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October 25, 2023

9th Circuit-District Division-Manchester
35 Amherst Street
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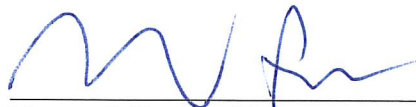
Re: State v. Keith Murphy, 456-2023-CR-01438

Dear Clerk:

Please find Defendant's Motion for Supplemental Discovery enclosed for filing in the above captioned matter.

Thank you for your time and attention to this matter.

Very truly yours,



Donna J. Brown, Esq.

DJB/kw

cc. Atty. Blanchard

STATE OF NEW HAMPSHIRE
9TH CIRCUIT DISTRICT DIVISION-MANCHESTER

STATE OF NEW HAMPSHIRE

V.

KEITH MURPHY

456-2023-CR-01438

DEFENDANT'S MOTION FOR SUPPLEMENTAL DISCOVERY

Introduction

The defendant, a New Hampshire State Senator, intends to present evidence that challenges the good faith of both the investigation that resulted in these charges and the decision to charge him with these crimes. Mr. Murphy seeks additional evidence to corroborate existing evidence that the Manchester Police Department, as represented by Kyle Daly and the Manchester Police Patrolman's Association (MPPA), were biased against him due to his positions on legislation that was and is opposed by the members of the MPPA. This claim is based, in part, on evidence that Kyle Daly contacted Senator Jeb Bradley and asked him if he was going to ask the defendant to resign based on Mr. Murphy's then recent arrest on these charges. Daly had contacted Senator Bradley about Senator Bradley's lack of support for a bill, estimated to cost 250 million dollars, that would have grandfathered certain police officers into a previous and more lucrative pension plan.

The defendant, in his capacity as a state senator, not only opposed the same above-described pension plan, but also supported certain criminal justice reforms that were opposed by

Daly and the MPPA. These reforms included legalization of marijuana and a bill limiting qualified immunity for police against civil suits.

While there is existing evidence discrediting the methods employed in assembling this case, including the investigating officers filing charges against Mr. Murphy before even attempting to interview six key witnesses and not filing criminal charges against the alleged victim, Nicholas Soter, when there was ample evidence to do so, Mr. Murphy requests additional evidence in support of his defense. Many of the witnesses that the Manchester Police failed to interview prior to filing these charges supported Mr. Murphy's claim that Nicholas Soter made numerous false statements to the police and that any physical contact that Mr. Murphy did have with Soter was the product of his attempt to protect himself, his staff and his property from Soter's threatening and disruptive behavior on April 30, 2023.

Though initially slow to respond to Soter's phone call and claim of assault against his then employer, after the Manchester police learned that the charges involved State Senator Murphy, eleven Manchester Police officers were involved in the investigation of these misdemeanor charges. More importantly, three of the officers involved in this investigation stand to directly benefit from the above-described pension plan opposed by both Senator Murphy and Senator Bradley. While Mr. Murphy considers himself generally supportive of the Manchester Police and the work they do for the people he represents, his differences with the MPPA over the above-described legislation would allow a reasonable factfinder to draw an inference of bias involving the investigating officers. Therefore, this Court should grant this supplemental discovery motion and order the production of the following:

- A. Any emails, memos or other correspondence between any members of the Manchester Police and/or the prosecution (aka Office of the City Solicitor) and/or between members of the Officer of the City Solicitor regarding the decision to prosecute Mr. Murphy;

- B. Any emails regarding Chief Aldenberg's involvement in the decision making regarding bringing charges against Keith Murphy;
- C. Any emails, memos or other documents or correspondence between any members of the Manchester Police and/or the prosecution regarding any decision making regarding the possible prosecution of Nicholas Soter including, but not limited to, any documents regarding whether Soter has any issues under *State v. Richards*;
- D. Any emails, memos or other correspondence between the prosecution and any investigating officers regarding the collection of any evidence after Mr. Murphy's arrest on June 19, 2023, including, but not limited to emails that discuss further investigation;
- E. Any emails, memos or other documents or correspondence regarding any potential conflict of interest regarding the Manchester Police lobbying of Senator Murphy and the decision to bring the above-captioned charges;
- F. Any other exculpatory evidence known to the Manchester Police and/or the Manchester City Solicitors Office.

As grounds for this Motion, it is stated:

Relevant Factual Background

1. Keith Murphy is currently serving a two-year term as a state senator for the senatorial district that includes the City of Manchester. Prior to being a state senator, Keith Murphy was a state representative for Bedford from 2010 to 2018. At the time of the relevant events, Mr. Murphy was also the owner and proprietor of Murphy's Taproom and Murphy's Diner, two adjoining establishments in Manchester.
2. In his capacity as a state senator, on April 21, 2023, Mr. Murphy met with Manchester Chief of Police Allen Aldenberg and several members of his leadership team. Chief Aldenberg asked Mr. Murphy to vote against the then-pending bill to legalize marijuana. Senator Murphy told Chief Aldenberg that he was going to vote in favor of the bill legalizing marijuana because he had promised his constituents that he would do so.

3. On April 30, 2023, there was an altercation between Mr. Murphy and Nicholas Soter at Murphy's Diner. While Soter claimed that the altercation began when Murphy "went chest to chest" with him after he inquired about credit card tips owed to him. Discovery at 5. Soter also tells the police that the defendant hit him and spit on him and that the spit was visible on hand, though Soter did not produce any photograph of this. *Id.*
4. What Soter failed to mention in his April 30, 2023, police interview is that after he engaged in a verbal argument with Mr. Murphy over money allegedly owed to him, Soter told Mr. Murphy that "I quit" and was immediately and repeatedly asked to leave the premises by Mr. Murphy. *See* Exhibits 1 and 2. Therefore, Soter was clearly committing the crime of criminal trespass when he remained on the premises. Additionally, Soter did not mention anything to the police about kicking over chairs. *Id.* at 5.
5. On May 1, 2023, two Manchester Police Officers, including Sgt. Flanagan, went to Murphy's Taproom in an attempt to retrieve any video surveillance footage of the interaction between Soter and Mr. Murphy the previous day. Discovery at 5-6. Mr. Murphy was cooperative with the investigating officers including going to the restaurant to meet with the officers, agreeing to give them copies of the surveillance videos without the need for a search warrant and agreeing to meet the officers at the police station to discuss what happened. *Id.* While Mr. Murphy did agree that there was a verbal disagreement about money owed to Soter, he told the police:

At the end of the shift, Soter was in the diner without any customers and Keith approached him. At that time, Keith stated that he answered one of Soter's insubordinate remarks and informed him that sometimes restaurants take up to two weeks to issue pay checks whereas he usually gets the money to his employees the same day or the next day. Soter then threw a towel he was holding down onto a table and screamed "that's it, I quit." Soter then got within inches of Keith's face and began screaming "you're a piece of shit" "fuck you" "fuck this". Keith stated he pointed to the door which was

approximately 4 feet from where they were standing and told Soter to “get out”.

Id. at 8.

6. During this same interview, Mr. Murphy told the police that during his interaction with Soter, Soter said something to the effect of “I’m going to fuck you up” or “I’m going to kill you.”

Id. at 11. Additionally, Mr. Murphy told the police that Soter also kicked chairs while rampaging to the premises, something that was later corroborated by the surveillance videos.

Id.

7. During this same May 1, 2023, interview, Mr. Murphy provided the investigators with the names and contact information of six employees/witnesses who were on the premises during the altercation with Soter on April 30, 2023. *Id.* at 10.
8. The Manchester Police Department continued to investigate the allegations until they arrested Mr. Murphy on June 19, 2023. The only other investigation done by the Manchester Police before they arrested Mr. Murphy on June 19, 2023, was re-interviewing Soter and Murphy and reviewing the surveillance videos. These surveillance videos did not have any audio that would have corroborated Mr. Murphy’s statements that Soter was swearing and engaged in behavior that disrupted the business, that Soter was committing criminal trespass when he remained the premises after repeated commands to leave or that Soter threatened Mr. Murphy with bodily injury.
9. Mr. Murphy turned himself in on the warrant for his arrest on June 19, 2023. Bail was set at personal recognizance with the condition that he does not possess any firearms. On this same date, Officer Choi went to the defendant’s residence to seize his firearms. Discovery at 29.
10. After Mr. Murphy’s arrest, Kyle Daly of the Manchester Police Patrolman’s Association contacted the President of the New Hampshire Senate, Jeb Bradley. As reported by Senator

Bradley, the purpose of this call was that Daly was lobbying him to a \$250 million dollar pension plan. *See Exhibit 3.* During this conversation, Daly asked Sen. Bradley if was going to ask for Sen. Murphy's resignation referring to Sen. Murphy's recent arrest. Senator Bradley said that his answer was the same answer that he gave to the press after Senator Murphy's arrest – Senator Muphy, like all Americans, is entitled to the presumption of innocence. Senator Bradley explained that his tone to Daly was, "I'm not talking to you, bud." Senator Bradley also explained that he found Daly's question "highly unusual" and that is based on his contacts with numerous lobbyists.

11. During a call with undersigned counsel, Sen, Bradley explained more about the legislation that was the subject of Daly's call:

Sen. Bradley explained that about 10-12 years ago there was legislation that was intended to correct law enforcement pension benefits that did not accurately reflect the salary and wages earned by law enforcement. He said that it was common that, in the last 2-3 years of their employment, officers would work overtime and/or engage in extra details so that their income was disproportionately higher than it had been during the course of their employment. As pension benefits were calculated based on those last 2-3 years of employment, this resulted in disproportionately high pensions. Sen. Bradley described that there was one 40 year old law enforcement officer who was drawing a pension of \$250,000 a year and was employed in another job where he was drawing a salary of about \$100,000. When the original legislation passed, many officers were grandfathered into the old pension scheme, but those who were officers for less than 10 years at the time of the legislation were subject to the new, less favorable, legislation/pension plan. The purpose of the current legislation (that was the subject of the call with Daly) was to reach back and include those officers who weren't grandfathered into the old benefit plan that was changed 10-12 years ago. Senator Bradley said it has been calculated that the cost of the legislation would be about \$250,000,000 and that cost would benefit about 1750 persons.

12. Kyle Daly is the Chief Steward of the Manchester Police Patrolman's Association and was the union representative who signed the most recent contract between the union and the City of Manchester. *See Exhibit 4 at 34.* (MPPA agreement with City of Manchester). As this

agreement states, all members of the Manchester Police are members of the union and therefore represented by its leadership that includes Kyle Daly. *Id.* at 4.

13. On May 23, 2023, Chief Aldenberg of the Manchester Police spoke at state house press conference in favor of a bill that would increase certain pension benefits to certain members of law enforcement.¹ In the video of this new conference, Chief Aldenberg is seen wearing a sweatshirt with the letters “MFFA.”
14. Senator Murphy voted in opposition to the bill for which Chief Aldenberg and Officer Daly heavily lobbied. Less than a week later, and despite their not interviewing all relevant witnesses, the Manchester Police sought and obtained a warrant for Mr. Murphy.
15. It is worth noting that the complaints name Chief Aldenberg as the complainant, but this is cross-off and Det. Garrett Bombard’s name is written in the same space. *See* Exhibit 5. A fair assumption for this is that the Manchester Police themselves were concerned about Chief Aldenberg signing a complaint against a sitting state senator when he had recently lobbied unsuccessfully for legislation favorable to the Manchester Police Department.
16. After learning more about the pension legislation that was the subject of Daly’s call to Sen. Bradley, undersigned counsel was able to obtain a copy of the list of law enforcement officers who would benefit from the subject pension legislation. *See* Exhibit 6. That list includes 147 Manchester Police officers and/or Manchester Firefighters. Two of the officers on that list (Choi and Bergeron-Rosa) were involved in the investigation of the above-captioned charges.
17. Mr. Murphy is charged with three misdemeanor offenses. One of the charges, a charge of simple assault, alleges that he spit on Nicholas Soter on April 30, 2023. A second charge of

¹ [First responders gather to call for retirement system changes \(wmur.com\)](https://www.wmur.com/news/first-responders-gather-to-call-for-retirement-system-changes)

simple assault alleges that Mr. Murphy “knowingly caused unprivileged physical contact to another when he swiped his right hand at the rear neck and head area” of Nicholas Soter. The third charge of Criminal Threatening alleges that Mr. Murphy “placed or attempted to place another in fear of bodily injury or physical contact when he picked up a chair, held it in a manner consistent with preparing to strike [Nicholas Soter] with the chair, and moved towards him.”

18. After his arrest, Mr. Murphy was contacted by several people in politics who informed him that Kyle Daly of the MPPA had made statements about the possibility of his running for Senator Murphy’s seat because, “The police are sick and tired of Republicans going off the reservation, and we are going to take them out one at a time.” *See* Exhibit 7.
19. After his arrest, the defendant and undersigned counsel retained an investigator to interview the witnesses that the Manchester Police refused to interview before bringing charges against the defendant. These witnesses contradicted Soter’s claim that Mr. Murphy was the initial aggressor and, instead, described Soter as ignoring Mr. Murphy’s repeated commands to leave the building while Soter yelled, used profanities and made threats.
20. After completing the defense investigation, counsel for Mr. Murphy sent an email to the lead investigator, Det. Bombard, asking that that the Manchester Police Department bring charges against Nicholas Soter. *See* Exhibit 8. In support of the request, Mr. Murphy cited to the Victim’s Bill of Rights and included copies of the reports of the defense investigation that corroborated Mr. Murphy’s statements to the police. Other than acknowledging this email, the Manchester Police have not contacted Mr. Murphy about any decision making regarding their failure to bring criminal charges against Soter.

21. Beside the above-described evidence regarding Mr. Murphy's voting on legislature opposed by the Manchester Police, there is other evidence establishing bias and motive including:

- On May 1, 2023, Mr. Murphy provided the names and phone numbers of six witnesses that corroborated his statement to the police about Soter's violent, disruptive, and threatening behavior. The Manchester Police Department chose not to speak to any of them until more than a month after Mr. Murphy was arrested.
- The Manchester Police Department chose to send away two witnesses who appeared at the police station to provide statements on May 1, 2023, and did not contact them until after Mr. Murphy was arrested.
- Mr. Soter did not appear for several scheduled interviews with the Manchester Police. The Manchester Police repeatedly contacted Mr. Soter so that they could proceed with the case against Senator Murphy.
- The witness interviews, when finally conducted more than two months after the events, appear to be conducted with a purpose of discrediting the witnesses and/or convincing them that the defendant was guilty.

22. On August 17, 2023, Mr. Murphy filed a Notice of Intent to Rely on Self-Defense, Defense of Others and Defense of Property at Trial. In this motion, Mr. Murphy denies spitting on Soter but as to the other charges, he intends to present evidence that any physical contact with Soter was justified because Nicholas Soter repeatedly refused to leave the premises leased by Mr. Murphy and engaged in tumultuous and threatening behavior that created a risk that Mr. Soter would assault the defendant, his staff or damage his property.

Legal Argument

23. A prosecutor's failure to learn of and disclose facts regarding the credibility of their cooperating witness is "patent prosecutorial misconduct." *See Giglio v. United States*, 405 U.S. 150, 154 (1972) ("When the 'reliability of a given witness may well be determinative of guilt or innocence, nondisclosure of evidence affecting credibility falls within" the general rule requiring a new trial regardless of whether the government acted in good faith); *Kyles v. Whitley*, 514 U.S. 419, 437-38 (1995) ("[T]he individual prosecutor has a duty to learn of any

favorable evidence known to the others acting on the government's behalf in the case, including the police.”)

24. The requested information is not protected by work product:

The work product doctrine does not excuse a prosecutor's obligation to disclose *Brady* materials. *See generally Castleberry v. Crisp*, 414 F. Supp. 945 (1976). While a prosecutor's thoughts and impressions are protected, if there is exculpatory or impeachment evidence, that must be disclosed to a defendant prior to trial. *See United States v. Armstrong*, 517 U.S. 456, 474-75, 116 S. Ct. 1480, 134 L. Ed. 2d 687 (1996) (Breyer, J., concurring in part and concurring in the judgment) (presupposing *Brady* overrides work-product doctrine)

See Fontenot v. Allbaugh, 402 F.Supp.3d 1110, 1184 (2019)

25. The defendant relies on *Kyles v. Whitley*, 514 U.S. 419 (1995), in support of this request.

Kyles was also a case also began with a witness contacting the police under circumstances where he himself was implicated in criminal activity. In *Kyles*, the subject contacted the police and expressed concerns that he may be implicated in a recent homicide because he may have unknowingly purchased a car from the defendant that had originally belonged to the victim. *Id.* At 424. The investigating officer acknowledged that the witness's possession of the car would have looked suspicious. *Id.* at 425. During this same interview, the subject witness implicated the defendant in the murder by claiming that the defendant sold him the victim's vehicle. *Id.*

26. After it was discovered that the prosecution withheld *Brady* materials before trial, *Kyles* appealed his conviction. In their holding reversing the conviction, the U.S. Supreme Court held that the suppressed evidence would have provided a “withering cross-examination” of the prosecution witnesses, and it would have fueled a “substantial implication that the prosecutor had coached” its witnesses to make changes to their stories. *Id.* at 443. Further, *Kyles* held that the “[d]amage to the prosecution's case would not have been confined to

evidence of the eyewitnesses as exculpatory information about [the witness's] police interviews would have raised opportunities to attack the thoroughness and good faith of the investigation” and the “disclosure of exculpatory evidence regarding the subject witness “would have revealed a remarkably uncritical attitude on the part of the police.” *Id.* at 446, quoting *Bowen v. Maynard*, 799 F.2d 593, 613 (10th Cir. 1986) (“A common trial tactic of defense lawyers is to discredit the caliber of the investigation or the decision to charge the defendant, and we may consider such use in assessing a possible *Brady* violation”); *Lindsey v. King*, 769 F.2d 1034, 1042 (5th 1985) (awarding new trial of prisoner convicted in Louisiana state court because withheld *Brady* evidence “carried within it the potential ... for the ... discrediting ... of the police methods employed in assembling the case.”)

27. The same reasoning applies to the facts of this case. The requested evidence is discoverable to support Mr. Murphy’s defense discrediting both the bias of the investigating police department, including the caliber of their investigation, and their uncritical attitude about the credibility of a key prosecution witness.

WHEREFORE, for the above captioned reasons, Keith Murphy by and through counsel, hereby requests the following:

- A. That this Court Order a hearing on this Motion;
- B. That this Court grant the relief requested in this Motion.


Respectfully submitted,

Keith Murphy

By his attorneys,

Wadleigh, Starr & Peters, P.L.L.C.

Dated: October 25, 2023

By: 

Donna J. Brown, NH Bar No. 387
95 Market Street
Manchester, NH 03101
(603) 669-4140
dbrown@wadleighlaw.com

CERTIFICATION

I hereby certify that a copy of this Motion has been delivered to Attorney John Blanchard, counsel for the State on this 25th day of October 2023.



Donna J. Brown

Exhibit 1

To: Attorney Donna Brown
From: Private Investigator Amy Wallace
Date: July 6, 2023
Case: State of NH v. Keith Murphy
Re: Field interview with Nicholas A. Parkinson (DOB: 2-27-2005)
Address: 222 Goffstown Backroad, Goffstown, NH 03045
Phone: (603) 265-1478

On the above date at 11:15 a.m., I conducted a field interview with Nicholas A. Parkinson. I identified myself as a private investigator for AW Investigations, LLC. I showed Nicholas my private detective license and provided him with a copy of my business card prior to this interview for reference. I explained that I work with Attorney Donna Brown, who represents Keith Murphy in a criminal matter. Nicholas agreed to speak with me about this case.

Note: Nicholas goes by the name of "Nick." Because the complaining witness, Nick Soter, also uses that name, I will refer to this witness by his formal name for clarification purposes in this report.

Background

Nicholas is a cook and has worked for our client since about late January. He cooks at both the diner and at the Taproom.

Both Murphy's Taproom and Murphy's Diner can be busy, which can be stressful in the restaurant business, he said.

"Keith has always been nice to me," Nicholas said. "I remember one shift at the diner, he showed me the way to properly do something instead of getting mad or aggravated. There's a lot of respect."

Nicholas also knows the complaining witness, Nick Soter. He said he met Nick at the restaurant, but has not seen him since the date in question.

Nicholas described Nick as a "nice guy" who is "good to talk to and fun to work with."

However, Nick can become angry if he is stressed out, according to Nicholas.

"I feel like he was an impatient person," Nicholas said of Nick. "He'd get frustrated if he was busy. He would just get aggravated."

Nick never really talked with Nicholas about Keith.

Allegations

Nicholas was working in the diner kitchen on the date in question, and his shift was from 6:30 a.m. to 2 or 3 p.m. Mike Huxel was doing dishes in the same kitchen.

Everything and everyone seemed fine during the early morning shift, Nicholas said. The diner closed at noon and the Taproom opens at that time.

Nicholas said part of his job is to close down the diner's kitchen. The customers had cleared out and no customers were left on the floor, he said. At about noon, Nicholas heard yelling coming from the dining area.

"I saw about 85 percent of what happened and I'm pretty sure Mike saw just about everything too," he said.

According to Nicholas, Nick yelled at Keith, "You're a piece of shit!"

Nicholas said Keith told Nick, "Get out of my restaurant." Nicholas said Keith repeated for Nick to leave "over and over."

According to Nicholas, Nick said, "Fuck you" to Keith.

Nicholas said he heard what sounded like furniture falling over. Nicholas walked to the opening where the kitchen and dining room area meet. He stood in the archway and watched from there and had an unobstructed view of what was going on in the dining area. He said Nick was near the furniture that had been knocked over and Keith was not near it.

Keith was not physical at all and remained professional, according to Nicholas. However, Nick continued to call Keith names and was disrespectful.

"Keith didn't bite," Nicholas said. "Keith was respectful. Nick was saying the same thing over and over. I remember Nick saying, 'I quit!' There was a table or chair that I think Nick flipped over out of anger. I think Nick did it because he was in that area and Keith was near a booth."

Nick stormed off and was mad, Nicholas said, adding that he unsure what started the matter.

He said he's not sure if Nick had a tablet that day or if he was using the common server area to place his orders.

Nick went into the kitchen and Keith followed him.

“Nick storms into the kitchen and he’s very mad,” Nicholas said. “Nick got a few inches from Keith’s face and was yelling, ‘You’re a piece of shit!’ Keith said, ‘You’re fired.’ Honestly, I thought something would happen, but Keith is a very respectful man.”

It was “down pouring” outside, Nicholas said. Nick went out through the door from the kitchen to the outside and walked toward the Taproom.

Keith followed Nick. Nicholas said that Nick was so angry, he was worried about what Nick might do to everyone in the Taproom, so Nicholas followed Nick too.

“I didn’t want things to escalate,” he said. “I wanted to make sure everyone in here was safe. Nick was aggressive and something was building up, so I came in here (the Taproom) to make sure everyone was okay. Nick seemed over-the-top angry and frustrated.”

Keith asked Nick to leave several times, but Nick refused, according to Nicholas. Keith orders for Nick to leave were “very, very clear,” he said.

“I don’t know why he stayed,” Nicholas said.

Nicholas went into the Taproom’s kitchen area to check on everyone. The kitchen manager was cooking food. He went back into the bar area. There were customers inside. The bartenders were serving drinks and Nicholas said everything seemed to have calmed down and was okay at the Taproom, so Nicholas started to walk back toward the diner to finish his work in the kitchen.

Keith was trying to talk with Nick to get him out of the establishment, but Nick was not listening, Nicholas said. Nick was just walking around. Someone suddenly slammed a pen on the ground, but Nicholas did not see who threw the pen. Keith told Nick to, “Get out.” Keith was also yelling at this point and both men were angry.

I asked him if he ever saw Keith touch Nick or if Nick touched Keith at any time. He said he did not see anything like that. He said they were close to each other at various points, but Nicholas witnessed nothing violent and he saw no physical contact between the two men.

“I feel like Keith didn’t want Nick to make a scene in here because there were customers here,” he said. “Nick brewed a lot of anger.”

After Nick left Nicholas saw him sitting in a vehicle with a girl. He said the door the vehicle was open and Nick sat there half in and half out for a long time. Before Nick left he gave Nicholas a “fist bump” and Nicholas gave him the fist bump back because he did not think he’d see Nick again. Nicholas had to finish his cleaning, so he did not watch what Nick was doing in the parking lot.

The incident went on for about 45 minutes to an hour, Nicholas said. He saw the majority of what happened that day and when I asked him if he ever saw Keith hit, spit, push, or threaten Nick at any time, Nicholas said he never saw anything like that. I also asked him if he ever saw Keith pick up any furniture. He did not see that either. He said Keith's arms were always by his side and although he used them in a waiving fashion to talk, he did not assault Nick.

Although Keith did not threaten Nick, Nick did verbally threaten Keith. According to Nicholas, Nick said something like, "I'm going to come to your crib" or something like that.

"Nick was angry when he said it," Nicholas said. "I don't know why he said it, but I assumed that wasn't a good thing."

Nicholas said the whole incident was "all verbal," he said.

"I think Keith just wanted Nick to go because Nick was causing a scene," Nicholas said.

Note: At 4:19 p.m. on July 10, 2023, I read this report to Kaile. To the best of his knowledge, Kaile said this report is accurate.

End of report.

Exhibit 2

To: Attorney Donna Brown
From: Private Investigator Amy Wallace
Date: July 6, 2023
Case: State of NH v. Keith Murphy
Re: Field interview with Talan T. Marcotte (DOB: 4-16-2007)
Address: 971 Chestnut Street, Manchester, NH 03104
Phone: (603) 858-6782

On the above date at 9:26 a.m., I conducted a field interview with Talan T. Marcotte. I identified myself as a private investigator for AW Investigations, LLC. I showed Talan my private detective license and provided him with a copy of my business card prior to this interview for reference. I explained that I work with Attorney Donna Brown, who represents Keith Murphy in a criminal matter. Talan agreed to speak with me about this case.

Background

Talan's mother is Michele Brown, who is engaged to our client. They both work for Keith. Talan has worked there since 2019.

He said he has a good relationship with Keith and described him as a "nice guy." According to Talan, Keith is always calm and treats his employees well. He said he's never really seen him angry at work.

Talan does not know Keith to be a violent person. He's known Keith for about four years and Keith has never laid a hand on Talan, nor has Talan seen Keith acting in a violent way.

Talan also knows Nick Soter, the complaining witness in this case.

According to Talan, Nick started working at Murphy's Taproom and Diner around January or February of this year and they worked "just about" every weekend together.

Nick was employed as a server there. He would often cover the breakfast shift with Talan, who could not serve alcohol because Talan is only 16-years old. Talan said Nick would have to handle the alcohol for Talan if someone at his table wanted a drink.

Nick wanted to tend bar, so he put on his application that he had experience in bartending. Talan said Nick had lied on his application to get experience as a bartender.

"Nick personally told me he's never bartended before," Talan said.

Nick had a serious motor vehicle accident while he was employed at Murphy's, according to Talan. Nick told Talan that he was at a woman's house in Connecticut and was drinking alcohol. When the woman's kids came home, Nick told him that he left - despite the fact that he was drunk. He drove himself toward home and "flipped his truck a few times and the roof caved in," Talan said. He suffered a head injury and when police arrived on scene, they just assumed he was dizzy from the crash, so they did not suspect he was operating under the influence, Talan said.

Sometimes Nick seemed "a bit on edge," Talan said. Talan said he thinks Nick seemed "on edge" more after the accident.

"Sometimes I had to walk around on eggshells around him," Talan said about Nick. "He had different moods for different days. Some days he was cool and uplifting and other days, he was a completely different person. He was off at times, but always seemed like a pretty cool dude. I never had problems with him."

Nick was "cocky" sometimes, Talan said. "I think he thought he was a better server than he was," Talan said.

According to Talan, Nick would get orders wrong sometimes. He also wasn't formal with guests and would talk with customers like they were his friends and "sometimes that didn't slide" with the patrons, Talan said.

Nick would often ask for extra shifts and then when he got there, he'd always want to leave early, Talan said.

Talan really did not have any other observations about Nick's work performance. He said it seemed that Nick did not like Keith, but that fact did not seem to bother Keith.

"Nick was always really cool with me, but I don't think he's the biggest fan of Keith," Talan said. "Maybe because he was his boss? He just always seemed annoyed with Keith. Keith was his boss and would give Nick things to clean and do. It's a typical boss thing."

The establishment has a computer system that sends orders directly to the kitchen. There are general computer iPads located at the bar, one outside, and one in the diner. All employees can use these electronics to enter their orders, according to Talan.

The business also has extra iPads if a server prefers to take orders directly at the table to make it easier on them. However, the iPads started to disappear or were lost, so the management asked that employees who wish to check out an iPad, leave their car keys or something of value in exchange to borrow the electronic. That way, the servers remembered to return the iPads after their shift ended, he said. The tablets are kept in an office area, located from the Taproom. They are to be checked in and out there.

Talan said he chooses to hand write or just remember the order at the table and then he'll go to one of the scheduled service stations to put the order in the system.

I asked Talan to walk me through the process on how they get paid for their gratuity.

The business takes cash and credit cards for payment. According to Talan, servers would print the summary of their sales at the end of their shift. The totals would indicate how much they sold in cash and credit.

Servers handled their own cash banks and credit card transactions. At the end of the shift their printout would indicate if they took in enough cash to be reimbursed for their credit card tips. If not, sometimes the bartender would pay them their money owed. The slip would indicate whether the server owed the establishment money or if the business owed the server money.

If the business owed the server money and there was not enough money in the drawer to pay the server, then the management would pay them a day or so later, he said.

"I would wait until Monday if they didn't have it," he said, adding that was a regular practice and there was "nothing out of the ordinary" about it.

