

**COLLECTIVE BARGAINING AGREEMENT**

**BETWEEN**

**TOWN OF GOFFSTOWN, NH**

**AND**

**GOFFSTOWN POLICE DISPATCHERS/CLERKS**

**ASSOCIATION, NEPBA LOCAL 124**

**Signature Draft  
May 2, 2011**

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ARTICLE 1  
PREAMBLE

This Agreement is made and entered into between the Town of Goffstown, New Hampshire, HEREINAFTER referred to as the "TOWN", and the Goffstown Police Dispatchers/Clerks Association, Local 124 of the New England Police Benevolent Association, Inc., I.U.P.A., Local 9000, AFL-CIO, HEREINAFTER referred to as the "UNION" or "NEW ENGLAND PBA."

ARTICLE 2  
RECOGNITION OF BARGAINING UNIT

**SECTION 1. Bargaining Unit Composition.** The Town recognizes the New England PBA as the exclusive bargaining agent for the purpose of collective bargaining relative to wages, hours, and other terms and conditions of employment for all full-time Dispatchers, Records Clerks, and the Legal Clerk within the appropriate bargaining unit, employed by the Town of Goffstown as mandated by the New Hampshire Public Employee Labor Relations Board in Case No, G-0138-1, Decision No. 2010-065.

**SECTION 2. Other Legal Authority.** Nothing in this agreement shall have the effect of modifying, limiting or abridging any right or obligation on the part of either the Town or the Bargaining Unit in connection with any standard established within the Town's personnel plan, the Department's operating procedures or any local, state or federal ordinance, law or regulation unless such modification, limitation or abridgment is specifically stated herein.

ARTICLE 3  
PROBATIONARY STATUS

An employee will be considered in Probationary Status as defined under New Hampshire Revised Statutes Annotated 273-A:1 IX (d). Upon the completion of the 12 months as defined by Statute, no employee will be considered in a “Probationary Status”, under any circumstances, including but not limited to transfers, promotions, demotions, and/or disciplinary actions/assignments.

**SECTION 1. Definition and Purpose.** The probationary period provides the employee the opportunity to become acquainted with the job and learn any necessary skills. Supervisory personnel will be responsible for checking to see that the new employee is learning the duties of the job and is capable of performing them. If at any time during this period it is determined by supervisory personnel that the employee is not suited for the position for reasons including but not limited to poor work performance and violation of work rules, the employee may be terminated without the same appellate rights as regular employees.

**SECTION 2. Probation.** No employee of the Town of Goffstown shall be considered regular until the probationary period is successfully completed. New employees will be eligible for all benefits in this agreement after 6 full months of service to the Town. Retirement, medicare and worker’s compensation shall begin within applicable time frames as required by these programs. Employees of the police department shall serve an original employment probationary period of 12 consecutive calendar months which may be extended by the appointed authority as may be required, but not for a period of more than 4 additional consecutive months. In cases of original employment by the Town, during the probationary period, an employee may be dismissed at any time without the right of appeal or hearing in any manner. An employee dismissed during the probationary period from a position to which she/he was promoted, shall be reinstated to the position from which she/he was promoted, unless charges are filed and she/he is discharged, as provided in Article 9 of this agreement.

**SECTION 3. Probationary Period for Promotions.** Employees of the Police Department who are promoted will be required to serve a probationary period of twelve (12) months in their new position.

**SECTION 4. Temporary Employees.** If a full-time temporary employee becomes a regular employee in the same job position, the time served as a temporary employee will be considered toward the probationary period for regular employment. Time served as a part-time temporary employee will not be considered toward the probationary period. Time served as a full-time temporary employee will be considered towards the probationary period.

#### ARTICLE 4

#### DUES DEDUCTION

**SECTION 1. Deduction Authorization.** An employee may execute a Dues Authorization form and deliver it to the Union and the Town. The Town shall deduct that portion of the employee's salary and forward once a month said dues along with a list of Union members to:

New England PBA, Inc.  
c/o Secretary-Treasurer  
7 Technology Drive, Suite 102  
Chelmsford, MA 01863

**SECTION 2. Nonmember Representation.** The Union may assess any bargaining unit member who is not a member of the Union or a member in good standing of the Union who seeks representation from the unit any and all costs associated with such representation, such costs to be determined exclusively by the Union. However, lacking specific written authorization from the employee, the Town shall not deduct all or any portion of such assessment from the employee's wages or any other payments due to the employee. Further, the Union agrees to hold the Town and its employees and representatives harmless from any claims or actions brought in association with such assessments.

