employees within the Public Works Department and the Water and Sewer Department who shall be paid or can request to receive compensatory time (up to a 40 hour limit) for such time, at the rate of time and one-half (1 ½) the employee's regular base rate if called back to work on an unscheduled basis after the regular working hours for the position, or on the sixth (6th) working day for the position. Double time (2) shall be paid when called back to work on an unscheduled basis either on the seventh (7th) working day for the position, or on a holiday listed in Article X of this Agreement, and provided that they have exceeded forty (40) hours per week or thirty-seven and one-half (37.5) hours per week for those employees identified in Section 1d).

B. On-Call. Those employees within Field Services receiving on-call pay must be within reach at all times and must respond to all calls received. Failure to respond while on call may subject the employee to disciplinary action. One (1) employee on call per week in the Field Services Division and Water and Sewer Department (excluding Treatment Plants) shall receive on-call pay of two hundred fifty dollars (\$250) per week. Two (2) additional on-call persons in the Field Services Division and the Master Mechanic, who are on call during the months of December 1 to March 31, shall receive on-call pay of one hundred fifty dollars (\$150) per week during said months. The Master Mechanic shall be on call weekly from December 1 to March 31. The call-in pay provision stated herein shall not apply to overtime which is a continuation of the normal workday; weekend/holiday overtime work scheduled in advance; overtime which is not a continuation of the normal workday, but which is scheduled prior to the end of the previous workday. Those divisions within the Public Works Department and the Water and Sewer Department which, as of July 1, 1985, paid employees called in for work outside their regularly-scheduled working hours, except when called within four (4) hours from the start of any previous call out, a minimum of four (4) hours at time and one-half (1 ½) their base rate if called Monday through Saturday and double (2) their base rate of pay for Sundays and holidays shall continue to make such payments.

C. Employees of the Water and Sewer Department who call additional personnel to address after-hours work assignments shall be compensated for one hour at time and one-half (1 ½) pay when such occurs on Monday through Saturday and at double time when such occurs on Sunday or a holiday.

D. Subject To Call. All employees are expected to occasionally respond to calls during non-working hours due to unexpected or emergency conditions. Employees are required to provide the Department with a current telephone number and to respond when called. This provision is

not intended to restrict the activities of employees when off duty, except as otherwise provided herein.

## **ARTICLE X – HOLIDAYS**

**Section 1.** The following holidays shall be observed as days off with full pay:

New Year's Day	Independence Day
Martin Luther King Day	Labor Day
Lincoln's Birthday	Columbus Day
Washington's Birthday	Veterans' Day
Good Friday	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Juneteenth	Christmas Day

The Town, at its discretion, retains the right to substitute a floating holiday on a date of its choosing in lieu of the traditional date for celebrating Lincoln's Birthday, provided the Town notifies the union of the substitute holiday not later than December 31<sup>st</sup> for the following calendar year. Holidays listed above shall be celebrated on the same day as the State of Connecticut as set forth in Connecticut General Statutes, Section 1-4.

**Section 2.** Holidays falling on a Saturday shall be celebrated on the preceding day. Holidays falling on Sunday shall be celebrated on the following day.

**Section 3.** When a holiday falls while an employee is on annual leave the holiday shall not be charged against the annual leave allowance.

**Section 4.** Each employee's holiday pay shall be computed at his regular daily rate.

**Section 5.** The Working Foreman and Work Coordinator in Sanitation shall be given a day off with regular pay to be used at a later date within the fiscal year when a holiday falls on one of his/her regularly scheduled days off. All holiday time shall be used in the fiscal year in which it is earned.

## **ARTICLE XI - ANNUAL LEAVE**

### **Section 1.**

A. Employees hired prior to July 1, 1996 shall receive 20 days of annual leave annually up to the fifth (5th) year of employment; 22 days between the fifth (5th) and tenth (10th) years; and 25 days between the tenth (10th) and twentieth (20th) year; and 30 days thereafter.

Employees appointed after July 1, 1996 shall receive 15 days of annual leave annually up to the fifth (5th) year of employment; 20 days between the fifth (5th) and tenth (10th) years, and 25 days



between the tenth (10th) and twentieth (20th) year; and 30 days thereafter. Employees hired after January of each year shall be eligible for such leave on a prorated basis subject to other provisions of this Agreement.

Employees appointed after July 1, 1999, shall receive:

15 days of annual leave annually up to and including the 5<sup>th</sup> year of employment.

17 days annually between the 6<sup>th</sup> year of employment and up to and including the 10<sup>th</sup> year of employment.

20 days annually between the 11<sup>th</sup> year of employment and up to and including the 20<sup>th</sup> year of employment.

25 days annually thereafter.

Employees hired after January of each year shall be eligible for such leave on a prorated basis subject to other provisions of this Agreement.

B. Employees may request payment, at the employee's current base rate of pay, for up to five (5) annual leave days per year, in lieu of annual leave, which may be granted at the discretion of the Town Manager if the work load in the department/division is such that using the annual leave time allotted is not possible in the calendar year. Denial by the Town Manager of said request shall not be the basis for a grievance. Employees who accrue and utilize compensatory time off in addition to annual leave shall not be eligible for this payment.

C. Employees may carry forward up to fifteen (15) days of unused annual leave from one year to the next. The amount of leave carried forward shall not exceed a total of fifteen (15) days unless authorized by the Town Manager or designee.

D. For employees hired prior to July 1, 2004, at the time of separation from the Town, the amount paid for unused accumulated annual leave shall not exceed the total of one (1) year of annual leave for which the employee is eligible, plus a maximum of fifteen (15) days of annual leave time carried forward. Employees hired prior to July 1, 1996, who have authorized accumulated vacation time, shall be allowed to retain and be paid for their balance upon separation from the Town, but any additional annual leave carried forward shall be limited to the fifteen (15) day amount. Employees hired prior to July 1, 2004 who leave the Town's employ during the course of a given year shall be paid out for accumulated time on a pro-rated basis, subject to the provisions of Section 5-A.

E. Any payouts for annual leave due under this Section will be made in three equal installments over a period of three fiscal years (year of retirement and subsequent two years) if the gross amount exceeds \$10,000. Payouts of less than \$10,000 will be made at the time of retirement.

**Section 2.** The standard annual leave year shall run from January 1 to December 31 with an employee's annual leave time computed on the basis of his anniversary of employment and adjusted the following calendar year.

**Section 3.** Whenever there shall be a conflict in requested annual leave dates, preference shall be

given to employees in the same work classification according to number of years of service with the Town.

**Section 4. Accrual During Leaves.**

A. No annual leave time shall be accumulated by employees who are absent from duty on leave of absence other than sick leave.

B. Annual leave shall accrue for the first twelve (12) months in which an employee is on Workers' Compensation. Upon reinstatement after a period of compensation, the employee shall have one (1) year in which he/she may take such annual leave as was credited as of the date of injury or illness, or as accrued while on compensation. If an employee does not take such annual leave during this period, said amounts shall be forfeited.

**Section 5.**

A. An employee hired prior to July 1, 2004, unless terminated consistent with the terms of this Agreement, shall be entitled to full pay for any annual leave time due him/her, subject to the provisions of Section 1-D, as long as at least three (3) weeks written notice is given by the employee to the department head. Employees hired on or after July 1, 2004 are not entitled to any payment for annual leave upon separation from employment.

B. Annual leave time due an employee must be utilized prior to an employee taking a leave of absence without pay. No additional annual leave will be credited during his absence. Authorized leave of absence for one (1) month or less should not be considered to be a basis of reducing an employee's benefits.

**ARTICLE XII - SICK LEAVE**

**Section 1.** Accumulated sick leave is a benefit to the employee and shall only be utilized in the event of a personal illness or serious or disabling injury or illness, except that an employee may use up to forty (40) hours of sick leave annually for critical illness or severe injury in the immediate family creating an emergency that requires the attendance or aid of the employee. The Town provides no long-term disability insurance for its employees beyond the provisions of the Workers' Compensation Act. It is therefore crucial that employees conserve as much of their sick leave accrual as possible in order to ensure against future need.

The Town reserves the right to discipline employees whose utilization of sick leave is not in accordance with the terms of this Agreement. Evidence of misuse of sick leave includes, but is not limited to: patterns of sick leave use on Mondays and Fridays; use of sick days immediately preceding or following holidays; and use of sick days in conjunction with annual leave or other approved leaves of absence. Employees are required to utilize sick leave in accordance with the provisions contained herein for a personal illness or a serious or disabling personal illness or injury, except use of said leave is not allowed where the injury or illness is sustained in the employment of another employer or which is traceable to such employment.

A full-time employee shall accrue sick leave with pay of one and one-quarter (1<sup>1</sup>/<sub>4</sub>) days for each full month of employment with no limit to the amount of unused sick leave that can be accumulated to be reduced to one (1) day for each full month of employment for employees hired after July 1, 1996.

To verify proper use of sick leave, employees shall be required to provide the Town with an acceptable medical certificate on a prescribed form and signed by a licensed physician or other practitioner whose method of healing is recognized by the State of Connecticut to support a request for sick leave during annual leave; for a period of absence in excess of five (5) consecutive working days or for any duration of absence from duty recurring frequently or habitually, provided that the employee has been previously notified in writing that such a certificate may be required; and to support a request for sick leave on a day which the employee had previously requested to use annual leave and the request had been denied. Employees may be required to provide such a certificate for any use of sick leave which exceeds a total of five (5) days per calendar year in the sole discretion of the Town. The requirement for a doctor's note shall be reviewed after twelve (12) months from the date the requirement commenced.

**Section 2.** The department shall be notified by the employee whenever he is unable to report to work because of illness not later than thirty (30) minutes after the start of the employee's scheduled workday unless it is absolutely impossible to do so.

**Section 3. Sick Leave Payouts on Retirement or Termination.**

A. Employees Hired Prior to July 1, 1996:

1. Upon retirement, as defined by the Town of Manchester Supplemental Pension Ordinance, an employee shall be paid for any unused, accumulated sick leave up to one hundred five (105) days on the basis of the employee's current salary.
2. Upon termination other than discharge, the employee shall be paid, on the basis of current salary, for any of his unused accumulated sick leave up to forty-five (45) days, provided the employee has given two (2) weeks written notice to the department head. There shall be no payout for unused accumulated sick leave for any employee who is discharged for disciplinary reasons.

B. Employees Hired on or After July 1, 1996 and Prior to July 1, 1999:

1. Upon retirement, as defined by the Town of Manchester Supplemental Pension Ordinance, an employee hired on or after July 1, 1996 and prior to July 1, 1999, shall be paid for seventy (70) days of unused, accumulated sick leave, based on an average of the last three (3) years' salary.
2. Upon termination other than discharge, an employee hired on or after July 1, 1996 and prior to July 1, 1999, who has at least five (5) years of service with the Town, shall be paid for up to forty-five (45) days of unused, accumulated sick leave, based on an average of the last three (3) years' salary, provided the employee has given two (2) weeks written notice to the department head. There shall be no payout for unused accumulated sick leave for any employee who is

discharged for disciplinary reasons.

C. Employees Hired on or After July 1, 1999 and Prior to July 1, 2004:

1. Upon retirement, as defined by the Town of Manchester Supplemental Pension Ordinance, an employee hired on or after July 1, 1999 and prior to July 1, 2004, shall be paid for sixty (60) days of unused, accumulated sick leave, based on an average of the last three (3) years' salary.

2. An employee who resigns and who has at least ten (10) years of service with the Town shall be paid for up to thirty (30) days of unused, accumulated sick leave, based on an average of the last three (3) years' salary, provided the employee has given two (2) weeks written notice to the department head. There shall be no payout for unused accumulated sick leave for any employee who is discharged for disciplinary reasons.

D. Employees Hired on or After July 1, 2004:

There shall be no payout of sick leave under any circumstances for employees hired on or after July 1, 2004.

E. Any payouts for sick leave due under this Section will be made in three equal installments over a period of three fiscal years (year of retirement and subsequent two years) if the gross amount exceeds \$10,000. Payouts of less than \$10,000 will be made at the time of retirement.

**Section 4. Sick Leave Payouts on Death of an Employee.**

A. Employees Hired Prior to July 1, 1996:

In the event of an employee's death, his spouse, and/or children, shall receive, on the basis of the employee's current salary, payment for any of the employee's unused, accumulated sick leave up to one hundred and five (105) days.

B. Employees Hired On or After July 1, 1996 and Prior to January 1, 1999:

In the event of an employee's death, his spouse, and/or children, shall receive, on the basis of the employee's current salary, payment for any of the employee's unused, accumulated sick leave up to one hundred and five (105) days.

C. Employees Hired on or After January 1, 1999 and Prior to July 1, 2004:

In the event of an employee's death, his spouse, and/or children, shall receive, on the basis of the employee's current salary, payment for any of the employee's unused, accumulated sick leave in the amount the employee would have received had he/she actually retired from the Town.

D. Employees Hired on or After July 1, 2004:

There shall be no payout of sick leave under any circumstances for employees hired on or after

July 1, 2004.

E. Any payouts for sick leave due under this Section will be made in three equal installments over a period of three fiscal years (year of retirement and subsequent two years) if the gross amount exceeds \$10,000. Payouts of less than \$10,000 will be made at the time of retirement.

**Section 5.** The Town Manager, in his sole discretion, may grant additional consecutive sick leave with pay in exceptional cases. This shall not exceed eight (8) days for each year of consecutive service with the Town. Requests for such additional sick leave shall be submitted in writing to the employee's department head, who shall transmit it with a written recommendation to the Town Manager. Additional sick leave with pay, if granted by the Town, shall be deducted from future accumulated sick leave at the rate of eight (8) days per year. A request for leave under this Section can only be made after all other leave provisions are exhausted.

**Section 6.** Employees may donate time (annual leave or sick time) to a designated employee, who has exhausted all their annual leave and sick time, provided that they maintain a balance of 40 sick days. Members not meeting their balance requirement may donate annual leave in lieu of sick time.

**Section 7.** An acceptable certificate signed by a licensed physician whose method of healing is recognized by the State of Connecticut may be required of an employee to substantiate a request for sick leave for the following reasons:

- a) for any period of absence in excess of five (5) consecutive working days;
- b) for leave of any duration, if absence from duty occurs frequently or habitually;
- c) when evidence indicates reasonable cause for requiring such form.

In addition, the Town Manager, or his designee, may make provisions for a physician other than the employee's family doctor to make a further examination.

### **ARTICLE XIII - LEAVE PROVISIONS**

**Section 1.** Each employee shall be granted special leave with full pay for the following reasons:

A. An employee who is unable to report for regular work due to injuries or other disability sustained in the performance of his work shall receive the difference between his regular weekly pay and the allowance for Workers' Compensation. The Town's liability for Supplemental Workers' Compensation payments shall cease at the end of one (1) year or at the end of disability, whichever comes first.