At the end of his shift, he would organize his cash and credit card receipts and printout his summary.

Allegations

Talan was working on the date in question. His shift was from "open to close," which meant he had to be there at 6:30 a.m. and would leave around 1-1:30 p.m. The diner closed at noon, but servers finish their side-work (cleaning, etc.) and cashed out before leaving.

Nick was scheduled to be there at 8:30 a.m. Sometimes he'd come early, so Talan was not sure what exact time Nick arrived that day.

It was a busy Sunday in the diner, according to Talan, who said he made "good money that day."

Talan did not have any direct problems with Nick. However, Nick was angry with Keith, he said.

Nick had gotten an order wrong, apparently. Nick told Talan that Keith addressed the matter with him, but Nick "didn't take it the right way," Talan said, which may have led to Nick's anger on that particular day.

The issue came up at the end of their shifts. Nick approached Talan and told him that Keith talked with him about the wrong order and Nick was angry about it, he said. They

were in the middle of a rush and the diner was almost full. Talan was too busy to discuss the matter and so he told Nick, "Dude, just go back to work and talk to me later." He said there are about 25 tables, so it is very busy when the diner is almost full and there are only two servers on shift.

According to Talan, Nick was upset and complained that he was not getting money that day and that Keith was being critical of his job performance.

"He was telling me he was going to walk if Keith kept talking to him," Talan said. "I told him, 'I don't know what you want me to say; go back to work and we can talk later.' He just went back to work."

Talan said sometimes servers get the food wrong. Keith will address it - especially if it's busy, but in a professional manner. He said Keith will say something like, 'I can't really have you messing up,' but he does not yell about it.

At some point earlier, Talan had told his mother, Michele, that Nick was threatening to walk out if he did not get paid for his credit card tips that day. If Nick walked out of his shift in the middle of the rush, that would have made Talan's job much harder because he would have had to handle the whole diner.

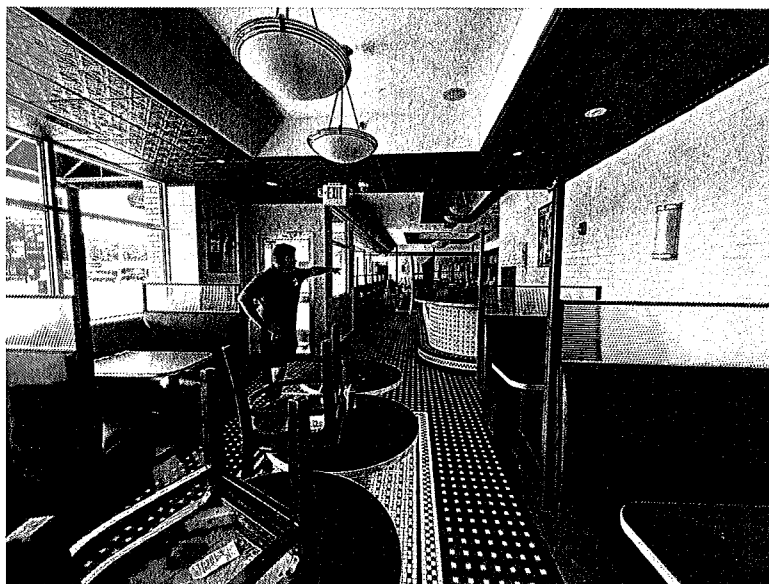
"I had said to my mom earlier what happened - he was threatening to leave during rush hour," Talan said.

After Talan had talked with his mother, he went back to work. He learned later in the day that Michele had told Keith about their (Talan and Michele's) conversation.

Customers were leaving and the diner emptied of patrons. Nick was cleaning a table over by the windows.

"Nick was cleaning that table in the window and I was behind the bar doing dishes," he said. "We were silent - not mad, we were just doing the work."

Nick showed me the area that they were standing. *See photo right, Talan is standing next to the booth that Nick was cleaning and he is pointing to the bar area where he (Talan) was working.*



Talan said Keith walked out of the kitchen and approached Nick. According to Talan, Keith said to Nick, "Hey man, a lot of other restaurants don't give their servers their money until the credit card clears."

Keith explained to Nick that their establishment tries to pay servers at the end of a shift, but when there is not enough cash on hand, they need to distribute monies the next day.

"Nick completely lost his shit," Talan said. "He threw his wet dishtowel on the table and said, 'That's it - I quit!' It got my attention."

According to Talan, Keith responded, "Alright - just leave." Nick was yelling about the money and said he wanted the money. Talan said he thinks Nick claimed it was about \$126.

Keith responded, "You'll get it - just stop...relax." He told him he would get the money the next day.

Nick would not leave. Nick was yelling at Keith and the two men were two to three feet apart from each other.

"Nick refused to leave and he just kept yelling about the money," Talan said.

Keith was yelling back at that point, Talan said. Keith repeatedly pointed at the door and told Nick to "get out" and "leave," according to Talan. Other than that, Talan cannot recall exactly what was said.

Keith turned his body to allow Nick to walk by him and said again, "Just get out; just leave and you'll get your money tomorrow."

Talan said the banks are closed on Sunday, so Keith would not have been able to go to the bank that day.

Nick refused to leave. Nick was yelling profanities and saying things like, "Fuck this place" and "fuck you all" and "fuck you" to Keith.

Nick walked behind the wall (behind the bar in the diner), which is a server station or server storage area. Talan said servers sometimes will leave their belongings there - like jackets or backpacks. Talan was still doing dishes, so although he could still hear what was going on while they were in the server area, he could not see because there was a wall between them.

He said he heard Nick still yelling and Keith repeatedly telling Nick to "just leave, just get out," and to "go home" or to get off the property.

Keith followed Nick and he would point out the doors that Nick was walking by that would lead him outside; as Keith did this he articulated that he wanted Nick to leave the

premises. When Nick would turn around, Keith would have his hands out and turn and let Nick walk by, Talan said.

Talan said Keith had his arms out to the side and was waving them like “let’s move it along” or like he was herding sheep. Talan said he did not see Keith touch Nick.

Talan was not using a tablet that day and he does not really think Nick had a tablet either.

“I don’t really recall him having a tablet that day, but I don’t know for sure,” he said.

Keith continued to point at the door while asking Nick to leave the establishment.

Nick then walked toward the kitchen. As he walked by the tables, Nick purposely flipped one chair over onto the floor and kicked another chair, Talan said. Keith did not say anything about the chairs. Nick walked into the kitchen. Talan’s view was then again obstructed.

He could hear yelling from the kitchen and was curious as to what was going on, so he walked to the kitchen and stood in the doorway.

Nicholas Parkinson was cooking that day and Mike Huxel was the dishwasher that day, Talan said.

Note: because the cook and the complaining witness have the same name, I will continue to refer to the cook as Nicholas for clarification purposes in this report.

Mike and Nicholas were cleaning and getting ready to close up for the day, Talan said.

“Nick went back to fist bump the cook and dishwasher,” he said. “They both looked really confused. They went for it and fist bumped him back. They seemed clueless.”

Nick then said, “I’m done with this place” and continued to use profanities the entire time he was yelling, according to Talan.

Keith pointed to the kitchen exit and again said, “Just leave,” but Nick refused, Talan said.

Talan said there was no reason for Nick to be back in the kitchen area.

Nick then walked outside. “I thought he left,” Talan said, adding that he assumed the matter was over.

Talan walked over to the Taproom to get his server report. When he walked in, there were other employees there and some customers.

"I assumed Nick was gone," he said. "The second I walked in, Kaile (Coulombe - the bartender) was giving Nick money out of the drawer for that day." Keith was next to the bar while Kaile was giving Nick money.

Nick walked by Talan and said, "You're a great kid; I really like you - just don't get brainwashed by this loser (Keith)." Nick was not yelling at that point, Talan said.

Nick walked out onto the patio area and Keith walked behind him. The patio was empty and had not been opened up yet, Talan said. It was raining hard outside.

Keith continued to order Nick off the property, he said.

"I believe Keith didn't want Nick to go back inside the dining room," Talan said.

Talan gave his server report to the bartender. Talan then walked out onto the patio and was headed to the kitchen when he saw Keith and Nick in the parking lot. The two men were about 10-12 feet from each other. Nick told Keith that he would be back at 11 a.m. the next day. Talan then heard Nick say something like, "If you're not here, I'm going to go to your crib." Nick then asked Keith, "Where do you live?"

Talan said he chuckled out loud because he could not imagine Keith would possibly give this angry employee his address.

Keith told Nick that he would see him at the restaurant at 11 a.m. the next day and would give him his money then.

According to Talan, Keith then said, "I'll give you your money and this will be done; we will go our separate ways." He said Keith was no longer yelling.

"Keith just wanted Nick to get off the property," Talan said. Keith walked away and went back to work.

Talan said one of the other servers told him that Nick was going to call the police, but never indicated what for.

When police came to the bar at a later date and asked to speak with Keith, Talan offered to go with him because he assumed police would want to talk with the witnesses.

Keith escorted the officers upstairs to where the surveillance footage was. Talan went too, although, he does not believe that anyone realized that he was watching and listening.

"I don't think anyone noticed I was there," he said. Keith told the officers that the whole incident would be recorded.

He said police noticed him (Talan) and asked if he wanted to make a statement. Talan indicated that he did. Police said he could go to the station now or later, but that he didn't have to do it.

Keith had to go to the police station, so in the presence of the officers, Talan said, "Oh, maybe I'll go with you."

According to Talan, one officer said, "Yeah, but it's really late and a school night; maybe you want to go home." Talan said it seemed like police did not want him to make a statement.

Keith left with one officer and two stayed behind to get the video recording. Talan said he went downstairs to talk with the bartenders.

Michele picked him up and they went to the police station to make statements. When they arrived, Talan and Michele gave the receptionist their information. He provided his name, phone number, date of birth, and address. Michele gave them permission to speak with Talan because he is a juvenile. After he finished providing that information, Keith was walking out into the lobby area, escorted by a plain clothed police officer. Michele and Talon spoke with that officer.

"At the station, they told me they did not need my statement," he said. "He said, 'Oh you're all set; we don't need your statement, so you can go.' I never received a call or anything."

I asked Talan if he ever saw Keith strike Nick in the head that day or anywhere else on his person. He said he did not and he only saw Keith with his arms to the side of his body. Talan said he did not see Keith raise his hands or arms high - like head level. I asked him if he ever saw Keith spit at Nick. He said he never saw anything like that either. He said he never saw Keith touch Nick at any point in time. He said he is not surprised if Nick was wet - not because of spit, but because it was "pouring rain that day."

I looked up the weather for Manchester, NH on April 30, 2023. *See screenshot right.*

The screenshot shows the World Weather website interface. At the top, there is a navigation bar with 'Weather', 'Archive', and 'Widgets' links, and a search bar. Below the navigation bar, there is a search section with a 'Search' button and a 'Property Owners, Deeds & More' link. The main content area displays the weather forecast for Manchester, NH on April 30, 2023. The forecast includes a table with columns for time of day, atmospheric conditions, temperature, RealFeel, atmospheric pressure, wind speed, and humidity.

	Atmospheric conditions and temperature °F	RealFeel °F	Atmospheric pressure inHg	Wind speed mph	Humidity
Night	+46°	+41°	29.7	← E 8.3	100%
Morning	+45°	+39°	29.6	← E 10.3	100%
Day	+46°	+41°	29.4	↗ NE 11.4	95%
Evening	+46°	+41°	29.2	↗ NE 10.5	100%

Below the table, there is a link to 'Detailed hourly weather chart' and a 'Bio-meteorological forecast' section.

Talan said he has not seen Nick since that day.

Note: At 12:49 p.m. on July 7, 2023, I called Talan and read him this report. To the best of his knowledge, Talan said this report is accurate.

End of report.

Exhibit 3

Memo

To: Murphy File

From: Donna J. Brown

Re: call with Senator Jeb Bradley on 10/20/23

At 3:47 pm on October 20, 2023, I received a phone call from Senator Jeb Bradley. I knew it was Senator Bradley as I recognized his voice as I have met him in the past. He said he was calling to talk to me about an interaction he had with Kyle Daly in Daly's capacity as a lobbyist for law enforcement and Senator Bradley's position as a legislator who considers legislation that impacts law enforcement. Senator Bradley explained that he was on speaker phone with me and that his legislative assistant was present as she was also witness to his interaction with Kyle Daly.

Senator Bradley said that he received a call from Daly sometime after Senator Keith Murphy had been arrested and charges with the crimes that are the subject of this case. Senator Bradley said that he was talking with Daly about pension compensation legislation, legislation which Sen. Bradley described "quite contentious." During this conversation, Daly asked if Sen. Bradley was going to ask for Sen. Murphy's resignation referring to Sen. Murphy's recent arrest. Senator Bradley said that his answer was the same answer that he gave to the press after Senator Murphy's arrest – Senator Muphy, like all Americans, is entitled to the presumption of innocence. In discussing this with me, Senator Bradley explained that his own tone to Daly was, "I'm not talking to you, bud." Senator Bradley also explained that he found Daly's question "highly unusual" and that is based on his contacts with numerous lobbyists.

I asked Senator Bradley to explain more about the legislation that was the original subject of the phone call with Daly. Sen. Bradley explained that about 10-12 years ago there was legislation that was intended to correct law enforcement pension benefits that did not accurately reflect the salary and wages earned by law enforcement. He said that it was common that, in the last 2-3 years of their employment, officers would work overtime and/or engage in extra details so that their income was disproportionately higher than it had been during the course of their employment. As pension benefits were calculated based on those last 2-3 years of employment, this resulted in disproportionately high pensions. Sen. Bradley described that there was one 40 year old law enforcement officer who was drawing a pension of \$250,000 a year and was employed in another job where he was drawing a salary of about \$100,000. When the original legislation passed, many officers were grandfathered into the old pension scheme, but those who were officers for less than 10 years at the time of the legislation were subject to the new, less favorable, legislation/pension plan. The purpose of the current legislation (that was the subject of the call with Daly) was to reach back and include those officers who weren't grandfathered into the old benefit plan that was changed 10-12 years ago. Senator Bradley said it has been calculated that the cost of the legislation would be about \$250,000,000 and that cost would benefit about 1750 persons.

Senator Bradley said that, though he was not anxious to do so, he was willing to be a witness in any court hearing regarding this issue.

Exhibit 4

**AGREEMENT BETWEEN
THE CITY OF MANCHESTER, NH
AND
THE MANCHESTER POLICE PATROLMAN'S ASSOCIATION**

July 1, 2022 – June 30, 2026

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**ARTICLE 1
UNIT DESCRIPTION**

- 1.1 The unit to which this Agreement is applicable shall consist of Manchester Police Department employees as follows:

All regular full-time Police Officers, all regular full-time Animal Control Officers and all regular full-time Parking Control Officers, excluding all other employees of the Manchester Police Department.

**ARTICLE 2
MANAGEMENT'S RIGHTS**

- 2.1 The Commission and the Police Chief will continue to have, whether exercised or not, all the rights, powers and authority heretofore existing, including, but not limited to the following: The Commission and/or the Police Chief will determine the standards of services to be offered by the Police Department, determine the standards of selection for employment, direct its employees; take disciplinary action, relieve its employees from duty because of lack of work or for other legitimate reasons; issue and enforce rules and regulations; maintain the efficiency of governmental operations; determine the methods, means and personnel by which the Police Department's operations are to be conducted, determine the content of job classifications; exercise complete control and discretion over its organization and the technology of performing its work; and fulfill all of its legal responsibilities. All of the rights, responsibilities and prerogatives that are inherent in the Commission or the Police Chief by virtue of statutory and charter provisions cannot be subject to any grievance or arbitration proceeding.

**ARTICLE 3
EMPLOYEE'S RIGHTS**

- 3.1 The MPPA and the Commission agree that there will be no discrimination against any employee on account of membership or non-membership in the MPPA and no disciplinary action shall be taken against an employee except for just cause.
- 3.2 The Commission agrees that it will not interfere with the formation, existence, operation or administration of the MPPA.
- 3.3 The members of the MPPA's bargaining committee who are scheduled to work a tour of duty during collective bargaining negotiations shall be granted time off without loss of pay or benefits for all meetings between the Commission, its agents or representatives and the MPPA for the purpose of negotiating the terms of the contract or any supplements thereto.

- 3.4 The MPPA President or his designee shall be granted reasonable time off during working hours, without loss of pay or benefits, for the purpose of conducting business of the MPPA or attending meetings or legislative hearings related to the business of the MPPA; provided, however, the MPPA President or his designee shall request permission from the Chief of Police or the designee of the Chief of Police or the relief officer in charge prior to taking such time off. It is understood that such permission maybe refused if it will interfere with the normal and orderly operation of the department. The MPPA President and one designee shall be granted reasonable time off during working hours, without loss of pay or benefits to attend three days training during the course of a calendar year; provided, however, the MPPA President and his designee shall provide reasonable notice to the Chief of Police or the designee of the Chief of Police or the relief officer in charge prior to taking such time off. For purposes of attending official negotiation sessions and arbitration *hearings* the MPPA President shall be given working hours off in lieu of hours spent attending such events while off duty.

**ARTICLE 4
PRIOR BENEFITS AND PRESERVATION OF RIGHTS**

- 4.1 The Commission agrees that conditions of employment and working conditions previously established as policy of the Commission shall be not less than those now in effect and will remain in effect unless specifically modified by this Agreement. Nothing in this Article will limit the rights of the Commission to revise the Rules and Regulations, policies and/or working conditions to improve the efficiency of the Department, provided, however, any such change or revision shall not be subject to the grievance procedure.

**ARTICLE 5
STABILITY OF AGREEMENT**

- 5.1 No amendment, alteration or variation of the terms or provisions of this Agreement shall bind the parties hereto unless made and executed in writing by said parties.
- 5.2 Any portion of this Agreement found to be in conflict with any current City Ordinance, or with a State statute or governmental regulation now in effect or enacted at a later date will be null and void. However, all other portions of this Agreement will remain in effect.
- 5.3 This Agreement represents the entire Agreement between the parties hereto and may not be modified in whole or in part except by an instrument in writing duly executed by both parties.
- 5.4 The Union agrees to provide a copy of this Agreement to each employee in the bargaining unit.

**ARTICLE 6
DUES DEDUCTION**

- 6.1 The Commission agrees to authorize the deduction of MPPA dues from each employee who has signed an authorization, and to send the dues to: The Treasurer of the Manchester Police Patrolman's Association.
- 6.2 The Union will keep the Commission informed to the correct name and address of the Treasurer of the Manchester Police Patrolman's Association.
- 6.3 This deduction of dues shall be made on a weekly basis and shall be sent monthly to the Treasurer of the Manchester Police Patrolman's Association.
- 6.4 If any employee has no check coming to him or if his check is not large enough to satisfy the dues, then no deduction will be made from that employee. In no case will the City attempt to collect fines or assessments for the Union beyond the regular dues.
- 6.5 Should there be a dispute between an employee and the Union over the matter of deduction, the Union agrees to hold the City harmless in any such dispute.
- 6.6 Any employee who is in the Bargaining Unit and is not a member of the Union but wishes to have the Union represent him/her in a grievance, shall assume full financial responsibility as to the actual cost of processing the grievance. Collection of such fees shall be the sole responsibility of the Union.

**ARTICLE 7
GRIEVANCE PROCEDURE**

- 7.1(A) A grievance is defined as a claim or dispute arising out of the application or interpretation of this Agreement, under express provisions of the Agreement, and shall be processed by following the steps described in this article.
- 7.1(B) For the purpose of this article, a "BUSINESS DAY" shall be defined as Monday through Friday with Holidays excluded.
- 7.2 STEP ONE: A member of the bargaining unit must first take up the grievance with his immediate supervisor. The immediate supervisor shall give his answer within –five (5) business days.
- 7.3 STEP TWO: Failing adjustment by these parties, the grievant may, within five (5) business days, submit the grievance, which must be in writing and which must list the article

and section violated and the specific grievance, to the Supervisor in charge of the Administration Division, or in the case of a Parking Control Officer, to the Parking Division Supervisor. The Supervisor in charge of Administration will render his decision within five (5) business days.

7.4 STEP THREE: Failing adjustment by these parties, the Supervisor in charge of Administration will:

1. Automatically forward the grievance referred to in Step 2 above, to the Chief of Police or Finance Director, depending on the chain of command.
2. Forward a letter to MPPA notifying them of same;
3. The Chief or Finance Director will render his decision within seven (7) business days from the date on the above letter from the Supervisor in charge of Administration.

7.5(A) STEP FOUR: If the decision of the Chief of Police or Finance Director is not acceptable to the aggrieved member of the bargaining unit, the grievant and the union may submit the grievance to the City of Manchester's Chief Negotiator/Labor Contract Administrator for the scheduling of a pre-arbitration meeting. The grievance must be submitted to the Chief Negotiator/Labor Contract Administrator within ten (10) business days from the date that the Chief of Police or Finance Director rendered his decision. The pre-arbitration meeting must be held within thirty (30) business days from the date that the Chief or Finance Director rendered his decision. This time limit may be extended upon mutual agreement of the parties.

In the event that the City does not respond within the allotted time period, absent an extension, it will be deemed denied.

7.5(B) PRE-ARBITRATION MEETING: Prior to submission of the grievance to arbitration, a meeting will be held to determine if the grievance can be settled without arbitration. Such meeting will include representative(s) from the department, the Union, the Chief Negotiator/Contract Administrator and the Grievant(s).

The parties may agree that the Grievant(s) may not need to attend.

7.5(C) After making full use of the above pre-arbitration procedure and having failed to reach a satisfactory solution, the grievance may be submitted by the Union to the New Hampshire Public Employee Labor Relations Board or other mutually acceptable agency for the appointment of an arbitrator in accordance with the rules and regulations of the agency. The Union must make its submission within fifteen (15) business days after the date of the report of the pre-arbitration meeting and it must simultaneously convey a copy of the submission to the Chief of Police or Finance Director.

If the Union fails to request the appointment of an arbitrator within fifteen (15) business days after the date of the report of the pre-arbitration meeting, the grievance shall be deemed abandoned and no further action shall be taken with respect to the grievance.

- 7.6 The arbitrator shall not have the power to add to, ignore or modify any of the terms and conditions of this agreement. His decision shall not go beyond what is necessary for the interpretation and application of express provisions of this agreement.

The arbitrator shall not substitute his judgment for that of the parties in the exercise of rights granted or retained by this agreement. The decision of the arbitrator shall be final and binding upon the parties as to the matter in dispute.

- 7.7 The party submitting a grievance to arbitration shall pay the total administrative fee for the processing of the grievance. Each party shall make arrangements to pay the expenses of witnesses who are called by them. The expenses of the arbitrator shall be paid by the losing party. It shall be incumbent upon the arbitrator to specify the party designated as the losing party to facilitate payment of arbitrator costs.

- 7.8 If the grievance involved the immediate supervisor, section 7.3 of this article shall become the first step in the grievance procedure.

- 7.9 A grievance shall be put in motion within thirty (30) business days of the event which gives rise to the grievance or shall be considered null and void. If the grievant does not process the grievance within the time limits set forth in sections 7.2, 7.3, 7.4 and 7.5, it shall be considered as dismissed. If a decision is not rendered within the time limits as set forth in sections 7.2, 7.3 and 7.4 above, the grievant may proceed to the next step, 7.10. The above times may be extended by mutual written agreement of the parties.

- 7.11 The employee, when discussing his grievance with management, may, at his/her discretion, be accompanied by a Union representative.

- 7.12 The grievant shall be in a pay status when processing a grievance or acting as a witness if said processing of a grievance or acting as a witness occurs during his/her scheduled duty hours. A representative of the Union shall be in a pay status when processing a grievance or acting as a witness if said processing of a grievance or acting as a witness occurs during his scheduled duty hours, provided said representative shall request permission prior to taking such time off from the Chief of Police or his designee or Finance Director and it is understood that such permission may be refused if it will interfere with the normal and orderly operation of the department, but in no event will such time off be denied for more than two (2) of the representative's consecutive shift periods, not including days off.

The parties agree that no more than two (2) union representatives may attend a pre-arbitration meeting or an arbitration hearing while in a pay status, if such meeting/hearing occurs during their scheduled duty hours.

- 7.13 The Commission shall have the right to initiate a grievance growing out of a claim or dispute arising out of the application or interpretation of this agreement, under express provision of the agreement, provided, however, that the Commission may, in its discretion, submit any claim by the Commission for breach of Article 26 of this agreement entitled "No Strike Clause" to any other forum of the Commission's choice. In the event the Commission initiates a grievance, it shall do so by filing said grievance with the Union within forty-five (45) business days from the date of the event which gives rise to the alleged grievance. If the matter is not resolved by and between the Commission and the Union, the Commission may submit a written request to the American Arbitration Association or to another mutually agreed upon neutral arbitration and conciliation service to appoint an arbitrator to resolve said grievance in accordance with its rules and regulations and the provisions of sections 7.6, 7.7 and 7.8 of the article shall apply to such processing. The Commission will simultaneously convey a copy of the request for arbitration to the Union President.

ARTICLE 8 HOURS OF WORK

- 8.1 Effective July 1, 2010 the Manchester Police Department shall continue to implement the following work schedule for all bargaining unit employees except those as noted in Section 8.2 below.
- (A) A regular work relief of 8 1/2 hours shall be scheduled on the basis of four consecutive work days on duty followed by two consecutive days off duty, progressing through a six calendar week cycle.
 - (B) The average work week over the six-week cycle shall consist of forty hours.
 - (C) The regular work relief shall consist of 8 1/2 hours of which the first thirty minutes shall be used for mandatory in- service training and roll call. The overtime provision of this Agreement will not apply to work performed during a regularly scheduled work relief nor to work performed during a regularly scheduled work week.
 - (D) K-9 Officers will select their shifts by seniority within their specialty area.
 - (E) In the Juvenile, Detective and Traffic Division if too many officers seek a particular shift, and the criteria are relatively equal, shift preference will be given to the senior officer if the division head has no objections.
- 8.2 Exceptions to the above regular work relief of 8 1/2 hours and regular work week of four consecutive work days on duty followed by two consecutive days off-duty may be made for

Parking Control Officers and Humane Officers because of the nature of their work. Variations of the "four and two" schedule may be implemented for Parking Control Officers and Humane Officers if they are beneficial to the Department and the employees.

Determination of the work schedules for the Humane Officers shall be made by the Police Chief. Determination of the work schedules for the Parking Control Officers shall be made by the Parking Manager. Any changes from the schedules in effect for Parking Control Officers and/or Humane Officers immediately prior to the date of the execution of this Agreement shall be implemented only after the employees concerned and the representatives of the bargaining unit have been given at least two calendar weeks' notice of such change and an opportunity to discuss the matter with the Chief of Police, or in the case of the Parking Control Officers, the Parking Manager. The decision of the Chief of Police/Parking Manager shall be final and shall not be subject to the Grievance Procedure.

Date of the shift change. Accordingly, subsequent officers involuntarily placed will be selected inversely, until the 33% level is met.

- 8.3 (A) Relief assignments shall occur approximately every four (4) months. Request will be submitted in writing and shall be made within a certain designated time previously posted by the administrator in charge of making relief assignments.
- (B) Shift selection will occur twice a year with all non-probationary officers submitting request as follows:

1. The administrator in charge will provide sheets for shift selection requests to all non-probationary officers at least twenty-one (21) days prior to the selection dates.
2. Officers must submit their shift selection request sheet no later than December 1 (selection date) for the January and May shift change. The administrator in charge will post the shift assignments for January and May no later than December 15.
3. Officers must submit their shift selection request sheet no later than June 1 (selection date) for the September shift change. The administrator in charge will post the shift assignments for January and May no later than June 15.
4. Shift selection by seniority will apply to bargaining unit members in the Patrol Division only. If a swap is desired, requests must be submitted and approved in writing.
5. Upon transfer or reassignment to the Patrol Division, Management reserves the right to place an officer on any shift it deems appropriate for the four (4) month shift in effect at the time of the assignment.
6. If subsequent shift selections, which have been posted, are affected by reassignments, management reserves the right to make adjustments for the reassigned officer using the seniority standards set forth in Section 8.3 (c) below.

- (C) If the Officers' selections result in less than 33% of the officers, on any one shift, with at least five (5) completed years of service, management reserves the right to place an officer(s) on a particular

shift to maintain the 33 % level. Involuntary placement on any shift will begin with the least senior officer with five (5) complete years of service upon the date of the shift change. Accordingly, subsequent officers involuntarily placed will be selected inversely until the 33% level is met.

(D) K-9 Officers will select their shifts by seniority within their specialty area.

(E) In the Juvenile, Detective and Traffic Division, if too many officers seek a particular shift, and the criteria are relatively equal, shift preference shall be given to the senior officer if the division head has no objections.

8.4 The Union agrees that employees who are habitually late in reporting for work shall first be given an oral warning. If the employee continues to report late, he/she shall be given a written warning to be inserted in his/her personnel jacket. If the employee still continues to report late, he/she may be subject to disciplinary action, including suspension and/or dismissal.

ARTICLE 9 OVERTIME

9.1 Subject to all other provisions of this Article:

- (a) Eight and one-half (8 1/2) hours shall constitute the "regular work relief", and
- (b) the "regular work week" shall be computed on the basis of a six-week cycle which includes four calendar weeks Sunday through Saturday consisting of five work reliefs with two consecutive days off and two calendar weeks Sunday through Saturday consisting of four consecutive work reliefs with three non-consecutive days off.

