



**State of New Hampshire**  
Public Employee Labor Relations Board

**Lebanon Professional Administrative Salaried Employees  
(LPASE)**

and

**City of Lebanon**

**Case No. G-0269-5  
Decision No. 2020-082**

**Certification of Representative and Order to Negotiate**

Pursuant to RSA 273-A and PELRB Decision No. 2020-081 granting the Union's petition for modification, the existing certification, set forth in PELRB Decision No. 2019-083 (April 12, 2019), is amended; and it is hereby ordered that the composition of the modified bargaining unit, represented by the Lebanon Professional Administrative Salaried Employees (LPASE) for purposes of collective negotiations and settlement of grievances, is as follows:

<b>Unit:</b> Full-Time, non-initial probationary employees in the following positions:	
Administrative Services Manager	Airport Operations Supervisors
Assistant City Engineer	Associate Planner
Assistant Recreation Director	City Assessor
Cemetery Sexton	City Planner
City Engineer	Code Health Inspector
Code Enforcement Director	Deputy Fire Chief
Communications Supervisor	Field Inspector
Energy & Facilities Manager	Fleet Maintenance Superintendent
Fire Marshall	Maintenance Manager
GIS Coordinator	Police Captain
Maintenance Superintendent	Real Estate Appraiser II
Police Lieutenant	Senior Planner
Recreation Program Coordinator	Utilities Maintenance Superintendent
Solid Waste Manager	Water Treatment Superintendent
Wastewater Treatment Superintendent	

**Exclusions:** Initial probationary employees, seasonal and temporary employees, part-time employees, and all other employees in job titles other than those listed in the unit description above.

The City shall negotiate with the LPASE as exclusive representative, on the terms and conditions of employment for the members of the bargaining unit and shall recognize the right of the LPASE to represent employees in the settlement of grievances.

So ordered.

Date: 4/10/2020

/s/ KARINA LANGE  
Karina A. Lange, Esq.  
Staff Counsel/Hearing Officer

Distribution: Mark Goodwin, President, LPASE  
Shaun Mulholland, City Manager