**SECTION 3. Deduction Termination.** Dues deductions shall automatically terminate upon termination of employment, lay-off, or transfer out of the recognized bargaining unit.

**SECTION 4. Indemnification.** The Union shall indemnify and save harmless the Town and the Chief of Police from any and all suits and damages arising out of, or in connection with this article.

ARTICLE 5  
SENIORITY

**SECTION 1. Seniority Determination.** Seniority shall be determined by an employee's full-time continuous time of service within the Police Department. It is understood that the phrase "time of service" is a reference to employment within the employee's then current classification.

ARTICLE 6  
MANAGEMENT RIGHTS

**SECTION 1. Retained Rights.** It is agreed that except as specifically delegated, abridged, granted or modified by this Agreement or required by statutory law, all of the rights, powers, and authority the Town possessed prior to the signing of this Agreement are retained by the Town and remain the exclusive right of management without limitation.

**SECTION 2. Town Management.** Management of the Town, its operation, direction of the workforce and the authority to execute all the various duties, functions, and responsibilities in connection therewith are vested in the Town. The exercise of such duties, functions and responsibilities shall not conflict with this Agreement.

**SECTION 3. Modification of Managerial Rights.** It is understood and agreed that the Town has all the customary and usual rights, powers, functions and authority of management. Any of the rights, powers, functions or authority which the Town had prior to the signing of this Agreement, including those in respect of rates of pay, hours of employment, or conditions of work, are retained by the Town except as those rights, powers, functions or authority are specifically abridged or modified by this Agreement.

**SECTION 4. Enumeration of Rights.** Without limitation, but by way of illustration, the exclusive prerogatives, functions, and rights of the Town shall include the following:

- 4a: To plan, direct, supervise and control all operations, functions and policies of the Town in which the employees in the bargaining unit are employed.
- 4b: To determine the need for and the qualifications of new employees, transfers and promotions.
- 4c: To establish, revise and implement standards for hiring, classification, evaluation, promotion, quality of work, safety, materials, uniforms, appearance, equipment, methods, policies and procedures, work rules and regulations.
- 4d: To assign shifts, workdays, hours of work and work locations subject to the terms of this contract.
- 4e: To close or eliminate an office, operation, service or facility, or combination of facilities, or to relocate, reorganize or combine the work of divisions, offices, operations or facilities for budgetary or other reasons.
- 4f: To implement new, and to revise or discharge, wholly or in part, old methods, procedures, materials, equipment, facilities and standards.
- 4g: To determine the need for a reduction or an increase in the work force and the implementation of any decision with regard thereto.
- 4h: To discipline, suspend, demote or discharge an employee for sufficient cause, subject to the terms of this contract and other pertinent law.
- 4i: To assign and distribute work.
- 4j: To determine the need for additional educational courses, training programs,

on-the-job training and cross-training.

- 4k: To contract out any work it deems necessary in the interests of efficiency, economy, improved work product, equipment or emergency.
- 4l: To determine the mission, policies and standards of service offered to the public.
- 4m: The Town may prepare, issue, enforce rules and safety regulations necessary for safe, orderly, efficient operations.

## ARTICLE 7

### DISCIPLINE AND DISCHARGE

**SECTION 1. Forms of Discipline.** Discipline shall include any of the following:

- Oral reprimand
- Written reprimand
- Suspensions
- Demotions
- Discharge

**SECTION 2. Alternative Discipline.** At the discretion of the Chief of Police, alternative forms of corrective actions other than discipline such as but not limited to additional training, extra duty, and/or loss of earned time may be utilized in lieu of the above formal disciplinary steps.

**SECTION 3. Disciplinary Standard.** Any form of disciplinary action against an employee shall be for sufficient cause.

**SECTION 4. Verbal Warning Memorialization.** Any verbal reprimand shall be reduced to writing and a copy given to the employee. Any type of discipline taken against an employee which shall be placed in the employees personnel file, said employee shall be afforded the opportunity to attach a rebuttal letter to said discipline.

**SECTION 5. Disciplinary Interviews/Reports.** The rights enumerated in this section and the following subsections shall apply only to the specific employee under investigation. Any employee who will be interviewed and ordered to write a report concerning any act which if proven could reasonably result in any type of discipline shall be afforded the following safeguards.