9.2 Overtime shall be paid at the rate of time and one-half the regular hourly rate to include longevity for authorized time worked in excess of the "regular work relief" or the "regularly scheduled work week" as defined in Section 9.1 above, provided, however, that in determining whether an employee is entitled to compensation at the overtime rate for authorized hours work in excess of a "regular work week" as defined in Section 9.1 above, any time worked in excess of a single "regular work relief" shall not be counted. Sick time, vacation time, personal days and bereavement leave taken within the same pay period shall count as hours worked for the purposes of computing such overtime.

9.3 The overtime premium or rate shall not be pyramided, compounded, added together or paid twice for the same time worked.

9.4 ELECTION DETAIL - Any officer working on election detail shall be paid at the rate of time and one-half the regular hourly rate of pay for such employee, for authorized work performed on such detail, provided that a Reserve Police Officer may, at the discretion of the Chief or his designee, be assigned with a police officer on election details. In such case the Reserve Police Officer will be paid at straight time.

- 9.5 TRAINING - Effective upon the date of ratification of this Agreement, it is agreed by the Union that members of the Bargaining Unit will report for training courses/classes at the administrative discretion of the department during off duty hours.

Training hours are to be paid at the regular and overtime hourly rate for the employee. It is further agreed such training courses/classes shall not exceed six (6) full days of training during any calendar year. Each session of training shall be considered as a day of training, whether for a full day or a portion of a day. It is further agreed that employees will not be scheduled for training courses during their scheduled vacations and shall be given advance notice of at least ten (10) days of the scheduled training.

It is understood and agreed that the management of the department may schedule employees for less than six (6) days of training on off-duty days and the employees will only be paid for actual hours of training time, provided that employees shall be paid for a minimum of four (4) hours at the overtime time rate for each training session.

- 9.6 OVERTIME - Except in cases of emergency all overtime, defined as time worked in excess of a "regular work relief" or a "regular work week" must be authorized in writing by the officer in charge of the relief. All officers shall be required to work emergency or unscheduled overtime when requested, unless excused by the officer in charge.

Planned overtime, which is defined as assignments to parade duty, Christmas traffic duty, election details and other scheduled events shall be assigned to officers on a voluntary basis. If insufficient officers volunteer within five (5) calendar days of the scheduled event then assignments shall be made to regular officers first, in inverse order of seniority, and reserve officers second, as needed.

Officers who volunteer for overtime for planned events must notify the department at least forty-eight (48) hours in advance of the scheduled event if the officer will not be able to perform the planned overtime. Failure to notify the department at least forty-eight (48) hours in advance shall require the officer to perform the scheduled overtime.

- 9.7 Any employee who fails to appear for emergencies or for planned overtime shall be subject to corrective disciplinary action.

**ARTICLE 10
HOLIDAYS**

- 10.1 The following days shall be paid holidays for the bargaining unit members:
- | | | |
|------------------|------------------|-----------------------------|
| New Years' Day | Labor Day | Martin Luther King, Jr. Day |
| President's Day | Columbus Day | Juneteenth |
| Veteran's Day | Memorial Day | Election Day |
| Independence Day | Thanksgiving Day | Christmas Day |
| Fast Day | | |
- 10.2 Employees shall be compensated for the above holidays in lieu of being allowed time off on holidays. Such compensation shall be at straight time pay of one-fifth (1/5) of a regular week's pay.
- 10.3 Those employees who are assigned on a straight work week Monday through Friday on day shifts shall, whenever applicable, be allowed time off on the above holidays. In such instances, the employee shall receive his regular pay and shall not receive additional pay in lieu of the holiday.
- 10.4 If a holiday occurs within an employee's scheduled vacation period, the employee shall be given an extra day's pay.
- 10.5 For the purpose of this Article, the holiday shall be the twenty-four (24) hour period commencing at 12:01 AM of that day.
- 10.6 Longevity steps shall be included in the payment for holidays, which are paid for in lieu of employees being allowed time off.
- 10.7.1 Bargaining unit members, except parking control officers, will be paid twice a year on the basis of the pay rate that was in effect on the date of the holidays involved. Payment will be made each year in the first pay period of June, to include New Year's Day, Martin Luther King, Jr. Day, Fast Day, President's Day and Memorial Day. The second pay period shall be the first pay period of December, including all remaining holidays. The Christmas holiday shall be paid in the employees' regular check following Christmas Day.
- 10.8 It is agreed that if any additional holidays are granted by action of the Federal or State Governments or by the Board of Mayor and Aldermen other than those currently in effect or established through contract negotiations within the City of Manchester government then the members of MPPA will automatically receive such additional holiday (including Juneteenth) under the same conditions as described above.

**ARTICLE 11
VACATIONS**

11.1 Effective on date of ratification employees in the Bargaining Unit shall be entitled to paid vacations as follows:

- (A) Accrual rate for two (2) calendar weeks begins on date of hire.
- (B) Accrual rate for three (3) calendar weeks begins at the beginning of six (6) years of continuous service.
- (C) Accrual rate for four (4) calendar weeks begins at the beginning of ten (10) years of continuous service.
- (D) Accrual rate for five (5) calendar weeks begins at the beginning of fifteen (15) years of continuous service.
- (E) Accrual rate for six (6) calendar weeks begins at the beginning of twenty (20) years of continuous service.

Employees shall earn vacation time at the rate of 1/12 of their annual entitlement for each completed month of service. Vacation credits may accrue to two (2) times the employee's annual accrual amount, with the following maximums.

- Maximum accrual for 10 years of service is 320 hours
- Maximum accrual for 15 years of service is 400 hours
- Maximum accrual for 20 years of service is 480 hours

11.2 Employees serving an initial probation period accrue vacation, but are not eligible to use vacation during the first six months of employment. Such probationary employees are not entitled to any vacation benefits if terminated during the initial six-month period.

11.3 Employees shall become eligible for earned vacation after six (6) months of continuous service.

11.4 When an employee terminates his employment with the Manchester Police Department for any reason except as specified in Section 11.2 above, he/she shall be compensated for all earned vacation time to a maximum of 400 hours.

11.15 Selection of vacation periods shall be by seniority. However, no vacation period shall extend beyond two (2) weeks until every eligible police officer shall have had an opportunity to have a two (2) week vacation, except at the discretion of the Chief.

11.6 SELECTION OF VACATIONS. Vacation selection shall occur two times per year with each vacation pick to coincide with shift picks as specified in article 8.3(B) SHIFT BY SENIORITY. The two vacation periods will be as follows:
Summer Vacation will be considered May 01 thru October 31. Winter Vacation will

be considered November 01 thru April 30. The summer vacation pick will take place after the start of the January shift selection and the winter vacation pick will take place after the start of the September shift selection. All officers must make their vacation selections no later than 24 hours after being personally notified that it is that officer's turn to pick.

If any officer fails to pick his/her vacation within the 24-hour time limit, that officer will be passed over for selection. Officers who were passed over or officers who elected to be passed over will be allowed to select a vacation slot at any time as long as no officer who has already picked is bumped.

The initial selection period for picking vacations by seniority will be for 21 calendar days from the first day of the January shift change and the first day of the September shift change.

11.7 SINGLE VACATION DAYS. Effective August 3, 2004, the Department will continue its practice of allowing employees to take single vacation days at its discretion. In addition, each employee shall be entitled to take one (1) guaranteed single vacation day per fiscal year, even though this day does result in overtime.

No more than one (1) guaranteed single vacation day may be approved per shift on a first-come, first-served basis. No employee will be charged for the use of his/her guaranteed single vacation day, unless overtime is actually hired for that shift.

ARTICLE 12 EXTRA DETAILS

12.1 An extra detail shall be defined as that duty performed by an off-duty police officer for an employer other than the Manchester Police Department for which payment is not made directly from the Manchester Police Department payroll and will include those duties required by statute or ordinance and those duties for which requests are made to the Manchester Police Department. Members of the bargaining unit will have a right of first refusal, to all details performed within the City of Manchester.

12.2 Personnel performing extra details shall at all times be governed by the rules and regulations of the Manchester Police Department in effect at the time the work is performed.

12.3 Personnel desiring extra details shall submit their names in writing to the Chief of Police or his designee for placement on the extra details roster. Personnel desiring to withdraw their names from the extra detail roster shall do so in writing to the Chief of Police or his designee. Personnel who have so withdrawn may, at any time, apply for reinstatement.

- 12.4 All names on the extra detail roster will be treated equally. In the event of a swap, a superior officer in charge of headquarters must be notified by the person originally assigned to the detail. Failure to notify a superior officer in charge of headquarters of a swap may disqualify that individual from the extra detail roster for a period not to exceed two weeks.
- 12.5 Any individual who is assigned to and accepts an extra detail must fill that detail as scheduled or notify the Relief Commander as to his/her reason for not filling the detail at least thirty-six (36) hours prior to the start of the detail, except in cases of "confining illness". Failure to notify the Relief Commander or failure to fill the detail shall automatically disqualify that individual from the extra detail roster for a period of two (2) weeks, subject to review by the Police Chief. If a detail is cancelled by the contractor and the assigned officer is unable to obtain a replacement detail the same week, he/she will be allowed first choice of the details scheduled for the following week. In no case will an officer already assigned to a detail be removed from that detail to compensate the cancelled officer.

The Union accepts that when a job is designated as weather-related, it is incumbent upon the officer to check his voice mail one hour prior to the start of the job for a cancellation notice.

- 12.6 If a question arises over use of sick leave or recurring injuries by an individual whose name is on the extra detail roster, action may be taken by the Chief of Police or his designee to have him disqualified from performing extra details.
- 12.7 Personnel on the extra detail roster shall not be assigned or allowed to take more than twenty-four (24) hours, combined, of extra details, planned overtime and/or special details in any work week. Court appearances, emergency overtime and training overtime shall not be included for the purpose of calculating this twenty-four (24) hour limit.

During peak detail season from May 1 to December 1 the detail cap will be raised to 30 hours per week. Emergency overtime, Training, and Court Time will not be included in the cap. The definition of emergency overtime is overtime work in a division to fill a regular or mandatory work assignment.

- 12.8(A) Effective July 1, 2022, the hourly rate for an extra duty detail will be set at \$53.68 (pensionable) or \$64.16 (non-pensionable) per hour or any fraction of an hour with a minimum of four hours including for scholastic events. Effective July 1, 2023, the hourly rate for an extra duty detail will be set at \$61.00 (pensionable) or \$71.00 (non-pensionable) per hour or any fraction of an hour with a minimum of four hours including for scholastic events.

The rate of pay for establishments serving alcohol after midnight and mandated by the Department to hire a detail for that event will be one and one-half (1.5) times the normal rate of Yarger-Decker salary schedule Grade 18 Step 13, plus twelve dollars (\$12.00) per hour.

Any hours worked in excess of eight (8) hours on details shall be compensated for at one and one half (1.5) times the Extra Details rate as described above.

Extra details performed on Christmas Eve, Christmas Day, New Year's Eve and New Year's Day shall be paid at double the normal Extra Detail hourly rate as described above. Extra Details performed on Thanksgiving Day, Memorial, July 4th, and Labor Day shall be paid at double the normal Extra Detail hourly rate as described above, except for City athletic events. The rate of pay for Extra Details in cases of declared strikes (company requests police presence during a labor dispute) shall be one and one half times the normal Extra Details rate as specified above. It is expressly understood and agreed that declared strikes, by location, may be deemed priority Extra Details and must be filled before any other Extra Details.

The City may deduct from the Extra Detail rates, paid to the bargaining unit member, as specified above *such* amounts as are necessary to pay the employer and the employee contributions to the New Hampshire Retirement System.

12.8(B) As a consideration for the Police Department to continue to administer the Extra Details program the MPPA Bargaining Unit agrees to the following method of payment for the program: an administrative fee of one dollar and seventy cents (\$1.70) per hour of extra detail worked shall be returned to the Police Department for the purpose of administering the extra detail program. Such fee, plus an amount sufficient to cover the City's retirement contribution shall be withheld prior to payment to the officer working the extra detail. In addition, the City shall deduct the proper amount, to cover the employee's share, from the earnings paid to the bargaining unit member for the extra detail work, and shall make payments to the employees' retirement system.

12.8(C) Subject to approval of the Finance Director of the Administrative procedure required in this section, one dollar (\$1.00) from the payment for each extra detail hour worked shall be placed in a revolving fund. This fund shall be used for the pre-payment to officers for extra details pending payment by the contractors. This fund shall be administered jointly by the Police Department and the Finance Department. Payment of \$1.00 per extra detail hour worked shall be made until June 30, 1999, at which time an accounting of the fund will be made. During such period the officer shall be paid in accordance with Section 12.8(B) (with exceptions as noted). The City shall receive \$1.70 per hour and the Revolving Fund shall receive \$1.00 per hour. On June 30, 1999 the payment into the Revolving Fund shall cease and the officer shall receive one additional dollar per hour. The Revolving Fund will be maintained thereafter by the re-payment of pre-paid extra details as the officers receive

payment from the contractors.

As soon as practicable, with the implementation of the new computer system, the Police Department agrees to provide the Association with a quarterly accounting of the revolving fund. Additionally, the Association's representative may arrange to review the revolving fund during normal business hours. The Association reserves the right, at its own expense, to have an annual audit prepared by a certified public accountant. The Association acknowledges that the City has sole responsibility for administering the extra detail program.

Nothing in this section shall obligate the department or the City to expend any City funds for the implementation of this Article.

In the event the Revolving Fund is dissolved then any remaining funds shall be paid into the Police Relief Association Fund for use by such Association.

12.8(D) The administration costs shall include the salary and fringe benefits costs of the individual who handles the Extra Work assignment and bookkeeping functions, overhead costs which are a direct cost to the employer and the cost of Workers' Compensation Insurance.

12.8(E) In addition to the above administrative costs the MPPA Bargaining Unit members agree that if in the future the City is required to make payments into any other retirement system or Unemployment Compensation fund on the earnings paid to bargaining unit members for Extra Detail work then the hourly rate shall be increased to cover the City's actual costs for such retirement and/or Unemployment Compensation costs. If the hourly rate is to be increased more than \$.50 per hour, then such increase shall be negotiated with MPPA. Such retirement and unemployment compensation payments shall be deducted from monies owed to the individual participant from funds collected from the employing agencies.

12.9 Reserve Police Officers shall not be utilized by the Chief of Police for extra detail assignments as long as regular full-time Manchester Police Officers are available, except for election details as established by Article 9, Section 9.5.

12.10 Personnel on the extra detail roster shall submit on the required form the date, place, name of employer, starting and finishing time and the amount of money paid or due them for such details. Personnel will not perform such extra details on either a voluntary or paid basis without having such extra details recorded in the extra detail book and must complete the required form even though the extra detail was a voluntary non-paid basis.

12.11 Work being performed for any Funeral Director shall not be deemed that an individual is performing as a police officer and the performance of such work shall not be subject to the provisions of Article 23, Section 23.6, of this Agreement.

- 12.12 Disputes arising out of any of the foregoing sections, other than Section 12.5, may first be settled in an informal manner. Failing adjustment informally, such disputes may be subject to the Grievance Procedure (Article 7) of this Agreement. No grievance shall be filed for redress of monetary claim against the City of Manchester or Police Commission.
- 12.13 Subject to review and approval of this section by the City Solicitor funds owed to Police Officers as payment for Extra Details performed which are owed in excess of sixty (60) calendar days will be referred to the City Solicitor's Office for assistance in collecting such funds.
- 12.14 Extra Details for traffic control specified in the Manchester, New Hampshire Code of Ordinances § 70.07 Departmental Authorities and Responsibility shall endure regardless of the expiration of this Agreement and/or state or local legislative changes.
- 12.15 Effective July 1, 2019, .25 of the hourly Extra Detail rate shall be placed in a revolving fund for the purchase and replacement of police equipment. Effective July 1, 2020, .50 of the hourly Extra Detail rate shall be placed in a revolving fund for the purchase and replacement of police equipment. To the extent funds are available, each member shall be allotted up to \$100/yr. for approved purchases.

ARTICLE 13 SALARIES

- 13.1 Effective July 1, 2022, the Salary Schedules shall be increased by three percent (3.0%).
- 13.2 Effective July 1, 2023, the Salary Schedules shall be increased by four percent (4.0%).
- 13.3 Effective July 1, 2024, the Salary Schedules shall be increased by four percent (4.0%).
- 13.4 Effective July 1, 2025, the Salary Schedules shall be increased by three percent (3%).
- 13.4.1 Employees will receive a step increase on their anniversary date of current position. This step increase will be subject to a satisfactory performance evaluation. An incomplete evaluation will be considered a satisfactory performance evaluation. This process may be changed at any time by mutual agreement. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.
- 13.5 Outstanding performance evaluation bonus payments will cease, effective on date of ratification.
- 13.6.1 Employee appeals on their annual performance evaluation will be according to the process mutually agreed to by the Union and the City. See Appendix B.

- 13.6.2 Employees being promoted from one grade to a higher grade shall be placed on the lowest step of the new grade, which will provide for a minimum of a ten-percent (10%) increase in salary.
- 13.7 Employees who have attained the requirements for the achievement grade (A-Step) associated with their positions will be placed on the corresponding step on the achievement grade in accordance with the following mutually agreed provisions as detailed on attached Appendix A to this agreement.
- 13.8 Effective July 1, 2016, all parking control officers will receive a one (1) labor grade adjustment upward. The adjustment shall be step for step. Thereafter new hires will enter the system at the higher labor grade (LG12).
- 13.9 Employees who are designated as Field Training Officers by the Chief of Police or designee shall receive a ten percent (10%) increase in their hourly pay rate for such hours when they are performing field training duties.
- 13.10 In recognition of the need to care, feed, groom and exercise the canine on a regular basis (on and/or off duty), the handler will be compensated one hour of pay at the overtime rate for each week of the assignment. Further, and unless otherwise directed by their supervisor, canine officers shall be allowed to come in from duty 30 minutes before the end of shift to maintain the canine and any assigned vehicle.
- 13.11 In accordance with the practice that dates back to 1999, Special Weapons and Tactical unit (SWAT) officers who are required to respond to such incidents shall be compensated by the Department in the amount of twenty-five dollars (\$25.00) per week in availability pay. Only members who are actually assigned to a regular and active team shall be eligible for this compensation. Compensation ends when a member is removed or otherwise leaves such team.

ARTICLE 14
LONGEVITY

- 14.1 Effective July 1, 2010 or date of ratification whichever is later. The longevity waiting periods for employees shall be 5-10-15-20-25-30-35-40 and 45 years of service. An increase of three-percent (3%) will take effect on the employee's anniversary date of employment.

ARTICLE 15(A)
SICK LEAVE ACCRUAL AND PAYMENT

15.A.1 All employees of the Manchester Police Department who have satisfactorily completed six (6) months of continuous employment shall be entitled to paid sick leave which shall accrue at the rate of one and one-quarter (1 1/4) work days with pay for each completed month of service. Accrual shall include the probationary period. Effective July 19, 2022, unused sick leave may be accumulated up to a maximum of one hundred twenty (120) work days.

15.A.2 Any employee eligible for sick leave with pay may use such sick leave for absence due to his or her illness or injury. The employee may use sick leave for the illness injury of a spouse, child or blood relative when FMLA is approved. The employee may also use sick leave for a ward residing in the same household when FMLA is approved.

15.A.3 Employees shall be required to substantiate sick leave usage in excess of three (3) days with a letter from a qualified physician. In case of chronic absenteeism or if the Chief has reason to believe that an employee is abusing his/her sick leave, he shall give a written warning. If the abuse continues, the Chief may request a doctor's certificate for each period of illness.

If, after a written warning has been issued, there is a substantial improvement in the employee's sick leave record for twelve (12) months, the written warning shall be removed from the employee's record.

15.A.4 Effective on July 19, 2022, when an employee terminates his employment with the Manchester Police Department, all sick leave credits shall be cancelled, except in cases of retirement, duty disability retirement or death. In such cases accrued sick leave shall be payable to the employee or his/her designated beneficiary, provided, however, that payment shall not exceed eighty (80) days of pay. Notwithstanding the foregoing, employee separating from employment shall receive the benefits set forth in City Ordinance 33.081 (G) in effect as of the date of ratification.

Effective on July 1, 2010, or the date of ratification of this Agreement, whichever comes sooner, when an employee terminates his/her employment with the Manchester Police Department due to death, paid retirement or duty disability retirement, all accrued sick leave up to a maximum of eighty (80) days, plus one-quarter (1/4) of the balance of the days accrued over eighty (80) but not more than one hundred twenty (120) days shall be payable to the employee or the designated beneficiary.

ARTICLE 15(B)
SICK LEAVE BANK

15.B.1 A voluntary sick leave bank, to cover Police Department personnel in the event of a

long-termed disability due to illness or non-service connected injury, is hereby established. The operation of such sick leave bank shall be subject to the rules and guidelines set forth in this Article.

The purpose of the sick leave bank is to provide relief to employees who suffer long-term illness or injuries which are non-job connected. It is established to provide additional paid benefit days beyond the employee's accrued sick leave and who continues disabled for an additional fifteen (15) days. For example, it is not established to provide relief for one or two days beyond the employee's accrued sick leave.

15.B.2 SICK LEAVE BANK ADMINISTRATION. In order to provide for representation for members of the MPPA and the Manchester Association of Police Supervisors the Sick Leave Bank shall be administered by four members of the Department, two to be appointed by the Union Board of Stewards, one by the Police Commission and one by the Executive Board of the Manchester Association of Police Supervisors and shall hereinafter be called the "Administrative Committee" or the "Committee". Committee members shall be appointed in the following manner: One for one year, one for two years and two for three years; and upon expiration of each of these terms one member shall be appointed each year to serve a term of three years. Vacancies, when they occur, shall be filled by appointment in the same manner as the original appointments and shall be for the entire remaining term so filled.

The original appointee of the Police Commission shall be for a one-year term and subsequent appointments shall be for three year terms. One appointee of the MPPA shall be for one year and one appointee shall be for two years and subsequent appointments shall be for three year terms. The appointee for MAPS shall be for a three-year term and subsequent appointments shall be for the three year terms.

The Committee shall select one of its members as Chairman by a majority vote, at the first meeting in January of each year, who shall serve a one-year term.

The Committee shall meet upon the second Wednesday of each month. Three members present shall constitute a quorum and a majority of those members present and voting shall decide all questions. Members who are absent for either three (3) consecutive meetings or any six (6) meetings in any 12 months' period shall be automatically terminated from the Committee and their terms shall be declared vacant.

15.B.3 SICK LEAVE BANK MEMBERSHIP. Each member of the Manchester Police Department desiring to be covered by the sick leave bank agrees to donate one (1) day per year from his accumulated number of sick leave days and a adjustment of minus one (1) day shall be made on all records showing the applicant's accumulated sick leave days upon his acceptance as a member of the bank and for each day donated thereafter. Application for membership shall be made on a form provided by the Committee.

Membership of all employees will be subject to the following restrictions:

(a) Probationary employees will be admitted to membership providing they shall have fulfilled the requirements set forth in Article 15.A.1 of this Agreement.

(b) Full-time employees having less than 30% of their accumulated sick leave days' limit as of the date of their application shall be limited in the extent of their participation in the bank. Members who fall below the 30% restriction during the period of membership, except for long periods of illness or injury, except those with less than one year of service with the department, shall have not less than fifteen (15) days of accrued sick leave as of the date of their application for membership. An employee whose sick leave balance falls below fifteen (15) days of accrual due to recent illness or injury may be admitted at the discretion of the Committee.

Employees whose sick leave falls below fifteen (15) days after they are admitted for the Sick Leave Bank, where the usage of sick leave was not the result of extended illness or injury, shall have their membership status reviewed by the Committee.

The number of benefit days in the Bank shall not exceed 600 benefit days on December 31st of any calendar year. All excessive days shall be discarded. In the event the Bank is terminated, all sick leave benefit days remaining in the Bank shall be null and void.

15.B.6 ADMINISTRATIVE OVERSIGHT In the event the Board of Police Commissioners or the Chief of Police questions a recipient's eligibility to receive benefits from the Bank, the Board of Commissioners or the Chief may require of the Administrative Committee and the employee proof of such eligibility as well as a physician's certified report of the disabling illness or injury of the recipient.

15.B.7 This Article or any Section thereof may not be amended except through the collective bargaining process or mutual written agreement of the parties concerned by law in that process.

ARTICLE 15(C) INCENTIVE FOR NON-ABUSE OF SICK LEAVE

15.C.1 Members of the bargaining unit will be eligible for two (2) days of Personal Leave per year, or payment in lieu of taking personal leave, provided they are determined to not have misused or abused their sick leave privileges during the preceding twelve months.

(A) At twenty 20 years of service, bargaining unit members are eligible for three (3) days of Personal Leave per year in accordance with the provisions of this article. At twenty-five (25) years of service bargaining unit members are eligible for four (4) days of Personal leave per year in accordance with the provisions of this article.

(B) A bargaining unit member may receive payment in lieu of taking Personal Leave to a

maximum of two (2) days in any one calendar year. At twenty (20) years of Service a bargaining unit member *may* receive payment in lieu of taking Personal Leave to a maximum of three (3) days in any one calendar year. At twenty-five (25) years of service a bargaining unit member may receive payment in lieu of taking Personal Leave to a maximum of four (4) days in any one calendar year.

(C) Personal Leave may accrue to a maximum accrual of six (6) days; no more than six (6) Personal Leave *days*, including payment in lieu of taking Personal Leave, can be taken within one calendar year.

- 15.C.2 The determination whether or not employees have misused or abused their sick leave privileges will be made by the Sick Leave Bank Administrative Committee.
- 15.C.3 Standards and procedures to determine sick leave misuse or abuse will be established by the Sick Leave Bank Administrative Committee, subject to approval by the signators to this Agreement.
- 15.C.4 This Article or any Section thereof may be amended through the collective bargaining process or mutual agreement of the parties concerned by law in that process.

ARTICLE 16 BEREAVEMENT LEAVE

- 16.1 Any employee shall be excused from work for not more than five (5) working days, not to include regularly scheduled days off, because of death in the immediate family and shall be paid his/her normal rate of pay for the scheduled hours missed.

Immediate family shall mean:

Spouse, parents, children, brothers, sisters, mother-in-law, father in law, daughter-in-law, son-in-law, grandchild, maternal or paternal grandparents and any other blood relative. Immediate family shall also include a ward living in the same household.

- 16.2 Under extenuating circumstances, five (5) additional days with pay, for the purpose of attending the funeral, may be granted under Sections 16.1 and 16.3 with written approval of the Department head; such days to be charged to the employee's accrued sick leave.
- 16.3 Special leave of one (1) working day with pay, for the purpose of attending the funeral, shall be granted an employee in the event of the death of an Aunt, Uncle, Brother-in-law or Sister-in-law.
- 16.4 Under no circumstances shall bereavement leave be paid on an overtime basis.

ARTICLE 17
CLOTHING AND UNIFORMS

- 17.1 The City will provide the required uniforms for the Police Department Bargaining Unit members. Simultaneously the uniform allowance for uniformed personnel shall be discontinued;
- 17.2 The City will provide for the dry cleaning of uniforms and the Officers' civilian clothes, at a vendor of the City's choosing, but not to exceed \$300.00 per Officer per year effective on the date of ratification; and further provided the cleaning of winter jackets shall be included in the above amounts allowable per year; such cleaning of winter jackets shall be at the discretion of the officer, but subject to the requirements of the department.
- Effective July 1, 2008, the provision for cleaning maximum shall increase to \$325.00 per employee per year.
- 17.3 Provided, further, the City shall review the issuance of uniforms no later than June 30 of each year, at which time the City retains and reserves the right to discontinue providing uniforms, and if such action is taken by the City, the Department will revert to the payment of an allowance for the Bargaining Unit members to purchase and clean their uniforms, such allowance to be the subject of negotiations with the Union at the time of such reversion.
- 17.4 Provided, further, that upon the effective date of the City's providing uniforms to Bargaining Unit members all issued uniforms, or parts of uniforms, shall be the property of the City and shall revert to the City upon the separation of an employee from the Police Department.
- 17.5 Members of the bargaining unit who are assigned to duties requiring the wearing of Civilian Clothes will receive semi-annual payments of \$150.00 as an allowance therefore in addition to being issued uniforms and will be entitled to have said civilian clothes cleaned in accordance with Section 17.2 by the contractor selected by the City for the cleaning of uniforms. Effective July 1, 2000, the provision for clothing allowance shall increase to \$200.00 semi-annually. Members assigned to Street crime will be ineligible for civilian clothing allowance.
- 17.6 An Administrative Committee composed of one MPPA representative, one MAPS representative and one Administrative representative shall be established to review each case of civilian clothes and personal belongings destroyed in the line of duty. Guidelines will be established by the Administrative Committee, subject to approval by the Police Chief, for determining replacement values. The Committee shall submit such reports and recommendations to the Police Chief. The Police Chief shall have the final decision in such matters and such decision shall not be subject to the Grievance Procedure contained in this contract.

**ARTICLE 18
COURT TIME**

- 18.1 Effective July 1, 2010 bargaining unit members who are called in during off-duty hours for court appearances pertaining to their official duties, including DCYS hearings, DMV hearings, depositions and civil cases, shall be paid at the rate of time and one-half (1 1/2) their regular hourly rate including longevity with a minimum payment of three (3) hours at time and one half (1 1/2).
- 18.2 Effective July 1, 2010 bargaining unit members who are held over from their shift for court appearances pertaining to their official duties, etc., shall be paid at the rate of time and one-half (1 1/2) their regular hourly rate including longevity, for all time actually worked in excess of their scheduled shift.
- 18.3 In return for the payments under sections 1 and 2 above, the bargaining unit member shall remit the court witness fee to the City Treasury.
- 18.4 The parties agree to cooperate to maintain a list showing when officers are on vacation. * Officers will be responsible to advise the Department of vacations at least sixty (60) days in advance. The Department will make a good faith effort to avoid officers being subpoenaed while on vacation. However, since the Department does not control the issuance of subpoenas, if an officer is subpoenaed while on vacation the matter shall not be grievable.