B. Because of a demand which is made for the employee by another governmental agency as a result of employment by the Town or as a result of Jury Duty, the Town may deduct from the

employee's pay the amount of money paid the employee for serving on Jury Duty.

C. An employee who has completed the probationary period may be granted a leave of absence with pay to attend professional conferences which the Town Manager determines will contribute to, or increase the employee's knowledge with regard to the betterment of public service. Such approval will be granted only where budgetary provision has been made or if the employee has agreed to pay the cost.

D. Full-time employees will be granted leave of absence with pay not to be deducted from their accumulated sick leave of up to six (6) hours annually for medical, dental or eye examinations for which arrangements cannot be made outside of working hours. Any medical, dental or eye examinations or treatment in excess of the six (6) hours annually shall be charged to sick leave. Approval must be received from the department head at least twenty-four (24) hours in advance of the requested leave except in the case of emergency.

**Section 2.** Employees shall be granted leave with pay for the duration of military service and shall be reinstated to their original position or to one similar in pay and duties upon their separation from such military service provided they return to the Town service within ninety (90) days of their separation from the military service.

**Section 3.** Employees shall be granted leave with pay for participation in short term military training in the Federal Reserves or National Guard. In case the employee receives any pay, the employee's Town salary shall be reduced by that amount for the duration of the leave. The period of absence in any calendar year shall not exceed thirty (30) days.

**Section 4.** Maternity leave shall be provided in accordance with state and federal law. In addition, employees with at least one year of service are eligible for up to six (6) weeks of Paid Parental Leave (PPL). PPL is available to new parents who need time to bond with a new child entering their life either by birth, adoption, or foster care placement. This leave must be taken within the first year of the child's birth, adoption, or foster care placement.

During the leave period, the employee shall be paid 100% of their base wages for the first two (2) weeks, and 50% of base wages for the remaining four (4) weeks. Employees shall be eligible to use any accrued leave in order to receive compensation up to 100% of base pay during the weeks reimbursed at 50%. This paid leave will run concurrently with and count toward other leaves for which the employee may be eligible, including the federally mandated twelve weeks of Family and Medical Leave Act ("FMLA").

A childbearing employee on parental leave beyond the six (6) weeks of PPL is eligible to use paid sick leave in accordance with the sick leave provisions of this Agreement except they may opt to keep one week of Annual Leave. An employee who exhausts unused, accumulated sick leave will be carried on leave of absence without pay for the balance of the leave period. Such employee shall have up to ninety (90) days from the date of birth of the child to return to work. An employee who wishes to return to her same position must so notify the department head, in writing, prior to the last scheduled workday. Before the expiration of the leave, application may be made to the Town Manager for extension of said leave. Extensions shall normally only be granted as a result

of medical complications of the birth. Such extension is in the sole discretion of the Town Manager and is not subject to the grievance procedure of this agreement. If the application for extension is denied or if the employee decides not to return after the 90-day period, she may request to the Town Manager that she be placed on a reemployment list for a period not to exceed two (2) years. During the two-year period of time, should a vacancy occur in the department in which the employee last worked and should the vacancy be in a position which the employee previously occupied and should the employee be qualified to perform the work as required without further training, then the employee shall be certified to the appointing authority for consideration.

Should the employee, after electing to be placed on the reemployment list, decide to withdraw all money due her from the Town's Pension Plan, then the individual shall be considered as a new employee if and when she is reemployed beyond the 2-year reemployment period. This shall include receiving the starting salary for the position as well as receiving no credit for previous time worked in terms of seniority, annual leave accrual rate, or sick leave balance. Any unused, accumulated sick time paid out shall be deducted from any future available unused, accumulated sick time eligible to the employee upon retirement or termination.

Should the employee not withdraw the money in the Pension Plan due her and be reemployed under the provisions of this Section, then she shall be credited for the years of service she had prior to being placed on the reemployment list. The individual shall receive a salary that is closest to the salary she was receiving at the time she went on the reemployment list. Any unused, accumulated sick time paid out shall be deducted from any future available unused, accumulated sick time eligible to the employee upon retirement or termination.

**Section 5.** Leaves of absence without pay may be granted to employees who have completed the probationary period on recommendation of the department head with the approval of the Town Manager for not longer than one (1) year. Requests for such leave without pay shall be made in writing to the department head and shall include a statement of the reasons therefor and of the length of leave requested. Any employee who is on leave of absence without pay shall not be paid for any holiday or sick leave during the period of absence. Any annual leave time due an employee at the time of taking a leave of absence without pay may be paid at that time. Authorized leaves of absences for one (1) month or less will not be used as a basis of reducing employees' benefits. With the approval of the Town Manager, a department head may reinstate an employee from a leave of absence without pay to the position formerly held by that employee, if it is vacant.

**Section 6.** Up to ten (10) days of leave per calendar year will be permitted, without loss of pay, without loss of seniority, for up to two (2) employees (Union officers and/or Union Leaders) selected by the Union to attend the biannual convention, the SEIU international convention and other trainings or workshops conducted by the Union.

**Section 7. Bereavement Leave.** Employees are eligible for the following amounts of leave without loss of pay for the purposes bereavement: five (5) working days' leave for the loss of the employee's spouse, child, or stepchild; three (3) working days for the loss of employee's parent, step-parent, sibling, grandparent or grandchild; one (1) working day for loss of employee's spouse's parent, sibling, grandparent or employee's niece, nephew, aunt or uncle.

## **ARTICLE XIV - GRIEVANCE PROCEDURE**

**Section 1.** The purpose of this procedure is to provide an orderly method for adjusting grievances. Grievances arising out of matters covered by this Agreement will be processed in the following manner at the request of either party.

### **Step One**

Any post-probationary employee who has a grievance shall reduce the grievance to writing and shall submit the grievance within five (5) working days of the event to his department head setting forth the facts of the grievance, the Agreement provisions in question and the remedy requested. Within ten (10) working days after said department head receives such grievance, he or his designated representative shall give the Union his answer to the grievance in writing.

### **Step Two**

If the aggrieved employee is dissatisfied with the department head's decision, he may appeal in writing to the Town Manager within seven (7) working days of the receipt of the department head's decision. It shall be the responsibility of the aggrieved employee to provide the Town Manager with a copy of the grievance referred to in Step One above and all supporting documentation. The Town Manager shall meet with the aggrieved employee and his department head within ten (10) working days of receipt of the written appeal. The purpose of the meeting will be to hear the issues and gather facts. The employee may be represented at this meeting by any other party of his choosing. The Town Manager shall submit a written decision to the employee within ten (10) working days of the Step Two meeting.

### **Step Three**

If the aggrieved employee and his representative are not satisfied with the decision rendered, he or his representative may submit the grievance within thirty (30) working days to the Connecticut State Board of Mediation and Arbitration and the decision rendered by the Arbitrator or Arbitrators shall be final and binding upon both parties. The Arbitrator shall be limited to the terms of the Agreement and shall not have the power to modify, amend or delete any terms or provisions of this Agreement. The Union shall provide a copy of its request for arbitration to the Town. Either party may decide to use the services of the American Arbitration Association, instead of the State Board of Mediation and Arbitration and the parties shall share the cost.

**Section 2.** The number of bargaining unit employees who may be released from duty with pay in order to present grievances, under Section 1 of this Article, shall not exceed two (2) at any one (1) time, unless the attendance of additional witnesses is required.

**Section 3.** Time extensions beyond those stipulated in this grievance procedure may be arrived at in writing by mutual agreement of both parties concerned. Absent an extension of time, failure at any step of this procedure to communicate a decision within the specified time limits shall permit the aggrieved employee to proceed immediately to the next step. Failure at any step to appeal within the specified time limits shall be considered acceptance of the decision rendered.



**Section 4.** Nothing in this Article is intended to prohibit the Town from processing a grievance through the grievance procedure up to and including arbitration. Any such grievance shall be submitted first to the local Union President and if not satisfactorily resolved within two (2) weeks of its submission, the Town may submit the grievance to the State Board of Mediation and Arbitration or the American Arbitration Association.

**Section 5.** The services of the Union Representative shall be available to the complainant on any step of the grievance procedure.

#### **ARTICLE XV – HEALTH**

**Section 1.** Those employees who, in the sole discretion of the Town Manager, are required to purchase safety shoes shall receive reimbursement at the maximum rate of \$225 per year. Such reimbursement of payment will be made within thirty (30) days upon presentation of a receipt to employees who have completed their probationary period. Employees receiving said reimbursement shall wear the safety shoes at all times during the workday. Affected employees found not wearing safety shoes shall be subject to disciplinary action.

**Section 2.** The Town will provide employees, who work outside in inclement weather, foul weather gear for their care and maintenance. The determination of the nature of foul weather gear, and which employees shall receive said gear, shall be the sole discretion of the department head with approval from the Town Manager. With the exception of gloves, replacements may be obtained by turning in damaged or worn items that were previously issued. Lost or stolen items must be reported to the division head within twenty-four (24) hours of the occurrence.

**Section 3.** Employees shall be provided recreation cards and have access to recreation facilities included as part of the Town's Wellness Program during non-working hours.

#### **ARTICLE XVI - WAGES AND BENEFITS**

##### **Section 1.** **Wages.**

A. Wage increases during the term of this Agreement shall be as follows:

1. Effective July 1, 2023 for those employees on the payroll as of the effective date of this Agreement, wages shall be increased by two and a quarter percent (2.25%).
2. Effective June 30, 2024 wages shall be increased by two and a quarter percent (2.25%).
3. Effective July 1, 2025 wages shall be increased by two and a quarter percent (2.25%).
4. Effective July 1, 2026 wages shall be increased by two and a quarter percent (2.25%).

B. Salary Plan A, shall be in effect for all employees hired prior to July 1, 1999. Employees hired after July 1, 1999, shall be placed on Salary Plan B.

In order to encourage room for advancement within the organization, and in recognition of management duties, the importance of management and supervisory responsibilities and duties for the Town organization, wages shall increase by an additional one percent (1%) effective:

1. On or about the first regular payroll date following July 1, 2024.
2. On or about the first regular payroll date following July 1, 2025.
3. On or about the first regular payroll date following July 1, 2026.

In addition, in recognition of the current economic climate, the Town shall provide a one-time lump sum payment of \$3,000 to employees on the payroll as of the effective date of this Agreement. The payment will be made on the first regular payroll date following the ratification of this Agreement and will not increase an employee's base pay.

**Section 2. Step Advancement.**

- A. Employees hired prior to July 1, 1999 shall be on the 12-month step plan. Such employees shall move to the next step of their salary range on the anniversary date of their employment, or, if the classification's wage group is changed, on the anniversary date of the implementation of the wage group change, provided they have performed the duties of the position satisfactorily as determined by the Town Manager or his designee.
- B. Employees hired prior to the ratification of the 2020-2022 agreement who had previously been on the 18 month step plan shall be moved to the 12 month step plan. Such employees shall move to the next step of their salary range twelve months from the date of their last step increase, provided they have performed the duties of the position satisfactorily as determine by the Town Manager or his designee.
- C. All other employees shall be on the 12 month step plan and shall move to the next step of their salary range on the anniversary date of their employment, provided they have performed the duties of the position satisfactorily as determine by the Town Manager or his designee.

**Section 3. Evaluations.** A performance evaluation shall be performed in May of each year and shall be used as a basis for assessing performance and recommending corrective action. The evaluation may also be used by the Town Manager in determining whether step increases shall be granted as specified in Section 2 of this Article. The Town Manager may at his discretion award individuals with up to three (3) days off with pay per year based on the result of the evaluation.

**Section 4. Longevity.** Longevity payments shall not be available for employees hired after July 1, 1999. Effective with the November 1999 payment, the current longevity schedule for those eligible to receive said payments shall increase by \$100 as follows:

10 years .....	\$200
15 years .....	\$300
20 years .....	\$500

Longevity payments shall be made in two installments - November and May of each year.

**Section 5. Shift Differential.** No employee in the bargaining unit shall be eligible for a night shift differential, except those employees receiving a night shift differential prior to the signing of this Agreement.

**Section 6. Tuition Reimbursement.** Any employee in the bargaining unit taking college courses which in the sole discretion of the Town Manager directly relate to the employee's current assignments shall be eligible to be reimbursed for seventy-five percent (75%) of the tuition costs and books, not to exceed two (2) courses in any fiscal year, when the school and course(s) are approved in writing by the Town Manager in advance and the employee receives a "C" or better ("B" or better for graduate work) in such approved course. Notification of intent to take such course(s) and requests for approval must be made with enough advance notice so that money can be properly budgeted. If said notice is not provided in a timely fashion, reimbursement may be delayed until the following fiscal year. The determination of the Town Manager or his/her designee concerning eligibility for tuition reimbursement shall not be subject to the grievance procedure.

Employees who leave the Town's employ, for any reason, within three (3) years of being reimbursed under this Section, shall have deducted from any payout for which the employee is eligible under Article XII, Section 3 or 4, the amount of reimbursement they have received under this Section. Any employee who is not eligible to receive payouts shall be required to repay all tuition reimbursement received if the employee leaves the town's employ for any reason other than layoff within three (3) years of being reimbursed under this section. Authorization to deduct monies from final pay will be sought from the employee and/or payments shall be made by the employee directly to the Town on a mutually agreed schedule.

**Section 7. Working Foreman/Sexton.** The Working Foreman/Sexton will have an additional list of duties. The employee performing the duties of Sexton shall receive an annual stipend of \$5,200. If another employee assumes these duties either permanently or temporarily, the annual stipend will be prorated and paid to that individual accordingly.

**Section 8. Working Master Mechanic.** Effective with the signing of the 2020 – 2022 agreement the Working Master Mechanic wage group shall have a step 6 added.

**Section 9. Process Control Supervisor.** Effective with the signing of the 2020 – 2022 agreement the Process Control Supervisor position shall be moved to wage group 825B.

**Section 10. Process Control Supervisor, Working Master Mechanic, and Superintendent of Communications.** Effective with the signing of the 2023 – 2027 agreement, the Process Control Supervisor, Working Master Mechanic, and Superintendent of Communications will be moved to the agreed upon wage scales listed below. Wage increases for these positions will be reflected in the salary tables effective 7/1/23.