- 5a: Employee Notification. The employee will be informed prior to any interview or ordered report/memo if the employer *reasonably* believes the employee is a suspect in any investigation regarding a criminal offense or misconduct which could lead to any type of discipline.
- 5b: Union Representation. The employee shall be informed of the nature of the investigation and all allegations against them. The employee will be afforded the opportunity to consult with a union representative prior to any interview or ordered written report/memo. The employee shall be afforded the right to have a Union Representative at any interview. In situations reasonably believed by the Chief of Police to require immediate action, the Town may require an employee to give an immediate statement or report utilizing any other available bargaining unit member as a representative. In no event shall the lack of availability of such a representative preclude the taking of a statement or report in emergency circumstances.
- 5c: Interview Location. All interviews shall take place at the Employer's facilities unless mutually agreed upon to occur elsewhere.
- 5d: Interview Record. If the Employer records an interview with the employee in any manner, a copy of the complete interview shall be furnished upon request to the employee. If the interview is transcribed a copy shall be furnished upon request to the employee.
- 5e: Information Released to Employee. If the investigation results in any type of discipline against the employee, a complete copy of the investigation will be furnished upon request, said copy to contain all reports, any recordings (tape, disc, etc), transcripts, and the names, addresses, and telephone numbers of any complainants/witnesses who were part of the investigation. Exceptions to this section shall be made in the event information is received from an anonymous source or a confidential informant.

ARTICLE 8  
GRIEVANCE PROCEDURE/ARBITRATION

**SECTION 1. Definition.** "Grievance" means an alleged violation, misinterpretation or misapplication with respect to one or more public employees, or the public employer, of any provision of this Agreement.

**SECTION 2. Initiation of Grievance.** Grievances shall be processed in the following manner: Any grievance shall be filed by the employee in writing within ten (10) calendar days from the date of occurrence violation with the department head. The grievance shall contain an abbreviated statement as to the nature of the grievance and shall state specifically the Article and Section of this Agreement which the employee or the designated representative feels have been violated. The employee shall be required to sign the original grievance filed with the department head and state the requested corrective action. Within ten (10) calendar days of receipt of the grievance, the department head shall conduct an informal inquiry concerning the grievance and render a decision in writing by no later than the close of the normal business day of the tenth (10th) day. The time requirements under this step may be extended by mutual written consent of the department head and the employee and/or the designated representative.

**SECTION 3. Board of Selectmen.** If the decision of the department head is found to be unsatisfactory, or if no decision has been rendered during the time period specified above, either party may within ten (10) calendar days appeal in writing to the Board of Selectmen. The appeal shall contain the same information as required in Section 10.2, above. The Board of Selectmen shall conduct their first hearing session regarding the grievance within fifteen (15) calendar days from the date of its receipt, and shall render its decision in writing within fifteen (15) days from the close of their final hearing date.

**SECTION 4. Advisory Arbitration.** If a decision of the Board of Selectmen is found to be unsatisfactory, or if no decision has been rendered during the time period specified above, said employee may within ten (10) days appeal in writing to the Town Administrator to convene a Personnel Advisory Board hearing. The

appeal shall contain an abbreviated statement as to why the decision has been found to be unsatisfactory, those specific areas which have been violated and the request for corrective action. Within 15 days the Town Administrator shall name a management representative to the Personnel Advisory Board and the Union shall similarly name a representative within the same time period. Within 10 days from the naming of the respective party representatives, the representatives shall either agree upon a third person who shall complete and chair the tribunal or shall notify the Public Employees Labor Relations Board of their inability to agree and ask that said Board appoint a neutral party to chair the tribunal. The cost of advisory arbitration shall be born equally by the parties. The Personnel Appeals Board thus constituted shall convene a hearing on the matter at the earliest possible date and shall render their decision within 15 days from the close of their hearing.

**SECTION 5. Final Decision with Selectmen.** If the decision of the Personnel Appeals Board is found to be unsatisfactory, or if no decision has been rendered during the time period specified above, either party may within ten (10) days request that the matter be returned to the Board of Selectmen. The Board of Selectmen shall not be required to conduct a rehearing and shall in no case accept new evidence, documentation or testimony of any form. The parties shall, however, be allowed to submit briefs to the Board of Selectmen on issues raised in the grievance proceedings and may also present oral argument within limitations established by the Board. The Board shall conduct its first meeting dealing with the return of the appeal within fifteen (15) calendar days from the date of its receipt and shall render its decision in writing within fifteen (15) days from the close of any final meeting on the matter and such decisions shall be final and not subject to further appeal or redetermination.