*For the purpose of this section, vacation shall include combinations of vacation days, swaps, regular days off, personal day or compensatory time which extend regular vacation.

**ARTICLE 19
SENIORITY**

- 19.1(A) Seniority for employees covered by this Agreement shall be defined as the period of employment with the Manchester Police Department in the work covered by this Agreement. Probationary employees shall have no seniority, but upon satisfactory completion of the probationary period shall have their names added to the seniority list from the date of employment as probationary employees.
- 19.1(B) Effective July 1, 2010 an employee of the Police Department who is assigned or promoted from a non-uniformed status (not sworn) to a uniformed (sworn) status, such employee shall be placed at the bottom of the seniority list as a sworn officer; provided, however, incumbents in Police Officer positions who were promoted, transferred or assigned from non-sworn positions and who were credited with prior seniority status shall retain such seniority rights.
- 19.2 Whenever more than one person starts employment in the department on the same day, they shall draw lots to determine seniority status on the seniority list.

- 19.3 Seniority shall not be broken by vacations, paid sick time, jury duty, suspension or any authorized leave of absence or military duty.
- 19.4 Employees who resign voluntarily or who may be discharged for just cause shall lose all seniority; provided, however, that employees who resign in good standing and who are returned to duty before the expiration of one (1) year shall regain their seniority provided, however, that the period of separation will not count for or entitlement to benefits based on length of service.
- 19.5 Seniority shall not give any employee the right to choose his/her assignment or his/her job since it is recognized that these factors are a part of management's inherent rights and any dissatisfaction with assignments, etc., shall not be subject to the grievance procedure. However, the Commission will give consideration to seniority in making assignments that are not promotional.
- 19.6 Whenever a senior employee feels he/she has been by passed for an assignment, he/she may request and be entitled to an explanation.
- 19.7 LAYOFF PROCEDURE - The following layoff procedures shall be confined to the members of the bargaining unit:
- (A) In the event of a layoff probationer employees shall be laid off first. The order of layoffs of probationers shall be determined by the Chief.
 - (B) The order of layoff of regular employees with less than 4 years of service shall be based on job performance, absentee record and seniority.
 - (C) Regular employees with four or more years of service shall be laid off in inverse order of seniority, with the least senior employee laid off first.
 - (D) Exceptions may be made by the Chief to the order of layoffs as outlined in Sections (A), (B) and (C) above to maintain Affirmative Action goals for minorities and females.

ARTICLE 20
HOSPITAL/MEDICAL INSURANCE PAYMENT

- 20.1 The City will offer three health insurance plans. The HDHP coupled with and HSA, the Access Blue New England Site of Service HMO 250 and the Access Blue New England HMO 1250 Plan all of which are more particularly described in the attached Exhibit D. Effective July 1, 2022 refer to Statement of Benefits attached.
- 20.2 Bargaining unit member hired before July 1, 2019, may select either the HDHP coupled with an HSA or the Access Blue New England Site of Service HMO 250.
- 20.3 Bargaining unit member hired on or after July 1, 2019, may select either the HDHP

coupled with and HSA or the Access Blue New England HMO 1250 if they do not qualify for the HDHP. Unless otherwise agreed, bargaining unit members subscribing are required to stay on the HDHP for so long as the City continues to contribute seventy five (75%) percent to the applicable deductible to the members HSA account on an annual basis as set forth herein.

20.4 For unit members hired prior to February 7, 2012, the City will pay eighty-four percent (84%) of the eligible premiums.

20.5 For unit members hired on or after February 7, 2012, the City will pay eighty percent (80%) of the eligible premiums.

20.6 The City shall offer a high deductible health insurance plan (HDHP) accompanied by the establishment of a Health Savings Account (HSA) for each enrolled bargaining unit member with an annual contribution of \$1,500.00 for an individual and \$3,000.00 for a two person or a family plan to an HSA for the term of this Agreement. The City retains the right to set the annual City contribution and shall each year prior to the open enrollment period disclose any changes to high deductible benefit plan and/or its contribution to the HSA or continuation of the HSA in the following fiscal year. The City agrees not to change the amount of the contribution (\$1,500/\$3,000) to the HSA prior to reaching agreement on a successor agreement.

20.7 To a bargaining unit member who elects not to receive coverage under any City or School District health insurance plan the City shall pay \$4,000.00 annually in lieu of health insurance coverage. The City shall make said payment in two equal payments of \$2,000.00. The first payment, in arrears, will be made in January/February and the second payment, in arrears will be made in July/August. Bargaining unit members who encounter a qualifying event so as to make them eligible for enrollment in the City's health insurance plans during either six month period will receive a pro rata amount based on the next \$2,000.00 payment. Bargaining unit members will be able to enroll in the City health plans notwithstanding a qualifying event in the annual open enrollment period.

20.8 It is agreed by all parties concerned that the City reserves and shall have the right to change insurance carriers or become self-insured, provided that there is no significant decrease in overall benefits.

20.9 The City shall provide all bargaining unit members a Northeast Delta Dental plan equivalent to other City employees having such a benefit with a yearly maximum of \$1,500.00. The City shall pay eighty-five (85.0%) percent of each monthly premium for the entire year for the coverage selected by each employee. The City agrees to

provide coverage under Delta Dental Insurance Plan Coverage A, B, and C as set forth in Appendix D attached hereto and made part of this Agreement. The City shall pay an amount not to exceed eighty-five percent (85.0%).

20.10 The City will make available up to five (5) slots on the payroll for deductions requested by the Employee, provided the entity will accept electronic transfers. The City will not discriminate in the uses of these payroll deduction slots. All members of the bargaining unit shall be entitled to Full participation in the City's Employee Assistance Program (EAP). The parties agree that if the EAP is terminated by the city that this benefit will lapse.

ARTICLE 21 TEMPORARY DUTY IN HIGHER RANK

21.1 Any bargaining unit member required to perform the duties of an officer of a higher rank for one (1) continuous work week, except for training purposes, shall be compensated at the rate of pay for said rank in accordance with Section II, paragraph (E) of the Compensation Ordinance.

ARTICLE 22 JOINT SAFETY COMMITTEE

22.1 A joint Committee shall be formed by the Commission, the MPPA and the Manchester Association of Police Supervisors which shall meet once a month, or more often by mutual agreement of the parties, to review and recommend safety and health conditions and to discuss matters of mutual interest and benefit pertaining to safety and health conditions. Said Committee shall consist of one individual appointed by the Police Commission, one individual appointed by the Manchester Association of Police Supervisors and two members appointed by the MPPA.

22.2 The MPPA and MAPS appointees shall attend the meetings without loss of pay or benefits when such meetings occur during the regular working hours of the employee.

22.3 Each member of the Committee shall be a permanent member for the duration of this Agreement and an Alternate shall be named for each; provided, however, the permanent members shall attend whenever possible.

**ARTICLE 23
MISCELLANEOUS**

MPPA Contract
7/1/2022 – 6/30/2026

- 23.1 The administration agrees to permit representatives of the MPPA to have reasonable access to Manchester Police Station, subject to security regulations, provided that any such representative notifies the Chief of Police or his designee of the reason for his/her presence when he/she arrives and exercises care not to interfere with the performance of duties assigned to employees.
- 23.2 The administration agrees to provide suitable space for a bulletin board to be used for Union announcements, notices, social events and other such non-controversial matters. The Union agrees to provide the Chief with a copy of all notices to be posted. The bulletin board space shall not include advertising, political matter or any kind of literature other than herein provided.
- 23.3 The Commission will annually furnish the Union with a seniority list showing the names of all employees in the bargaining unit.
- 23.4 The Union agrees to furnish the Commission with a list of MPPA officials and to keep said list up to date.
- 23.5 One local official shall be allowed to attend the MPPA monthly meeting without loss of pay or benefits if said meeting occurs during the officer's regular tour of duty.
- 23.6 Officers may be employed on their off duty hours up to a maximum of twenty-four (24) hours in any one work week. The Police Department shall be considered the primary employer and when a callback order is issued by the Department, any employee must immediately respond. It is mandatory that the employee notify the Chief of Police or his designee, in writing, as to the name of the employer, the location of employment, a description of the type of work being performed, the work hours scheduled, the days of the week involved and any changes in his/her work or work schedule. If injured in the performance of this off-duty work, he/she must submit a detailed report of such injury. No officer shall be allowed to accept and continue employment without the express knowledge of the Chief of Police or his designee who shall have the sole right to determine whether a conflict of interest exists or whether the work is in the best interest of the department and the City of Manchester.
- 23.7 An individual's personnel folder shall be available to that department member upon request at reasonable times for inspection and review, provided, however, any such inspection or review shall be conducted in the presence of the Chief or his designee. Excluded from inspection and review are personal and business references obtained prior to employment. No item shall be removed from an individual's personnel folder, except by mutual agreement of the individual and the Chief of Police or his designee.
- 23.8 REMOVAL OF REPRIMANDS - All written reprimands shall be removed from an

employee's personnel folder after twelve (12) months, provided the employee has satisfactorily corrected the nature of the reprimand and there have been no additional reprimands issued during the twelve-month period. The employee will be notified when a reprimand has been removed from his/her personnel folder.

23.9 OFF DUTY HANDGUNS. Off duty officers will be allowed to carry semiautomatic handguns, provided they attend training and become certified with such handguns. The officer shall be responsible to provide for ammunition and any other costs associated with training and certification. Training shall be done during off duty hours and officers shall not be entitled to any pay for such training.

23.10 INDEMNIFICATION. The City of Manchester currently purchases liability insurance and/or self-insures which includes coverage of liability of public officials and employees for actions taken as part of their official duties while employed by the City.

Furthermore, on the 25th of November, 1975, the Board of Mayor and Aldermen acted under the provisions of RSA 31:105 by voting to indemnify the hold harmless for loss or damage any person employed by the City while acting in their official capacity. Such action by the Board of Mayor and Aldermen protects the officials and employees of the City for the deductible amount of liability insurance.

Employees of the City within the bargaining unit, acting within the scope and authority of their offices, are covered under the liability insurance and the indemnification for the deductible amount of the liability coverage which are currently in effect.

23.11 The City agrees that for the safety of the parking control officers any tickets or documents issued by a parking control officer will not have any identifying marks or representation of an individual parking control officer that is recognizable by the general public. This does not prohibit the City from creating a system of accountability for the issuance of ticket, including badge numbers, provided the public cannot identify the individual parking control officer on the face of the ticket.

23.12 The Parties acknowledge that the City has the right to require employees to wear body cameras and to record video in the line of duty. Once the City decides on the specific cameras system and a schedule for implementation, the Parties shall engage in impact bargaining as required by law.

ARTICLE 24 MEDICAL EXAMINATIONS

24.1 It shall be the responsibility of each member of the Manchester Police Department to keep

himself/herself in the proper physical condition to enable him/her to carry out the normal functions of a Police Officer. Employees shall be required to take a physical examination every year and meet the physical standards as established the Joint Safety Committee referred to in Article 22. An employee may be required to take a physical examination more frequently if deemed necessary by the Chief of Police. Failure to maintain oneself in the prescribed physical condition may subject an employee to disciplinary action, including dismissal.

However, any disciplinary action, including dismissal, as a result of said physical examination shall be subject to review under the Grievance Procedure of this Agreement.

ARTICLE 25 RULES AND REGULATIONS

- 25.1 The Rules and Regulations of the Manchester, New Hampshire, Police Department which are now in effect or as may be amended by the Police Commission shall be the prime governing factor in the conduct and actions of all police officers and every police officer shall be thoroughly conversant with them.

ARTICLE 26 NO STRIKE CLAUSE

- 26.1 No employee covered by this Agreement shall engage in, induce or encourage any strike, work stoppage, "sick-in", "sick-out", slowdown or withholding of services to the City of Manchester.
- 26.2 The Union agrees that neither it, nor any of its officers or agents, national or local, will call, institute, authorize, participate in, sanction or ratify any such strike, work stoppage, slowdown or withholding of services of the City of Manchester.
- 26.3 In the event of a strike, work stoppage, slowdown or withholding of services to the City of Manchester any employees participating in the same shall be subject to disciplinary action, including immediate dismissal.

ARTICLE 27 EDUCATION INCENTIVE REIMBURSEMENT POLICY

- 27.1 The City will reimburse employees for approved courses, which are in accordance with the established procedures of the Department and the City, on the basis of 75% of the cost of tuition, books and materials to a maximum of \$1000.00 per fiscal year provided, however, the City will not reimburse an employee for a course or courses and books or materials which are paid for through Federal or State Programs.
- 27.2 Courses must be approved in advance by the Department Head concerned as meeting the requirement that such course is related to the employee's job or is part of a career

development program. Approval must be obtained through the Human Resources Department for payment for the course in accordance with the established procedure.

- 27.3 Approval for courses will be considered on the basis of relevancy of the course, number of employees applying and funds available. The total amount expended for Tuition Reimbursement for Bargaining Unit members shall not exceed twelve thousand (\$12,000.00) Dollars.

ARTICLE 28 CRITICAL INCIDENT PAY

- 28.1 In recognition of the increasingly hazardous working conditions, including but not limited to, the proliferation of violence against police officers, increased frequency of critical incidents, and the heroin and other illegal drugs epidemic, each sworn officers and animal control officers shall receive an additional forty (\$40) dollars a week as critical incident/hazardous duty pay effective January 1, 2017. The critical incident/hazardous duty pay shall be increase to \$50 per week effective January 1, 2018.

ARTICLE 29 LIFE INSURANCE

- 29.1 Effective July 1, 2010, or date of ratification, whichever is later, the City will provide for a Life Insurance Fund to provide for the payment of a death benefit of an amount equal to the employee's last yearly base pay, but not to exceed fifty thousand (\$50,000.00) to the named beneficiary or estate of any member of the Bargaining Unit who dies from any cause while employed by the City or within sixty (60) calendar days after retirement or resignation for health reasons.
- 29.2 The City reserves the right to obtain insurance coverage for the above amounts, and reserves the sole right to select such insurance carrier.

ARTICLE 30 DURATION

TERMINATION AND RENEWAL


- 30.1 This agreement shall be in full force and effect and remain in full force and effect from July 1, 2022, to and including June 30, 2026, except as otherwise specified in individual articles, and shall continue from year to year thereafter unless written notice of desire to cancel or terminate the Agreement is served by either party upon the other at least sixty (60) days prior to the date of expiration.
- 30.2 Where no such cancellation or termination notice is served and the parties desire to continue said

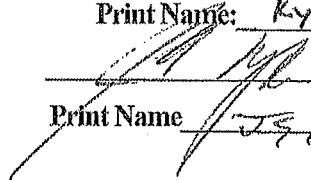
Agreement, but also desire to negotiate changes or revisions in this Agreement, either party may serve upon the other a notice at least sixty (60) calendar days prior to June 30, 2022, advising that such party desires to revise or change terms or conditions of such Agreement, and which, terms and conditions are desired to be renegotiated.

ARTICLE 31
HEALTH BENEFITS AND SALARY INCREASES

- 31.1 Should, subsequent to January 1, 2012, any other bargaining unit within the City of Manchester, New Hampshire negotiate health care benefits set forth in paragraph 20.1 of this agreement which are more favorable than the health care benefits contained in paragraph 20.1, 20.1 A and 20.6, the Manchester Police Patrolman's Association shall be entitled to receive the more favorable benefits.
- 31.2 Should, subsequent to January 1, 2012, any other *bargaining* unit within the City of Manchester, New Hampshire negotiate Salary Schedule increases for the years set forth in paragraphs 13.3.2 and 13.3.3 of this agreement which are more favorable than the Salary Schedule increases contained in paragraphs 13.3.2 and 13.3.3, the Manchester Police Patrolman's Association shall be entitled to receive the more favorable Salary Schedule increases for those years.
- 31.3 In recognition of prior service any bargaining unit member with twenty years of service that were hired before June 30, 2009, of which ten (10) must be with the City of Manchester, who retires after July 1, 2017 will be paid a severance benefit of \$10,000. Employee hired after June 30, 2009, shall only be entitled to a \$7500 severance benefit. The City may withhold from this benefit such amounts that are necessary for contributions to the New Hampshire Retirement System.


For MPPA


Print Name: KYLE DALY


Print Name: J. S. Murphy

Date: 9/13/22

City Negotiating Team


Print Name: Asst. Chief Steve Mangone

Print Name _____

Date: 9/14/22

APPENDIX A
QUALIFICATIONS FOR ACHEIVEMENT STEPS

MPPA Contract
7/1/2022 – 6/30/2026

Current members of the MPPA bargaining unit will be grandfathered to assure those presently holding an A-Step status keep it at their current rank.

Upon ratification of the contract members with Post-Secondary Education (degrees +) will carry forward through the ranks as outlined in Appendix A.

Bargaining unit members who attain any of the following shall be deemed to have achieved the "A-STEP."

Any certification or experience in a specialized area that brings added benefit to the assigned duties of the member's position (as solely determined by the Chief of Police).

Police Officer:

- An Associate's Degree or higher in, Criminal Justice; Social Services; Business Management/Administration; Public Administration or Medical Sciences, i.e., RN, P.A., Paramedic, EMT (All employees currently having the EMT A-Step shall retain such A-Step whether or not licensed by the State of New Hampshire or by any other agency. New EMT's, after August 3, 2004, must be licensed by the State of New Hampshire).
- Certified Polygraph Examiners
- Certified Accident Reconstructionist
- 30 Continuing Education Units (CEU) from the NH Police Standards and Training Council or equivalent organization. [Courses required for Police Officers Certification shall not count]
- Animal Control Officer I&II:
- An Associate's Degree or higher in, Criminal Justice; Veterinary Sciences; Social Services; Business Management/Administration; Public Administration or Medical Sciences, ie, RN, P.A., Paramedic.
- Or completes (pre-approved) six courses, six workshops or six seminars appropriate to assigned duties.

Parking Control Officer:

- An Associate's Degree or higher in , Criminal Justice; Social Services; Business Management/Administration; Public Administration or Medical Sciences, i.e., RN, P.A., Paramedic
- or completes (pre-approved) six courses, six workshops or six seminars appropriate to assigned duties.

[NOTE]The following paragraph shall apply only to bargaining unit members who are hired after the date of ratification of this Agreement:

Achievement Pay Standards for each class of positions are grouped into three different kinds of

categories:

1. Qualifying Additional Formal Education;
2. Qualifying Additional Specialized Training; and
3. Qualifying Additional Skills

In order for an employee to advance into an Achievement Pay Grade, the employee must successfully complete the required items within two (2) of the three (3) categories. One will suffice to achieve an A-STEP provided the required items are proposed by the employee and/or bargaining unit representative and approved by the department head. All employees shall be provided equal opportunity to pursue completion of Achievement Pay Standards appropriate to their assigned duties and responsibilities.

APPENDIX B EMPLOYEE DEVELOPMENT APPEALS PROCESS

Only employees who are denied a merit step increase on their anniversary date of position due to a sub-standard performance evaluation may file an appeal. All appeals shall be initially filed with the employee's department head. Any employees receiving a satisfactory performance evaluation shall not have the right to appeal or grieve their evaluation, their pay step or the supervisor's comments. In the event that there is a disagreement between the employee and his/her supervisor over the EDP goals, the employee, after discussing the disagreement with the Department Head or his/her designee may with the concurrence of the Union, file a grievance.

If the department head rules in the employee's favor, the employee shall receive his/her merit step as of their anniversary date of position. If the department head rules against the employee, the employee shall have the right to appeal the decision to the city-wide appeals committee.

Employees will have thirty (30) days from the date of denial by their department head to file an appeal with the Human Resources Director or their right to appeal shall be forfeited.

- An appeals committee shall be comprised of the following representatives:
- Two union representatives appointed by the unions (with two alternates).
- One department head (with one alternate).
- One non-affiliated (with one alternate).
- An independent neutral party to act as tie breaker. This person to be selected through agreement between the City and the unions. If no decision can be reached, the neutral shall be appointed by the P.E.L.R.B. Any costs associated with the neutral party hearing appeals shall be borne half by the City and half proportionally split amongst the unions whose members are appealing. The unions shall not be responsible for any costs incurred in appeal hearings from non-affiliated employees.

The Human Resources Director as non-voting chairman to provide staff resources. Members cannot sit in on appeals where the appellant is a member of the same department or union.

Terms of the members on this committee shall be staggered with two (2) year terms and members cannot serve more than two consecutive terms. Members must take at least one year off after serving two terms before being allowed to serve on the committee again. Alternates shall have no term limitations.

Unless agreed to by the appellant and the Human Resources Director the committee shall have sixty (60) days from receipt of the appeal to conduct a hearing on the matter.

The committee shall have thirty (30) days to render a decision on the matter.

A majority vote shall rule and all decisions are final, binding and non-grieveable. A decision favorable to the employee means the employee shall receive their merit step effective (including retro-active pay) to their date of position. Evaluation step increases will stop when an employee reaches Step 13 on the included pay matrix.

The provisions of this Article shall expire on the last day of this Agreement, provided that any employee denied a merit pay increase during the duration of this agreement shall be entitled to an appeal under this Article.

CITY OF MANCHESTER, NEW HAMPSHIRE MPPA AND MAPS UNION PAY SCHEDULE - FY2023-23

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
GRADE 12 Ex (7A)	35,858.09	36,727.80	37,829.63	38,984.52	40,183.50	41,337.47	42,577.64	43,864.92	45,170.61	46,505.75	47,821.46	49,358.13	50,839.90
	17.14	17.66	18.18	18.75	19.25	19.88	20.48	21.12	21.74	22.39	23.04	23.71	24.47
	25.70	26.49	27.26	28.13	28.93	29.83	30.71	31.68	32.61	33.58	34.56	35.57	36.70
GRADE 12A Ex (7A)	36,893.11	38,013.54	39,153.73	40,328.30	41,538.12	42,784.29	44,067.82	45,389.84	46,751.55	48,154.12	49,596.76	51,086.59	52,619.31
	17.73	18.33	18.93	19.40	19.99	20.67	21.23	21.85	22.49	23.17	23.89	24.59	25.30
	26.60	27.40	28.24	29.11	29.99	30.88	31.80	32.78	33.74	34.75	35.84	36.99	37.95
GRADE 14 Ex (7L)	40,924.97	42,048.71	43,211.19	44,410.52	45,648.83	47,027.28	48,747.12	50,209.65	51,715.84	53,267.32	54,865.28	56,511.23	58,206.62
	19.61	20.21	20.85	21.45	22.07	22.75	23.47	24.12	24.87	25.61	26.36	27.19	28.01
	29.42	30.32	31.28	32.18	33.11	34.12	35.21	36.18	37.30	38.42	39.59	40.78	42.01
GRADE 14A Ex (7LA)	42,252.82	43,521.42	44,827.06	46,171.37	47,557.06	48,983.72	50,453.27	51,966.89	53,525.88	55,131.67	56,785.61	58,489.16	60,243.80
	20.23	20.94	21.64	22.20	22.88	23.56	24.27	24.99	25.76	26.54	27.32	28.14	28.95
	30.43	31.41	32.31	33.35	34.32	35.35	36.40	37.49	38.63	39.81	40.97	42.20	43.43
GRADE 16 Ex (7N)	46,740.50	48,142.66	49,586.97	51,074.58	52,602.83	54,185.01	55,819.57	57,494.91	59,209.43	60,966.74	62,765.29	64,609.76	66,504.74
	22.48	23.16	23.89	24.58	25.27	26.07	26.84	27.64	28.49	29.36	30.23	31.14	32.06
	33.72	34.73	35.84	36.89	37.95	39.10	40.26	41.46	42.74	44.05	45.34	46.71	48.10
GRADE 16A Ex (7NA)	48,376.40	49,827.69	51,322.50	52,862.23	54,448.05	56,081.55	57,763.98	59,498.88	61,281.81	63,120.21	65,013.84	66,964.21	68,973.17
	23.24	23.96	24.67	25.42	26.19	26.98	27.83	28.62	29.50	30.37	31.29	32.24	33.22
	34.86	35.95	37.00	38.14	39.29	40.43	41.75	42.83	44.23	45.56	46.93	48.36	49.83
GRADE 18 Ex (7P)	53,513.16	55,118.55	56,772.12	58,475.28	60,229.54	62,036.43	63,897.54	65,814.46	67,788.89	69,822.54	71,917.21	74,074.74	76,296.98
	25.74	26.63	27.29	28.10	28.94	29.82	30.74	31.64	32.52	33.53	34.63	35.66	36.72
	36.61	38.79	40.84	42.16	43.62	44.72	46.11	47.47	48.93	50.44	51.94	53.49	56.06
GRADE 18A Ex (7PA)	55,386.15	57,057.69	58,759.15	60,521.95	62,337.86	64,207.71	66,133.91	68,117.97	70,161.92	72,265.92	74,434.33	76,667.36	78,967.38
	28.64	27.42	28.25	29.09	29.98	30.89	31.80	32.77	33.75	34.75	35.76	36.82	37.99
	39.96	41.13	42.38	43.64	44.98	46.33	47.70	49.15	50.62	52.13	53.68	55.24	56.98
GRADE 19 Ex (7Q)	57,259.11	58,976.88	60,746.17	62,568.57	64,445.62	66,378.01	68,370.37	70,421.48	72,534.11	74,710.11	76,951.43	79,259.99	81,637.76
	27.52	28.36	29.23	30.08	30.98	31.94	32.89	33.88	34.90	35.88	37.04	38.14	39.26
	41.27	42.63	43.84	45.12	46.47	47.91	49.34	50.76	52.36	53.90	55.57	57.21	58.92
GRADE 19A Ex (7QA)	59,263.16	61,041.05	62,872.28	64,758.46	66,701.22	68,702.27	70,763.29	72,886.25	75,072.82	77,324.99	79,644.73	82,034.07	84,496.09
	28.51	29.40	30.25	31.16	32.11	33.03	34.05	35.06	36.12	37.20	38.29	39.46	40.65
	42.77	44.09	45.37	46.74	48.16	49.55	51.04	52.59	54.18	55.83	57.44	59.19	60.97
GRADE 21 Ex (7S)	65,555.92	67,522.69	69,546.29	71,634.74	73,793.76	76,027.27	78,347.13	80,753.52	83,246.28	85,825.82	88,401.71	90,744.72	93,467.11
	31.52	32.45	33.46	34.44	35.48	36.57	37.65	38.77	39.95	41.13	42.39	43.63	44.96
	47.28	48.98	50.19	51.66	53.22	54.86	56.48	58.15	59.83	61.70	63.54	65.45	67.43
GRADE 21A Ex (7SA)	67,850.37	69,885.80	71,982.49	74,141.96	76,366.20	78,657.21	81,016.91	83,447.44	85,950.84	88,529.39	91,185.24	93,920.84	96,758.40
	32.94	33.85	34.85	35.86	36.74	37.86	39.00	40.15	41.37	42.62	43.88	45.20	46.55
	48.96	50.46	51.97	53.52	55.11	56.80	58.50	60.23	62.06	63.93	65.83	67.80	69.83
GRADE 22 Ex (7T)	70,144.85	72,249.16	74,416.62	76,648.18	78,948.83	81,317.13	83,756.81	86,269.39	88,857.39	91,523.12	94,268.31	97,096.87	100,009.77
	33.74	34.74	35.77	36.81	37.87	38.10	40.25	41.49	42.73	44.04	45.34	46.63	48.11
	50.60	52.32	53.66	55.22	56.95	58.65	60.37	62.23	64.09	66.06	68.02	70.03	72.16
GRADE 22A Ex (7TA)	72,699.92	74,777.93	77,021.27	79,531.89	82,111.80	84,769.22	87,508.15	90,331.73	93,197.41	96,125.41	99,155.23	102,495.28	103,510.13
	34.92	35.95	37.07	38.16	39.30	40.52	41.68	42.95	44.22	45.55	46.91	48.30	49.80
	52.98	55.83	55.60	57.24	58.95	60.78	62.62	64.42	66.33	68.33	70.36	72.46	74.70