Working Master Mechanic Salary Schedule:

\$ 82,500

\$ 84,831

\$ 87,161

\$ 89,615  
\$ 91,824  
\$ 94,118

Process Control Supervisor Salary Schedule:

\$ 82,025  
\$ 85,882  
\$ 89,734  
\$ 93,588  
\$ 97,446

Superintendent of Communications Salary Schedule:

\$ 80,310  
\$ 84,167  
\$ 88,019  
\$ 91,873  
\$ 95,731

## **ARTICLE XVII – INSURANCE AND PENSION**

### **Section 1. Health Insurance.**

A. The Town shall provide and pay for the following health insurance for each full-time employee and his/her dependents, as provided herein:

#### **Medical Plans:**

1. An Open Access Plan (OAP) Basic Plan with in-network coverage only. The employee shall contribute through payroll deductions, which shall be on a pretax basis as allowed by the Internal Revenue Service Code.
2. A High Deductible Health Plan with a Health Savings Account (HDHP/HSA) with a \$2,000/\$4,000 deductible. The Town shall contribute fifty percent (50%) of the deductible to an employee's HSA account, on a quarterly basis. The contribution to the HSA for a newly hired employee shall be pro-rated based on the employee's date of hire. The Town will fully fund the HSA at the start of the first plan year and thereafter, fund the HSA on a quarterly basis. Effective July 1, 2016, prescription co-pays shall apply to prescriptions after the exhaustion of the HDHP deductibles.
  - a. Effective July 1, 2021 the Town will only offer OAP Basic (co-pay in network) and the High Deductible Plan with a Health Savings Account (HDHP/HSA).

Effective July 1, 2023 the premium cost share shall be:

18% for OAP Basic Plan  
15% for the HDHP

Effective July 1, 2024 the premium cost share shall be:  
18% for OAP Basic Plan  
15% for the HDHP

Effective July 1, 2025 the premium cost share shall be:  
18% for OAP Basic Plan  
15% for the HDHP

Effective June 30, 2027, the premium cost share shall be:  
20% for OAP Basic Plan  
17% for the HDHP

**Dental Plans:**

One of the following dental plans:

- (i) Employees hired prior to June 1, 1996, shall be covered by the full service dental plan and shall be eligible to receive, for themselves only, Rider A of said Plan or the option of enrolling in the Flex 5000 dental plan during the open enrollment session effective for 9/1/2024.
- (ii) Employees hired on or after July 1, 1996 and prior to July 1, 1999, shall be covered by the full service dental plan or the option of enrolling in the Flex 5000 dental plan during the open enrollment session effective for 9/1/2024.
- (iii) Employees hired on or after July 1, 1999, shall be covered by a 90/10 dental plan, which requires that the employee pay ten percent (10%) of the cost of services. or the option of enrolling in the Flex 5000 dental plan during the open enrollment session effective for 9/1/2024.
- (iv) Employees hired on or after July 1, 2004, shall be covered by a 90/10 dental plan, which requires that the employee pay ten percent (10%) of the cost of services or the option of enrolling in the Flex 5000 dental plan during the open enrollment session effective for 9/1/2024. The employee shall contribute through payroll deduction, which shall be on a pretax basis as allowed by the Internal Revenue Service Code, the same percentage contribution as the employee is paying on his/her health insurance plan.

**Other Plans:**

- a. Employees have the option to enroll in voluntary vision coverage during open enrollment each year.

**B. Waiver of Health Insurance.**

An employee may elect to waive the health insurance coverage of this Section, provided that the employee provides proof that he or she has alternative coverage. The option to waive coverage must be elected at the time of the annual open enrollment, on such form as the Town shall provide. An employee who waives coverage shall not be required to contribute toward the cost of the health insurance benefit during the period of the waiver of coverage. If an employee is eligible to re-enroll in the health insurance plan, the employee shall be required to pay the same cost sharing as other employees and, in addition, five hundred dollars (\$500) annually for that number of years the employee was not enrolled in the plan. An employee who waives health insurance coverage shall be eligible to re-enroll only as follows:

- 1) during an open enrollment; or
- 2) upon the occurrence of a qualifying event as defined by law, and submission of documentation to the Town of such qualifying event.

C. The spouse of a deceased employee, who died while employed by the Town, shall be eligible to purchase at his/her expense and at a rate and manner determined by the Town for a three (3) year period from the date of death of the employee, medical coverage for the spouse and dependents, provided the spouse does not remarry during said period of time and/or is eligible to receive medical insurance elsewhere.

## **Section 2. Group Life Insurance/Accidental Death and Dismemberment.**

A. The Town shall provide life insurance program for each member of the bargaining unit. The program shall provide that the Town pay for \$50,000 of term life insurance. An employee may, at his or her expense, purchase an additional \$50,000 of coverage under the Town's group policy.

B. Accidental Death and Dismemberment coverage in the principal sum of \$10,000 coverage in the event of accidental death shall be paid for by the Town.

## **Section 3. Retiree Insurance.**

A. Eligibility:

1. Defined Benefit Plan Participants:

Retiree medical insurance shall only be available to employees who have worked for the Town as a full-time employee for at least fifteen (15) consecutive years except that eligible employees who had been employed by the Town for more than five (5) years as of July 1, 1999 or those employees who were within ten (10) years of the normal retirement age of sixty-five (65) as of July 1, 1999, must have been employed by the Town for at least ten (10) consecutive years prior to retirement to be eligible for retiree medical insurance.

2. Defined Contribution Plan Participants:

a. Employees participating in the Defined Contribution Plan on or prior to June 30, 2004 will be eligible for retiree health insurance if, at the time of retirement, the employee has reached age 55 and has fifteen (15) years of service with the Town.

b. Employees entering the Plan on or after July 1, 2004 must meet the requirements for the Rule of 80 with at least fifteen (15) years of Town service, or be age 62 with at least twenty-five (25) years of Town service.

B. Health Insurance Coverage Prior to Age 65:

1. For Employees Hired Prior to July 1, 1996:

a. Employees hired prior to July 1, 1996 who receive a normal, special or disability pension, shall continue to be eligible to receive health benefits for themselves and their spouses of record at the time of retirement until the retiree's death. Such employees shall be required to co-pay for health insurance in the same amount as active employees at the time of their retirement.

b. Employees hired prior to July 1, 1996, who retire early after July 1, 1996, shall receive health benefits for themselves and their spouse, provided they pay fifty percent (50%) of the cost of the spouse benefit. Spousal coverage shall cease upon the death of the employee.

c. Effective July 1, 2016, the PPO will not be offered to retirees. The HDHP/HSA shall be offered as an option to retirees who are eligible to participate in such plan.

2. For Employees Hired on or After July 1, 1996 and Prior to July 1, 2001:

a. Employees, hired on or after July 1, 1996, who retire with either an early, normal, special or disability pension, shall only be eligible to receive individual employee retiree health benefits.

b. Effective July 1, 2016, the PPO will not be offered to retirees. The HDHP/HSA shall be offered as an option to retirees who are eligible to participate in such plan.

Employees who were within ten (10) years of retirement as of January 1, 2000, shall have their employee contributions fixed at the yearly contribution rates in effect at the time of their retirement.

3. For Employees Hired On or After July 1, 2001:

Employees hired on or after July 1, 2001, who subsequently retire will be eligible for the retiree only to receive the OAP Plus Plan or the OAP Basic (HMO) Plan offered to active employees and shall pay the same premium cost sharing required of active employees. The HDHP/HSA shall be offered as an option to retirees who are eligible to participate in such plan.

C. Health Insurance Coverage After Retiree Reaches Age 65:

1. The Town shall provide and pay for the employee (and spouse of record at the time of retirement if the employee's hire date makes the retiree eligible for spousal coverage) supplemental Medicare coverage for those over sixty-five (65) years of age. If the retiree is eligible for spousal coverage, such spousal coverage shall cease upon the death of the employee.

2. Employees shall contribute toward the cost of supplemental Medicare coverage the same percentage figure that they were contributing for health insurance prior to reaching age sixty-five (65). In addition, employees shall pay the differential cost for any improvements made to the supplemental Medicare coverage for that calendar year.

D. Life Insurance:

The Town shall provide life insurance in the amount of six thousand dollars (\$6,000) for the retired employee.

**Section 4. Change of Carrier.** All employee insurances referred to in this Article shall be those specifically named or similar benefits and co-pay arrangements provided by an alternative health insurance benefit carrier provided that the size of the service network offered must be seventy-five percent (75%) of that currently offered. The following will be excluded in determining whether a plan is similar or not: out-of-state reciprocal arrangements for routine care (non-emergencies) for POS and HMO platforms, claims processing, payment methods and plan documents' definitions and language.

**Section 5. Flexible Spending Account (FSA) Plan.** The Town shall make available to bargaining unit employees the opportunity to participate in the Town's "Flexible Spending Account Plan". This Plan allows pre-tax dollars to be set aside into an account for employees (administered by a third party) to be used toward medical or daycare expenses.

**Section 6. Pension.**

Pension rights shall continue to be governed by the Town Pension Ordinance. This Agreement acknowledges that the parties have agreed to modifications of said Ordinance by the Town's Board of Directors, which modifications provide as follows:

A. Employees Hired Prior to July 1, 2004:

1. Defined Benefit Plan

a. Sick Leave Exchange:

All employees eligible for a normal retirement on or before December 31, 2010 shall have the following sick leave exchange and service time purchase opportunity:

I. The ability to exchange fifty (50) days of accrued sick, vacation or annual leave for which they would otherwise be paid at retirement for one year of added service for eligibility and benefit accrual purposes, and in addition, may also purchase a year of additional service for eligibility and



benefit accrual purposes at the rate of thirty percent (30%) of current salary/year.

ii. The total service time gained through accrual exchange may not exceed three (3) years and the total gained through a combination of accrual exchange and purchase may not exceed four (4) years. Purchase of service may include transfer of funds from qualified 457 Plans (Deferred Compensation) to the Defined Benefit Plan to the extent permitted by IRS Regulations.

b. Contributions:

Employees eligible for the Defined Benefit Plan shall contribute 5.9 percent of their pay to the Plan.

2. Defined Contribution Plan:

All Defined Contribution Plan participants will have the Town and Employee contributions fixed at six percent (6%).

B. Employees Electing the Defined Contribution Plan and Employees Hired On or After July 1, 2004:

1. Employees hired on or after September 1, 2000 and prior to July 1, 2004 had a one-time irreversible election to join the Defined Contribution Plan in lieu of the Defined Benefit Plan.

2. All employees hired on or after July 1, 2004 will be eligible for the Defined Contribution Plan only and not the Defined Benefit Plan.

## **ARTICLE XVIII - SUPERVISORY RESPONSIBILITIES**

**Section 1.** The Town and the Union recognize that the positions occupied by the members of the bargaining unit are and have always been essentially Management positions. The Union agrees that the designation of these positions within a bargaining unit has not altered the responsibilities of bargaining unit members to advocate Management function. These responsibilities shall be apparent both in the bargaining unit members' supervision and direction of subordinate employees and in their attention to the Town's mission of serving the residents of Manchester. The Union is obligated to ensure that its members, as part of Management, actively support the efforts of the Town Administration to maintain essential Town services in time of emergency and, at such times, to work to minimize the critical hardship that may otherwise befall the Town's residents.

## **ARTICLE XIX - MISCELLANEOUS**

**Section 1.** This Agreement establishes the basic conditions of employment for members of the bargaining unit, but it is understood that the implementation of these and other aspects of the employment relationship has varied by department and position. It is the intention of the parties to preserve this flexibility and to permit continuation of these differing arrangements provided they are not in conflict with the specific provisions of this Agreement. Any such arrangement shall not be the basis for any other employee in a different division or department to make a claim for a similar arrangement.

**Section 2.** It is recognized by the parties hereto that the Town, in accordance with its Charter

and Personnel Rules provisions, appoints and promotes its personnel on the basis of merit and in conformity with recognized principles of public personnel administration. Any promotion by the Town made within the bargaining unit affecting a member of this bargaining unit, which is alleged by the Union to have been not so made, but to have been instead made in an arbitrary, capricious or discriminating manner, is subject to the grievance procedure as set forth in Article XIV of this Agreement. The burden of proof shall be on the Union.

**Section 3.** The Town Manager shall retain complete authority to assign or reassign motor vehicles.

**Section 4.** The Town shall notify the President of the Union of the creation of any new positions which may meet the definition of a Supervisor as defined by the State Statutes prior to the posting of the position. At the request of the Union, the Town shall meet with appropriate representatives to discuss possible inclusion of said position(s) within the bargaining unit.

**Section 5.** The Town will reimburse employees up to a maximum of \$100 per calendar year for any CDL related physicals required of the State and Federal Department of Transportation, provided that employees must submit a receipt to their Department Head from the examining physician documenting the physical and its purpose.

#### **ARTICLE XX - ENTIRE AGREEMENT**

**Section 1.** The foregoing constitutes an entire Agreement between the parties and no verbal statements shall supersede any of its provisions. The Agreement may not be reopened for changes in its items or additions of new subject matter except by mutual agreement.

#### **ARTICLE XXI - SAVINGS CLAUSE**

**Section 1.** Should any article, section or portion thereof, of this Agreement be held unlawful and unenforceable by any court of competent jurisdiction, such decision of the court shall apply only to the specific article, section or portion thereof directly specified in the decision; upon issuance of such a decision, the parties agree, where applicable, to negotiate a substitute for the invalidated article, section, or portion thereof.

#### **ARTICLE XXII – DURATION**


**Section 1.** This Agreement shall be effective on July 1, 2023 and shall remain in full force and effect through the thirtieth (30th) day of June, 2027. It shall be automatically renewed from year to year thereafter unless either party notifies the other in writing on or before January 1, 2023 that it desires to negotiate a successor agreement. In the event that such notice is given, negotiations shall begin no later than one hundred and fifty (150) days prior to the anniversary date. This Agreement shall remain in full force and be effective during the period of negotiation and until termination of this Agreement.

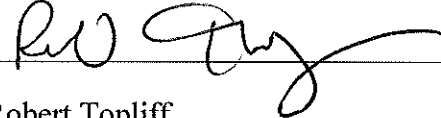



IN WITNESS WHEREOF, the parties have caused their names to be signed on this 15<sup>th</sup> day of August 2024.