## ARTICLE 9 WAGES

**SECTION 1. Wage Adjustments.** During the term of this agreement employees shall receive wage increases in accordance with the matrix attached as Appendix A. There shall be no advancement through the matrix by employees during the term of this agreement in that no step increases shall be granted and the sole wage increase received by bargaining unit members shall be the cost of living adjustment shown within Appendix A.

## ARTICLE 10

### OVERTIME

**SECTION 1. Overtime Payment.** Overtime shall be paid at the rate of time and one half (1 1/2) an employee's regular rate of pay for all hours worked in excess of a regularly scheduled work week and/or forty (40) hours a week (as defined in Article 15). Hours of work shall be all hours worked including any earned time taken during the regularly scheduled work week. Earned time shall be defined as time worked and shall not include sick pay, vacation time, compensatory time or personal time.

**SECTION 2. Overtime Distribution.** Any overtime shift/hours shall be offered to the senior most employee who regularly works the assignment where the open shift occurs before the overtime is offered outside of said assignment. The overtime shall be fairly distributed on a rotating basis through seniority. Seniority shall be determined per Article 5 of this contract.

**SECTION 3. Mandatory Overtime.** Whenever the Town is compelled to "force mandatory overtime", said forced overtime shall be distributed to the junior most person who regularly works that assignment if no other person voluntarily fills the overtime. The forced overtime shall be distributed fairly on a rotating basis from the least senior employee on up. At the discretion of the Chief or his/her designee, clerks may be utilized for the performance of dispatch duties.

## ARTICLE 11

### CALL BACK

**SECTION 1. Call Back.** Any employee who is called back to duty from off duty status shall be paid at their usual overtime rate for all time devoted to the call back, exclusive of commuting time.

ARTICLE 12  
LONGEVITY

**SECTION 1. Longevity.** Upon the eighth (8<sup>th</sup>) year of service, and every two (2) years thereafter, through the twentieth (20<sup>th</sup>) year, employees will accumulate longevity pay at the rate shown below, to be paid in a lump sum in the first week of December:

YEAR	RATE WEEK	ANNUAL PAYMENT
8	\$7.50	\$390
10	\$15.00	\$780
12	\$22.50	\$1,170
14	\$30.00	\$1,560
16	\$37.50	\$1,950
18	\$45.00	\$2,340
20	\$52.50	\$2,730

This benefit will be calculated on a twelve (12) month period from the first week of November to the first week of November. Employees who separate from employment prior to November shall be paid on a pro-rata basis. The longevity rate will be figured as part of the base wage for overtime purposes.

ARTICLE 13  
HOURS OF WORK and WORK SCHEDULE

**SECTION 1. Hours.** Hours of work shall be based upon a regularly scheduled work week consisting of forty (40) hours. Should the scheduled work week hours be over/under in the bi-weekly scheme, the regularly scheduled work week shall still be considered a forty (40) hour work week.

**SECTION 2. Schedule.** In order to provide an employee both a stable work environment and home life, the current schedule in existence at the signing of this agreement shall remain in effect. Whereas hours of work are considered a mandatory subject of bargaining the Town agrees to keep the current schedule. Should the Town find it necessary to change the schedule, it will do so only by mutual agreement with the Union. The Town shall provide notice to the Union that it wishes to discuss any changes to the schedule.

ARTICLE 14  
HOLIDAYS

**SECTION 1. Holidays Enumerated.** The following days shall be considered Legal Holidays:

New Years Day	Columbus Day	Memorial Day
Christmas Day	Labor Day	Martin Luther King Day
Presidents Day	Veteran's Day	Thanksgiving Day
Independence Day		

**SECTION 2. Holiday Pay.** Holiday pay for clerks shall be controlled pursuant to the Town's Personnel Plan.

Holiday pay for dispatchers shall be paid in accordance with departmental practice regarding such pay for patrol officers.

ARTICLE 15  
VACATION LEAVE, PERSONAL DAYS,  
SICK, BEREAVEMENT LEAVE and COMP TIME

**SECTION 1. Vacation Leave.** Vacation leave shall accrue and be paid in accordance with the 2010 Town's Personnel Plan.

