

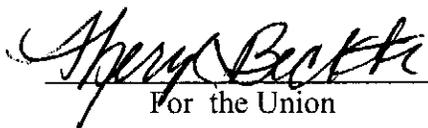
**Memorandum of Understanding between
the Keene City Employees, AFT Local 6288, AFT-NH, AFL-CIO and the City of Keene**

WHEREAS, the parties have reviewed certain job titles and positions and agree to modify the bargaining unit description to reflect those discussions and agreements; and

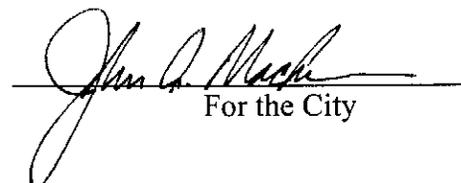
WHEREAS, the City has a specific need to make two temporary supervisory assignments for bargaining unit members for a period of time and the Union has no objection,

Now, therefore, the City and the Union hereby agree as follows:

1. The job title of "Permit Clerk" shall be changed to "Permit Technician" and the parties agree to file a joint Modification Petition with the NH PELRB to reflect this change. This position will now be on a newly established Pay Grade 9 on the Annual Salary (S) Schedule in the KCE collective bargaining agreement.
2. The new Pay Grade 9 for the 2009 contract year is as follows:
Step 1: \$35, 719, Step 2: \$37326, Step 3: \$39,006, Step 4: \$40,761, Step 5: \$42,595 and Step 6: \$44,512.
3. The position of "Housing Inspector" shall be added to the KCE bargaining unit and the parties agree to file a joint Modification Petition with the NH PELRB to reflect this change . The Housing Inspector shall be placed on Pay Grade 11 on the Annual Salary (S) Schedule in the KCE collective bargaining agreement.
4. The parties agree that the KCE CBA recognition clause and Article 10, Wages, Appendix A-3 are amended in accordance with paragraphs 1, 2 and 3.
5. On a temporary basis, the City is requesting that the bargaining unit members who hold the positions of sanitarian and plans examiner assume supervisory duties for a period of up to eighteen (18) months. During this period of time these employees shall receive the higher supervisory rate of pay. A decision will be made within the 18 months as to whether or not these supervisory positions will remain permanent. During this period of time these positions shall remain KCE bargaining unit positions.
6. The above terms and conditions may be amended at any time by agreement of the parties.
Signed this 12th day of January, 2010.



For the Union



For the City