TOWN OF MANCHESTER

CSEA, SEIU, LOCAL 2001

By   
Kasia Purciello  
Assistant Town Manager

By   
Robert Topliff  
President

By   
Kathy McGuire  
Vice President

By   
Otis Dancy  
Staff Representative

TOWN OF MANCHESTER - SUPERVISORY UNIT, CSEA, INC/SEIU AFL-CIO LOCAL 760

SALARY SCHEDULE - EFFECTIVE JULY 1, 2023 - JUNE 30, 2024 -- 2.25% INCREASE

ALL GRADES ENDING IN "A" APPLY TO EMPLOYEES HIRED PRIOR TO 7/1/1999

ALL GRADES ENDING IN "B" APPLY TO EMPLOYEES HIRED ON 7/1/1999 OR AFTER

EMPLOYEES ARE ELIGIBLE TO MOVE TO THE NEXT STEP ON 12-MONTH ANNIVERSARY DATE OF HIRE/PROMOTION

<u>Job Class Code</u>	<u>Grade</u>	<u>Step</u>	<u>Hourly</u>	<u>Hours Per Week</u>	<u>Bi-Weekly</u>	<u>Annual</u>
T883 Customer Service Manager	800B	1	\$30.4216	37.5	\$2,281.62	\$59,322.06
		2	\$32.0541		\$2,404.06	\$62,505.54
		3	\$33.6867		\$2,526.50	\$65,688.95
		4	\$35.3192		\$2,648.94	\$68,872.38
		5	\$36.9517		\$2,771.38	\$72,055.79
T810 Administrative Records Supervisor	810A	1	\$34.7148	37.5	\$2,603.61	\$67,693.79
		2	\$36.3473		\$2,726.05	\$70,877.25
		3	\$37.9984		\$2,849.88	\$74,096.79
		4	\$39.6407		\$2,973.05	\$77,299.22
		5	\$41.2827		\$3,096.20	\$80,501.31
		6	\$42.3148		\$3,173.61	\$82,513.87
T670 Working Foreman	810A	1	\$34.7148	40.0	\$2,777.18	\$72,206.56
		2	\$36.3473		\$2,907.78	\$75,602.22
		3	\$37.9984		\$3,039.88	\$79,036.76
		4	\$39.6407		\$3,171.24	\$82,452.21
		5	\$41.2827		\$3,302.62	\$85,868.11
		6	\$42.3148		\$3,385.19	\$88,014.83
T881 Chemist II	810A	1	\$34.7148	40.0	\$2,777.18	\$72,206.56
		2	\$36.3473		\$2,907.78	\$75,602.22
		3	\$37.9984		\$3,039.88	\$79,036.76
		4	\$39.6407		\$3,171.24	\$82,452.21
		5	\$41.2827		\$3,302.62	\$85,868.11
		6	\$42.3148		\$3,385.19	\$88,014.83
T670 Working Foreman	810B	1	\$34.7145	40.0	\$2,777.16	\$72,206.12
		2	\$35.6954		\$2,855.63	\$74,246.31
		3	\$36.6759		\$2,934.07	\$76,285.71
		4	\$37.6561		\$3,012.49	\$78,324.70
		5	\$38.6378		\$3,091.02	\$80,366.47

T881 Chemist II	810B	6	\$39,6036		\$3,168.29	\$82,375.62
		1	\$34,7145	40.0	\$2,777.16	\$72,206.56
		2	\$35,6954		\$2,855.63	\$74,246.31
		3	\$36,6759		\$2,934.07	\$76,285.71
		4	\$37,6561		\$3,012.49	\$78,324.70
		5	\$38,6378		\$3,091.02	\$80,366.47
		6	\$39,6036		\$3,168.29	\$82,375.62
T425 Working Master Mechanic	815B	40	\$40,5559		\$3,244.47	\$84,356.25
		2	\$41,7018		\$3,336.14	\$86,739.70
		3	\$42,8471		\$3,427.77	\$89,122.12
		4	\$44,0535		\$3,524.28	\$91,631.34
		5	\$45,1395		\$3,611.16	\$93,890.04
		6	\$46,2671		\$3,701.37	\$96,235.66
T152 Deputy Assessor	825A	40.0	\$40,4279		\$3,032.09	\$78,834.43
	825B	2	\$42,4503		\$3,183.77	\$82,777.93
		3	\$44,4703		\$3,335.27	\$86,717.07
		4	\$46,4912		\$3,486.84	\$90,657.76
		5	\$48,5139		\$3,638.54	\$94,602.04
T810 Administrative Records Supervisor	810B	37.5	\$34,7145		\$2,603.59	\$67,693.42
		2	\$35,6953		\$2,677.15	\$69,605.85
		3	\$36,6759		\$2,750.69	\$71,517.90
		4	\$37,6561		\$2,824.21	\$73,429.54
		5	\$38,6377		\$2,897.83	\$75,343.55
		6	\$39,6039		\$2,970.27	\$77,227.14
T816 Chief Construction Inspector	825A	40.0	\$37,9011		\$3,032.09	\$78,834.43
	825B	2	\$39,7971		\$3,183.77	\$82,777.93
		3	\$41,6909		\$3,335.27	\$86,717.07
		4	\$43,5855		\$3,486.84	\$90,657.76
		5	\$45,4818		\$3,638.54	\$94,602.04
T882 Superintendent of Communications	825A	40.0	\$39,4794		\$3,158.35	\$82,116.98
	825B	2	\$41,3754		\$3,310.03	\$86,060.76
		3	\$43,2690		\$3,461.52	\$89,999.43
		4	\$45,1635		\$3,613.08	\$93,940.14
		5	\$47,0601		\$3,764.81	\$97,884.95
T885 Process Control Supervisor	825B	40.0	\$40,3224		\$3,225.79	\$83,870.56
		2	\$42,2184		\$3,377.47	\$87,814.35
		3	\$44,1120		\$3,528.96	\$91,753.02

			4	\$46.0066		\$3,680.53	\$95,693.73
			5	\$47.9031		\$3,832.25	\$99,638.54
T564 Chief Sanitarian	827B		1	\$42.8943	37.5	\$3,217.07	\$83,643.90
			2	\$44.5859		\$3,343.94	\$86,942.37
			3	\$46.2776		\$3,470.82	\$90,241.21
			4	\$47.9697		\$3,597.73	\$93,540.91
			5	\$49.6612		\$3,724.59	\$96,839.35
T751 Senior Recreation Supervisor	827B		1	\$40.2134	40.0	\$3,217.07	\$83,643.90
			2	\$41.7993		\$3,343.94	\$86,942.37
			3	\$43.3853		\$3,470.82	\$90,241.21
			4	\$44.9716		\$3,597.73	\$93,540.91
			5	\$46.5574		\$3,724.59	\$96,839.35
T316 Laboratory Director	830A		1	\$40.3551	40.0	\$3,228.41	\$83,938.62
			2	\$42.9008		\$3,432.06	\$89,233.64
			3	\$45.4458		\$3,635.66	\$94,527.08
			4	\$47.9906		\$3,839.25	\$99,820.47
			5	\$50.5355		\$4,042.84	\$105,113.88
T585 Project Technical Support Manager	830A		1	\$40.3551	40.0	\$3,228.41	\$83,938.62
			2	\$42.9008		\$3,432.06	\$89,233.64
			3	\$45.4458		\$3,635.66	\$94,527.08
			4	\$47.9906		\$3,839.25	\$99,820.47
			5	\$50.5355		\$4,042.84	\$105,113.88
T616 Supervisor of Tech Support	830A		1	\$40.3551	40.0	\$3,228.41	\$83,938.62
			2	\$42.9008		\$3,432.06	\$89,233.64
			3	\$45.4458		\$3,635.66	\$94,527.08
			4	\$47.9906		\$3,839.25	\$99,820.47
			5	\$50.5355		\$4,042.84	\$105,113.88
T658 Field Maintenance Supervisor	830A		1	\$40.3551	40.0	\$3,228.41	\$83,938.62
			2	\$42.9008		\$3,432.06	\$89,233.64
			3	\$45.4458		\$3,635.66	\$94,527.08
			4	\$47.9906		\$3,839.25	\$99,820.47
			5	\$50.5355		\$4,042.84	\$105,113.88
T814 Chief of Surveys	830A		1	\$40.3551	40.0	\$3,228.41	\$83,938.62
			2	\$42.9008		\$3,432.06	\$89,233.64
			3	\$45.4458		\$3,635.66	\$94,527.08
			4	\$47.9906		\$3,839.25	\$99,820.47
			5	\$50.5355		\$4,042.84	\$105,113.88

T850 System Applications Project Manager	830A	1	\$40.3551	40.0	\$3,228.41	\$83,938.62
		2	\$42.9008		\$3,432.06	\$89,233.64
		3	\$45.4458		\$3,635.66	\$94,527.08
		4	\$47.9906		\$3,839.25	\$99,820.47
		5	\$50.5355		\$4,042.84	\$105,113.88
T870 Customer Service Manager	830A	1	\$40.3551	40.0	\$3,228.41	\$83,938.62
		2	\$42.9008		\$3,432.06	\$89,233.64
		3	\$45.4458		\$3,635.66	\$94,527.08
		4	\$47.9906		\$3,839.25	\$99,820.47
		5	\$50.5355		\$4,042.84	\$105,113.88
T880 Assistant Recreation Director	830A	1	\$40.3551	40.0	\$3,228.41	\$83,938.62
		2	\$42.9008		\$3,432.06	\$89,233.64
		3	\$45.4458		\$3,635.66	\$94,527.08
		4	\$47.9906		\$3,839.25	\$99,820.47
		5	\$50.5355		\$4,042.84	\$105,113.88
T316 Laboratory Director	830B	1	\$40.3551	40.0	\$3,228.41	\$83,938.62
		2	\$42.9008		\$3,432.06	\$89,233.64
		3	\$45.4458		\$3,635.66	\$94,527.08
		4	\$47.9906		\$3,839.25	\$99,820.47
		5	\$50.5355		\$4,042.84	\$105,113.88
T585 Project Technical Support Manager	830B	1	\$40.3551	40.0	\$3,228.41	\$83,938.62
		2	\$42.9008		\$3,432.06	\$89,233.64
		3	\$45.4458		\$3,635.66	\$94,527.08
		4	\$47.9906		\$3,839.25	\$99,820.47
		5	\$50.5355		\$4,042.84	\$105,113.88
T616 Supervisor of Tech Support	830B	1	\$40.3551	40.0	\$3,228.41	\$83,938.62
		2	\$42.9008		\$3,432.06	\$89,233.64
		3	\$45.4458		\$3,635.66	\$94,527.08
		4	\$47.9906		\$3,839.25	\$99,820.47
		5	\$50.5355		\$4,042.84	\$105,113.88
T658 Field Maintenance Supervisor	830B	1	\$40.3551	40.0	\$3,228.41	\$83,938.62
		2	\$42.9008		\$3,432.06	\$89,233.64
		3	\$45.4458		\$3,635.66	\$94,527.08
		4	\$47.9906		\$3,839.25	\$99,820.47
		5	\$50.5355		\$4,042.84	\$105,113.88
T663 Work Coordinator	830B	1	\$40.3551	40.0	\$3,228.41	\$83,938.62
		2	\$42.9008		\$3,432.06	\$89,233.64



					3	\$45.4458			\$3,635.66	\$94,527.08
					4	\$47.9906			\$3,839.25	\$99,820.47
					5	\$50.5355			\$4,042.84	\$105,113.88
		830B			1	\$40.3551	40.0		\$3,228.41	\$83,938.62
T667 Work Coordinator – PKS/BLDG					2	\$42.9008			\$3,432.06	\$89,233.64
					3	\$45.4458			\$3,635.66	\$94,527.08
					4	\$47.9906			\$3,839.25	\$99,820.47
					5	\$50.5355			\$4,042.84	\$105,113.88
		830B			1	\$40.3551	40.0		\$3,228.41	\$83,938.62
T814 Chief of Surveys					2	\$42.9008			\$3,432.06	\$89,233.64
					3	\$45.4458			\$3,635.66	\$94,527.08
					4	\$47.9906			\$3,839.25	\$99,820.47
					5	\$50.5355			\$4,042.84	\$105,113.88
		830B			1	\$40.3551	40.0		\$3,228.41	\$83,938.62
T850 System Applications Project Manager					2	\$42.9008			\$3,432.06	\$89,233.64
					3	\$45.4458			\$3,635.66	\$94,527.08
					4	\$47.9906			\$3,839.25	\$99,820.47
					5	\$50.5355			\$4,042.84	\$105,113.88
		830B			1	\$40.3551	40.0		\$3,228.41	\$83,938.62
T870 Customer Service Manager					2	\$42.9008			\$3,432.06	\$89,233.64
					3	\$45.4458			\$3,635.66	\$94,527.08
					4	\$47.9906			\$3,839.25	\$99,820.47
					5	\$50.5355			\$4,042.84	\$105,113.88
		830B			1	\$40.3551	40.0		\$3,228.41	\$83,938.62
T880 Assistant Recreation Director					2	\$42.9008			\$3,432.06	\$89,233.64
					3	\$45.4458			\$3,635.66	\$94,527.08
					4	\$47.9906			\$3,839.25	\$99,820.47
					5	\$50.5355			\$4,042.84	\$105,113.88
		840A			1	\$44.3684	40.0		\$3,549.47	\$92,286.28
T064 Parks and Recreation Facilities Manager					2	\$46.5431			\$3,723.45	\$96,809.66
					3	\$48.7178			\$3,897.42	\$101,333.04
					4	\$50.8925			\$4,071.40	\$105,856.41
					5	\$53.0684			\$4,245.47	\$110,382.14
		840B			1	\$44.3684	40.0		\$3,549.47	\$92,286.28
T065 Parks and Recreation Facilities Manager					2	\$46.5431			\$3,723.45	\$96,809.66
					3	\$48.7178			\$3,897.42	\$101,333.04
					4	\$50.8925			\$4,071.40	\$105,856.41
					5	\$53.0684			\$4,245.47	\$110,382.14

T590 WW Treatment Plant Superintendent	850A	5	\$53.0684			\$4,245.47	\$110,382.14
		1	\$43.9141	40.0		\$3,513.13	\$91,341.25
		2	\$45.7643			\$3,661.14	\$95,189.53
		3	\$47.8694			\$3,829.55	\$99,568.19
		4	\$50.0715			\$4,005.72	\$104,148.77
		5	\$52.3740			\$4,189.92	\$108,937.99
T663 Work Coordinator	850A	1	\$43.9141	40.0		\$3,513.13	\$91,341.25
		2	\$45.7643			\$3,661.14	\$95,189.53
		3	\$47.8694			\$3,829.55	\$99,568.19
		4	\$50.0715			\$4,005.72	\$104,148.77
		5	\$52.3740			\$4,189.92	\$108,937.99
T667 Work Coordinator – PKS/Building	850A	1	\$43.9141	40.0		\$3,513.13	\$91,341.25
		2	\$45.7643			\$3,661.14	\$95,189.53
		3	\$47.8694			\$3,829.55	\$99,568.19
		4	\$50.0715			\$4,005.72	\$104,148.77
		5	\$52.3740			\$4,189.92	\$108,937.99
T895 Water Treatment Plant Superintendent	850A	1	\$43.9141	40.0		\$3,513.13	\$91,341.25
		2	\$45.7643			\$3,661.14	\$95,189.53
		3	\$47.8694			\$3,829.55	\$99,568.19
		4	\$50.0715			\$4,005.72	\$104,148.77
		5	\$52.3740			\$4,189.92	\$108,937.99
T179 Planner	850B	1	\$46.8417	37.5		\$3,513.13	\$91,341.25
		2	\$48.8152			\$3,661.14	\$95,189.53
		3	\$51.0607			\$3,829.55	\$99,568.19
		4	\$53.4096			\$4,005.72	\$104,148.77
		5	\$55.8656			\$4,189.92	\$108,937.99
T061 Assistant Town Engineer	850B	1	\$43.9141	40.0		\$3,513.13	\$91,341.25
		2	\$45.7643			\$3,661.14	\$95,189.53
		3	\$47.8694			\$3,829.55	\$99,568.19
		4	\$50.0715			\$4,005.72	\$104,148.77
		5	\$52.3740			\$4,189.92	\$108,937.99
T590 WW Treatment Plant Superintendent	850B	1	\$43.9141	40.0		\$3,513.13	\$91,341.25
		2	\$45.7643			\$3,661.14	\$95,189.53
		3	\$47.8694			\$3,829.55	\$99,568.19
		4	\$50.0715			\$4,005.72	\$104,148.77
		5	\$52.3740			\$4,189.92	\$108,937.99
T895 Water Treatment Plant Superintendent	850B	1	\$43.9141	40.0		\$3,513.13	\$91,341.25
		2	\$45.7643			\$3,661.14	\$95,189.53
		3	\$47.8694			\$3,829.55	\$99,568.19
		4	\$50.0715			\$4,005.72	\$104,148.77
		5	\$52.3740			\$4,189.92	\$108,937.99