GRADE	STEP AL1	STEP AL2	STEP AL3	STEP AL4	STEP AL5	STEP AL6	STEP AL7
GRADE 12 Ex (7JD)	Ex	53,936.06	55,554.12	57,220.77	58,937.37	60,705.51	62,526.67
	H	25.20	26.72	27.49	28.35	29.22	30.07
	O	37.81	38.94	40.08	41.24	42.52	43.10
GRADE 12A Ex (7JA)	Ex	54,197.85	55,823.60	57,489.50	59,223.47	61,000.17	62,830.21
	H	26.07	26.85	27.66	28.50	29.38	30.24
	O	39.10	40.28	41.48	42.75	44.08	45.35
GRADE 14 Ex (7LO)	Ex	59,962.31	61,751.41	63,603.93	65,512.07	67,477.41	69,501.73
	H	28.85	29.70	30.62	31.53	32.45	33.44
	O	43.27	44.55	45.94	47.29	48.88	50.16
GRADE 14A Ex (7LA)	Ex	62,051.18	63,912.89	65,830.09	67,804.99	69,838.10	71,934.33
	H	29.83	30.75	31.67	32.63	33.64	34.64
	O	44.74	46.13	47.50	48.95	50.48	52.07
GRADE 15 Ex (7NO)	Ex	58,639.94	70,689.15	72,820.15	75,044.73	77,294.85	79,572.55
	H	33.00	33.99	35.03	36.06	37.15	38.25
	O	49.50	50.98	52.54	54.08	55.74	57.38
GRADE 16A Ex (7NA)	Ex	71,042.34	73,173.63	75,388.82	77,629.88	79,958.78	82,367.57
	H	34.22	35.23	36.30	37.37	38.51	39.67
	O	51.33	52.84	54.65	56.05	57.77	59.51
GRADE 18 Ex (7PO)	Ex	78,585.90	80,943.45	83,371.75	85,872.96	88,449.14	91,102.59
	H	37.83	38.99	40.15	41.35	42.58	43.86
	O	56.75	58.47	60.20	62.03	63.87	65.76
GRADE 18A Ex (7PA)	Ex	81,336.40	83,776.49	86,289.80	88,878.46	91,544.83	94,281.15
	H	39.11	40.26	41.50	42.74	44.04	45.34
	O	58.67	60.39	62.25	64.11	66.08	68.02
GRADE 19 Ex (7QO)	Ex	84,086.88	86,609.52	89,207.82	91,884.08	94,640.53	97,479.78
	H	40.48	41.68	42.92	44.21	45.54	46.90
	O	60.72	62.49	64.38	66.31	68.32	70.35
GRADE 19A Ex (7QA)	Ex	87,029.94	89,640.85	92,330.05	95,099.96	97,952.99	100,881.57
	H	41.89	43.14	44.41	45.74	47.12	48.55
	O	62.83	64.71	66.61	68.61	70.65	72.82
GRADE 21 Ex (7SO)	Ex	96,271.09	98,159.22	102,135.99	105,198.05	108,353.96	111,604.57
	H	45.31	47.66	49.13	50.61	52.13	53.69
	O	69.47	71.51	73.69	75.91	78.20	80.53
GRADE 21A Ex (7SA)	Ex	98,640.59	102,628.78	105,708.68	108,879.97	112,148.37	115,510.75
	H	47.97	49.38	50.87	52.39	53.97	55.55
	O	71.96	74.08	76.31	78.59	80.95	83.37
GRADE 22 Ex (7TB)	Ex	103,010.06	106,400.39	109,263.48	112,581.88	115,938.75	119,416.90
	H	49.54	51.06	52.57	54.16	55.77	57.44
	O	74.30	76.57	78.86	81.24	83.65	86.15
GRADE 22A Ex (7TA)	Ex	106,615.44	109,813.80	113,103.31	116,501.54	119,986.59	123,596.50
	H	51.28	52.82	54.39	56.03	57.71	59.43
	O	76.52	78.24	80.04	81.94	83.95	86.15

CITY OF MANCHESTER, NEW HAMPSHIRE RPPA AND MAPS UNION PAY SCHEDULE - FY2023 - 5%													
GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
GRADE 23 (7U0)	75,054.98 36.05 54.07	77,906.83 37.48 55.77	79,625.87 38.27 57.41	82,074.58 39.44 59.16	84,475.07 40.63 60.94	87,009.28 41.88 62.78	89,519.57 43.11 64.56	92,300.18 44.38 66.57	95,077.39 45.72 68.56	97,629.74 47.08 70.62	100,867.89 48.50 72.74	103,683.67 49.94 74.90	107,010.46 51.47 77.20
GRADE 23A (7UA)	77,981.89 37.35 56.92	80,012.39 38.48 57.73	82,412.74 39.91 59.41	84,885.12 40.81 61.21	87,431.69 42.07 63.10	90,054.64 43.31 64.98	92,756.25 44.61 66.91	95,538.94 45.84 68.91	98,495.12 47.32 70.98	101,357.27 48.73 73.09	104,397.99 50.20 75.30	107,529.92 51.72 77.56	110,766.83 53.25 79.86
GRADE 24 (7V0)	80,308.82 38.62 57.93	82,718.09 39.77 58.65	85,189.55 40.96 61.44	87,755.85 42.18 63.27	90,388.38 43.46 65.19	93,099.87 44.77 67.15	95,892.92 46.10 69.13	98,769.75 47.52 71.28	101,732.85 48.88 73.59	104,784.84 50.37 75.55	107,928.34 51.86 77.82	111,166.20 53.49 80.23	114,501.20 55.07 82.61
GRADE 24A (7VA)	83,119.66 39.98 59.96	85,613.26 41.15 61.73	88,181.66 42.38 63.57	90,827.09 43.65 65.46	93,551.51 44.98 67.45	96,368.45 46.33 69.50	99,249.19 47.79 71.55	102,228.65 48.15 73.72	105,293.47 50.64 75.96	108,452.27 52.15 78.23	111,705.82 53.71 80.56	115,057.03 55.30 82.96	118,508.73 56.96 85.45
GRADE 26 (7X0)	91,945.58 44.22 66.93	94,703.95 45.55 68.33	97,545.07 46.51 70.36	100,471.42 48.31 72.46	103,485.55 49.79 74.66	106,590.16 51.27 76.99	109,787.83 52.81 79.22	113,081.48 54.36 81.54	116,473.91 56.01 84.01	119,968.15 57.70 86.55	123,567.17 59.41 89.12	127,274.21 61.19 91.76	131,092.40 63.04 94.55
GRADE 26A (7XA)	95,163.72 46.75 68.63	98,018.62 47.14 70.71	100,855.17 48.56 72.84	103,857.56 50.01 75.01	107,107.56 51.51 77.27	110,520.79 53.02 79.54	114,093.34 54.65 81.98	117,832.34 56.30 84.45	120,550.59 57.98 86.97	124,167.02 59.72 89.57	127,892.03 61.50 92.25	131,728.77 63.95 95.04	135,680.67 65.28 97.89

GRADE	STEP A1	STEP A2	STEP A3	STEP A4	STEP A5	STEP A6	STEP A7
GRADE 23 (7U9)	Ex	110,220.76	115,935.21	120,443.21	124,054.47	127,776.09	131,609.37
	H	52.98	56.25	57.69	59.64	61.42	63.32
	O	76.47	84.37	86.53	89.46	92.13	94.98
GRADE 23A (7UA)	Ex	114,078.50	121,028.89	124,656.89	128,396.33	132,248.22	136,215.70
	H	54.85	58.21	59.95	61.76	63.59	65.50
	O	82.28	87.32	89.92	92.85	95.38	98.26
GRADE 24 (7V6)	Ex	117,986.23	125,118.56	128,972.13	132,738.26	136,720.44	140,822.92
	H	55.72	58.41	61.19	63.81	65.73	67.70
	O	85.08	87.62	90.27	92.98	95.59	101.55
GRADE 24A (7VA)	Ex	122,064.00	128,497.72	133,382.62	137,584.12	141,505.64	145,759.83
	H	58.69	62.26	64.15	66.07	68.07	70.11
	O	86.03	93.35	96.22	98.11	102.10	105.16
GRADE 26 (7X0)	Ex	135,925.19	143,248.22	147,545.66	151,972.03	156,531.18	161,227.14
	H	64.91	68.89	70.95	73.07	75.30	77.53
	O	97.36	103.32	106.42	109.60	112.94	116.30
GRADE 26A (7XA)	Ex	139,751.69	148,281.91	152,708.81	157,281.08	162,008.79	166,873.11
	H	67.20	71.33	73.44	75.66	77.93	80.26
	O	100.79	106.99	110.16	113.50	116.90	120.38

Exhibit 5

COPY

The State of New Hampshire COMPLAINT

Case Number _____

Charge ID: _____

MPD Case # 23-006142

Case Number: _____

<input type="checkbox"/> VIOLATION	<input type="checkbox"/> MISDEMEANOR	<input checked="" type="checkbox"/> CLASS A	<input type="checkbox"/> CLASS B	<input type="checkbox"/> UNCLASSIFIED (non-person)
	<input type="checkbox"/> FELONY	<input type="checkbox"/> CLASS A	<input type="checkbox"/> CLASS B	<input type="checkbox"/> SPECIAL

You are to appear at the: 9th Circuit Court - District Division - Manchester
 address: 35 Amherst St, Manchester 03101
 in: HILLSBOROUGH County
 at: 08:15
 Date: 07/24/2023

Under penalty of law to answer to a complaint charging you with the following offense:

THE UNDERSIGNED COMPLAINS THAT:

MURPHY		KEITH			
Last Name		First Name		Middle Initial	
971 Chestnut St		Manchester		NH 03102	
Address		City		State Zip	
M	W	5'10"	165	GRN	BRO
Sex	Race	Height	Weight	Eye Color	Hair Color
06/11/1975	NHL17384316			NH	
DOB	License #:			OP License State	

Charge ID: _____

- COMM. VEH. COMM. DR. LIC. HAZ. MAT. 16+ PASSENGER

AT 516 Elm St, Manchester, NEW HAMPSHIRE

On or about 04/30/2023 14:09:00- in the above county and state, did commit the offense of:

RSA Name: 631:4,1(a) Criminal Threatening - conduct

Contrary to RSA: 631:4,1(a)

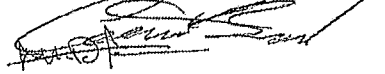
Inchoate:
(Sentence Enhancer):

And the laws of New Hampshire for which the defendant should be held to answer, in that the defendant did:

by physical conduct, he purposely placed or attempted to place another in fear of imminent bodily injury or physical contact when he picked up a chair, held it in a manner consistent with preparing to strike the victim, NS, with the chair, and moved toward him.

against the peace and dignity of the state.

SERVED IN HAND

 *DET. GANNETT BOMBARD* Manchester PD
 Chief Allen Aldenberg
 Complainant Signature Complainant Printed Name Complainant Dept.

Making a false statement on this complaint may result in criminal prosecution.

Oath below not required for police officers unless complaint charges class A misdemeanor or felony (RSA 592-A:7.1). Personally appeared the above named complainant and made oath that the above complaint by him/her subscribed is, in his/her belief, true.

6/12/2023
Date

My Commission Expires: 3/9/27

Justice of the Peace

The State of New Hampshire COMPLAINT

COPY

Case Number _____

Charge ID: _____

MPD Case # 23-006142

Case Number: _____

<input type="checkbox"/> VIOLATION	MISDEMEANOR <input checked="" type="checkbox"/> CLASS A <input type="checkbox"/> CLASS B <input type="checkbox"/> UNCLASSIFIED (non-person)
	FELONY <input type="checkbox"/> CLASS A <input type="checkbox"/> CLASS B <input type="checkbox"/> SPECIAL <input type="checkbox"/> UNCLASSIFIED (non-person)

You are to appear at the: 9th Circuit Court - District Division - Manchester
 address: 35 Amherst St, Manchester 03101
 In: HILLSBOROUGH County
 at: 08:15

Date: 07/24/2023

Under penalty of law to answer to a complaint charging you with the following offense:

THE UNDERSIGNED COMPLAINS THAT:

MURPHY	KEITH	
Last Name	First Name	Middle Initial
971 Chestnut St	Manchester	NH 03102
Address	City	State Zip
M	W	5'10"
Sex	Race	Height
	165	GRN
	Weight	Eye Color
06/11/1975	NHL17384316	NH
DOB	License #	OP License State

Charge ID: _____

- COMM. VEH.
 COMM. DR. LIC.
 HAZ. MAT.
 16+ PASSENGER

AT 516 Elm St, Manchester, NEW HAMPSHIRE

On or about 04/30/2023 14:09:00- in the above county and state, did commit the offense of:

RSA Name: 631:2-A,I(A) Simple Assault; Physical Contact or BI

Contrary to RSA: 631:2-A,I(A)

Inchoate:
 (Sentence Enhancer):
 And the laws of New Hampshire for which the defendant should be held to answer, in that the defendant did:

knowingly cause unprivileged physical contact to another when he splt on the victim, NS

against the peace and dignity of the state.

SERVED IN HAND

DET. GARRETT BOWNARD
 Chief Allen Aldenberg Manchester PD

 Complainant Signature Complainant Printed Name Complainant Dept.

Making a false statement on this complaint may result in criminal prosecution.

Oath below not required for police officers unless complaint charges class A misdemeanor or felony (RSA 592-A:7.1). Personally appeared the above named complainant and made oath that the above complaint by him/her subscribed is, in his/her belief, true.

6/12/2023
 Date

My Commission Expires: 3/9/27

Justice of the Peace

The State of New Hampshire COMPLAINT

COPY

Case Number _____

Charge ID: _____

MPD Case # 23-006142

Case Number:

<input type="checkbox"/> VIOLATION	MISDEMEANOR <input checked="" type="checkbox"/> CLASS A <input type="checkbox"/> CLASS B	<input type="checkbox"/> UNCLASSIFIED (non-person)
	FELONY <input type="checkbox"/> CLASS A <input type="checkbox"/> CLASS B <input type="checkbox"/> SPECIAL	<input type="checkbox"/> UNCLASSIFIED (non-person)

You are to appear at the: 9th Circuit Court - District Division - Manchester
 address: 35 Amherst St, Manchester 03101
 in: HILLSBOROUGH County
 at: 08:15
 Date: 07/24/2023

Under penalty of law to answer to a complaint charging you with the following offense:

THE UNDERSIGNED COMPLAINS THAT:

MURPHY		KEITH			
Last Name		First Name		Middle Initial	
971 Chestnut St		Manchester		NH	
Address		City		State	Zip
M	W	5'10"	165	GRN	BRO
Sex	Race	Height	Weight	Eye Color	Hair Color
06/11/1975		NHL17384316		NH	
DOB		License #:		OP License State	

Charge ID:

- COMM. VEH.
 COMM. DR. LIC.
 HAZ. MAT.
 16+ PASSENGER

AT 516 Elm St, Manchester, NEW HAMPSHIRE

On or about 04/30/2023 14:09:00- in the above county and state, did commit the offense of:

RSA Name: 631:2-A,1(A) Simple Assault; Physical Contact or BI

Contrary to RSA: 631:2-A,1(A)

Inchoate:
(Sentence Enhancer):

And the laws of New Hampshire for which the defendant should be held to answer, in that the defendant did:

knowingly cause unprivileged physical contact to another when he swiped his right hand at the rear neck and head area of the victim, NS, making contact with NS' hood and/or head.

against the peace and dignity of the state.

SERVED IN HAND



DR. GARRETT BUNBAND
Chief Allen Aldenberg

Manchester PD

Complainant Signature

Complainant Printed Name

Complainant Dept.

Making a false statement on this complaint may result in criminal prosecution.
 Oath below not required for police officers unless complaint charges class A misdemeanor or felony (RSA 592-A:7.1). Personally appeared the above named complainant and made oath that the above complaint by him/her subscribed is, in his/her belief, true.

6/12/2023
Date

My Commission Expires: 3/9/27

Justice of the Peace

Exhibit 6

NHRS Group II members in service prior to 7/1/11 and not vested Prior to 1/1/12

This information is public pursuant to RSA 91-A

As of 6/30/21

BELKNAP COUNTY	ADAM	C	BATSTONE
BELKNAP COUNTY	MELISSA	K	BRACE
BELKNAP COUNTY	STEPHEN	M	COLCORD
BELKNAP COUNTY	SCOTT		CORBETT
BELKNAP COUNTY	JENNIFER		DECATUR-IRVING
BELKNAP COUNTY	BENJAMIN		DOW
BELKNAP COUNTY	JOSHUA	A	ESTES
BELKNAP COUNTY	GLENN	W	KEYES
BELKNAP COUNTY	JAMIE		LARAMIE
BELKNAP COUNTY	KENNETH	D	LEARY
BELKNAP COUNTY	COLIN	D	LEBLANC
BELKNAP COUNTY	TAMARA	L	MCGONAGLE
BELKNAP COUNTY	NICOLE	A	MILLS
BELKNAP COUNTY	MATTHEW	P	O'CONNOR
BELKNAP COUNTY	PATRICK	J	O'REILLY
BERLIN - EMP/FIRE/POL	WILLIAM	S	DAISEY
BERLIN - EMP/FIRE/POL	WADE	T	GOULET
BERLIN - EMP/FIRE/POL	NOAH		HALLGREN
BERLIN - EMP/FIRE/POL	ZACHARY	T	HOWRY
BERLIN - EMP/FIRE/POL	JONATHAN		IMPERIAL
BERLIN - EMP/FIRE/POL	JUSTIN	L	JACQUES
BERLIN - EMP/FIRE/POL	JONATHAN	R	LARIN
BERLIN - EMP/FIRE/POL	PATRICK	D	LEFEBVRE
BERLIN - EMP/FIRE/POL	JOSEPH	E	PRIEST
BERLIN - EMP/FIRE/POL	NATHAN	M	ROY
BERLIN - EMP/FIRE/POL	JASON	S	VIEN
BERLIN - EMP/FIRE/POL	JOSHUA	P	WHITE
CARROLL COUNTY	BRIAN	B	ARGUE
CARROLL COUNTY	PATRICK		BACHELDER
CARROLL COUNTY	MICHAEL		BAKER
CARROLL COUNTY	JONATHAN		DUGUAY
CARROLL COUNTY	WANDA	L	ECKHOFF
CARROLL COUNTY	CHRISTOPHER	J	FIANDACA
CARROLL COUNTY	BRIAN	W	KING
CARROLL COUNTY	CHRISTIAN	M	LAMB
CARROLL COUNTY	UGO		PINARDI
CARROLL COUNTY	GEORGE	A	STEVENS
CHESHIRE COUNTY	ALFRED		BEYER
CHESHIRE COUNTY	AMY	L	BYAM
CHESHIRE COUNTY	JAMES	P	ERWIN
CHESHIRE COUNTY	MARK	D	GRIFFIN
CHESHIRE COUNTY	RANDY	L	HALL
CHESHIRE COUNTY	DOUGLAS	L	IOSUE

CHESHIRE COUNTY	GREGORY		KOZIARA
CHESHIRE COUNTY	SCOTT		MCLAUGHLIN
CHESHIRE COUNTY	DONALD	L	MELVIN
CHESHIRE COUNTY	TODD	H	SHANKS
CHESHIRE COUNTY	MICHAEL	J	THOMPSON
CITY OF CLAREMONT	JAMES	A	CHAMBERLAIN
CITY OF CLAREMONT	WILLIAM		HARDY
CITY OF CLAREMONT	SCOTT	M	KENNISTON
CITY OF CLAREMONT	JUSTIN	R	LAFFIN
CITY OF CLAREMONT	SCOTT		MESSER
CITY OF CLAREMONT	BRIAN	E	RAPP
CITY OF CLAREMONT	ANDREW		STEVENS
CITY OF CLAREMONT	TIMOTHY	J	VEZINA
CITY OF CONCORD	ROBERT	L	ACKERSON
CITY OF CONCORD	ERIC		ANDERSON
CITY OF CONCORD	ROBERT		ANDREWS
CITY OF CONCORD	DANIEL	R	BICKERS
CITY OF CONCORD	ERIC	C	BOOKER
CITY OF CONCORD	WADE	M	BROWN
CITY OF CONCORD	JOHN	A	CHISHOLM
CITY OF CONCORD	MATTHEW	I	COLE
CITY OF CONCORD	BRIAN	J	CREGG
CITY OF CONCORD	BRYAN	D	CROFT
CITY OF CONCORD	MICHAEL		CULLEN
CITY OF CONCORD	JOSEPH	A	CURTIN
CITY OF CONCORD	DANA		DEXTER
CITY OF CONCORD	JAMES	D S	DUCKWORTH
CITY OF CONCORD	ALMEDIN		DZELIC
CITY OF CONCORD	DANIEL	L	FISHER
CITY OF CONCORD	JAMES		FREITAS
CITY OF CONCORD	CHRISTOPHER	R	GOLOMB
CITY OF CONCORD	DONALD	C	HARPELL
CITY OF CONCORD	MICHAEL		LANGILLE
CITY OF CONCORD	MATTHEW	D	LANKHORST
CITY OF CONCORD	CRAIG	W	LEVESQUE
CITY OF CONCORD	CHRISTIAN	A	LOVEJOY
CITY OF CONCORD	CHRISTIAN		LUND
CITY OF CONCORD	ROBERT	A	MARTEL
CITY OF CONCORD	ALEXANDER	W	MATSON
CITY OF CONCORD	JOHN		MCAULIFFE
CITY OF CONCORD	NICHOLAS	B	MCNUTT
CITY OF CONCORD	GREGORY	R	MICHAUD
CITY OF CONCORD	ADAM		MORRIS
CITY OF CONCORD	NICOLE		MURRAY
CITY OF CONCORD	WESLEY		NELSON
CITY OF CONCORD	BRADLEY	A	NEWBERY
CITY OF CONCORD	CARL	P	NOTARANGELI

CITY OF CONCORD	RYAN		ODOM
CITY OF CONCORD	MICHAEL	D	PAWLOWSKI
CITY OF CONCORD	MELISSA	J	PFEFFERLE
CITY OF CONCORD	JOSEPH	J	PITTA
CITY OF CONCORD	DANIEL C		RANDALL
CITY OF CONCORD	KEITH	K	RICHARDSON
CITY OF CONCORD	JOSEPH		RUSSELL
CITY OF CONCORD	CHRISTOPHER	M	SCARPINO
CITY OF CONCORD	JONATHAN		SINCLAIR
CITY OF CONCORD	PAUL	J	SIROIS
CITY OF CONCORD	MICHAEL	H	SOUTHER
CITY OF CONCORD	LAURA	C	SPAULDING
CITY OF CONCORD	CHARLES	M	WROBLEWSKI
CITY OF CONCORD	THOMAS	W	YERKES
CITY OF DOVER	JOSHUA	R	AMBROSE
CITY OF DOVER	OAKE	D	CARLSON
CITY OF DOVER	MATTHEW		CARNEY
CITY OF DOVER	CRAIG	S	CHABOT
CITY OF DOVER	CRAIG	T	COMEAU
CITY OF DOVER	JUEL	K	COOPER
CITY OF DOVER	CHRISTOPHER	L	COUTURIER
CITY OF DOVER	SHAWN	A	CROTEAU
CITY OF DOVER	JONATHAN	C	DEMERS
CITY OF DOVER	CHRISTOPHER	J	DONNELLY
CITY OF DOVER	ROBERT		DOWNS
CITY OF DOVER	BRENDAN		DRISCOLL
CITY OF DOVER	BRYNN	L	DUNNE
CITY OF DOVER	MICHAEL	W	FERULLO
CITY OF DOVER	NATHAN		GOARD
CITY OF DOVER	BRIAN	D	JACQUES
CITY OF DOVER	PAUL	R	LEVIN
CITY OF DOVER	MATTHEW	M	MCLEAN
CITY OF DOVER	MICHAEL		MCSHANE
CITY OF DOVER	MATTHEW	L	MICHAUD
CITY OF DOVER	ALEXANDER	K	MITRUSHI
CITY OF DOVER	MARK	R	NADEAU
CITY OF DOVER	SCOTT	L	ORRINGER
CITY OF DOVER	CHRISTOPHER	R	PLUMMER
CITY OF DOVER	ALEXANDER	J	REYNOLDS
CITY OF DOVER	DERICK		SCHREMPF
CITY OF DOVER	PATRICK		SIMMONS
CITY OF DOVER	JOHN	A	TARMEY
CITY OF DOVER	MATTHEW	P	TRAVAGLINI
CITY OF DOVER	GREGORY	A	TURNER
CITY OF FRANKLIN	BRANDON	M	ADAMS
CITY OF FRANKLIN	DANIEL	J	BALL JR
CITY OF FRANKLIN	ERIC	M	DROUIN

CITY OF FRANKLIN	MICHAEL		FOSS
CITY OF FRANKLIN	DAVID	B	GOLDSTEIN
CITY OF FRANKLIN	JOSEPH		GUERRIERO
CITY OF FRANKLIN	RALPH	C	HALE
CITY OF FRANKLIN	DAVID		HALL
CITY OF FRANKLIN	CHRISTOPHER		HART
CITY OF FRANKLIN	JASON	R	JENKINS
CITY OF FRANKLIN	JEFFREY		KING
CITY OF FRANKLIN	JOSHUA	A	LEE
CITY OF FRANKLIN	KENT		MATTHEWS
CITY OF FRANKLIN	DANIEL	J	POIRIER
CITY OF FRANKLIN	BRUCE	S	ROBERT
CITY OF FRANKLIN	GREGORY	M	STETSON
CITY OF KEENE	RANDY	J	BEATON
CITY OF KEENE	TIMOTHY	H	BIENVENU
CITY OF KEENE	MATTHEW		BOMBERG
CITY OF KEENE	JOSHUA	D	BROOKS
CITY OF KEENE	JOEL	C	CHIDESTER
CITY OF KEENE	LANCE	M	CLEVELAND
CITY OF KEENE	PATRICK	J	ERICSON
CITY OF KEENE	PATRICK		FULLER
CITY OF KEENE	DUSTIN	K	HOLMES
CITY OF KEENE	JARROD	D	HOUSTON
CITY OF KEENE	MICHAEL		KOPCHA
CITY OF KEENE	STEVEN	E	LAMEARS
CITY OF KEENE	JEREMY		LAPLANTE
CITY OF KEENE	RYAN	R	LAVIGNE
CITY OF KEENE	DONALD	W	LUNDIN
CITY OF KEENE	KYLE	L	MACIE
CITY OF KEENE	JASON	A	MARTIN
CITY OF KEENE	CRAIG	M	MATSON
CITY OF KEENE	DANIEL	C	NOWILL
CITY OF KEENE	BENJAMIN		NUGENT
CITY OF KEENE	MICHAEL		O'DONNELL
CITY OF KEENE	BENJAMIN	P	OLSON
CITY OF KEENE	JAMES	M	PEARSALL
CITY OF KEENE	RAYMOND		PHILLIPS
CITY OF KEENE	FRANCIS	E	PIERANNUNZI
CITY OF KEENE	CHRISTOPHER	C	STAPLES
CITY OF KEENE	JASON	K	THOMPSON
CITY OF KEENE	JENNIFER	M	TRUMAN
CITY OF KEENE	COLLIN	L	ZAMORE
CITY OF LACONIA	ERIC	S	ADAMS
CITY OF LACONIA	GARY		ALLEN
CITY OF LACONIA	RICHARD	J	BASSETT III
CITY OF LACONIA	HEIDI	L	BEAULAC
CITY OF LACONIA	ERIK	A	BENOIT

CITY OF LACONIA	BENJAMIN	C	BLACK
CITY OF LACONIA	HOLLY	E	CALLANAN
CITY OF LACONIA	ROBERT		CAMERON
CITY OF LACONIA	MICHELLE	K	CARDINAL
CITY OF LACONIA	RICHARD	M	CARLSON
CITY OF LACONIA	DANIEL	R	CARSEN
CITY OF LACONIA	JASON		GRIFFIN
CITY OF LACONIA	RICK	W	HEWLETT
CITY OF LACONIA	PETER	C A	HORAN
CITY OF LACONIA	KYLE	F	JOSEPH
CITY OF LACONIA	BRIAN	W	KEYES
CITY OF LACONIA	SCOTT		LEWANDOWSKI
CITY OF LACONIA	JOSEPH	R	MARQUIS
CITY OF LACONIA	KENDRA	L	NERI
CITY OF LACONIA	CHRISTOPHER	R A	NOYES
CITY OF LACONIA	DONALD	J	PICKOWICZ
CITY OF LACONIA	KEVIN		PIERCE
CITY OF LACONIA	ROBERT	E	SEDGLEY
CITY OF LEBANON	NICHOLAS		ALDEN
CITY OF LEBANON	G	C	BARKER
CITY OF LEBANON	JEFFREY	B	CLATTENBURG
CITY OF LEBANON	JOEL		COELHO
CITY OF LEBANON	JARED	T	COOK
CITY OF LEBANON	JOHN	L	COOK
CITY OF LEBANON	JONATHAN		COPELAND
CITY OF LEBANON	IAN		DEWEY
CITY OF LEBANON	JEREMY		DODGE
CITY OF LEBANON	JOSEPH	M	FILIPPI
CITY OF LEBANON	MATTHEW	H	FULTON
CITY OF LEBANON	PAUL	C	GIFFORD
CITY OF LEBANON	TODD	C	HAMILTON
CITY OF LEBANON	BRADY		HARWOOD
CITY OF LEBANON	ERIC	B	JAMES
CITY OF LEBANON	BARTLETT		KAPUSCINSKI
CITY OF LEBANON	TROY	P	LEATHERMAN
CITY OF LEBANON	ADAM		LELAND
CITY OF LEBANON	JEFFREY	S	LIBBEY
CITY OF LEBANON	CALLIE	N	MCCAULAY
CITY OF LEBANON	RICHARD	A	NORRIS
CITY OF LEBANON	GREGORY		PARTHUM
CITY OF LEBANON	JEREMY	W	PERKINS
CITY OF LEBANON	WILLIAM	C	RANCOURT
CITY OF LEBANON	MICHAEL	S	ROBERTS
CITY OF LEBANON	RICHARD	J	SMOLENSKI
CITY OF LEBANON	JAMES	R	WHEATLEY
CITY OF LEBANON	MICHAEL	G	WRIGHT
CITY OF MANCHESTER	MICHAEL	P	ABRUZESE