**SECTION 2. Personal Days.** Personal days shall accrue and be paid in accordance with the 2010 Town's Personnel Plan.

**SECTION 3. Sick Leave.** Sick leave shall accrue and be paid in accordance with the 2010 Town's Personnel Plan.

**SECTION 4. Bereavement Leave.** Bereavement leave may be granted by the Town pursuant to the "emergency leave" section of the 2010 Town's Personnel - Plan.

**SECTION 5. Comp Time.** Comp time shall be administered in accordance with the 2010 Personnel Plan.

## ARTICLE 16 INSURANCES

**SECTION 1. Health, Dental, Life and Disability Insurance.** On the first day of the month that begins following thirty days of service, employees shall be eligible for participation in the Town's Cafeteria insurance and savings benefits plan. This plan will provide each employee a dollar amount each month for the purpose of choosing the benefits they require. If the benefits cost more than the amount provided by the Town, the cost over the provided amount will be deducted each week from the employee's paycheck. The current cafeteria rates for 2011 are included as Appendix B.

An employee must select at least one health insurance option unless they can demonstrate coverage from another source.

In the event both husband and wife are employed by the Town, the Town shall provide one health insurance benefit to the married couple, at the applicable benefit level.

Any employee not receiving any health insurance coverage from the Town has the following options:

- a. deposit 85% of the single person cafeteria rate into either a 457 Deferred Comp Plan and/or Section 125 Flex Benefit Plan;
- b. cash out at 55% of the single person cafeteria rate; or
- c. combination of a. and b.

There are three cafeteria rates – 1-person, 2-person and family. Cafeteria rates are calculated and annually adjusted on January 1<sup>st</sup> as follows:

**January 1, 2011**

1 PERSON: Average of Managed Care Premiums + Dental Premium x 90%

2 PERSON: (Average of Managed Care Premiums + Dental Premium) x 90%

FAMILY: (Average of Managed Care Premiums + Dental Premium) x 90%

**January 1, 2012**

1 PERSON: Average of Managed Care Premiums + Dental Premium x 90%

2 PERSON: (Average of Managed Care Premiums + Dental Premium) x 90%

FAMILY: (Average of Managed Care Premiums + Dental Premium) x 90%

**January 1, 2013**

1 PERSON: Average of Managed Care Premiums + Dental Premium x 90%

2 PERSON: (Average of Managed Care Premiums + Dental Premium) x 90%

FAMILY: (Average of Managed Care Premiums + Dental Premium) x 90%

All employees shall be entitled to receive the family rate allotment upon acquiring the appropriate number of dependents to make them eligible for such allotment and selecting a family health insurance plan through the Town.

There will be choices from all the benefits now being provided by the Town which includes:

1. Health Insurance choices
2. Dental Coverage
3. 457 Retirement
4. Section 125 Flex Benefit

Short/long term disability and life insurances will be provided 100% by the employer.

ARTICLE 17  
CIVIL LEAVE

**SECTION 1. Civil Leave.** When an employee is called to Jury Duty or is served with a subpoena to appear in any court or hearing, the employee shall be paid his/her regular rate of pay for their regularly scheduled hours of work lost because of said appearance. Any witness fees paid the employee shall be turned over to the Town.

**SECTION 2. Limitation.** This provision shall not apply in any instance where the employee is appearing in the capacity adverse to the Town or the interest of the Town. Exception: If the employee has been subpoenaed to appear, in relation to their job regardless of the outcome or capacity of the employee as a witness, the employer shall grant leave with pay to an employee for the period of time that they are required to appear.

ARTICLE 18  
MILITARY LEAVE

**SECTION 1. Military Leave.** Whenever an employee is required to fulfill a military obligation, the Town agrees to pay the difference between the employee's regular rate of pay and the amount received from the military. In no event shall military leave differential pay be paid for any period of time which, in the aggregate, totals more than the equivalent of twelve (12) months differential pay.

ARTICLE 19  
UNION BUSINESS LEAVE

**SECTION 1. Officers.** The officers and representatives of Local 124 of NEPBA are as follows: President, Vice-President, Secretary/Treasurer, and Stewards,

**SECTION 2. Negotiations.** Officers/representatives of Local 124 of NEPBA, up

to three, shall be allowed time off without loss of pay or benefits to engage in negotiations with the Town. Any time an Officer/representative of Local 124 of NEPBA is required to attend conferences, meetings, or hearings before anybody such as the Board of Selectmen, PELRB, or other related bodies for business relative to this agreement, said representative shall be allowed time off without loss of pay or benefits to attend such.