				2	\$45.7643			\$3,661.14	\$95,189.53
				3	\$47.8694			\$3,829.55	\$99,568.19
				4	\$50.0715			\$4,005.72	\$104,148.77
				5	\$52.3740			\$4,189.92	\$108,937.99
T660 Field Maintenance Manager		855B		1	\$46.5978	40.0		\$3,727.82	\$96,923.45
				2	\$48.9274			\$3,914.19	\$101,769.02
				3	\$51.2266			\$4,098.18	\$106,551.49
				4	\$53.5320			\$4,282.56	\$111,346.66
				5	\$55.8864			\$4,470.91	\$116,243.78
T941 Utility Manager		855B		1	\$46.5978	40.0		\$3,727.82	\$96,923.45
				2	\$48.9274			\$3,914.19	\$101,769.02
				3	\$51.2266			\$4,098.18	\$106,551.49
				4	\$53.5320			\$4,282.56	\$111,346.66
				5	\$55.8864			\$4,470.91	\$116,243.78
T660 Field Maintenance Manager		860A		1	\$48.4290	40.0		\$3,874.32	\$100,732.45
				2	\$50.8506			\$4,068.05	\$105,769.19
				3	\$52.2725			\$4,261.81	\$110,807.17
				4	\$55.6940			\$4,455.52	\$115,843.53
				5	\$58.1158			\$4,649.26	\$120,880.69

TOWN OF MANCHESTER - SUPERVISORY UNIT, CSEA. INC/SEIU AFL-CIO LOCAL 760  
 SALARY SCHEDULE - EFFECTIVE JULY 1, 2024 - JUNE 30, 2025 - 2.25% INCREASE, PLUS 1%

ALL GRADES ENDING IN "A" APPLY TO EMPLOYEES HIRED PRIOR TO 7/1/1999  
 ALL GRADES ENDING IN "B" APPLY TO EMPLOYEES HIRED ON 7/1/1999 OR AFTER  
 EMPLOYEES ARE ELIGIBLE TO MOVE TO THE NEXT STEP ON 12-MONTH ANNIVERSARY DATE OF HIRE/PROMOTION

<u>Job Class Code</u>	<u>Grade</u>	<u>Step</u>	<u>Hourly</u>	<u>Hours Per Week</u>	<u>Bi-Weekly</u>	<u>Annual</u>
T883 Customer Service Manager	800B	1	\$31.4103	37.5	\$2,355.77	\$61,250.03
		2	\$33.0959		\$2,482.19	\$64,536.97
		3	\$34.7815		\$2,608.61	\$67,823.84
		4	\$36.4671		\$2,735.03	\$71,110.73
		5	\$38.1527		\$2,861.45	\$74,397.60
T810 Administrative Records Supervisor	810A	1	\$35.8429	37.5	\$2,688.22	\$69,893.84
		2	\$37.5285		\$2,814.64	\$73,180.76
		3	\$39.2333		\$2,942.50	\$76,504.94
		4	\$40.9289		\$3,069.67	\$79,811.44
		5	\$42.6244		\$3,196.83	\$83,117.60
		6	\$43.6900		\$3,276.75	\$85,195.57
T670 Working Foreman	810A	1	\$35.8429	40.0	\$2,867.43	\$74,553.27
		2	\$37.5285		\$3,002.28	\$78,059.29
		3	\$39.2334		\$3,138.67	\$81,605.45
		4	\$40.9288		\$3,274.30	\$85,131.91
		5	\$42.6244		\$3,409.95	\$88,658.82
		6	\$43.6900		\$3,495.20	\$90,875.31
T881 Chemist II	810A	1	\$35.8429	40.0	\$2,867.43	\$74,553.27
		2	\$37.5285		\$3,002.28	\$78,059.29
		3	\$39.2334		\$3,138.67	\$81,605.45
		4	\$40.9288		\$3,274.30	\$85,131.91
		5	\$42.6244		\$3,409.95	\$88,658.82
		6	\$43.6900		\$3,495.20	\$90,875.31
T670 Working Foreman	810B	1	\$35.8428	40.0	\$2,867.42	\$74,552.82
		2	\$36.8555		\$2,948.44	\$76,659.32
		3	\$37.8678		\$3,029.42	\$78,765.00
		4	\$38.8799		\$3,110.39	\$80,870.25
		5	\$39.8935		\$3,191.48	\$82,978.38

		6	\$40.8908		\$3,271.26	\$85,052.83
T881 Chemist II	810B	1	\$35.8428	40.0	\$2,867.42	\$74,552.82
		2	\$36.8555		\$2,948.44	\$76,659.32
		3	\$37.8678		\$3,029.42	\$78,765.00
		4	\$38.8799		\$3,110.39	\$80,870.25
		5	\$39.8935		\$3,191.48	\$82,978.38
		6	\$40.8908		\$3,271.26	\$85,052.83
T425 Working Master Mechanic	815B	1	\$41.8740	40.0	\$3,349.92	\$87,097.83
		2	\$43.0571		\$3,444.57	\$89,558.74
		3	\$44.2398		\$3,539.18	\$92,018.59
		4	\$45.4853		\$3,638.82	\$94,609.36
		5	\$46.6065		\$3,728.52	\$96,941.47
		6	\$47.7709		\$3,821.67	\$99,363.32
T152 Deputy Assessor	829A	1	\$39.1330	40.0	\$3,130.64	\$81,396.55
	829B	2	\$41.0905		\$3,287.24	\$85,468.21
		3	\$43.0459		\$3,443.67	\$89,535.37
		4	\$45.0020		\$3,600.16	\$93,604.14
		5	\$46.9599		\$3,756.79	\$97,676.61
T810 Administrative Records Supervisor	810B	1	\$35.8428	37.5	\$2,688.21	\$69,893.46
		2	\$36.8555		\$2,764.16	\$71,868.04
		3	\$37.8679		\$2,840.09	\$73,842.23
		4	\$38.8800		\$2,916.00	\$75,816.00
		5	\$39.8935		\$2,992.01	\$77,792.22
		6	\$40.8908		\$3,066.81	\$79,737.02
T816 Chief Construction Inspector	829A	1	\$39.1330	40.0	\$3,130.64	\$81,396.55
	829B	2	\$41.0905		\$3,287.24	\$85,468.21
		3	\$43.0459		\$3,443.67	\$89,535.37
		4	\$45.0020		\$3,600.16	\$93,604.14
		5	\$46.9599		\$3,756.79	\$97,676.61
T882 Superintendent of Communications	825A	1	\$40.7624	40.0	\$3,260.99	\$84,785.78
	825B	2	\$42.7201		\$3,417.61	\$88,857.73
		3	\$44.6753		\$3,574.02	\$92,924.41
		4	\$46.6314		\$3,730.51	\$96,993.19
		5	\$48.5895		\$3,887.16	\$101,066.21
T564 Chief Sanitarian	827B	1	\$44.2884	37.5	\$3,321.63	\$86,362.33
		2	\$46.0349		\$3,452.62	\$89,768.00
		3	\$47.7816		\$3,583.62	\$93,174.05

			4	\$49.5287			\$3,714.65	\$96,580.99
			5	\$51.2752			\$3,845.64	\$99,986.63
T751 Senior Recreation Supervisor	827B		1	\$41.5204	40.0		\$3,321.63	\$86,362.33
			2	\$43.1578			\$3,452.62	\$89,768.00
			3	\$44.7953			\$3,583.62	\$93,174.05
			4	\$46.4331			\$3,714.65	\$96,580.99
			5	\$48.0705			\$3,845.64	\$99,986.63
T885 Process Control Supervisor	828B		1	\$41.6329	40.0		\$3,330.63	\$86,596.35
			2	\$43.5905			\$3,487.24	\$90,668.32
			3	\$45.5456			\$3,643.65	\$94,734.99
			4	\$47.5019			\$3,800.15	\$98,803.78
			5	\$49.4600			\$3,956.80	\$102,876.79
T316 Laboratory Director	830A		1	\$41.6666	40.0		\$3,333.33	\$86,666.63
			2	\$44.2951			\$3,543.61	\$92,133.73
			3	\$46.9228			\$3,753.82	\$97,599.21
			4	\$49.5503			\$3,964.05	\$103,064.64
			5	\$52.1779			\$4,174.23	\$108,530.08
T585 Project Technical Support Manager	830A		1	\$41.6666	40.0		\$3,333.33	\$86,666.63
			2	\$44.2951			\$3,543.61	\$92,133.73
			3	\$46.9228			\$3,753.82	\$97,599.21
			4	\$49.5503			\$3,964.05	\$103,064.64
			5	\$52.1779			\$4,174.23	\$108,530.08
T616 Supervisor of Tech Support	830A		1	\$41.6666	40.0		\$3,333.33	\$86,666.63
			2	\$44.2951			\$3,543.61	\$92,133.73
			3	\$46.9228			\$3,753.82	\$97,599.21
			4	\$49.5503			\$3,964.05	\$103,064.64
			5	\$52.1779			\$4,174.23	\$108,530.08
T658 Field Maintenance Supervisor	830A		1	\$41.6666	40.0		\$3,333.33	\$86,666.63
			2	\$44.2951			\$3,543.61	\$92,133.73
			3	\$46.9228			\$3,753.82	\$97,599.21
			4	\$49.5503			\$3,964.05	\$103,064.64
			5	\$52.1779			\$4,174.23	\$108,530.08
T814 Chief of Surveys	830A		1	\$41.6666	40.0		\$3,333.33	\$86,666.63
			2	\$44.2951			\$3,543.61	\$92,133.73
			3	\$46.9228			\$3,753.82	\$97,599.21
			4	\$49.5503			\$3,964.05	\$103,064.64
			5	\$52.1779			\$4,174.23	\$108,530.08

T850 System Applications Project Manager	830A	1	\$41.6666	40.0	\$3,333.33	\$86,666.63
		2	\$44.2951			
		3	\$46.9228			
		4	\$49.5503			
		5	\$52.1779			
T870 Customer Service Manager	830A	1	\$41.6666	40.0	\$3,333.33	\$86,666.63
		2	\$44.2951			
		3	\$46.9228			
		4	\$49.5503			
		5	\$52.1779			
T880 Assistant Recreation Director	830A	1	\$41.6666	40.0	\$3,333.33	\$86,666.63
		2	\$44.2951			
		3	\$46.9228			
		4	\$49.5503			
		5	\$52.1779			
T316 Laboratory Director	830B	1	\$41.6666	40.0	\$3,333.33	\$86,666.63
		2	\$44.2951			
		3	\$46.9228			
		4	\$49.5503			
		5	\$52.1779			
T585 Project Technical Support Manager	830B	1	\$41.6666	40.0	\$3,333.33	\$86,666.63
		2	\$44.2951			
		3	\$46.9228			
		4	\$49.5503			
		5	\$52.1779			
T616 Supervisor of Tech Support	830B	1	\$41.6666	40.0	\$3,333.33	\$86,666.63
		2	\$44.2951			
		3	\$46.9228			
		4	\$49.5503			
		5	\$52.1779			
T658 Field Maintenance Supervisor	830B	1	\$41.6666	40.0	\$3,333.33	\$86,666.63
		2	\$44.2951			
		3	\$46.9228			
		4	\$49.5503			
		5	\$52.1779			
T663 Work Coordinator	830B	1	\$41.6666	40.0	\$3,333.33	\$86,666.63
		2	\$44.2951			





			5	\$54.7930			\$4,383.44	\$113,969.56
T590 WW Treatment Plant Superintendent	850A		1	\$45.3413	40.0		\$3,627.30	\$94,309.84
			2	\$47.2515			\$3,780.12	\$98,283.19
			3	\$49.4251			\$3,954.01	\$102,804.16
			4	\$51.6989			\$4,135.91	\$107,533.61
			5	\$54.0763			\$4,326.10	\$112,478.47
T663 Work Coordinator	850A		1	\$45.3413	40.0		\$3,627.30	\$94,309.84
			2	\$47.2515			\$3,780.12	\$98,283.19
			3	\$49.4251			\$3,954.01	\$102,804.16
			4	\$51.6989			\$4,135.91	\$107,533.61
			5	\$54.0763			\$4,326.10	\$112,478.47
T667 Work Coordinator – PKS/Building	850A		1	\$45.3413	40.0		\$3,627.30	\$94,309.84
			2	\$47.2515			\$3,780.12	\$98,283.19
			3	\$49.4251			\$3,954.01	\$102,804.16
			4	\$51.6989			\$4,135.91	\$107,533.61
			5	\$54.0763			\$4,326.10	\$112,478.47
T895 Water Treatment Plant Superintendent	850A		1	\$45.3413	40.0		\$3,627.30	\$94,309.84
			2	\$47.2515			\$3,780.12	\$98,283.19
			3	\$49.4251			\$3,954.01	\$102,804.16
			4	\$51.6989			\$4,135.91	\$107,533.61
			5	\$54.0763			\$4,326.10	\$112,478.47
T061 Assistant Town Engineer	850B		1	\$45.3413	40.0		\$3,627.30	\$94,309.84
			2	\$47.2515			\$3,780.12	\$98,283.19
			3	\$49.4251			\$3,954.01	\$102,804.16
			4	\$51.6989			\$4,135.91	\$107,533.61
			5	\$54.0763			\$4,326.10	\$112,478.47
T179 Planner	850B		1	\$48.3640	37.5		\$3,627.30	\$94,309.84
			2	\$50.4016			\$3,780.12	\$98,283.19
			3	\$52.7201			\$3,954.01	\$102,804.16
			4	\$55.1455			\$4,135.91	\$107,533.61
			5	\$57.6813			\$4,326.10	\$112,478.47
T590 WW Treatment Plant Superintendent	850B		1	\$45.3413	40.0		\$3,627.30	\$94,309.84
			2	\$47.2515			\$3,780.12	\$98,283.19
			3	\$49.4251			\$3,954.01	\$102,804.16
			4	\$51.6989			\$4,135.91	\$107,533.61
			5	\$54.0763			\$4,326.10	\$112,478.47
T895 Water Treatment Plant Superintendent	850B		1	\$45.3413	40.0		\$3,627.30	\$94,309.84