CITY OF MANCHESTER	MARK	J	AQUINO
CITY OF MANCHESTER	TIMOTHY	J	ARAMINI
CITY OF MANCHESTER	MATTHEW	D	BARTER
CITY OF MANCHESTER	ADAM		BELAND
CITY OF MANCHESTER	ROBERT		BELLENOIT
CITY OF MANCHESTER	ROBERT	K	BELTZ
CITY OF MANCHESTER	ADAM		BERGERON-ROSA
CITY OF MANCHESTER	BEAU	J	BERNARD
CITY OF MANCHESTER	KEVIN		BERNARD
CITY OF MANCHESTER	MATTHEW	R	BLONIGEN
CITY OF MANCHESTER	DARON	D	BODNER
CITY OF MANCHESTER	DANIEL		BOISSONNEAULT
CITY OF MANCHESTER	JOEY		BOUCHER
CITY OF MANCHESTER	PAUL	B	BOUCHER
CITY OF MANCHESTER	PETER	T	BOYLAN
CITY OF MANCHESTER	ADAM	R	BRACKETT
CITY OF MANCHESTER	RYAN		BRANDRETH
CITY OF MANCHESTER	PAUL	R	BRASSARD
CITY OF MANCHESTER	SCOTT	N	BRASSARD
CITY OF MANCHESTER	JUSTIN	L	BRETON
CITY OF MANCHESTER	RICHARD		BROWN
CITY OF MANCHESTER	KENNETH		BRUNINI
CITY OF MANCHESTER	ANTHONY	S	BULLOCK
CITY OF MANCHESTER	MITCHELL	W	CADY
CITY OF MANCHESTER	MICHAEL	F	CARON
CITY OF MANCHESTER	DEREK	R	CATALDO
CITY OF MANCHESTER	VICTORIA	R	CATANO
CITY OF MANCHESTER	JOSHUA	L	CHARPENTIER
CITY OF MANCHESTER	ANDREW	S	CHOI
CITY OF MANCHESTER	DENNIS	D	COLLINS
CITY OF MANCHESTER	JASON	E	COTE
CITY OF MANCHESTER	CHRISTOPHER		CUNNINGHAM
CITY OF MANCHESTER	KURT	A	DENHOLM
CITY OF MANCHESTER	ERIC	S	DESMARAIS
CITY OF MANCHESTER	GREGORY		DITULLIO
CITY OF MANCHESTER	MICHAEL	E	DONAHUE
CITY OF MANCHESTER	THOMAS	M	DUBOIS
CITY OF MANCHESTER	GARY	T	DUCHARME
CITY OF MANCHESTER	JONATHAN	M	DUCHESNE
CITY OF MANCHESTER	STEVEN	J	DUQUETTE
CITY OF MANCHESTER	CLIFFORD	A	ELLSTON
CITY OF MANCHESTER	DEREK	A	FEATHER
CITY OF MANCHESTER	JASON	M	FELICIANO
CITY OF MANCHESTER	BRETT	M	FERNALD
CITY OF MANCHESTER	JEFFREY		FIERIMONTE
CITY OF MANCHESTER	RYAN	P	FITZGERALD
CITY OF MANCHESTER	SEAN	M	FLANAGAN

CITY OF MANCHESTER	BRIAN	J	FLEMING
CITY OF MANCHESTER	IAN	M	FLEMING
CITY OF MANCHESTER	THOMAS	J	FLORENZO
CITY OF MANCHESTER	STEPHEN	E	FLYNN
CITY OF MANCHESTER	BENJAMIN		FOSTER
CITY OF MANCHESTER	KEITH	A	FOSTER
CITY OF MANCHESTER	BRETT	W	FRENCH
CITY OF MANCHESTER	CHAD	M	GAMACHE
CITY OF MANCHESTER	GREGG	A	GELINAS
CITY OF MANCHESTER	KEITH	A	GELINAS
CITY OF MANCHESTER	KEVIN	A	GELINAS
CITY OF MANCHESTER	NICHOLAS	J	GEORGOULIS
CITY OF MANCHESTER	BRIAN		GILLOTTE
CITY OF MANCHESTER	JUSTIN	P	GRACE
CITY OF MANCHESTER	MARK	E	HARRINGTON
CITY OF MANCHESTER	LUCAS		HOBBS
CITY OF MANCHESTER	BRADFORD	J	HOOD
CITY OF MANCHESTER	PATRICK	M	HOUGHTON
CITY OF MANCHESTER	SHANNON		JACKSON
CITY OF MANCHESTER	MATTHEW	J	JAJUGA
CITY OF MANCHESTER	TIMOTHY	S	JOHNSON
CITY OF MANCHESTER	ERIC	M	JOYAL
CITY OF MANCHESTER	BRIAN		KAROUL
CITY OF MANCHESTER	JOSEPH	P	KELLER
CITY OF MANCHESTER	PATRICK	L	KELLIHER
CITY OF MANCHESTER	JAMIE	L	KHAVARI
CITY OF MANCHESTER	KEITH	A	KNIGHT
CITY OF MANCHESTER	JAY	J	KOSLOWSKY
CITY OF MANCHESTER	LOUIS		KRAWCZYK
CITY OF MANCHESTER	JAY	J	LACEY
CITY OF MANCHESTER	DAVID	M	LANG
CITY OF MANCHESTER	JAMES	E	LANGLEY
CITY OF MANCHESTER	MICHAEL		LAVALLEE
CITY OF MANCHESTER	TODD	C	LESHNEY
CITY OF MANCHESTER	JOHN		LEVASSEUR
CITY OF MANCHESTER	JOSEPH		LORENZO
CITY OF MANCHESTER	KENNETH		LOUI
CITY OF MANCHESTER	MORGAN	A	LOVEJOY
CITY OF MANCHESTER	KURT	G	LUDWIG
CITY OF MANCHESTER	EMMETT		MACKEN
CITY OF MANCHESTER	JERED	S	MAGUIRE
CITY OF MANCHESTER	JUSTIN		MAGUIRE
CITY OF MANCHESTER	JUSTIN		MANGUM
CITY OF MANCHESTER	PETER	A	MARR
CITY OF MANCHESTER	JEFFREY	R	MATTHEWS
CITY OF MANCHESTER	ROBERT		MAYLONE
CITY OF MANCHESTER	NIKOLOS	WD	MCCULLOCH

CITY OF MANCHESTER	MICHAEL	J	MCGAFFIGAN
CITY OF MANCHESTER	KELLY		MCKENNEY
CITY OF MANCHESTER	JOSEPH	A	MICHAEL
CITY OF MANCHESTER	DAVID	M	MILLS
CITY OF MANCHESTER	ANDREW	A	MONNELLY
CITY OF MANCHESTER	JOEL	B	MONROE
CITY OF MANCHESTER	TODD	M	MONROE
CITY OF MANCHESTER	CHARLES	C	MORIN
CITY OF MANCHESTER	BRANDON		MURPHY
CITY OF MANCHESTER	ADAM		NEWBERY
CITY OF MANCHESTER	BRIAN		O'LEARY
CITY OF MANCHESTER	KEVIN		O'MEARA
CITY OF MANCHESTER	STEVEN	J	ORR
CITY OF MANCHESTER	MATTHEW	K	OSBURN
CITY OF MANCHESTER	JEFFREY	T	OUELLETTE
CITY OF MANCHESTER	STEPHEN		PALMER
CITY OF MANCHESTER	ERIC	R	PAPPALARDO
CITY OF MANCHESTER	STEPHEN	C	PEARSON
CITY OF MANCHESTER	CARRISSA		PELLETIER
CITY OF MANCHESTER	GARY	E	PERKOWSKI
CITY OF MANCHESTER	ADAM		PHILBERT
CITY OF MANCHESTER	BRIAN	K	PINARD
CITY OF MANCHESTER	BRENNEN	A	PINGREE
CITY OF MANCHESTER	NICHOLAS	A	POULIN
CITY OF MANCHESTER	THOMAS	J	PRINCIPE
CITY OF MANCHESTER	LAWRENCE	C	PROVOST
CITY OF MANCHESTER	DAVID	J	QUICK
CITY OF MANCHESTER	JOHN	R	REESE
CITY OF MANCHESTER	MICHAEL		RHEALT
CITY OF MANCHESTER	SCOTT	M	RILEY
CITY OF MANCHESTER	JOSEPH	V	ROBERT
CITY OF MANCHESTER	JASON	P	ROULEAU
CITY OF MANCHESTER	CASEY		SEIGLE
CITY OF MANCHESTER	MATTHEW	J	SHEA
CITY OF MANCHESTER	RYAN	G	SIMMONS
CITY OF MANCHESTER	PATRICK	J	SKERRY
CITY OF MANCHESTER	ERIC	J	SKORA
CITY OF MANCHESTER	TIMOTHY	M	SWIRKO
CITY OF MANCHESTER	WARREN	A	TANNER
CITY OF MANCHESTER	CHAD		TENNIS
CITY OF MANCHESTER	CANDICE	E	THOMAS
CITY OF MANCHESTER	CRAIG		THOMPSON
CITY OF MANCHESTER	JACOB	D	TYLER
CITY OF MANCHESTER	MICHAEL		VALENTI
CITY OF MANCHESTER	RICHARD	J	VALENTI
CITY OF MANCHESTER	SEAN	J	WESCOTT
CITY OF MANCHESTER	DANIEL		WHELAN

CITY OF MANCHESTER	THOMAS	C	WHELAN
CITY OF MANCHESTER	RYAN		WHITE
CITY OF MANCHESTER	JEFF		WILKINSON
CITY OF MANCHESTER	DANIEL	D	WOOD
CITY OF MANCHESTER	JARED	K	YARIS
CITY OF NASHUA	JAIME	L	ABRAMS
CITY OF NASHUA	MATTHEW	J	ALLEN
CITY OF NASHUA	ANGEL		ALVAREZ
CITY OF NASHUA	ADAM		ANDERSON
CITY OF NASHUA	BRETT		ANDERSON
CITY OF NASHUA	ERIC	C	BATTISTELLI
CITY OF NASHUA	STEVEN	R	BERRY
CITY OF NASHUA	ERIC		BOUTWELL
CITY OF NASHUA	WILLIAM	S	CAMPBELL
CITY OF NASHUA	CHRISTOPHER	D	CARON
CITY OF NASHUA	SHAWN	P	CHAMBERLAIN
CITY OF NASHUA	JOHN		CINELLI
CITY OF NASHUA	SCOTT	D	CISZEK
CITY OF NASHUA	JAMES		CIULLA
CITY OF NASHUA	KEVIN	M	CLANCY
CITY OF NASHUA	BENJAMIN		CLARK
CITY OF NASHUA	JOHN	P	COLANGELO
CITY OF NASHUA	KYLE		CROSSON
CITY OF NASHUA	JONATHAN		CURRAN
CITY OF NASHUA	MICHAEL	J	CURRAN
CITY OF NASHUA	IAN		DAY-LEWIS
CITY OF NASHUA	MICHAEL	C	DEBISZ
CITY OF NASHUA	KEVIN		DELANEY
CITY OF NASHUA	DONALD	J	DENSMORE
CITY OF NASHUA	JOSEPH		DERUSHA
CITY OF NASHUA	DONALD	L	DESLAURIERS
CITY OF NASHUA	ROSS		DESMET
CITY OF NASHUA	JOSEPH	M	DEWITT
CITY OF NASHUA	MATTHEW	J	DIFAVA
CITY OF NASHUA	NICHOLAS	P	DIONNE
CITY OF NASHUA	CHRISTOPHER		DITULLIO
CITY OF NASHUA	JACOB	A	DODGE
CITY OF NASHUA	JEFFREY		DONALDSON
CITY OF NASHUA	ANDREW		DOUZANIS
CITY OF NASHUA	GREGORY		DRUGAN
CITY OF NASHUA	ROBERT	W	DUNN
CITY OF NASHUA	MATTHEW	J	ELLIA
CITY OF NASHUA	CORY	A	FARRAR
CITY OF NASHUA	WILLIAM		FARRELL
CITY OF NASHUA	SHAWN		FITZ
CITY OF NASHUA	LINNEA	C	FRENCH
CITY OF NASHUA	ALEXANDER	P	GANGI

CITY OF NASHUA	CLARK		GAPHARDT
CITY OF NASHUA	CALEB		GILBERT
CITY OF NASHUA	JOHN		GOODRIDGE
CITY OF NASHUA	ROBERT	A	GOODWIN
CITY OF NASHUA	STEVEN	J	HALLAM
CITY OF NASHUA	JOHN	W	HANNIGAN
CITY OF NASHUA	NICOLE	T	HANNIGAN
CITY OF NASHUA	PATRICK	M	HANNON
CITY OF NASHUA	JOSHUA	S	HANSEN
CITY OF NASHUA	JOSEPH		HEBERT
CITY OF NASHUA	DANIEL	A	HODGES
CITY OF NASHUA	BRIAN		HOUSE
CITY OF NASHUA	SCOTT		HUDON
CITY OF NASHUA	KEITH	M	INZENGA
CITY OF NASHUA	RYAN	M	JONES
CITY OF NASHUA	NICHOLAS	A	JOWDERS
CITY OF NASHUA	BRADLEY		KEELER
CITY OF NASHUA	BRIAN	P	KENNEY
CITY OF NASHUA	TIMOTHY		KOEHANE
CITY OF NASHUA	MICHAEL	T	LAFLEUR
CITY OF NASHUA	JAMES		LAMB
CITY OF NASHUA	JASON	N	LAMBERT
CITY OF NASHUA	ANDREW		LANE
CITY OF NASHUA	MICHAEL	K	LANG
CITY OF NASHUA	THOMAS		LANZARA
CITY OF NASHUA	PETER	J	LAROCHE
CITY OF NASHUA	DAVID		LEBLOND
CITY OF NASHUA	BENJAMIN		LEFEBVRE
CITY OF NASHUA	RYAN	G	LEIGHTON
CITY OF NASHUA	FRANK	P	LOMBARDI
CITY OF NASHUA	SEAN	L	MABRY
CITY OF NASHUA	PHILLIP		MACCALLUM
CITY OF NASHUA	CHARLES	A	MACGREGOR
CITY OF NASHUA	TIMOTHY	J	MACISAAC
CITY OF NASHUA	BRIAN		MAEDER
CITY OF NASHUA	GUIDO		MARCHIONDA
CITY OF NASHUA	CHRISTOPHER		MARICH
CITY OF NASHUA	TIMOTHY		MARQUIS
CITY OF NASHUA	ANDREW		MARTINEAU
CITY OF NASHUA	MATTHEW	D	MCCONNELL
CITY OF NASHUA	MICHAEL	B	MCINNIS
CITY OF NASHUA	JACLYN	M	MCIVER
CITY OF NASHUA	RICHARD		MEYER
CITY OF NASHUA	ALBERT	F	MONACO
CITY OF NASHUA	BRIAN		MOORES
CITY OF NASHUA	JENNIFER	T	MORIARTY
CITY OF NASHUA	TODD	M	MORIARTY

CITY OF NASHUA	STEPHEN	D	MORRILL
CITY OF NASHUA	BRIAN		MORRISSEY JR
CITY OF NASHUA	ANTHONY	R	MURRAY
CITY OF NASHUA	GLENN	W	NIELSEN
CITY OF NASHUA	MICHAEL		O'BRIEN
CITY OF NASHUA	HEATHER	B	OLSON
CITY OF NASHUA	TIMOTHY		ORRICO
CITY OF NASHUA	DANIEL	C	OSTLER
CITY OF NASHUA	WILLIAM	A	PALIZZOLO
CITY OF NASHUA	JUSTIN	N	PEARSE
CITY OF NASHUA	ANTHONY	J	PETRAIN
CITY OF NASHUA	STEVEN		PHILLIPS
CITY OF NASHUA	ROBERT	L	POWERS
CITY OF NASHUA	NICHOLAS	K	PROULX
CITY OF NASHUA	KEVIN		PUCILLO
CITY OF NASHUA	SAGE	R	QUIMBY.
CITY OF NASHUA	DOUGLAS		RAPSIS
CITY OF NASHUA	JULIAN		REED
CITY OF NASHUA	CHAD		RIOUX
CITY OF NASHUA	JUSTIN	C	RIOUX
CITY OF NASHUA	TIMOTHY	J	ROACH
CITY OF NASHUA	RYAN	T	ROONEY
CITY OF NASHUA	JOSEPH	D	ROUSSEAU
CITY OF NASHUA	ANDREW		ROY
CITY OF NASHUA	JOSUE	I	SANTIAGO
CITY OF NASHUA	TROY		SAUNDERS
CITY OF NASHUA	ROBERT		SCIRE
CITY OF NASHUA	SCOTT	G	SEROLL
CITY OF NASHUA	MICHAEL		SICE
CITY OF NASHUA	SCOTT		SILVA
CITY OF NASHUA	RICHARD	C	SPRANKLE JR
CITY OF NASHUA	NICHOLAS	D	STEPNEY
CITY OF NASHUA	JAMES	J	STONE
CITY OF NASHUA	BENNETT		STUSSE
CITY OF NASHUA	CHRISTOPHER	J	TOOMEY
CITY OF NASHUA	BRIAN		TREFRY
CITY OF NASHUA	JOSHUA	P	TREFRY
CITY OF NASHUA	CHRISTOPHER		TURGEON
CITY OF NASHUA	PETER		URBAN
CITY OF NASHUA	ERIC		WALKER
CITY OF NASHUA	TODD	A	WEEKS
CITY OF NASHUA	MICHAEL	P	WELCH
CITY OF NASHUA	THOMAS	C	WHOLEY
CITY OF NASHUA	MICHAEL	A	YEOMELAKIS
CITY OF NASHUA	THOMAS	J	YOUNG
CITY OF PORTSMOUTH	ERIC	R	BENSON
CITY OF PORTSMOUTH	ERIC	C	CARRIER

CITY OF PORTSMOUTH	TIMOTHY	H	COLE
CITY OF PORTSMOUTH	TIMOTHY	M	DAME
CITY OF PORTSMOUTH	TAMARA	O	FRECHETTE
CITY OF PORTSMOUTH	MATTHEW	C	FREDRICKSON
CITY OF PORTSMOUTH	TODD	A	GOODWIN
CITY OF PORTSMOUTH	JONATHAN	M	GRAY
CITY OF PORTSMOUTH	BRIAN	J	HOUDE
CITY OF PORTSMOUTH	ROCHELLE	L	JONES
CITY OF PORTSMOUTH	SETH	C	KENNEWAY
CITY OF PORTSMOUTH	ADAM		KOZLOWSKI
CITY OF PORTSMOUTH	CONALL	H	LOUGHLIN
CITY OF PORTSMOUTH	KEVIN		MCCARTHY
CITY OF PORTSMOUTH	ALEX		MCMILLEN
CITY OF PORTSMOUTH	GARRETT	G	MILLER
CITY OF PORTSMOUTH	STEVEN	A	MORSE
CITY OF PORTSMOUTH	JAMES	G	O'BRIEN
CITY OF PORTSMOUTH	CHARLES	A	RAIZES
CITY OF PORTSMOUTH	DUNCAN		REGONINI
CITY OF PORTSMOUTH	BRIAN	C	RYLL
CITY OF PORTSMOUTH	ALLAN	E	SCHOLTZ
CITY OF PORTSMOUTH	DICK	A	SCOTT
CITY OF PORTSMOUTH	PHILIP	J	SUTTON
CITY OF PORTSMOUTH	EZEKIEL	A	TAPPIN
CITY OF PORTSMOUTH	LYNN		THOMAS
CITY OF PORTSMOUTH	SETH	B	TONDREAULT
CITY OF PORTSMOUTH	BRIAN	D	WADE
CITY OF PORTSMOUTH	SHAWN		WHEELER
CITY OF PORTSMOUTH	ERIC		WIDERSTROM
CITY OF PORTSMOUTH	MATTHEW		YOUNG
CITY OF PORTSMOUTH	SCOTT	D	YOUNG
CITY OF ROCHESTER	JEREMY	F	AUCOIN
CITY OF ROCHESTER	JOHN	A	BOODEY
CITY OF ROCHESTER	MICHAEL		BRINKMAN
CITY OF ROCHESTER	MARC	E	CILLEY
CITY OF ROCHESTER	MATTHEW	C	FLATHERS
CITY OF ROCHESTER	MATTHEW	K	FURTNEY
CITY OF ROCHESTER	JOHN	R	GANTERT
CITY OF ROCHESTER	AARON		GARNEAU
CITY OF ROCHESTER	MICHAEL		GEORGE
CITY OF ROCHESTER	ADAM	C	GOVONI
CITY OF ROCHESTER	KENNETH	L	HOYT
CITY OF ROCHESTER	BRANDON	T	KIMBROUGH
CITY OF ROCHESTER	JUSTIN	S	LIVINGSTONE
CITY OF ROCHESTER	NICHOLAS	M	MARIQUE
CITY OF ROCHESTER	Richard	R	McCarville
CITY OF ROCHESTER	GERALD	W	MCKAY
CITY OF ROCHESTER	MICHAEL		MIEHLE

CITY OF ROCHESTER	DARYL	P	MORALES
CITY OF ROCHESTER	SAM	A	MORRILL
CITY OF ROCHESTER	JAMES	R	MURPHY
CITY OF ROCHESTER	FRANK		PORFIDO JR
CITY OF ROCHESTER	JOHN	T	POWERS
CITY OF ROCHESTER	JOSEPH	R	ROUSSEAU
CITY OF ROCHESTER	MICAH		RUEL
CITY OF ROCHESTER	ANDREW		SWANBERRY
CITY OF ROCHESTER	ELIZABETH	J	TURNER
CITY OF ROCHESTER	JARROD		WHEELER
CITY OF SOMERSWORTH	RICHARD	C	CAMPBELL
CITY OF SOMERSWORTH	ERIC	J	CHANDLER
CITY OF SOMERSWORTH	THOMAS	M	DEVANEY
CITY OF SOMERSWORTH	JAMES		DRAKOPOULOS
CITY OF SOMERSWORTH	THOMAS	J	GEARY
CITY OF SOMERSWORTH	JONATHAN	B	HANSON
CITY OF SOMERSWORTH	WILLIAM	S	HARPER
CITY OF SOMERSWORTH	GARY	C	O'BRIEN
CITY OF SOMERSWORTH	JEFFREY	M	ROUB
CITY OF SOMERSWORTH	WILLIAM	S	STAPLES
CITY OF SOMERSWORTH	JOHN	W	SUNDERLAND
CITY OF SOMERSWORTH	TYLER		TAATJES
CITY OF SOMERSWORTH	DANIEL	A	TOOF JR
CITY OF SOMERSWORTH	COLBY	G	WALKER
CONWAY VILLAGE FIRE DISTRICT	JONATHAN		POWERS
COOS COUNTY INSTITUTE	RICHARD	A	BIRON
COOS COUNTY INSTITUTE	BENJAMIN	H	CHAMPAGNE
COOS COUNTY INSTITUTE	BRIAN	T	CROSS
COOS COUNTY INSTITUTE	JAMES	B	LESPERANCE
COUNTY OF MERRIMACK	ALEXANDER		ANUKEM
COUNTY OF MERRIMACK	RICHARD	D	ARELL
COUNTY OF MERRIMACK	ROMAN		BASTEK
COUNTY OF MERRIMACK	ANDREW	J	BECK
COUNTY OF MERRIMACK	JUSTIN		BEYER
COUNTY OF MERRIMACK	PATRICK		BLISS
COUNTY OF MERRIMACK	BENJAMIN	L	BLODGETT
COUNTY OF MERRIMACK	DANIEL	C	BOWMAN
COUNTY OF MERRIMACK	TODD	M	COREY
COUNTY OF MERRIMACK	JACOB		CORNEAU
COUNTY OF MERRIMACK	JOSEPH		COSTANZO
COUNTY OF MERRIMACK	RICHARD	A	COTNOIR
COUNTY OF MERRIMACK	THOMAS	A	CRAY
COUNTY OF MERRIMACK	TRAVIS	J	CUSHMAN
COUNTY OF MERRIMACK	ARTHUR		CUTTER
COUNTY OF MERRIMACK	SUSAN		DEAVILLA
COUNTY OF MERRIMACK	SAVERIO	G	DISAVERIO
COUNTY OF MERRIMACK	SCOTT		DRAPEAU

COUNTY OF MERRIMACK	CHARLOTTE		DUNSTAN
COUNTY OF MERRIMACK	STACEY	F	EDMUNDS
COUNTY OF MERRIMACK	KRAIG	D	EMERY
COUNTY OF MERRIMACK	NICHLAS		EMERY
COUNTY OF MERRIMACK	BRIAN	C	FISH
COUNTY OF MERRIMACK	BENJAMIN		FORGE
COUNTY OF MERRIMACK	SEAN		FOSTER
COUNTY OF MERRIMACK	ROBERT		FRIBERG
COUNTY OF MERRIMACK	CHAD	B	FROST
COUNTY OF MERRIMACK	TERRY		HANNIGAN
COUNTY OF MERRIMACK	PAULA	N	KEATON
COUNTY OF MERRIMACK	ALEK	H	LADD
COUNTY OF MERRIMACK	WALTER		LAFLAMME
COUNTY OF MERRIMACK	MATTHEW	J	LAMANUZZI
COUNTY OF MERRIMACK	RAYMOND	A	LARAMIE
COUNTY OF MERRIMACK	DORA		LAVIGNE
COUNTY OF MERRIMACK	RAYMOND	C	MAYES
COUNTY OF MERRIMACK	MATTHEW		MERCIER
COUNTY OF MERRIMACK	SALVATORE	R	MILLS
COUNTY OF MERRIMACK	BRYAN	M	O'SULLIVAN
COUNTY OF MERRIMACK	ARTHUR		OVERLOCK
COUNTY OF MERRIMACK	MELISSA	J	PALELLI
COUNTY OF MERRIMACK	REX	A	PARENT
COUNTY OF MERRIMACK	CHERYL	A	POLSON
COUNTY OF MERRIMACK	ELIZABETH	M	REYNOLDS
COUNTY OF MERRIMACK	HEATHER		ROBINSON
COUNTY OF MERRIMACK	ROBERTO		RODRIGUEZ
COUNTY OF MERRIMACK	KEITH	W	SAWYER
COUNTY OF MERRIMACK	JONATHAN		SCIUTO
COUNTY OF MERRIMACK	PATRICK	F	SHULTZ
COUNTY OF MERRIMACK	CHRISTOPHER	M	TUCKER
COUNTY OF MERRIMACK	JAKE	A	WILLSON
COUNTY OF MERRIMACK	MATTHEW		WILSON
GRAFTON COUNTY	JON	H	ALLAIRE
GRAFTON COUNTY	NICHOLAS	D	BLODGETT
GRAFTON COUNTY	CHAD	A	BURT
GRAFTON COUNTY	ADAM	P	CLARK
GRAFTON COUNTY	NICOLE	M	CREMO
GRAFTON COUNTY	MARK	L	DEEM
GRAFTON COUNTY	MICHAEL	A	DEROSIA
GRAFTON COUNTY	THOMAS	C	ELLIOTT
GRAFTON COUNTY	RONALD		FOURNIER
GRAFTON COUNTY	DANIEL		HAMILTON
GRAFTON COUNTY	RACHEL	L	HARRNESS
GRAFTON COUNTY	CHRISTOPHER	W	KENDALL
GRAFTON COUNTY	JASON		MACE
GRAFTON COUNTY	JASON	A	STANTON

HILLSBOROUGH COUNTY	DAVID		ARCHAMBAULT
HILLSBOROUGH COUNTY	MICHAEL	J	AUCIELLO
HILLSBOROUGH COUNTY	JASON	A	BARBERA
HILLSBOROUGH COUNTY	MICHAEL	J	BOYLE
HILLSBOROUGH COUNTY	THOMAS	F	BURKE IV
HILLSBOROUGH COUNTY	TIMOTHY	T	CONSIDINE
HILLSBOROUGH COUNTY	SCOTT	M	DIGAETANO
HILLSBOROUGH COUNTY	BRENDAN	P	DIMINICO
HILLSBOROUGH COUNTY	JEFFREY	P	DUCLOS
HILLSBOROUGH COUNTY	TIMOTHY	J	FITZPATRICK
HILLSBOROUGH COUNTY	SCOTT	R	FOURNIER
HILLSBOROUGH COUNTY	CHRISTOPHER	G	GEISEL
HILLSBOROUGH COUNTY	TODD	K	GORDON
HILLSBOROUGH COUNTY	JUSTIN	J	GOULDING
HILLSBOROUGH COUNTY	DANIEL	N	GRANT
HILLSBOROUGH COUNTY	RAFAEL	B	GUTIERREZ
HILLSBOROUGH COUNTY	DAVID	J	HIGGINS
HILLSBOROUGH COUNTY	JOSHUA		JORDAN
HILLSBOROUGH COUNTY	MICHAEL	J	MERRIFIELD
HILLSBOROUGH COUNTY	MICHAEL		MOLLOY
HILLSBOROUGH COUNTY	BRIAN		NEWCOMB
HILLSBOROUGH COUNTY	MATTHEW	R	O'MALLEY
HILLSBOROUGH COUNTY	JONATHAN		PLUMPTON
HILLSBOROUGH COUNTY	JAMES	R	THORNELL
HILLSBOROUGH COUNTY	VINCENT	L	WILLIAMS
HILLSBOROUGH COUNTY	GEORGE		ZARZYCKI
LAKES REGION MUTUAL FIRE AID	DAVID	E	PARKER
NORTH CONWAY WTR PRECINCT	CHAD	E	MCCARTHY
NORTH CONWAY WTR PRECINCT	PATRICK	L	PREECE
ROCKINGHAM COUNTY	JAMIE	M	BANKS
ROCKINGHAM COUNTY	JONATHAN		BANVILLE
ROCKINGHAM COUNTY	CHRISTOPHER	N	BASHAW
ROCKINGHAM COUNTY	PAUL	K	BOIS
ROCKINGHAM COUNTY	WILLIAM	E	BOUSLEY
ROCKINGHAM COUNTY	THOMAS		CAHILL
ROCKINGHAM COUNTY	MICHAEL	E	CHAVEZ
ROCKINGHAM COUNTY	JOSEPH		CONROY
ROCKINGHAM COUNTY	THOMAS	S	CWYNAR
ROCKINGHAM COUNTY	MICHAEL		EVANS
ROCKINGHAM COUNTY	SHANON	P	GOFF
ROCKINGHAM COUNTY	DONALD	W	GOUDREULT
ROCKINGHAM COUNTY	JAY		LENNON
ROCKINGHAM COUNTY	GEORGE	A	MALGERI
ROCKINGHAM COUNTY	SUSAN		MATTSON
ROCKINGHAM COUNTY	SEAN		NORTON
ROCKINGHAM COUNTY	RICHARD	A	PAPPALARDO
ROCKINGHAM COUNTY	JEFFREY	A	PELCHAT