**SECTION 3. Leadership.** The President of Local 124 of NEPBA shall keep the employer informed in writing as to the officers/representatives of the Local.

**SECTION 4. Convention.** Up to two (2) officers/representatives of Local 124 of NEPBA shall be granted time off up to the maximum of the equivalent of three (3) work days per officer/representative to attend the Quad-Annual Convention of the NEPBA. Such time shall be charged against the employee's accrued vacation or personal time.

**SECTION 5. Union Training.** Any officer/representative of Local 124 of NEPBA shall be granted time off with pay for one day a year to attend training classes to further the management-employee relations. The maximum time off for the total bargaining unit in any single calendar year shall be no more than the equivalent of three (3) person-days and all such time off shall be charged against the employee's accrued vacation or personal time.

**SECTION 6. Union Activity.** Any officer/representative of Local 124 of NEPBA shall be given reasonable time while on duty to investigate and process matters through the grievance procedure, including but not limited to attending disciplinary sessions with supervisors, and attending disciplinary and/or administrative hearings before appropriate authorities without loss of pay and benefits. A timely notice shall be given to management in reference to these matters within reason. It is further understood that any officer/representative who is off-duty shall not be compensated by the Town when performing the above mentioned duties.

**SECTION 7. Union Meetings.** The Union shall be permitted to meet at the Goffstown Police Station to conduct business matters so long as the meetings are

scheduled at a time which will not disrupt the regular functions of the Police Department and with prior approval from the Chief of Police.

## ARTICLE 20

### EDUCATION/TRAINING PROGRAM

Refer to Article VII Education/Training Program in the 2010 Personnel Plan

## ARTICLE 21

### BULLETIN BOARD

**SECTION 1. Bulletin Board.** The Chief of Police shall designate a space within the police station for the location of a Union bulletin board which shall be used by the Union to notify the membership of Union affairs. In the Chief's discretion, a section of a departmental bulletin board may be designated for Union use. No material which could be construed to be offensive, derogatory or inflammatory shall be posted upon the bulletin board. The Chief of Police, in his/her sole discretion, may remove any notice or posting which he/she deems appropriate. Any material so removed will be delivered to the Union president.

## ARTICLE 22

### SEPARABILITY

**SECTION 1. Separability.** In the event that any provision (s) of this agreement shall be declared to be invalid by any court of competent jurisdiction or abrogated by law, such decision or law shall not invalidate the entire agreement, it being the express intention of the parties hereto that all other provisions not thereby invalidated shall remain in full force and effect. The parties hereto shall attempt to negotiate in good faith a replacement for any provision (s) found to be invalid and have said provision(s) ratified according to the respective procedures and regulations of the parties.

ARTICLE 23  
TERMS OF AGREEMENT

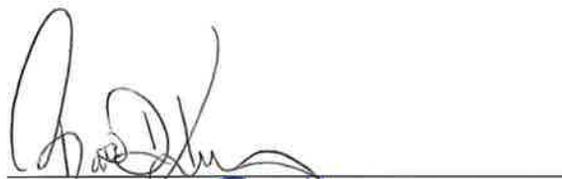
**SECTION 1. Duration.** This agreement shall remain in full force and effect from January 1, 2011 to December 31, 2013. Further, this agreement shall remain in full force and effect until superseded by a successor agreement.

**SECTION 2. Notification.** Either party to this agreement shall notify the other of its intent to enter into negotiations for a successor agreement in writing within one hundred twenty (120) days to one hundred eighty (180) days prior to the expiration date hereof.

IN WITNESS WHEREOF, the parties have executed this agreement this \_\_\_ day of April, 2011.