		2	\$47.2515			\$3,780.12	\$98,283.19
		3	\$49.4251			\$3,954.01	\$102,804.16
		4	\$51.6989			\$4,135.91	\$107,533.61
		5	\$54.0763			\$4,326.10	\$112,478.47
T660 Field Maintenance Manager	855B	1	\$48.1123		40.0	\$3,848.98	\$100,073.46
		2	\$50.5175			\$4,041.40	\$105,076.51
		3	\$52.8915			\$4,231/32	\$110,014.41
		4	\$55.2719			\$4,421.75	\$114,965.43
		5	\$57.7028			\$4,616.22	\$120,021.70
T941 Utility Manager	855B	1	\$48.1123		40.0	\$3,848.98	\$100,073.46
		2	\$50.5175			\$4,041.40	\$105,076.51
		3	\$52.8915			\$4,231/32	\$110,014.41
		4	\$55.2719			\$4,421.75	\$114,965.43
		5	\$57.7028			\$4,616.22	\$120,021.70
T660 Field Maintenance Manager	860A	1	\$50.0030		40.0	\$4,000.24	\$104,006.25
		2	\$52.5033			\$4,200.26	\$109,206.69
		3	\$55.0040			\$4,400.32	\$114,408.40
		4	\$57.5040			\$4,600.32	\$119,608.44
		5	\$60.0045			\$4,800.36	\$124,809.31

TOWN OF MANCHESTER - SUPERVISORY UNIT, CSEA, INC/SEIU AFL-CIO LOCAL 760  
 SALARY SCHEDULE - EFFECTIVE JULY 1, 2025 - JUNE 30, 2026 - 2.25% INCREASE, PLUS 1%

ALL GRADES ENDING IN "A" APPLY TO EMPLOYEES HIRED PRIOR TO 7/1/1999  
 ALL GRADES ENDING IN "B" APPLY TO EMPLOYEES HIRED ON 7/1/1999 OR AFTER  
 EMPLOYEES ARE ELIGIBLE TO MOVE TO THE NEXT STEP ON 12-MONTH ANNIVERSARY DATE OF HIRE/PROMOTION

<u>Job Class Code</u>	<u>Grade</u>	<u>Step</u>	<u>Hourly</u>	<u>Hours Per Week</u>	<u>Bi-Weekly</u>	<u>Annual</u>
T883 Customer Service Manager	800B	1	\$32.4311	37.5	\$2,432.33	\$63,240.66
		2	\$34.1715		\$2,562.86	\$66,634.42
		3	\$35.9119		\$2,693.39	\$70,028.11
		4	\$37.6523		\$2,823.92	\$73,421.83
		5	\$39.3925		\$2,954.44	\$76,815.52
T810 Administrative Records Supervisor	810A	1	\$37.0079	37.5	\$2,775.59	\$72,165.39
		2	\$38.7483		\$2,906.12	\$75,559.13
		3	\$40.5084		\$3,038.13	\$78,991.35
		4	\$42.2592		\$3,169.44	\$82,405.31
		5	\$44.0097		\$3,300.73	\$85,818.92
		6	\$45.1100		\$3,383.25	\$87,964.43
T670 Working Foreman	810A	1	\$37.0079	40.0	\$2,960.63	\$76,976.25
		2	\$38.7483		\$3,099.85	\$80,596.22
		3	\$40.5084		\$3,240.68	\$84,257.63
		4	\$42.2592		\$3,380.72	\$87,898.70
		5	\$44.0097		\$3,520.78	\$91,540.23
		6	\$45.1100		\$3,608.80	\$93,828.76
T881 Chemist II	810A	1	\$37.0079	40.0	\$2,960.63	\$76,976.25
		2	\$38.7483		\$3,099.85	\$80,596.22
		3	\$40.5084		\$3,240.68	\$84,257.63
		4	\$42.2592		\$3,380.72	\$87,898.70
		5	\$44.0097		\$3,520.78	\$91,540.23
		6	\$45.1100		\$3,608.80	\$93,828.76
T670 Working Foreman	810B	1	\$37.0076	40.0	\$2,960.61	\$76,975.79
		2	\$38.0533		\$3,044.26	\$79,150.75
		3	\$39.0985		\$3,127.88	\$81,324.86
		4	\$40.1435		\$3,211.48	\$83,498.53
		5	\$41.1900		\$3,295.20	\$85,675.18

			6	\$42,2198			\$3,377.58	\$87,817.05
T881 Chemist II	810B		1	\$37,0076	40.0		\$2,960.61	\$76,975.79
			2	\$38,0533			\$3,044.26	\$79,150.75
			3	\$39,0985			\$3,127.88	\$81,324.86
			4	\$40,1435			\$3,211.48	\$83,498.53
			5	\$41,1900			\$3,295.20	\$85,675.18
			6	\$42,2198			\$3,377.58	\$87,817.05
T425 Working Master Mechanic	815B		1	\$43,2349	40.0		\$3,458.79	\$89,928.51
			2	\$44,4565			\$3,556.52	\$92,469.40
			3	\$45,6775			\$3,654.20	\$95,009.19
			4	\$46,9635			\$3,757.08	\$97,684.16
			5	\$48,1211			\$3,849.69	\$100,092.07
			6	\$49,3234			\$3,945.87	\$102,592.63
T152 Deputy Assessor	829A		1	\$40,4048	40.0		\$3,232.38	\$84,041.94
	829B		2	\$42,4259			\$3,394.07	\$88,245.93
			3	\$44,4449			\$3,555.59	\$92,445.27
			4	\$46,4645			\$3,717.16	\$96,646.27
			5	\$48,4861			\$3,878.89	\$100,851.10
T810 Administrative Records Supervisor	810B		1	\$37,0077	37.5		\$2,775.58	\$72,165.00
			2	\$38,0532			\$2,853.99	\$74,203.75
			3	\$39,0985			\$2,932.39	\$76,242.10
			4	\$40,1436			\$3,010.77	\$78,280.02
			5	\$41,1900			\$3,089.25	\$80,320.47
			6	\$42,2197			\$3,166.48	\$82,328.47
T816 Chief Construction Inspector	829A		1	\$40,4048	40.0		\$3,232.38	\$84,041.94
	829B		2	\$42,4259			\$3,394.07	\$88,245.93
			3	\$44,4449			\$3,555.59	\$92,445.27
			4	\$46,4645			\$3,717.16	\$96,646.27
			5	\$48,4861			\$3,878.89	\$100,851.10
T882 Superintendent of Communications	825A		1	\$42,0871	40.0		\$3,366.97	\$87,541.32
	825B		2	\$44,1085			\$3,528.68	\$91,745.61
			3	\$46,1271			\$3,690.17	\$95,944.45
			4	\$48,1469			\$3,851.75	\$100,145.47
			5	\$50,1686			\$4,013.49	\$104,350.86
T564 Chief Sanitarian	827B		1	\$45,7277	37.5		\$3,429.58	\$89,169.11
			2	\$47,5311			\$3,564.83	\$92,685.46
			3	\$49,3344			\$3,700.08	\$96,202.21

			4	\$51.1384		\$3,835.38	\$99,719.87
			5	\$52.9416		\$3,970.62	\$103,236.20
T751 Senior Recreation Supervisor	827B		1	\$42.8698	40.0	\$3,429.58	\$89,169.11
			2	\$44.5604		\$3,564.83	\$92,685.46
			3	\$46.2510		\$3,700.08	\$96,202.21
			4	\$47.9423		\$3,835.38	\$99,719.87
			5	\$49.6328		\$3,970.62	\$103,236.20
T885 Process Control Supervisor	828B		1	\$42.9859	40.0	\$3,438.87	\$89,410.73
			2	\$45.0073		\$3,600.58	\$93,615.04
			3	\$47.0259		\$3,762.07	\$97,813.88
			4	\$49.0456		\$3,923.65	\$102,014.90
			5	\$51.0675		\$4,085.40	\$106,220.29
T316 Laboratory Director	830A		1	\$43.0209	40.0	\$3,441.67	\$89,483.30
			2	\$45.7346		\$3,658.77	\$95,128.08
			3	\$48.4476		\$3,875.81	\$100,771.18
			4	\$51.1608		\$4,092.86	\$106,414.24
			5	\$53.8738		\$4,309.90	\$112,057.31
T585 Project Technical Support Manager	830A		1	\$43.0209	40.0	\$3,441.67	\$89,483.30
			2	\$45.7346		\$3,658.77	\$95,128.08
			3	\$48.4476		\$3,875.81	\$100,771.18
			4	\$51.1608		\$4,092.86	\$106,414.24
			5	\$53.8738		\$4,309.90	\$112,057.31
T616 Supervisor of Tech Support	830A		1	\$43.0209	40.0	\$3,441.67	\$89,483.30
			2	\$45.7346		\$3,658.77	\$95,128.08
			3	\$48.4476		\$3,875.81	\$100,771.18
			4	\$51.1608		\$4,092.86	\$106,414.24
			5	\$53.8738		\$4,309.90	\$112,057.31
T658 Field Maintenance Supervisor	830A		1	\$43.0209	40.0	\$3,441.67	\$89,483.30
			2	\$45.7346		\$3,658.77	\$95,128.08
			3	\$48.4476		\$3,875.81	\$100,771.18
			4	\$51.1608		\$4,092.86	\$106,414.24
			5	\$53.8738		\$4,309.90	\$112,057.31
T814 Chief of Surveys	830A		1	\$43.0209	40.0	\$3,441.67	\$89,483.30
			2	\$45.7346		\$3,658.77	\$95,128.08
			3	\$48.4476		\$3,875.81	\$100,771.18
			4	\$51.1608		\$4,092.86	\$106,414.24
			5	\$53.8738		\$4,309.90	\$112,057.31

T850 System Applications Project Manager	1	830A	\$43.0209	40.0	\$3,441.67	\$89,483.30
	2		\$45.7346		\$3,658.77	\$95,128.08
	3		\$48.4476		\$3,875.81	\$100,771.18
	4		\$51.1608		\$4,092.86	\$106,414.24
	5		\$53.8738		\$4,309.90	\$112,057.31
T870 Customer Service Manager	1	830A	\$43.0209	40.0	\$3,441.67	\$89,483.30
	2		\$45.7346		\$3,658.77	\$95,128.08
	3		\$48.4476		\$3,875.81	\$100,771.18
	4		\$51.1608		\$4,092.86	\$106,414.24
	5		\$53.8738		\$4,309.90	\$112,057.31
T880 Assistant Recreation Director	1	830A	\$43.0209	40.0	\$3,441.67	\$89,483.30
	2		\$45.7346		\$3,658.77	\$95,128.08
	3		\$48.4476		\$3,875.81	\$100,771.18
	4		\$51.1608		\$4,092.86	\$106,414.24
	5		\$53.8738		\$4,309.90	\$112,057.31
T316 Laboratory Director	1	830B	\$43.0209	40.0	\$3,441.67	\$89,483.30
	2		\$45.7346		\$3,658.77	\$95,128.08
	3		\$48.4476		\$3,875.81	\$100,771.18
	4		\$51.1608		\$4,092.86	\$106,414.24
	5		\$53.8738		\$4,309.90	\$112,057.31
T585 Project Technical Support Manager	1	830B	\$43.0209	40.0	\$3,441.67	\$89,483.30
	2		\$45.7346		\$3,658.77	\$95,128.08
	3		\$48.4476		\$3,875.81	\$100,771.18
	4		\$51.1608		\$4,092.86	\$106,414.24
	5		\$53.8738		\$4,309.90	\$112,057.31
T616 Supervisor of Tech Support	1	830B	\$43.0209	40.0	\$3,441.67	\$89,483.30
	2		\$45.7346		\$3,658.77	\$95,128.08
	3		\$48.4476		\$3,875.81	\$100,771.18
	4		\$51.1608		\$4,092.86	\$106,414.24
	5		\$53.8738		\$4,309.90	\$112,057.31
T658 Field Maintenance Supervisor	1	830B	\$43.0209	40.0	\$3,441.67	\$89,483.30
	2		\$45.7346		\$3,658.77	\$95,128.08
	3		\$48.4476		\$3,875.81	\$100,771.18
	4		\$51.1608		\$4,092.86	\$106,414.24
	5		\$53.8738		\$4,309.90	\$112,057.31
T663 Work Coordinator	1	830B	\$43.0209	40.0	\$3,441.67	\$89,483.30
	2		\$45.7346		\$3,658.77	\$95,128.08

				3	\$48.4476		\$3,875.81	\$100,771.18
				4	\$51.1608		\$4,092.86	\$106,414.24
				5	\$53.8738		\$4,309.90	\$112,057.31
T667 Work Coordinator – PKS/BLDG	830B		40.0	1	\$43.0209		\$3,441.67	\$89,483.30
				2	\$45.7346		\$3,658.77	\$95,128.08
				3	\$48.4476		\$3,875.81	\$100,771.18
				4	\$51.1608		\$4,092.86	\$106,414.24
				5	\$53.8738		\$4,309.90	\$112,057.31
T814 Chief of Surveys	830B		40.0	1	\$43.0209		\$3,441.67	\$89,483.30
				2	\$45.7346		\$3,658.77	\$95,128.08
				3	\$48.4476		\$3,875.81	\$100,771.18
				4	\$51.1608		\$4,092.86	\$106,414.24
				5	\$53.8738		\$4,309.90	\$112,057.31
T850 System Applications Project Manager	830B		40.0	1	\$43.0209		\$3,441.67	\$89,483.30
				2	\$45.7346		\$3,658.77	\$95,128.08
				3	\$48.4476		\$3,875.81	\$100,771.18
				4	\$51.1608		\$4,092.86	\$106,414.24
				5	\$53.8738		\$4,309.90	\$112,057.31
T870 Customer Service Manager	830B		40.0	1	\$43.0209		\$3,441.67	\$89,483.30
				2	\$45.7346		\$3,658.77	\$95,128.08
				3	\$48.4476		\$3,875.81	\$100,771.18
				4	\$51.1608		\$4,092.86	\$106,414.24
				5	\$53.8738		\$4,309.90	\$112,057.31
T880 Assistant Recreation Director	830B		40.0	1	\$43.0209		\$3,441.67	\$89,483.30
				2	\$45.7346		\$3,658.77	\$95,128.08
				3	\$48.4476		\$3,875.81	\$100,771.18
				4	\$51.1608		\$4,092.86	\$106,414.24
				5	\$53.8738		\$4,309.90	\$112,057.31
T064 Parks and Recreation Facilities Manager	840A		40.0	1	\$47.2993		\$3,783.94	\$98,382.36
				2	\$49.6176		\$3,969.41	\$103,204.54
				3	\$51.9359		\$4,154.87	\$108,026.72
				4	\$54.2543		\$4,340.34	\$112,848.88
				5	\$56.5736		\$4,525.91	\$117,673.57
T065 Parks and Recreation Facilities Manager	840B		40.0	1	\$47.2993		\$3,783.94	\$98,382.36
				2	\$49.6176		\$3,969.41	\$103,204.54
				3	\$51.9359		\$4,154.87	\$108,026.72
				4	\$54.2543		\$4,340.34	\$112,848.88