ROCKINGHAM COUNTY	SCOTT	T	SULLIVAN
ROCKINGHAM COUNTY	DEREK	D	VOIGT
ROCKINGHAM COUNTY	KEVIN		WALSH
ROCKINGHAM COUNTY	RICHARD	C	WILTSHIRE
STATE OF NEW HAMPSHIRE	PHILIP	M	AKSTIN
STATE OF NEW HAMPSHIRE	SUSANA		ALICANDRO
STATE OF NEW HAMPSHIRE	MATTHEW	A	AMATUCCI
STATE OF NEW HAMPSHIRE	ARNOLD		ANDERSON
STATE OF NEW HAMPSHIRE	JEFFREY	A	ARDINI
STATE OF NEW HAMPSHIRE	JOHN	S	ARMSTRONG
STATE OF NEW HAMPSHIRE	RONALD	B	ARSENAULT
STATE OF NEW HAMPSHIRE	CRAIG		AUBUT
STATE OF NEW HAMPSHIRE	JOHN	P	AULIS
STATE OF NEW HAMPSHIRE	LAUREN	A	AVERY
STATE OF NEW HAMPSHIRE	BRIAN	R	AYOTTE
STATE OF NEW HAMPSHIRE	DOUGLAS	P	BAILEY
STATE OF NEW HAMPSHIRE	DANIEL		BALDASSARRE
STATE OF NEW HAMPSHIRE	CHRISTOPHER	D	BALL
STATE OF NEW HAMPSHIRE	CHRISTOPHER		BARNUM
STATE OF NEW HAMPSHIRE	MARK	S	BARRETT
STATE OF NEW HAMPSHIRE	ROB		BASHAW
STATE OF NEW HAMPSHIRE	MICHAEL	J	BELLEAU
STATE OF NEW HAMPSHIRE	BRIAN	P	BENARD
STATE OF NEW HAMPSHIRE	JAMES	J	BENVENUTI
STATE OF NEW HAMPSHIRE	ROBERT		BIFSHA
STATE OF NEW HAMPSHIRE	ADAM		BILODEAU
STATE OF NEW HAMPSHIRE	DAVID		BIONDI
STATE OF NEW HAMPSHIRE	MICHAEL	W	BIRON
STATE OF NEW HAMPSHIRE	JOHN	R	BISHOP
STATE OF NEW HAMPSHIRE	FREDERICK	T	BOGCESS
STATE OF NEW HAMPSHIRE	JONATHAN	R	BOISSELLE
STATE OF NEW HAMPSHIRE	MARY		BONILLA
STATE OF NEW HAMPSHIRE	ANTHONY	M	BOOTH
STATE OF NEW HAMPSHIRE	WILLIAM	J	BOUDREAU
STATE OF NEW HAMPSHIRE	JAMES		BOURASSA
STATE OF NEW HAMPSHIRE	CHRISTOPHER	T	BRISON
STATE OF NEW HAMPSHIRE	DELAYNE	T	BROWN
STATE OF NEW HAMPSHIRE	GLEN	W	BULLOCK
STATE OF NEW HAMPSHIRE	GARY		BURKE
STATE OF NEW HAMPSHIRE	DAVID		BURRIS
STATE OF NEW HAMPSHIRE	JENNIFER		BURZYCKI
STATE OF NEW HAMPSHIRE	THOMAS	J	BYRNE
STATE OF NEW HAMPSHIRE	FRANCESCO		CAMPO
STATE OF NEW HAMPSHIRE	JASON	L	CARR
STATE OF NEW HAMPSHIRE	JEAN	E	CARROLL
STATE OF NEW HAMPSHIRE	JASON		CARUSO
STATE OF NEW HAMPSHIRE	RANDAL	G	CARVER

STATE OF NEW HAMPSHIRE	DANIEL	E	CASE
STATE OF NEW HAMPSHIRE	PATRICIA	A	CASTELLANO
STATE OF NEW HAMPSHIRE	IRENA		CATOVIC
STATE OF NEW HAMPSHIRE	ANTHONY	J	CATTABRIGA
STATE OF NEW HAMPSHIRE	MICHAEL	A	CEDRONE
STATE OF NEW HAMPSHIRE	JEFF		CHAPMAN
STATE OF NEW HAMPSHIRE	CHERYL		CLANCY
STATE OF NEW HAMPSHIRE	SHANA	E	CLARK
STATE OF NEW HAMPSHIRE	NANCY		CLAYMAN
STATE OF NEW HAMPSHIRE	CHRISTIAN	W	COLE
STATE OF NEW HAMPSHIRE	DANIELLE	L	COLE
STATE OF NEW HAMPSHIRE	THOMAS	A	CONLON
STATE OF NEW HAMPSHIRE	KEMPES		CORBALLY
STATE OF NEW HAMPSHIRE	HEATHER	L	CORNOCK
STATE OF NEW HAMPSHIRE	GEORGE	P	CORRIVEAU
STATE OF NEW HAMPSHIRE	JEFFREY	S	COSTA
STATE OF NEW HAMPSHIRE	PAUL	D	COTE
STATE OF NEW HAMPSHIRE	NATHAN	E	CROTEAU
STATE OF NEW HAMPSHIRE	MATTHEW	D	CULVER
STATE OF NEW HAMPSHIRE	CHRISTOPHER	J	CUMMINGS
STATE OF NEW HAMPSHIRE	NICOLAS	R	CUTTING
STATE OF NEW HAMPSHIRE	NICHOLAS		CYR
STATE OF NEW HAMPSHIRE	STEFAN	J	CZYZOWSKI
STATE OF NEW HAMPSHIRE	JAMES	P	DALY
STATE OF NEW HAMPSHIRE	SHEENA		DAMBOISE
STATE OF NEW HAMPSHIRE	ALEXANDER	J	DAVIS
STATE OF NEW HAMPSHIRE	SHIRLEY		DAYNARD
STATE OF NEW HAMPSHIRE	BRANDON	M	DEAN
STATE OF NEW HAMPSHIRE	JAMES	C	DECKER
STATE OF NEW HAMPSHIRE	JONATHAN	M	DELISLE
STATE OF NEW HAMPSHIRE	BENJAMIN	K	DENSMORE
STATE OF NEW HAMPSHIRE	LAURA	L	DESAUTELLE
STATE OF NEW HAMPSHIRE	KEVIN	L	DEVLIN
STATE OF NEW HAMPSHIRE	LORI		DIPIETRO
STATE OF NEW HAMPSHIRE	JOSHUA	E	DIRTH
STATE OF NEW HAMPSHIRE	GERARD		DITOLLA
STATE OF NEW HAMPSHIRE	RAYMOND	J	DOLBEC
STATE OF NEW HAMPSHIRE	STANLEY		DOMBROWSKI
STATE OF NEW HAMPSHIRE	GREG	C	DUBE
STATE OF NEW HAMPSHIRE	TREVOR	S	DUBE
STATE OF NEW HAMPSHIRE	STACEY		DUBOIS
STATE OF NEW HAMPSHIRE	KATHLEEN	M	DUCHESNE
STATE OF NEW HAMPSHIRE	RENE		DUCHESNE
STATE OF NEW HAMPSHIRE	WILLIAM	F	DUFFY
STATE OF NEW HAMPSHIRE	DONNA	J	DUFRESNE
STATE OF NEW HAMPSHIRE	NORMAND	L	DUMAIS
STATE OF NEW HAMPSHIRE	RICHARD	H	DUPONT

STATE OF NEW HAMPSHIRE	SEAN	A	EATON
STATE OF NEW HAMPSHIRE	JOSEPH	M	EBERT
STATE OF NEW HAMPSHIRE	RONALD	L	EDMISTON
STATE OF NEW HAMPSHIRE	CHRISTOPHER	N	ELPHICK
STATE OF NEW HAMPSHIRE	TARA	L	ELSEMILLER
STATE OF NEW HAMPSHIRE	JUSTIN		EVANS
STATE OF NEW HAMPSHIRE	MICHAEL	P	FARRELL
STATE OF NEW HAMPSHIRE	MATTHEW	R	FAVREAU
STATE OF NEW HAMPSHIRE	SCOTT	J	FERGUSON
STATE OF NEW HAMPSHIRE	GARY		FERRON
STATE OF NEW HAMPSHIRE	ERIC		FLUETTE
STATE OF NEW HAMPSHIRE	JOHN		FORBES
STATE OF NEW HAMPSHIRE	KEITH	A	FORCIER
STATE OF NEW HAMPSHIRE	CHERYL		FORSBERG-HILL
STATE OF NEW HAMPSHIRE	BRIAN		GACEK
STATE OF NEW HAMPSHIRE	COLLEEN		GAGNE
STATE OF NEW HAMPSHIRE	CRAIG		GAGNE
STATE OF NEW HAMPSHIRE	MARK	J	GAGNE
STATE OF NEW HAMPSHIRE	SETH		GAHR
STATE OF NEW HAMPSHIRE	PETER	T	GILBERT
STATE OF NEW HAMPSHIRE	AARON		GILLIS
STATE OF NEW HAMPSHIRE	WENDY		GIROUX
STATE OF NEW HAMPSHIRE	NATHANIEL	D	GOODWIN
STATE OF NEW HAMPSHIRE	KIMBERLY	S	GORDON
STATE OF NEW HAMPSHIRE	MATTHEW		GOULET
STATE OF NEW HAMPSHIRE	RYAN	A	GOULETTE
STATE OF NEW HAMPSHIRE	ERIC		GOYETTE
STATE OF NEW HAMPSHIRE	VINCENT	J	GRIECO
STATE OF NEW HAMPSHIRE	KEITH	G	GRIFFIN
STATE OF NEW HAMPSHIRE	NATHAN	B	HAMILTON
STATE OF NEW HAMPSHIRE	LAURA	A	HARDWICK
STATE OF NEW HAMPSHIRE	SEAN		HARRINGTON
STATE OF NEW HAMPSHIRE	THOMAS	P	HARRINGTON
STATE OF NEW HAMPSHIRE	KIRK	B	HART
STATE OF NEW HAMPSHIRE	SANDRA	A	HARTLEY
STATE OF NEW HAMPSHIRE	KEITH	D	HARTSHORN
STATE OF NEW HAMPSHIRE	SCOTT	A	HASKELL
STATE OF NEW HAMPSHIRE	ADAM	C	HAWKINS
STATE OF NEW HAMPSHIRE	THOMAS	E	HEALY
STATE OF NEW HAMPSHIRE	KAREN		HEMMERLEIN
STATE OF NEW HAMPSHIRE	PATRICK		HENNESSY
STATE OF NEW HAMPSHIRE	TAMARA	J	HESTER
STATE OF NEW HAMPSHIRE	MALACHI	M	HICKS
STATE OF NEW HAMPSHIRE	GREGORY	M	HILDRETH
STATE OF NEW HAMPSHIRE	ANDREW		HILSON
STATE OF NEW HAMPSHIRE	ANDREW	H	HOLMES
STATE OF NEW HAMPSHIRE	MATTHEW	W	HOLMES

STATE OF NEW HAMPSHIRE	RUSSELL		HOLMES
STATE OF NEW HAMPSHIRE	DEREK		HOLSTON
STATE OF NEW HAMPSHIRE	DEBORAH	E	HORAN
STATE OF NEW HAMPSHIRE	DANA	C	HOYT
STATE OF NEW HAMPSHIRE	JUAN		INFANTE
STATE OF NEW HAMPSHIRE	GARY	P	INGHAM
STATE OF NEW HAMPSHIRE	JOSEPH	J	IRIZARRY
STATE OF NEW HAMPSHIRE	KELLY		JARDINE
STATE OF NEW HAMPSHIRE	AMANDA	L	JOHNSON
STATE OF NEW HAMPSHIRE	DANA	R	JOHNSON
STATE OF NEW HAMPSHIRE	NATHAN	P	JOHNSTON
STATE OF NEW HAMPSHIRE	RAIMO		KALVI
STATE OF NEW HAMPSHIRE	JESSE	C	KELLEY
STATE OF NEW HAMPSHIRE	MARY	A	KELLEY
STATE OF NEW HAMPSHIRE	PAUL	K	KIMANI
STATE OF NEW HAMPSHIRE	MARK	J	KIMBALL
STATE OF NEW HAMPSHIRE	MICHAEL	J	KOKOSKI
STATE OF NEW HAMPSHIRE	JEFFREY	M	KRATOVIL
STATE OF NEW HAMPSHIRE	DAVID		KURKJIAN
STATE OF NEW HAMPSHIRE	CHRISTOPHER	E	LADD
STATE OF NEW HAMPSHIRE	JOSHUA		LAFLAMME
STATE OF NEW HAMPSHIRE	RYAN		LAMEY
STATE OF NEW HAMPSHIRE	STACIE	J	LAMONTAGNE
STATE OF NEW HAMPSHIRE	JAMES	D	LAMOUREUX
STATE OF NEW HAMPSHIRE	MATTHEW	P	LAPIERRE
STATE OF NEW HAMPSHIRE	JOHN	C	LAPOINTE
STATE OF NEW HAMPSHIRE	HEIDI		LARAMIE
STATE OF NEW HAMPSHIRE	SHANE	W	LARKIN
STATE OF NEW HAMPSHIRE	BRUCE	E	LAROCHE
STATE OF NEW HAMPSHIRE	CYNTHIA		LAROCHELLE
STATE OF NEW HAMPSHIRE	JAYCO	J	LAUGHTON
STATE OF NEW HAMPSHIRE	ANNIE		LAURENDEAU
STATE OF NEW HAMPSHIRE	CHAD	S	LAVOIE
STATE OF NEW HAMPSHIRE	KEVIN	F	LEBLANC
STATE OF NEW HAMPSHIRE	JASON		LEES
STATE OF NEW HAMPSHIRE	ROBERT		LEMAY
STATE OF NEW HAMPSHIRE	ROBBY		LEMIEUX
STATE OF NEW HAMPSHIRE	RANDY		LESLIE
STATE OF NEW HAMPSHIRE	STEVEN		LETOURNEAU
STATE OF NEW HAMPSHIRE	ROBERT	E	LEWIS
STATE OF NEW HAMPSHIRE	SHERYL	J	LIRETTE
STATE OF NEW HAMPSHIRE	MALLORY		LITTMAN
STATE OF NEW HAMPSHIRE	DANIEL	J	LIVINGSTONE
STATE OF NEW HAMPSHIRE	MATTHEW	T	LOCKE
STATE OF NEW HAMPSHIRE	TERRY		LOCKE
STATE OF NEW HAMPSHIRE	ALEX		LOPASHANSKI
STATE OF NEW HAMPSHIRE	CHRISTOPHER		LOVER

STATE OF NEW HAMPSHIRE	GLEN	C	LUCAS
STATE OF NEW HAMPSHIRE	JOHN	E	LUCERO
STATE OF NEW HAMPSHIRE	LAWRENCE	P	LUNDT
STATE OF NEW HAMPSHIRE	KEVIN	A	MACAIONE
STATE OF NEW HAMPSHIRE	BRIAN	A	MAGNELL
STATE OF NEW HAMPSHIRE	NANCY	L	MAGUIRE
STATE OF NEW HAMPSHIRE	IRWIN	C	MALILAY
STATE OF NEW HAMPSHIRE	ROBERT	M	MANCINI
STATE OF NEW HAMPSHIRE	NATHAN		MARQUIS
STATE OF NEW HAMPSHIRE	SCOTT	J	MARSHALL
STATE OF NEW HAMPSHIRE	TIMOTHY	J	MARTIN
STATE OF NEW HAMPSHIRE	MICHAEL	J	MATSON
STATE OF NEW HAMPSHIRE	JARED		MC GRATH
STATE OF NEW HAMPSHIRE	STEPHEN		MCAULAY
STATE OF NEW HAMPSHIRE	SEAN		MCCARTHY
STATE OF NEW HAMPSHIRE	KEVIN		MCGEE
STATE OF NEW HAMPSHIRE	CRAIG	S	MCGINLEY
STATE OF NEW HAMPSHIRE	CHRISTOPHER		MCKEE
STATE OF NEW HAMPSHIRE	CRYSTAL		MCLAIN
STATE OF NEW HAMPSHIRE	MICHAEL	J	MCLAUGHLIN
STATE OF NEW HAMPSHIRE	MATTHEW	D	MERRILL
STATE OF NEW HAMPSHIRE	TIMOTHY	J	MILLER
STATE OF NEW HAMPSHIRE	AHMED		MOHAMED-GABIR
STATE OF NEW HAMPSHIRE	BRADLEY	R	MORSE
STATE OF NEW HAMPSHIRE	KATIE		MORSE
STATE OF NEW HAMPSHIRE	ROBERTSON	L	MURRAY
STATE OF NEW HAMPSHIRE	VICTOR	G	MUZZEY
STATE OF NEW HAMPSHIRE	JASON		MYERS
STATE OF NEW HAMPSHIRE	MARK	R	NADEAU
STATE OF NEW HAMPSHIRE	WILLIAM		NEILSEN
STATE OF NEW HAMPSHIRE	DOUGLAS		NELSON
STATE OF NEW HAMPSHIRE	MARK		NERENBURG
STATE OF NEW HAMPSHIRE	ANDREW	N	NEWCOMB
STATE OF NEW HAMPSHIRE	DEREK		NEWCOMB
STATE OF NEW HAMPSHIRE	CHARLES	I	NEWTON
STATE OF NEW HAMPSHIRE	GRANT	M	NICHOLS
STATE OF NEW HAMPSHIRE	GLENN	R	NIMIROWSKI
STATE OF NEW HAMPSHIRE	JOHN	A	O'BRIEN
STATE OF NEW HAMPSHIRE	JAMES	G	O'LEARY
STATE OF NEW HAMPSHIRE	MARK	W	OBER
STATE OF NEW HAMPSHIRE	LAURA	E	OLSON
STATE OF NEW HAMPSHIRE	CRAIG		ORLANDO
STATE OF NEW HAMPSHIRE	JASON		OSGOOD
STATE OF NEW HAMPSHIRE	CHRISTOPHER		PAQUETTE
STATE OF NEW HAMPSHIRE	BRIAN	H	PARKER
STATE OF NEW HAMPSHIRE	TRACEY	J	PARKS
STATE OF NEW HAMPSHIRE	DAVID		PELKEY

STATE OF NEW HAMPSHIRE	RICHARD	J	PERREAULT
STATE OF NEW HAMPSHIRE	THOMAS	P	PHELAN
STATE OF NEW HAMPSHIRE	TODD		PHELPS
STATE OF NEW HAMPSHIRE	JEFFREY	R	PHILLIPS
STATE OF NEW HAMPSHIRE	CHRISTOPHER	J	PIENIAZEK
STATE OF NEW HAMPSHIRE	ROBERT	A	PIKE
STATE OF NEW HAMPSHIRE	BRYAN	R	PLAMONDON
STATE OF NEW HAMPSHIRE	RODNEY		PLANTE
STATE OF NEW HAMPSHIRE	TIMOTHY	L	POPOVICH
STATE OF NEW HAMPSHIRE	JAMES	E	POWERS
STATE OF NEW HAMPSHIRE	CHRISTOPHER	J	PRENAVEAU
STATE OF NEW HAMPSHIRE	CLAUDIA		PRESCOTT
STATE OF NEW HAMPSHIRE	ALBERT	S	PREVITE
STATE OF NEW HAMPSHIRE	GEOFFREY		PUSHEE
STATE OF NEW HAMPSHIRE	DANIEL	R	QUARTULLI
STATE OF NEW HAMPSHIRE	JOSHUA		QUIGLEY
STATE OF NEW HAMPSHIRE	TERESA	M	QUINT
STATE OF NEW HAMPSHIRE	NICHOLAS		QUINTILIANI
STATE OF NEW HAMPSHIRE	SEIFU		RAGASSA
STATE OF NEW HAMPSHIRE	CHRISTOPHER	D	REGAN
STATE OF NEW HAMPSHIRE	TIMOTHY		REPUCCI
STATE OF NEW HAMPSHIRE	AARON	R	RICHARDS
STATE OF NEW HAMPSHIRE	JESSICA	L	RIENDEAU
STATE OF NEW HAMPSHIRE	STEVEN		RIENDEAU
STATE OF NEW HAMPSHIRE	DAN		RIVARD
STATE OF NEW HAMPSHIRE	PAUL	J	ROBERTS
STATE OF NEW HAMPSHIRE	GEOFFREY	A	ROGAN
STATE OF NEW HAMPSHIRE	JOSEPH		RONCHI
STATE OF NEW HAMPSHIRE	DONALD	L	ROSE
STATE OF NEW HAMPSHIRE	SOLOMON	W	ROSMAN
STATE OF NEW HAMPSHIRE	BRIAN	J	ROSS
STATE OF NEW HAMPSHIRE	CHRISTOPHER		ROUSSEAU
STATE OF NEW HAMPSHIRE	SHAWN	M	RYAN
STATE OF NEW HAMPSHIRE	DOMINIC		SALCE
STATE OF NEW HAMPSHIRE	GEORGE		SANBORN III
STATE OF NEW HAMPSHIRE	NOAH		SANCTUARY
STATE OF NEW HAMPSHIRE	PRESTON		SCHAUB
STATE OF NEW HAMPSHIRE	MAXIM	F	SCHULTZ
STATE OF NEW HAMPSHIRE	JOSEPH	M	SHACKFORD
STATE OF NEW HAMPSHIRE	TIMOTHY		SHARICH
STATE OF NEW HAMPSHIRE	STEVEN	L	SHERMAN
STATE OF NEW HAMPSHIRE	CAROL	J	SILLARS-YOUNG
STATE OF NEW HAMPSHIRE	ABBEY	S	SIMON
STATE OF NEW HAMPSHIRE	HOLLY		SIROIS
STATE OF NEW HAMPSHIRE	STEPHEN		SLOPER
STATE OF NEW HAMPSHIRE	Sean		Smarz
STATE OF NEW HAMPSHIRE	MATTHEW		SMITH

STATE OF NEW HAMPSHIRE	RONALD		SNYDER
STATE OF NEW HAMPSHIRE	KELLY	E	SPANOS
STATE OF NEW HAMPSHIRE	MATTHEW		SPANOS
STATE OF NEW HAMPSHIRE	KEVIN	R	ST CYR
STATE OF NEW HAMPSHIRE	RYAN	T	ST CYR
STATE OF NEW HAMPSHIRE	DANIELLE		ST GELAIS
STATE OF NEW HAMPSHIRE	MATTHEW		STEFANCZAK
STATE OF NEW HAMPSHIRE	KIMBERLY	P	STODDARD
STATE OF NEW HAMPSHIRE	CECILIA	A	STONE
STATE OF NEW HAMPSHIRE	SHAWN		STONE
STATE OF NEW HAMPSHIRE	CHRISTOPHER		STORM
STATE OF NEW HAMPSHIRE	ROBERT	R	STREETER
STATE OF NEW HAMPSHIRE	IAN	M	STRINGER
STATE OF NEW HAMPSHIRE	CIPRIAN	L	SUSCA
STATE OF NEW HAMPSHIRE	MARK	R	SUTTMEIER
STATE OF NEW HAMPSHIRE	FRANCIS		SWIRKO
STATE OF NEW HAMPSHIRE	LORI		TERHUNE
STATE OF NEW HAMPSHIRE	JOHN		THIMBA
STATE OF NEW HAMPSHIRE	SEAN	P	TOOMEY
STATE OF NEW HAMPSHIRE	JEREMIAH		TOTTEN
STATE OF NEW HAMPSHIRE	JOSIAH	R	TOWNE
STATE OF NEW HAMPSHIRE	CLINTON	A	TRUSSELL
STATE OF NEW HAMPSHIRE	ERIK	R	TURNER
STATE OF NEW HAMPSHIRE	SETH	B	TURNER
STATE OF NEW HAMPSHIRE	SHERRY		VESTAL
STATE OF NEW HAMPSHIRE	FRANCISCO	A	VICENTE
STATE OF NEW HAMPSHIRE	BRIAN		VIGLIONE
STATE OF NEW HAMPSHIRE	TONI		VIOLA
STATE OF NEW HAMPSHIRE	ANDREW		VITTORIA
STATE OF NEW HAMPSHIRE	EDWARD	G	VOCELL
STATE OF NEW HAMPSHIRE	BRANDON		WALSH
STATE OF NEW HAMPSHIRE	CHRISTOPHER	S	WARD
STATE OF NEW HAMPSHIRE	KELLY	L	WARDNER
STATE OF NEW HAMPSHIRE	MICHAEL		WEDGE
STATE OF NEW HAMPSHIRE	DIANE	E	WHALEY
STATE OF NEW HAMPSHIRE	TARA	L	WHITING
STATE OF NEW HAMPSHIRE	JASON		WHITNEY
STATE OF NEW HAMPSHIRE	HADEN	C	WILBER
STATE OF NEW HAMPSHIRE	MATTHEW	E	WILMOT
STATE OF NEW HAMPSHIRE	JASON		WIRTH
STATE OF NEW HAMPSHIRE	JASON		WYATT
STATE OF NEW HAMPSHIRE	JASON		YAROSZ
STATE OF NEW HAMPSHIRE	NATHAN	A	ZIPF
STRAFFORD COUNTY	CHRISTOPHER	J	BRACKETT
STRAFFORD COUNTY	HEATHER		BRAGDON
STRAFFORD COUNTY	WILLIAM		BRITTON
STRAFFORD COUNTY	ANDREW	E	BROMFIELD

STRAFFORD COUNTY	CASSANDRA		CAILLOT
STRAFFORD COUNTY	TROY		CHABOT
STRAFFORD COUNTY	BRENT	J	CHAPPLE
STRAFFORD COUNTY	MICHAEL	T	CLANCY
STRAFFORD COUNTY	CARRIE	L	CONWAY
STRAFFORD COUNTY	DENNIS	P	DANIELS
STRAFFORD COUNTY	JOSEPH		DARKO-MENSAH
STRAFFORD COUNTY	MATTHEW		DOWNS
STRAFFORD COUNTY	ROBERT		FARRELL
STRAFFORD COUNTY	JONATHAN	M	FORCIER
STRAFFORD COUNTY	ANN	M	FOURNIER
STRAFFORD COUNTY	MICHAEL	P	GARCIA
STRAFFORD COUNTY	CHRISTOPHER	L	GOWELL
STRAFFORD COUNTY	ERIN	S	GUYOTTE
STRAFFORD COUNTY	KERRIE		HASTY
STRAFFORD COUNTY	ROBERT		HAYDEN
STRAFFORD COUNTY	VALERIE	J	HEBERT
STRAFFORD COUNTY	JEFFREY		KENNIE
STRAFFORD COUNTY	MICHAEL	JASO	LANDRY
STRAFFORD COUNTY	CAROLE	A.	LEE
STRAFFORD COUNTY	ROBERT	D	METCALF
STRAFFORD COUNTY	ERIC		MILLAR
STRAFFORD COUNTY	MIGUEL	A	MORALES
STRAFFORD COUNTY	LEONARD	B	NADEAU
STRAFFORD COUNTY	ISABEL		PADIAL
STRAFFORD COUNTY	RAYMOND		PARDY
STRAFFORD COUNTY	JENNIFER		PAYNE
STRAFFORD COUNTY	JAMIE	A	PRESTON
STRAFFORD COUNTY	ADAM		RIVERA
STRAFFORD COUNTY	BLAIR		ROWLETT
STRAFFORD COUNTY	BRYANT	J	SCOTT
STRAFFORD COUNTY	PATRICK		SHINN
STRAFFORD COUNTY	LORI	S	SPAGNOLA
STRAFFORD COUNTY	SCOTT	P	TINGLE
STRAFFORD COUNTY	COLIN	L	WHEELER
STRAFFORD COUNTY	ADAM	E	WINKLER
SULLIVAN COUNTY	CHARLES	J	BROOKENS
SULLIVAN COUNTY	SHAWN		COUGHLAN
SULLIVAN COUNTY	ANDREW		HART
SULLIVAN COUNTY	GLEN	D	ST AMANT
TILTON-NORTHFIELD FIRE DIST	TIMOTHY	M	AMES
TILTON-NORTHFIELD FIRE DIST	DEREK	R	FARRELL
TILTON-NORTHFIELD FIRE DIST	MATTHEW		GILMAN
TILTON-NORTHFIELD FIRE DIST	DANIEL	F	LEATHERS
TILTON-NORTHFIELD FIRE DIST	JONATHAN	M	POWELL
TILTON-NORTHFIELD FIRE DIST	SEAN	M	VALOVANIE
TOWN OF ALLENSTOWN	DAWN	A	SHEA