Philip A. D'Avanza, Chairman  
Goffstown Board of Selectmen



President *Rob Kyer*  
Goffstown Police Dispatchers/Clerks



Selectman, Nicholas Campasano  
Goffstown Board of Selectmen



~~Ron Seaccia, Business Agent~~ *Lisa Sturgell*  
Secretary



Selectman, Steve Fournier  
Goffstown Board of Selectmen



Selectman, Scott Gross  
Goffstown Board of Selectmen



Selectman, David Pierce  
Goffstown Board of Selectmen

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## APPENDIX A

<b>2011</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>
CLERK I	13.43	13.97	14.53	15.11	16.02	16.66	17.33	18.02	18.74
	27,934.40	29,051.78	30,213.85	31,422.40	33,321.60	34,654.46	36,040.64	37,482.27	38,981.56
LEGAL CLERK	14.52	15.10	15.71	16.34	17.32	18.01	18.73	19.48	20.26
	30,201.60	31,409.66	32,676.80	33,983.87	36,022.90	37,463.82	38,962.37	40,520.87	42,141.70
DISPATCHER I	15.47	16.09	16.73	17.40	18.45	19.19	19.96	20.76	21.59
	32,177.60	33,464.70	34,803.29	36,195.42	38,367.15	39,915.20	41,511.81	43,172.28	44,899.17
DISPATCHER II	16.09	16.73	17.40	18.10	19.19	19.95	20.75	21.58	22.44
	33,467.20	34,805.89	36,198.12	37,646.05	39,904.81	41,501.00	43,161.04	44,887.49	46,682.99
DISPATCHER III	16.73	17.40	18.10	18.82	19.95	20.75	21.58	22.44	23.35
	34,798.40	36,190.34	37,637.95	39,143.47	41,492.08	43,151.76	44,877.83	46,672.94	48,568.00
<b>7/1/2012 includes 3.25% COLA</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>
CLERK I	13.87	14.42	15.00	15.60	16.54	17.20	17.89	18.61	19.35
	28,849.60	29,993.60	31,200.00	32,448.00	34,403.20	35,776.00	37,211.20	38,708.80	40,248.00
LEGAL CLERK	14.99	15.59	16.21	16.86	17.87	18.58	19.32	20.09	20.89
	31,179.20	32,427.20	33,716.80	35,068.80	37,169.60	38,646.40	40,185.60	41,787.20	43,451.20
DISPATCHER I	15.97	16.61	17.27	17.96	19.04	19.80	20.59	21.41	22.27
	33,217.60	34,548.80	35,921.60	37,356.80	39,603.20	41,184.00	42,827.20	44,532.80	46,321.60
DISPATCHER II	16.61	17.27	17.96	18.68	19.80	20.59	21.41	22.27	23.16
	34,548.80	35,921.60	37,356.80	38,854.40	41,184.00	42,827.20	44,532.80	46,321.60	48,172.80
DISPATCHER III	17.27	17.96	18.68	19.43	20.60	21.42	22.28	23.17	24.10
	35,921.60	37,356.80	38,854.40	40,414.40	42,848.00	44,553.60	46,342.40	48,193.60	50,128.00
<b>7/1/2013 includes 3.25% COLA</b>	<b>Step A</b>	<b>Step B</b>	<b>Step C</b>	<b>Step D</b>	<b>Step E</b>	<b>Step F</b>	<b>Step G</b>	<b>Step H</b>	<b>Step I</b>
CLERK I	14.32	14.89	15.49	16.11	17.08	17.76	18.47	19.21	19.98
	29,785.60	30,971.20	32,219.20	33,508.80	35,526.40	36,940.80	38,417.60	39,956.80	41,558.40
LEGAL CLERK	15.48	16.10	16.74	17.41	18.45	19.19	19.96	20.76	21.59
	32,198.40	33,488.00	34,819.20	36,212.80	38,376.00	39,915.20	41,516.80	43,180.80	44,907.20
DISPATCHER I	16.49	17.15	17.84	18.55	19.66	20.45	21.27	22.12	23.00
	34,299.20	35,672.00	37,107.20	38,584.00	40,892.80	42,536.00	44,241.60	46,009.60	47,840.00
DISPATCHER II	17.15	17.84	18.55	19.29	20.45	21.27	22.12	23.00	23.92
	35,672.00	37,107.20	38,584.00	40,123.20	42,536.00	44,241.60	46,009.60	47,840.00	49,753.60
DISPATCHER III	17.83	18.54	19.28	20.05	21.25	22.10	22.98	23.90	24.86
	37,086.40	38,563.20	40,102.40	41,704.00	44,200.00	45,968.00	47,798.40	49,712.00	51,708.80

## **APPENDIX B**

### **2011 Cafeteria Rates**

Single	\$564.24	per month
Two Person	\$1,124.92	per month
Family	\$1,541.54	per month