			5	\$56.5736				\$4,525.91	\$117,673.57
T590 WW Treatment Plant Superintendent	850A		1	\$46.8149	40.0			\$3,745.19	\$97,374.91
			2	\$48.7873				\$3,902.98	\$101,477.39
			3	\$51.0314				\$4,082.51	\$106,145.30
			4	\$53.3791				\$4,270.33	\$111,028.45
			5	\$55.8336				\$4,466.69	\$116,134.02
T663 Work Coordinator	850A		1	\$46.8149	40.0			\$3,745.19	\$97,374.91
			2	\$48.7873				\$3,902.98	\$101,477.39
			3	\$51.0314				\$4,082.51	\$106,145.30
			4	\$53.3791				\$4,270.33	\$111,028.45
			5	\$55.8336				\$4,466.69	\$116,134.02
T667 Work Coordinator – PKS/Building	850A		1	\$46.8149	40.0			\$3,745.19	\$97,374.91
			2	\$48.7873				\$3,902.98	\$101,477.39
			3	\$51.0314				\$4,082.51	\$106,145.30
			4	\$53.3791				\$4,270.33	\$111,028.45
			5	\$55.8336				\$4,466.69	\$116,134.02
T895 Water Treatment Plant Superintendent	850A		1	\$46.8149	40.0			\$3,745.19	\$97,374.91
			2	\$48.7873				\$3,902.98	\$101,477.39
			3	\$51.0314				\$4,082.51	\$106,145.30
			4	\$53.3791				\$4,270.33	\$111,028.45
			5	\$55.8336				\$4,466.69	\$116,134.02
T061 Assistant Town Engineer	850B		1	\$46.8149	40.0			\$3,745.19	\$97,374.91
			2	\$48.7873				\$3,902.98	\$101,477.39
			3	\$51.0314				\$4,082.51	\$106,145.30
			4	\$53.3791				\$4,270.33	\$111,028.45
			5	\$55.8336				\$4,466.69	\$116,134.02
T179 Planner	850B		1	\$49.9359	37.5			\$3,745.19	\$97,374.91
			2	\$52.0397				\$3,902.98	\$101,477.39
			3	\$54.4335				\$4,082.51	\$106,145.30
			4	\$56.9377				\$4,270.33	\$111,028.45
			5	\$59.5559				\$4,466.69	\$116,134.02
T590 WW Treatment Plant Superintendent	850B		1	\$46.8149	40.0			\$3,745.19	\$97,374.91
			2	\$48.7873				\$3,902.98	\$101,477.39
			3	\$51.0314				\$4,082.51	\$106,145.30
			4	\$53.3791				\$4,270.33	\$111,028.45
			5	\$55.8336				\$4,466.69	\$116,134.02
T895 Water Treatment Plant Superintendent	850B		1	\$46.8149	40.0			\$3,745.19	\$97,374.91



		2	\$48.7873		\$3,902.98	\$101,477.39
		3	\$51.0314		\$4,082.51	\$106,145.30
		4	\$53.3791		\$4,270.33	\$111,028.45
		5	\$55.8336		\$4,466.69	\$116,134.02
T660 Field Maintenance Manager	855B	1	\$49.9165	40.0	\$3,993.32	\$103,826.21
		2	\$52.4120		\$4,192.96	\$109,206.69
		3	\$54.8750		\$4,390.00	\$114,408.40
		4	\$57.3445		\$4,587.56	\$119,276.63
		5	\$59.8666		\$4,789.33	\$124,809.31
T941 Utility Manager	855B	1	\$49.9165	40.0	\$3,993.32	\$103,826.21
		2	\$52.4120		\$4,192.96	\$109,206.69
		3	\$54.8750		\$4,390.00	\$114,408.40
		4	\$57.3445		\$4,587.56	\$119,276.63
		5	\$59.8666		\$4,789.33	\$124,809.31
T660 Field Maintenance Manager	860A	1	\$51.8781	40.0	\$4,150.25	\$107,906.48
		2	\$54.4721		\$4,357.77	\$113,301.94
		3	\$57.0668		\$4,565.34	\$118,698.72
		4	\$59.6605		\$4,772.84	\$124,093.76
		5	\$62.2546		\$4,980.37	\$129,489.66

82TOWN OF MANCHESTER - SUPERVISORY UNIT, CSEA. INC/SEIU AFL-CIO LOCAL 760  
 SALARY SCHEDULE - EFFECTIVE JULY 1, 2026 - JUNE 30, 2027 - 2.25% INCREASE, PLUS 1%

ALL GRADES ENDING IN "A" APPLY TO EMPLOYEES HIRED PRIOR TO 7/1/1999  
 ALL GRADES ENDING IN "B" APPLY TO EMPLOYEES HIRED ON 7/1/1999 OR AFTER  
 EMPLOYEES ARE ELIGIBLE TO MOVE TO THE NEXT STEP ON 12-MONTH ANNIVERSARY DATE OF HIRE/PROMOTION

<u>Job Class Code</u>	<u>Grade</u>	<u>Step</u>	<u>Hourly</u>	<u>Hours Per Week</u>	<u>Bi-Weekly</u>	<u>Annual</u>
T883 Customer Service Manager	800B	1	\$33.4851	37.5	\$2,511.38	\$65,295.98
		2	\$35.2821		\$2,646.16	\$68,800.04
		3	\$37.0789		\$2,780.92	\$72,304.02
		4	\$38.8759		\$2,915.69	\$75,808.04
		5	\$40.6728		\$3,050.46	\$79,312.02
T810 Administrative Records Supervisor	810A	1	\$38.2107	37.5	\$2,865.80	\$74,510.77
		2	\$40.0076		\$3,000.57	\$78,014.80
		3	\$41.8249		\$3,136.87	\$81,558.57
		4	\$43.6325		\$3,272.44	\$85,083.48
		5	\$45.4400		\$3,408.00	\$88,608.03
		6	\$46.5760		\$3,493.20	\$90,823.27
T670 Working Foreman	810A	1	\$38.2106	40.0	\$3,056.85	\$79,477.98
		2	\$40.0075		\$3,200.60	\$83,215.60
		3	\$41.8250		\$3,346.00	\$86,996.00
		4	\$43.6324		\$3,490.59	\$90,755.41
		5	\$45.4400		\$3,635.20	\$94,515.29
		6	\$46.5760		\$3,726.08	\$96,878.19
T881 Chemist II	810A	1	\$38.2106	40.0	\$3,056.85	\$79,477.98
		2	\$40.0075		\$3,200.60	\$83,215.60
		3	\$41.8250		\$3,346.00	\$86,996.00
		4	\$43.6324		\$3,490.59	\$90,755.41
		5	\$45.4400		\$3,635.20	\$94,515.29
		6	\$46.5760		\$3,726.08	\$96,878.19
T881 Chemist II	810B	1	\$38.2104	40.0	\$3,056.83	\$79,477.50
		2	\$39.2900		\$3,143.20	\$81,723.15
		3	\$40.3693		\$3,229.54	\$83,967.92
		4	\$41.4483		\$3,315.83	\$86,212.23
		5	\$42.5286		\$3,402.29	\$88,459.62

		6	\$43.5916			\$3,487.35	\$90,671.10
T670 Working Foreman	810B	1	\$38.2104	40.0		\$3,056.83	\$79,477.50
		2	\$39.2900			\$3,143.20	\$81,723.15
		3	\$40.3693			\$3,229.54	\$83,967.92
		4	\$41.4483			\$3,315.83	\$86,212.23
		5	\$42.5286			\$3,402.29	\$88,459.62
		6	\$43.5916			\$3,487.35	\$90,671.10
T425 Working Master Mechanic	815B	1	\$44.6400	40.0		\$3,571.20	\$92,851.19
		2	\$45.9013			\$3,672.10	\$95,474.66
		3	\$47.1620			\$3,772.96	\$98,096.99
		4	\$48.4899			\$3,879.19	\$100,858.90
		5	\$49.6851			\$3,974.81	\$103,345.06
		6	\$50.9264			\$4,074.11	\$105,926.89
T152 Deputy Assessor	829A	1	\$41.7179	40.0		\$3,337.43	\$86,773.30
	829B	2	\$43.8048			\$3,504.38	\$91,113.92
		3	\$45.8893			\$3,671.14	\$95,449.74
		4	\$47.9746			\$3,837.97	\$99,787.27
		5	\$50.0619			\$4,004.95	\$104,124.76
T810 Administrative Records Supervisor	810B	1	\$38.2104	37.5		\$2,865.78	\$74,510.36
		2	\$39.2900			\$2,946.75	\$76,615.37
		3	\$40.3692			\$3,027.69	\$78,719.97
		4	\$41.4483			\$3,108.62	\$80,824.12
		5	\$42.5287			\$3,189.65	\$85,004.15
		6	\$43.5919			\$3,269.39	\$86,773.30
T816 Chief Construction Inspector	829A	1	\$41.7179	40.0		\$3,337.43	\$86,773.30
	829B	2	\$43.8048			\$3,504.38	\$91,113.92
		3	\$45.8893			\$3,671.14	\$95,449.74
		4	\$47.9746			\$3,837.97	\$99,787.27
		5	\$50.0619			\$4,004.95	\$104,124.76
T882 Superintendent of Communications	825A	1	\$43.4550	40.0		\$3,476.40	\$90,386.41
	825B	2	\$45.5420			\$3,643.36	\$94,727.34
		3	\$47.6263			\$3,810.10	\$99,062.64
		4	\$49.7116			\$3,976.93	\$103,400.20
		5	\$51.7991			\$4,143.93	\$107,742.26
T564 Chief Sanitarian	827B	1	\$47.2139	37.5		\$3,541.04	\$92,067.11
		2	\$49.0757			\$3,680.68	\$95,697.74
		3	\$50.9379			\$3,820.34	\$99,328.78

			4	\$52.8004			\$3,960.03	\$102,960.77
			5	\$54.6623			\$4,099.67	\$106,591.38
T751 Senior Recreation Supervisor	827B		1	\$44.2630	40.0		\$3,541.04	\$92,067.11
			2	\$46.0085			\$3,680.68	\$95,697.74
			3	\$47.7543			\$3,820.34	\$99,328.78
			4	\$49.5004			\$3,960.03	\$102,960.77
			5	\$51.2459			\$4,099.67	\$106,591.38
T885 Process Control Supervisor	828B		1	\$44.3830	40.0		\$3,550.64	\$92,316.58
			2	\$46.4700			\$3,717.60	\$96,657.53
			3	\$48.5543			\$3,884.34	\$100,992.83
			4	\$50.6396			\$4,051.17	\$105,330.38
			5	\$52.7271			\$4,218.17	\$109,672.45
T316 Laboratory Director	830A		1	\$44.4190	40.0		\$3,553.52	\$92,391.51
			2	\$47.2210			\$3,777.68	\$98,219.74
			3	\$50.0223			\$4,001.78	\$104,046.24
			4	\$52.8234			\$4,225.87	\$109,872.70
			5	\$55.6246			\$4,449.97	\$115,699.17
T585 Project Technical Support Manager	830A		1	\$44.4190	40.0		\$3,553.52	\$92,391.51
			2	\$47.2210			\$3,777.68	\$98,219.74
			3	\$50.0223			\$4,001.78	\$104,046.24
			4	\$52.8234			\$4,225.87	\$109,872.70
			5	\$55.6246			\$4,449.97	\$115,699.17
T616 Supervisor of Tech Support	830A		1	\$44.4190	40.0		\$3,553.52	\$92,391.51
			2	\$47.2210			\$3,777.68	\$98,219.74
			3	\$50.0223			\$4,001.78	\$104,046.24
			4	\$52.8234			\$4,225.87	\$109,872.70
			5	\$55.6246			\$4,449.97	\$115,699.17
T658 Field Maintenance Supervisor	830A		1	\$44.4190	40.0		\$3,553.52	\$92,391.51
			2	\$47.2210			\$3,777.68	\$98,219.74
			3	\$50.0223			\$4,001.78	\$104,046.24
			4	\$52.8234			\$4,225.87	\$109,872.70
			5	\$55.6246			\$4,449.97	\$115,699.17
T814 Chief of Surveys	830A		1	\$44.4190	40.0		\$3,553.52	\$92,391.51
			2	\$47.2210			\$3,777.68	\$98,219.74
			3	\$50.0223			\$4,001.78	\$104,046.24
			4	\$52.8234			\$4,225.87	\$109,872.70
			5	\$55.6246			\$4,449.97	\$115,699.17

T850 System Applications Project Manager	830A	1	\$44,4190	40.0	\$3,553.52	\$92,391.51
		2	\$47,2210		\$3,777.68	\$98,219.74
		3	\$50,0223		\$4,001.78	\$104,046.24
		4	\$52,8234		\$4,225.87	\$109,872.70
		5	\$55,6246		\$4,449.97	\$115,699.17
T870 Customer Service Manager	830A	1	\$44,4190	40.0	\$3,553.52	\$92,391.51
		2	\$47,2210		\$3,777.68	\$98,219.74
		3	\$50,0223		\$4,001.78	\$104,046.24
		4	\$52,8234		\$4,225.87	\$109,872.70
		5	\$55,6246		\$4,449.97	\$115,699.17
T880 Assistant Recreation Director	830A	1	\$44,4190	40.0	\$3,553.52	\$92,391.51
		2	\$47,2210		\$3,777.68	\$98,219.74
		3	\$50,0223		\$4,001.78	\$104,046.24
		4	\$52,8234		\$4,225.87	\$109,872.70
		5	\$55,6246		\$4,449.97	\$115,699.17
T316 Laboratory Director	830B	1	\$44,4190	40.0	\$3,553.52	\$92,391.51
		2	\$47,2210		\$3,777.68	\$98,219.74
		3	\$50,0223		\$4,001.78	\$104,046.24
		4	\$52,8234		\$4,225.87	\$109,872.70
		5	\$55,6246		\$4,449.97	\$115,699.17
T585 Project Technical Support Manager	830B	1	\$44,4190	40.0	\$3,553.52	\$92,391.51
		2	\$47,2210		\$3,777.68	\$98,219.74
		3	\$50,0223		\$4,001.78	\$104,046.24
		4	\$52,8234		\$4,225.87	\$109,872.70
		5	\$55,6246		\$4,449.97	\$115,699.17
T616 Supervisor of Tech Support	830B	1	\$44,4190	40.0	\$3,553.52	\$92,391.51
		2	\$47,2210		\$3,777.68	\$98,219.74
		3	\$50,0223		\$4,001.78	\$104,046.24
		4	\$52,8234		\$4,225.87	\$109,872.70
		5	\$55,6246		\$4,449.97	\$115,699.17
T658 Field Maintenance Supervisor	830B	1	\$44,4190	40.0	\$3,553.52	\$92,391.51
		2	\$47,2210		\$3,777.68	\$98,219.74
		3	\$50,0223		\$4,001.78	\$104,046.24
		4	\$52,8234		\$4,225.87	\$109,872.70
		5	\$55,6246		\$4,449.97	\$115,699.17
T663 Work Coordinator	830B	1	\$44,4190	40.0	\$3,553.52	\$92,391.51
		2	\$47,2210		\$3,777.68	\$98,219.74

						3	\$50.0223			\$4,001.78	\$104,046.24
						4	\$52.8234			\$4,225.87	\$109,872.70
						5	\$55.6246			\$4,449.97	\$115,699.17
					830B	1	\$44.4190	40.0		\$3,553.52	\$92,391.51
						2	\$47.2210			\$3,777.68	\$98,219.74
						3	\$50.0223			\$4,001.78	\$104,046.24
						4	\$52.8234			\$4,225.87	\$109,872.70
						5	\$55.6246			\$4,449.97	\$115,699.17
					830B	1	\$44.4190	40.0		\$3,553.52	\$92,391.51
						2	\$47.2210			\$3,777.68	\$98,219.74
						3	\$50.0223			\$4,001.78	\$104,046.24
						4	\$52.8234			\$4,225.87	\$109,872.70
						5	\$55.6246			\$4,449.97	\$115,699.17
					830B	1	\$44.4190	40.0		\$3,553.52	\$92,391.51
						2	\$47.2210			\$3,777.68	\$98,219.74
						3	\$50.0223			\$4,001.78	\$104,046.24
						4	\$52.8234			\$4,225.87	\$109,872.70
						5	\$55.6246			\$4,449.97	\$115,699.17
					830B	1	\$44.4190	40.0		\$3,553.52	\$92,391.51
						2	\$47.2210			\$3,777.68	\$98,219.74
						3	\$50.0223			\$4,001.78	\$104,046.24
						4	\$52.8234			\$4,225.87	\$109,872.70
						5	\$55.6246			\$4,449.97	\$115,699.17
					830B	1	\$44.4190	40.0		\$3,553.52	\$92,391.51
						2	\$47.2210			\$3,777.68	\$98,219.74
						3	\$50.0223			\$4,001.78	\$104,046.24
						4	\$52.8234			\$4,225.87	\$109,872.70
						5	\$55.6246			\$4,449.97	\$115,699.17
					830B	1	\$44.4190	40.0		\$3,553.52	\$92,391.51
						2	\$47.2210			\$3,777.68	\$98,219.74
						3	\$50.0223			\$4,001.78	\$104,046.24
						4	\$52.8234			\$4,225.87	\$109,872.70
						5	\$55.6246			\$4,449.97	\$115,699.17
					840A	1	\$48.8364	40.0		\$3,906.91	\$101,579.79
						2	\$51.2301			\$4,098.41	\$106,558.69
						3	\$53.6239			\$4,289.91	\$111,537.59
						4	\$56.0175			\$4,481.40	\$116,516.47
						5	\$58.4125			\$4,673.00	\$121,497.96
					840B	1	\$48.8364	40.0		\$3,906.91	\$101,579.79
						2	\$51.2301			\$4,098.41	\$106,558.69
						3	\$53.6239			\$4,289.91	\$111,537.59
						4	\$56.0175			\$4,481.40	\$116,516.47

		5	\$58,4125		\$4,673.00	\$121,497.96
T590 WW Treatment Plant Superintendent	850A	1	\$48,3364	40.0	\$3,866.91	\$100,539.59
		2	\$50.3728		\$4,029.82	\$104,775.41
		3	\$52.6899		\$4,215.19	\$109,595.02
		4	\$55.1139		\$4,409.11	\$114,636.87
		5	\$57.6483		\$4,611.86	\$119,908.38
T663 Work Coordinator	850A	1	\$48.3364	40.0	\$3,866.91	\$100,539.59
		2	\$50.3728		\$4,029.82	\$104,775.41
		3	\$52.6899		\$4,215.19	\$109,595.02
		4	\$55.1139		\$4,409.11	\$114,636.87
		5	\$57.6483		\$4,611.86	\$119,908.38
T667 Work Coordinator – PKS/Building	850A	1	\$48.3364	40.0	\$3,866.91	\$100,539.59
		2	\$50.3728		\$4,029.82	\$104,775.41
		3	\$52.6899		\$4,215.19	\$109,595.02
		4	\$55.1139		\$4,409.11	\$114,636.87
		5	\$57.6483		\$4,611.86	\$119,908.38
T895 Water Treatment Plant Superintendent	850A	1	\$48.3364	40.0	\$3,866.91	\$100,539.59
		2	\$50.3728		\$4,029.82	\$104,775.41
		3	\$52.6899		\$4,215.19	\$109,595.02
		4	\$55.1139		\$4,409.11	\$114,636.87
		5	\$57.6483		\$4,611.86	\$119,908.38
T061 Assistant Town Engineer	850B	1	\$48.3364	40.0	\$3,866.91	\$100,539.59
		2	\$50.3728		\$4,029.82	\$104,775.41
		3	\$52.6899		\$4,215.19	\$109,595.02
		4	\$55.1139		\$4,409.11	\$114,636.87
		5	\$57.6483		\$4,611.86	\$119,908.38
T179 Planner	850B	1	\$51.5588	37.5	\$3,866.91	\$100,539.59
		2	\$53.7309		\$4,029.82	\$104,775.41
		3	\$56.2025		\$4,215.19	\$109,595.02
		4	\$58.7881		\$4,409.11	\$114,636.87
		5	\$61.4915		\$4,611.86	\$119,908.38
T590 WW Treatment Plant Superintendent	850B	1	\$48.3364	40.0	\$3,866.91	\$100,539.59
		2	\$50.3728		\$4,029.82	\$104,775.41
		3	\$52.6899		\$4,215.19	\$109,595.02
		4	\$55.1139		\$4,409.11	\$114,636.87
		5	\$57.6483		\$4,611.86	\$119,908.38
T895 Water Treatment Plant Superintendent	850B	1	\$48.3364	40.0	\$3,866.91	\$100,539.59

										\$4,029.82	\$104,775.41
		2	\$50.3728							\$4,215.19	\$109,595.02
		3	\$52.6899							\$4,409.11	\$114,636.87
		4	\$55.1139							\$4,611.86	\$119,908.38
		5	\$57.6483							\$4,123.10	\$107,200.56
T660 Field Maintenance Manager	855B	1	\$51.5388	40.0						\$4,329.23	\$112,559.93
		2	\$54.1154							\$4,532.67	\$117,849.50
		3	\$56.6584							\$4,736.66	\$123,153.12
		4	\$59.2083							\$4,944.98	\$128,569.49
		5	\$61.8123							\$4,123.10	\$107,200.56
T941 Utility Manager	855B	1	\$51.5388	40.0						\$4,329.23	\$112,559.93
		2	\$54.1154							\$4,532.67	\$117,849.50
		3	\$56.6584							\$4,736.66	\$123,153.12
		4	\$59.2083							\$4,944.98	\$128,569.49
		5	\$61.8123							\$4,285.13	\$111,413.44
T660 Field Maintenance Manager	860A	1	\$53.5641	40.0						\$4,499.39	\$116,984.25
		2	\$56.2424							\$4,713.71	\$122,556.43
		3	\$58.9214							\$4,927.95	\$128,126.81
		4	\$61.5994							\$5,142.23	\$133,698.07
		5	\$64.2779								



Appendix B.

BENEFIT	OAP Basic
Costshares	In-Network services subject to copays OAP Basic plan has no Out-of-Network benefit
	\$15 Office Visit Copay \$75 Emergency Room Copay
	Lifetime Maximum In-Network - Unlimited
Preventive Care	
Pediatric	No Copay
Adult	No Copay
Vision	No Copay Covered once every 24 months
Hearing	No Copay Screening part of physical exam
Gynecological	No Copay
Medical Services	
Medical Office Visit	Copay
Outpatient PT/OT/ST/Chiro.	Copay 60 Combined Days per calendar year per member
Allergy Services	office visits and testing: Copay No copay for injections
Diagnostic Lab & X-ray	Covered
Inpatient Medical Services	Covered
Surgery Fees	Covered
Office Surgery	Covered
Outpatient MH/SA	Copay based on date of service
Emergency Care	
Emergency Room	\$75 Copay (waived if admitted) Sudden & Serious Guidelines
Urgent Care	\$25 Copay
Ambulance	Covered

BENEFIT	OAP Basic
<b>Inpatient Hospital</b> General/Medical/Surgical/ Maternity (Semi-private)	\$200 Copay Effective 7/1/2017
<b>Ancillary Services</b> Medication, Supplies	Covered
Psychiatric	Unlimited days
Substance Abuse/Detox	Unlimited days
Skilled Nursing/Rehabilitation Facility	Covered up to 180 days per calendar year
Hospice	Covered
<b>Outpatient Hospital</b> Outpatient Surgery Facility Charges	\$100 Copay (Prior Authorization Required)
Diagnostic Lab & X-ray	Covered
Pre-Admission Testing	Covered
<b>Other Services</b> Durable Medical Equipment	Covered
Prosthetics	Covered
Home Health Care	Unlimited days (Prior Authorization Required)
<b>Pharmacy Benefits</b> Prescriptions	\$5/\$20/\$35 Unlimited maximum Three Tier Formulary RX Rider
<b>All Benefits listed are for In-Network Only.</b>	
<b>INFERTILITY:</b> Coverage is subject to a \$5,000 lifetime maximum for the OAP Basic plans.	
<b>ELIGIBILITY:</b> Dependent children covered to age 26 for medical and prescription plans.	

Town of Manchester, Connecticut

BENEFIT	High Deductible Health Plan/ Health Savings Account	BENEFIT	High Deductible Health Plan/ Health Savings Account
Costshares	Deductible - \$2,000/\$4,000	Inpatient Hospital General/Medical/Surgical/ Maternity (Semi-private)	Covered 100% after plan deductible met
	Coinsurance - 100% after plan deductible met for in network services	Ancillary Services Medication, Supplies	Covered 100% after plan deductible met
	\$4,000/\$8,000 out of pocket maximum	Psychiatric	Covered 100% after plan deductible met Unlimited days
	Coinsurance - 80% after plan deductible met for out of network services	Substance Abuse/Detox	Covered 100% after plan deductible met Unlimited days
	Employer Contribution \$1,000 single coverage \$2,000 double or family coverage	Skilled Nursing/Rehabilitation Facility	Covered 100% after plan deductible met Covered up to 180 days per calendar year
	Lifetime Maximum In-Network - Unlimited	Hospice	Covered 100% after plan deductible met
	Lifetime Maximum Out-Of-Network - Unlimited	Outpatient Hospital Outpatient Surgery Facility Charges	Covered 100% after plan deductible met (Prior Authorization Required)
Preventive Care Pediatric	Covered	Diagnostic Lab & X-ray	Covered 100% after plan deductible met
Adult	Covered	Pre-Admission Testing	Covered 100% after plan deductible met
Hearing	Covered Screening part of physical exam	Other Services Durable Medical Equipment	Covered 100% after plan deductible met
Gynecological	Covered	Prosthetics	Covered 100% after plan deductible met
Medical Services Medical Office Visit	Covered 100% after plan deductible met	Home Health Care	Covered 100% after plan deductible met Unlimited days (Prior Authorization Required)
Outpatient PT/OT/ST/Chiro.	Covered 100% after plan deductible met 60 Combined Days per calendar year per member	Vision	Covered 100% after plan deductible met Covered once every 24 months
Allergy Services	Covered 100% after plan deductible met	Prescriptions	Rx copays apply after the deductible is met \$5/\$20/\$35 Three Tier Formulary RX Rider
Diagnostic Lab & X-ray	Covered 100% after plan deductible met		
Surgery Fees	Covered 100% after plan deductible met		
		All benefits listed are for In-Network. For Out-of-Network benefits, please refer to your Employee Benefit Summary.	
		INFERTILITY: Coverage is subject to a \$5,000 lifetime maximum.	
Emergency Care Emergency Room	Covered 100% after plan deductible met	ELIGIBILITY: Dependent children covered to age 26 for medical and prescription plans.	
Urgent Care	Covered 100% after plan deductible met		
Ambulance	Covered 100% after plan deductible met		

Appendix C.

**Memorandum of Understanding  
between  
The Town of Manchester  
and  
The Manchester Supervisor's Union**

1. The Parties agree, one (1) on call employee will receive an additional \$35.00 per week when a vacancy occurs within the members on-call because of a retirement, promotion, or resignation, until the replacement is found (excluding Treatment Plant Superintendents & Process Control Supervisor). The additional \$35.00 per week will be retroactive to October 1, 2021, when the vacancy in the On Call Rotation began.
2. The Town agrees to make a good faith effort to quickly fill any vacancies in the on-call rotation.

R. Topliff 4/8/22  
Robert Topliff, Union President Date

O'Donoghue 4/11/22  
CSEA Staff Rep. Date

Stephanou 4/12/22  
Steven Stephanou, General Manager Date

APPENDIX C

TOWN OF MANCHESTER, CONNECTICUT  
-AND-  
CSEA, SEIU LOCAL 2001

AMENDMENT TO COLLECTIVE BARGAINING AGREEMENT

This Agreement is made by and between the Town of Manchester (the "Town") and the CSEA, SEIU Local 2001 (the "Union") on behalf of the employees represented by the Union in the Supervisory Unit and the Town. This Agreement amends the 2008-2011 Contract between the Town and the Union only to the extent that this amendment is a modification to that agreement. In all other respects, the current agreement and amendments shall remain in full force and effect.

The Town and the Union mutually agree as follows:

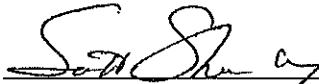
On-Call Supervisors for the Water & Sewer Department who receive calls and/or who address water and sewer issues within the Town that are located outside of the department's service areas shall be compensated for each event. The rate of compensation shall be one hour at time and one-half (1 ½x) pay when such event occurs on Monday through Saturday or one-hour at double time if such an event occurs on Sunday or a Holiday.

This amendment also includes Residual Unit Members on-call for the Water and Sewer Department, agreed in the January 23, 2009 Memorandum of Agreement.

This Agreement is effective immediately and retroactive to August 14, 2009.


TOWN OF MANCHESTER

By:

  
Scott Shanley, General Manager

CSEA, SEIU LOCAL 2001,  
SUPERVISORY UNIT

By:

  
Patriek Kearney, President  
11-4-09