TOWN OF ALLENSTOWN	BETH		TOWER
TOWN OF ALTON	MICHAEL		BEAUCHAMP
TOWN OF ALTON	JAMISON		FELLOWS
TOWN OF ALTON	TYLER	C	GLIDDEN
TOWN OF ALTON	PHILLIP	J	HUNTER
TOWN OF ALTON	TODD	M	MACDOUGALL
TOWN OF ALTON	JASON	P	TREMBLAY
TOWN OF AMHERST	DAVID	P	AUDET
TOWN OF AMHERST	ANTHONY	E	CIAMPOLI
TOWN OF AMHERST	MATTHEW		CONLEY
TOWN OF AMHERST	JUSTIN		GEROME
TOWN OF AMHERST	KEVIN	G	HEVEY
TOWN OF AMHERST	KEVIN	R	KELLY
TOWN OF AMHERST	PHILIP	D	MAHONEY
TOWN OF AMHERST	ROY		OLSEN
TOWN OF AMHERST	NICHOLAS	A	SKIBA
TOWN OF AMHERST	JOHN	H	SMITH
TOWN OF ANTRIM	BRIAN	K	LORD
TOWN OF ASHLAND	DEREK	P	GRAY
TOWN OF ASHLAND	WILLIAM	R	ULWICK
TOWN OF ATKINSON	NICHOLAS		EDDY
TOWN OF ATKINSON	NICOLAS	M	FISSET
TOWN OF AUBURN	KEVIN	M	CASHMAN
TOWN OF AUBURN	CALVIN		KAPOS
TOWN OF BARNSTEAD	HAROLD	B	AREY
TOWN OF BARNSTEAD	BRIAN	K	COTTRELL
TOWN OF BARNSTEAD	JAMES	P	SULLIVAN
TOWN OF BEDFORD	AMY	M	CHAMPAGNE
TOWN OF BEDFORD	MICHAEL	D	CHERWIN
TOWN OF BEDFORD	JOSHUA		CRESSWELL
TOWN OF BEDFORD	ERIC		DUBOWIK
TOWN OF BEDFORD	NATHAN		DUCHARME
TOWN OF BEDFORD	COREY		EGAN
TOWN OF BEDFORD	COREY		FECTEAU
TOWN OF BEDFORD	PATRICK		GILLIGAN
TOWN OF BEDFORD	SCOTT	F	HUNTER
TOWN OF BEDFORD	MICHAEL	G	JOLIN
TOWN OF BEDFORD	ELI	J	KRAUSE
TOWN OF BEDFORD	ROBERT	G	LAVOIE
TOWN OF BEDFORD	MAURICE	G	MAILHOT
TOWN OF BEDFORD	SUSAN	E	MARDEN
TOWN OF BEDFORD	MICHAEL	J	MONAHAN
TOWN OF BEDFORD	DANIELLE	E	NIGHTINGALE
TOWN OF BEDFORD	SCOTT	E	NORRIS
TOWN OF BEDFORD	BENJAMIN		SELLECK
TOWN OF BEDFORD	DAVID	R	SHERWOOD
TOWN OF BEDFORD	JONATHAN	N	SNOW

TOWN OF BEDFORD	KEVIN	K	SUTTER
TOWN OF BEDFORD	STEFAN	J	SWIADAS
TOWN OF BELMONT	EVAN		BOULANGER
TOWN OF BELMONT	ELIZA	M	GUSTAFSON
TOWN OF BELMONT	KRISTOPHER	J	KLOETZ
TOWN OF BELMONT	JOEL		PICKOWICZ
TOWN OF BENNINGTON	JASON	A	LEPINE
TOWN OF BETHLEHEM	JOHN	E	ANDERSON
TOWN OF BETHLEHEM	ALAN	C	DEMORANVILLE
TOWN OF BETHLEHEM	JEFFREY	W	DUBE
TOWN OF BOSCAWEN	JONATHAN	M	ADINOLFO
TOWN OF BOSCAWEN	JASON	S	KILLARY
TOWN OF BOSCAWEN	ROBERT	M	MOTTRAM
TOWN OF BOW	ELIOT	J	BERMAN
TOWN OF BOW	ROBERT		BUCHANAN
TOWN OF BOW	TYLER		COADY
TOWN OF BOW	PHILIP	J	GOODACRE
TOWN OF BOW	KEITH	B	LAMBERT
TOWN OF BOW	PHILIP		LAMY
TOWN OF BOW	THOMAS	M	OUELLETTE
TOWN OF BOW	MATTHEW		PRATTE
TOWN OF BRADFORD	EDWARD	J	SHAUGHNESSY
TOWN OF BRISTOL	KRISTOPHER		BEAN
TOWN OF BRISTOL	CHRISTOPHER	G	CARTER
TOWN OF BRISTOL	AARON	S	CHAPPLE
TOWN OF BRISTOL	GEORGE	L	CLAYMAN
TOWN OF BRISTOL	AARON	M	HEATH
TOWN OF BRISTOL	STEVEN	P	HENRY
TOWN OF BRISTOL	BENJAMIN	M	LAROCHE
TOWN OF BRISTOL	JAMES	P	MCINTIRE
TOWN OF BRISTOL	STEVEN	J	THOMPSON
TOWN OF BRISTOL	TIMOTHY		WOODWARD
TOWN OF BROOKLINE	KEITH		HERVIEUX
TOWN OF BROOKLINE	MICHAEL		RICHARD
TOWN OF BROOKLINE	SCOTT		TODISCO
TOWN OF CAMPTON	DANIEL		DEFOSSES
TOWN OF CAMPTON	JOSHUA	P	FITZ
TOWN OF CAMPTON	Kevin	M	Foss
TOWN OF CAMPTON	ANTHONY		SCOTT
TOWN OF CANAAN	MATTHEW	P	BUNTEN
TOWN OF CANAAN	RYAN	R	PORTER
TOWN OF CARROLL	TADD		BAILEY
TOWN OF CARROLL	ANDREW	A	HENNESSEY
TOWN OF CARROLL	JEREMY		OLESON
TOWN OF CENTER HARBOR	SCOTT	I	WEISS
TOWN OF CHESTER	AARON	P	BERUBE
TOWN OF CHESTER	WILLIAM		SABLE

TOWN OF CHESTER	TIMOTHY	N	THERRIEN
TOWN OF CHESTERFIELD	DUANE	M	CHICKERING
TOWN OF CHICHESTER	Joshua		Wright
TOWN OF COLEBROOK	DAVID		RADUN
TOWN OF CONWAY	MICHAEL	S	BOUCHER
TOWN OF CONWAY	SUZANNE	L	KELLEY-SCOTT
TOWN OF CONWAY	JAYMES	E	LAPOINT
TOWN OF CONWAY	CHRISTOPHER	J	MATTEI
TOWN OF CONWAY	WILLIAM	M	STRONG
TOWN OF CONWAY	RICHARD	G	THEBERGE
TOWN OF CONWAY	DOMINIC	M	TORCH
TOWN OF CONWAY	RYAN	J	TRUE
TOWN OF CONWAY	DOUGLAS	A	VOELBEL
TOWN OF CONWAY	RYAN	A	WALLACE
TOWN OF DANVILLE	Wade	H	Parsons
TOWN OF DANVILLE	CHRISTOPHER	M	ROTHWELL
TOWN OF DEERFIELD	JOEL		HUGHES
TOWN OF DEERING	MARK	J	PHILIBERT
TOWN OF DERRY	ROBERT	M	ATWATER
TOWN OF DERRY	THOMAS	P	BEAUMONT
TOWN OF DERRY	CHRISTOPHER	L	BELVIN
TOWN OF DERRY	MARK		BORGATTI
TOWN OF DERRY	KIMBERLY		BOUSE
TOWN OF DERRY	RYAN	W	BUMP
TOWN OF DERRY	ROBERT		CORWIN
TOWN OF DERRY	JEFFREY	M	DAWE
TOWN OF DERRY	PATRICK	H	DAWSON
TOWN OF DERRY	DAVID	W	DEACON
TOWN OF DERRY	BENJAMIN		DOYLE
TOWN OF DERRY	PATRICK	J	GLENNON
TOWN OF DERRY	NICHOLAS	M	GRANVILLE
TOWN OF DERRY	JAY	A	GUZOFSKI
TOWN OF DERRY	JAMES		HOFFMAN
TOWN OF DERRY	PETER	A	HOULIS
TOWN OF DERRY	STEVEN		HUSSEY
TOWN OF DERRY	JAMES	A	KERSTEN
TOWN OF DERRY	VICTORIA	M	KIDD
TOWN OF DERRY	EDWARD		KING
TOWN OF DERRY	JARED	W	KNOX
TOWN OF DERRY	GREGORY	N	LARO
TOWN OF DERRY	JOSHUA		LEDBETTER
TOWN OF DERRY	DENNIS		LIVOLI
TOWN OF DERRY	DAVID	M	MICHAUD
TOWN OF DERRY	SCOTT	E	NEWNAN
TOWN OF DERRY	SHAWN	P	O'DONAGHUE
TOWN OF DERRY	RYAN	J	O'ROURKE
TOWN OF DERRY	ADAM	J	PETKUS

TOWN OF DERRY	SETH	F	PLUMER
TOWN OF DERRY	THOMAS	W	PORTER
TOWN OF DERRY	JONATHAN		ROBERTSON
TOWN OF DERRY	KEVIN	G	RUPPEL
TOWN OF DERRY	CHRISTOPHER		TALBOT
TOWN OF DUBLIN	TIMOTHY	J	SUOKKO
TOWN OF DUNBARTON	CHRISTOPHER	T	REMILLARD
TOWN OF DURHAM	KEVIN	R	ABBOTT
TOWN OF DURHAM	ARTHUR	P	BOUTIN
TOWN OF DURHAM	STEVEN	A	JAUTAIKIS
TOWN OF DURHAM	WARREN	S	KADDEN
TOWN OF DURHAM	NATHAN	J	KATZ
TOWN OF DURHAM	BARRY	A	LAVIGNE II
TOWN OF DURHAM	JOHNATHAN	M	LAVOIE
TOWN OF DURHAM	PETER		LEAVITT
TOWN OF DURHAM	KENNETH		LUNDBERG
TOWN OF DURHAM	BRENDAN	J	O'SULLIVAN
TOWN OF DURHAM	GREGORY	A	RUBY
TOWN OF EAST KINGSTON	CLAYTON	A	JERVIS
TOWN OF ENFIELD	LUKE	T	FRYE
TOWN OF ENFIELD	ROY	F	HOLLAND
TOWN OF ENFIELD	COURTLAND	S	SMITH
TOWN OF EPPING	DONALD	R	DEANGELIS
TOWN OF EPPING	RUSSELL	S	HERO
TOWN OF EPPING	DAVID	G	LOADER
TOWN OF EPPING	ALEXANDER		MCCANN
TOWN OF EPPING	DONALD		ROSS
TOWN OF EPPING	STEPHEN		SOARES
TOWN OF EPSOM	JOEL	S	FRENCH
TOWN OF EPSOM	MATTHEW	D	FUDALA
TOWN OF EPSOM	JAMES	N	KEAR
TOWN OF EXETER	ANTHONY	P	ALBINE
TOWN OF EXETER	MICHAEL	A	AVELLINO
TOWN OF EXETER	STEVEN	J	BOLDUC
TOWN OF EXETER	RYAN	P	BOOTH
TOWN OF EXETER	MARK	C	BRADFORD
TOWN OF EXETER	JOSEPH		BYRON
TOWN OF EXETER	ROGER	T	CONNOR
TOWN OF EXETER	ANDREW		MARTIN
TOWN OF EXETER	BRUCE	D	PAGE
TOWN OF EXETER	JUSTIN	D	PIZON
TOWN OF EXETER	JUSTIN	A	RANAURO
TOWN OF EXETER	PATRICK	W	ROBICHEAU
TOWN OF EXETER	SONYA		ROBICHEAU
TOWN OF EXETER	JOSEPH	M	SALUTO
TOWN OF EXETER	KEVIN		ST JAMES
TOWN OF FARMINGTON	MATTHEW	W	EMBREY

TOWN OF FARMINGTON	ERNEST	S	ORLANDO
TOWN OF FARMINGTON	JAMES	D	REINERT
TOWN OF FRANCONIA	MARTIN	A	CASHIN
TOWN OF FREEDOM	MATTHEW	A	TYLER
TOWN OF GILFORD	KEVIN		BARON
TOWN OF GILFORD	ERIC	T	BREDBURY
TOWN OF GILFORD	RYAN	M	BROWN
TOWN OF GILFORD	DION	J	DECARLI
TOWN OF GILFORD	NATHAN	D	LEMAY
TOWN OF GILFORD	JEFFREY	H	MADON
TOWN OF GILFORD	COREY	J	O'CONNOR
TOWN OF GILFORD	DUSTIN		PARENT
TOWN OF GILFORD	ADAM	P	VAN STEENSBURG
TOWN OF GILMANTON	MATTHEW	B	CURRIER
TOWN OF GILMANTON	PAUL	J	HEMPEL
TOWN OF GOFFSTOWN	BRIAN	H	ALLARD
TOWN OF GOFFSTOWN	JONATHAN		BABCOCK
TOWN OF GOFFSTOWN	MATTHEW	B	BARBER
TOWN OF GOFFSTOWN	TIMOTHY		CHABOT
TOWN OF GOFFSTOWN	KEVIN	M	CHAPDELAINE
TOWN OF GOFFSTOWN	DEREK	J	CHOUINARD
TOWN OF GOFFSTOWN	DANIEL		CONLEY
TOWN OF GOFFSTOWN	EMILY		CROSBY
TOWN OF GOFFSTOWN	THOMAS		DEFOSSES
TOWN OF GOFFSTOWN	STEFAN	K	DONAHUE
TOWN OF GOFFSTOWN	THOMAS	J	HAMMOND
TOWN OF GOFFSTOWN	JAMES		MITCHELL
TOWN OF GOFFSTOWN	JASON	H	OUELLETTE
TOWN OF GOFFSTOWN	GEOFFREY		PINARD
TOWN OF GOFFSTOWN	SCOTT		ROUSSEAU
TOWN OF GOFFSTOWN	ERIC		SERENO
TOWN OF GOFFSTOWN	CHRISTOPHER	A	WEEKS
TOWN OF GORHAM	ADAM	D W	MARSH
TOWN OF GORHAM	MARK	P	SANTOS
TOWN OF GRAFTON	Russell	L	Poitras
TOWN OF GREENLAND	WAYNE		BERTOGLI
TOWN OF GREENLAND	NICHOLAS	R	DREW
TOWN OF GREENLAND	MICHAEL	A	GOBBI
TOWN OF GREENLAND	PAUL	E	HANLEY
TOWN OF GREENVILLE	MICHAEL	K	NEEDHAM
TOWN OF GREENVILLE	CARL	J	ROUSSEAU
TOWN OF HAMPSTEAD	JOSEPH	W	BOZEK
TOWN OF HAMPSTEAD	RICHARD	J	CHAMBERS
TOWN OF HAMPSTEAD	CHRIS	S	DANE
TOWN OF HAMPSTEAD	STEPHEN		WINTER
TOWN OF HAMPTON	BRIAN	K	AKERLEY
TOWN OF HAMPTON	SCOTT		BATES

TOWN OF HAMPTON	DAVID	G	BLATCHFORD
TOWN OF HAMPTON	DEREK	W	BROWN
TOWN OF HAMPTON	SETH	A	BUTLER
TOWN OF HAMPTON	JED		CARPENTIER
TOWN OF HAMPTON	JAMES		HENDERSON
TOWN OF HAMPTON	JAYSON	M	JACKSON
TOWN OF HAMPTON	CRAIG		JORDAN
TOWN OF HAMPTON	CHARLES	A	KARPENKO
TOWN OF HAMPTON	ROBERT		KENYON
TOWN OF HAMPTON	KEVIN	J	LAVIGNE
TOWN OF HAMPTON	WALTER	A	MADORE
TOWN OF HAMPTON	CRAIG		MAGNER
TOWN OF HAMPTON	KATHERINE	M	MEEHAN
TOWN OF HAMPTON	PETER	N	MOISAKIS
TOWN OF HAMPTON	PAUL	A	MORAIS
TOWN OF HAMPTON	SEAN		MORRISON
TOWN OF HAMPTON	JASON		NEWMAN
TOWN OF HAMPTON	ALEXANDER	J	RENO
TOWN OF HAMPTON	DOUGLAS	S	RUTH
TOWN OF HAMPTON	DAMIEN	P	SEVIN
TOWN OF HAMPTON	VITALIJS	A	SOROKINS
TOWN OF HAMPTON	JEREMEY	T	TIMSON
TOWN OF HAMPTON	DEAN	P	TSONAS
TOWN OF HAMPTON	MICHAEL	J	WOODS
TOWN OF HAMPTON	CHRISTOPHER		ZIGLER
TOWN OF HAMPTON FALLS	JAY	M	LORD
TOWN OF HAMPTON FALLS	RYAN	D	VENO
TOWN OF HANCOCK	THOMAS	B	HORNE
TOWN OF HANOVER	ROBERT	P	DIEHM
TOWN OF HANOVER	CHRISTOPHER	P	DOOLAN
TOWN OF HANOVER	WAYNE	R	DUNHAM
TOWN OF HANOVER	BRIAN		ELLSTEIN
TOWN OF HANOVER	JOHN	R	EMERSON
TOWN OF HANOVER	DANIEL	W	FOWLER
TOWN OF HANOVER	RYAN	M	KENNETT
TOWN OF HANOVER	KEVIN	R	LAHAYE
TOWN OF HANOVER	SCOTT	E	LETSON
TOWN OF HANOVER	JEREMIAH		LINEHAN
TOWN OF HANOVER	JOSHUAH	I	LOUNSBURY
TOWN OF HANOVER	JOSHUA		MERRIAM
TOWN OF HANOVER	ROBERT	J	MOUSLEY
TOWN OF HANOVER	CHRISTOPHER	R	O'CONNOR
TOWN OF HANOVER	MATTHEW	L	UFFORD
TOWN OF HANOVER	JAY	C	WHITEHAIR
TOWN OF HARRISVILLE	MIKE	T	TOLLETT
TOWN OF HEBRON	TRAVIS		AUSTIN
TOWN OF HENNIKER	AMY	R	BOSSI

TOWN OF HENNIKER	MICHELLE	L	MOIR
TOWN OF HILLSBOROUGH	DEREK	M	BROWN
TOWN OF HILLSBOROUGH	NICHOLAS	A	HODGEN
TOWN OF HILLSBOROUGH	CHRISTOPHER	P	MCGILLICUDDY
TOWN OF HILLSBOROUGH	MARK	J	MCSWEENEY
TOWN OF HILLSBOROUGH	CHRISTOPHER	R	PARSONS
TOWN OF HILLSBOROUGH	KENNETH	R	STAFFORD
TOWN OF HOLDERNESS	MICHAEL	S	BARNEY
TOWN OF HOLDERNESS	ERIK	F	DIFILIPPE
TOWN OF HOLLIS	DANIEL	B	GORMAN
TOWN OF HOLLIS	JENNIFER		GOVOSTES
TOWN OF HOLLIS	EDWARD	N	GREENE
TOWN OF HOLLIS	JUSTIN	W	MARTINEAU
TOWN OF HOLLIS	MATTHEW		POULICAKOS
TOWN OF HOLLIS	JONATHAN		TATE
TOWN OF HOLLIS	JOSEPH		WALLENT
TOWN OF HOOKSETT	BRAD	D	BALISE
TOWN OF HOOKSETT	ANGELA		BERGERON
TOWN OF HOOKSETT	JANET	L	BOUCHARD
TOWN OF HOOKSETT	JAMES		BRADLEY
TOWN OF HOOKSETT	JOSHUA		BREHM
TOWN OF HOOKSETT	CHRISTOPHER	R	BUKER
TOWN OF HOOKSETT	DANIEL	J	BYERS
TOWN OF HOOKSETT	MATTHEW	J	CASEY
TOWN OF HOOKSETT	R	S	DAVID
TOWN OF HOOKSETT	JEREMY	R	DOYLE
TOWN OF HOOKSETT	JESSE	R	GAYER
TOWN OF HOOKSETT	JOSHUA	M	GROVER
TOWN OF HOOKSETT	VALERIE	M	LAMY
TOWN OF HOOKSETT	DEAN		LOMBARDO
TOWN OF HOOKSETT	DAVID	J	NADEAU
TOWN OF HOOKSETT	JOSHUA	R	PREVE
TOWN OF HOOKSETT	JUSTIN		SARGENT
TOWN OF HOOKSETT	DAVID		SCARPINO JR
TOWN OF HOOKSETT	JOSEPH	P	STALKER
TOWN OF HOOKSETT	IAN	M	TEWKSBURY
TOWN OF HOOKSETT	KRISTY	A	TOBINE
TOWN OF HOOKSETT	ERIC	S	UITTS
TOWN OF HOOKSETT	BRIAN	R	WILLIAMS
TOWN OF HOOKSETT	ROBERT	J	WOLINSKI
TOWN OF HOOKSETT	MICHAEL	C	ZAPPALA
TOWN OF HOPKINTON	CHRISTOPHER	G	GOW
TOWN OF HOPKINTON	RYAN	P	HUGHES
TOWN OF HOPKINTON	NATHANIEL	A	MARTEL
TOWN OF HOPKINTON	BRIAN		O'CONNOR
TOWN OF HUDSON	MICHAEL	H	ARMAND
TOWN OF HUDSON	CASSANDRA		AVERY

TOWN OF HUDSON	JAMES		BAVARO
TOWN OF HUDSON	TODD		BERUBE
TOWN OF HUDSON	KEVIN	C	BLINN
TOWN OF HUDSON	GLEN		BRADISH
TOWN OF HUDSON	PATRICK		BRODERICK
TOWN OF HUDSON	DAVID	A	CAYOT
TOWN OF HUDSON	MARTIN		CONLON
TOWN OF HUDSON	BENJAMIN	W	CRANE
TOWN OF HUDSON	SARAH	L	DELOS REYES
TOWN OF HUDSON	NATHAN		GLOWACKI
TOWN OF HUDSON	KEVIN		GREBINAR
TOWN OF HUDSON	ROGER		LAMARCHE
TOWN OF HUDSON	JAMES		LAPPIN
TOWN OF HUDSON	ADAM	J	LEBOR
TOWN OF HUDSON	ADAM		LISCHINSKY
TOWN OF HUDSON	DEREK	S	LLOYD
TOWN OF HUDSON	MICHAEL		MALLEN
TOWN OF HUDSON	ALAN	D	MARCOTTE
TOWN OF HUDSON	STEVEN	C	MCELHINNEY
TOWN OF HUDSON	PATRICK		MCSTRAVICK
TOWN OF HUDSON	JOHN	J	MIRABELLA
TOWN OF HUDSON	MICHAEL		MULCAY
TOWN OF HUDSON	TOBY		PROVENCAL
TOWN OF HUDSON	GREGORY	C	RICH
TOWN OF HUDSON	KEVIN	T	RILEY
TOWN OF JACKSON	FREDERICK	J	HENRY
TOWN OF JAFFREY	CHRISTOPHER	R	ANDERSON
TOWN OF JAFFREY	THOMAS	W	BISHOP
TOWN OF JAFFREY	DAVID	M	CHAMBERLAIN
TOWN OF JAFFREY	JOSEPH	R	GOLINSKI
TOWN OF JAFFREY	CHRISTOPHER		LABRECQUE
TOWN OF JAFFREY	JEREMY		LEBLANC
TOWN OF KENSINGTON	SCOTT	D	CAIN
TOWN OF KINGSTON	GRAHAM	H	PELLERIN
TOWN OF KINGSTON	STEVEN		TURNER
TOWN OF LANCASTER	RANDY	J	FLYNN
TOWN OF LANCASTER	AARON	M	GIBSON
TOWN OF LANCASTER	JONATHAN	T	WOODWORTH
TOWN OF LEE	ANNIE		COLE
TOWN OF LEE	THOMAS	C	DRONSFIELD
TOWN OF LEE	SCOTT	M	NEMET
TOWN OF LINCOLN	RUSSELL		PERRY
TOWN OF LINCOLN	BRAD		WILLEY
TOWN OF LISBON	BRANDON	M	WALKER
TOWN OF LITCHFIELD	BRIAN		MORGAN
TOWN OF LITCHFIELD	BENJAMIN	E	SARGENT
TOWN OF LITCHFIELD	THOMAS	R	SCOTTI

TOWN OF LITCHFIELD	DENNIS		TESSIER JR
TOWN OF LITTLETON	VANJA		ANTUNOVIC
TOWN OF LITTLETON	DAVID	A	WENTWORTH
TOWN OF LONDONDERRY	JEFFREY	R	ANDERSON
TOWN OF LONDONDERRY	JASON	M	ARCHAMBAULT
TOWN OF LONDONDERRY	ERIC	P	AREL
TOWN OF LONDONDERRY	SCOTT		BALUKONIS
TOWN OF LONDONDERRY	KEVIN	C	BARNETT
TOWN OF LONDONDERRY	JOSEPH	R	BELLINO
TOWN OF LONDONDERRY	ALVIN		BETTENCOURT
TOWN OF LONDONDERRY	RYAN		BUKER
TOWN OF LONDONDERRY	JAMES	J	BUTLER
TOWN OF LONDONDERRY	JONATHAN	A	CAMIRE
TOWN OF LONDONDERRY	SHAWN		CARRIER
TOWN OF LONDONDERRY	PATRICK	L	CHEETHAM
TOWN OF LONDONDERRY	STEPHEN	E	COTTON
TOWN OF LONDONDERRY	RANDY	S	DUGUAY
TOWN OF LONDONDERRY	EMILY	M	DYER
TOWN OF LONDONDERRY	JAMES	J	FREDA
TOWN OF LONDONDERRY	BRUCE		HALLOWELL
TOWN OF LONDONDERRY	DANIEL	M	HURLEY
TOWN OF LONDONDERRY	TARA	M	KOSKI
TOWN OF LONDONDERRY	CHRISTOPHER	G	LAMY
TOWN OF LONDONDERRY	PHILIP		LEBLANC
TOWN OF LONDONDERRY	KEITH	R	LEE
TOWN OF LONDONDERRY	ANTHONY	J	MACCARONE
TOWN OF LONDONDERRY	GARRETT	M	MALLOY
TOWN OF LONDONDERRY	WILLIAM	D	MEGARRY
TOWN OF LONDONDERRY	TIMOTHY	T	MORAN
TOWN OF LONDONDERRY	MATTHEW	G	MORIN
TOWN OF LONDONDERRY	GEORGE	R	MOTTRAM
TOWN OF LONDONDERRY	PAUL	M	MUELLER
TOWN OF LONDONDERRY	TIMOTHY		O'DONAGHUE
TOWN OF LONDONDERRY	CHRISTOPHER		OLSON
TOWN OF LONDONDERRY	DANIEL		PERRY
TOWN OF LONDONDERRY	SHANNON	K	SARGENT
TOWN OF LONDONDERRY	WILLIAM		ST JEAN
TOWN OF LONDONDERRY	MICHAEL	R	TUFO
TOWN OF LONDONDERRY	CHRISTOPHER	J	WIGGIN
TOWN OF LONDONDERRY	BRYAN	J	YOUNG
TOWN OF LOUDON	TIMOTHY	L	BALDASSARE
TOWN OF LOUDON	KRISTOFFER		BURGESS
TOWN OF LOUDON	DANA		FLANDERS
TOWN OF LOUDON	WILLIAM	L	LAKE
TOWN OF LYME	CAMDEN		ELLIOTT
TOWN OF MADISON	JAMES	E	HAYFORD
TOWN OF MADISON	ROBERT	J	KING

TOWN OF MEREDITH	WILLIAM	M	GOULET
TOWN OF MEREDITH	KENNETH	G	JONES
TOWN OF MEREDITH	PHILIP	D	MCLAUGHLIN
TOWN OF MEREDITH	KEVIN	M	O'REILLY
TOWN OF MERRIMACK	MARK	R	BICKFORD
TOWN OF MERRIMACK	KIP	P	CARON
TOWN OF MERRIMACK	SEAN	M	CASELL
TOWN OF MERRIMACK	JOSHUA		COULOMBE
TOWN OF MERRIMACK	RICHARD		DUCHARME
TOWN OF MERRIMACK	ADAM	B	EGOUNIS
TOWN OF MERRIMACK	SHAWN	M	FARRELL
TOWN OF MERRIMACK	WILLIAM		GUDZINOWICZ
TOWN OF MERRIMACK	KEITH	W	HINES
TOWN OF MERRIMACK	JOSHUA	D	JOKI
TOWN OF MERRIMACK	MICHAEL		JUBINVILLE
TOWN OF MERRIMACK	MICHAEL	J	LAMBERT
TOWN OF MERRIMACK	DANIEL	F	LINDBOM
TOWN OF MERRIMACK	JOHN	E	MANUELE
TOWN OF MERRIMACK	MICHAEL	R	MARCOTTE
TOWN OF MERRIMACK	BRENNAN		MCCARTHY
TOWN OF MERRIMACK	SEAN		MCGUIRE
TOWN OF MERRIMACK	RICHARD	M	MCKENZIE
TOWN OF MERRIMACK	RYAN	M	MILLIGAN
TOWN OF MERRIMACK	DANIEL		NEWMAN
TOWN OF MERRIMACK	JEREMY	M	PENERIAN
TOWN OF MERRIMACK	CHRISTOPHER	S	SPILLANE
TOWN OF MERRIMACK	RYAN	M	THOMAS
TOWN OF MERRIMACK	WILLIAM	M	VANDERSYDE
TOWN OF MERRIMACK	STEPHEN	E	WALLIN
TOWN OF MERRIMACK	GREGORY	B	WALTERS
TOWN OF MIDDLETON	JONATHAN	A	SWIFT
TOWN OF MILFORD	DAVID	R	DUQUETTE
TOWN OF MILFORD	MATTHEW	J	FIFFIELD
TOWN OF MILFORD	KENNETH	E	FLAHERTY
TOWN OF MILFORD	ANDREW	D	FOWLE
TOWN OF MILFORD	DENNIS		HAERINCK
TOWN OF MILFORD	WILLIAM	H	HICKERSON III
TOWN OF MILFORD	DANA	H	JOHNSON
TOWN OF MILFORD	JOSEPH	J	MCKENNA
TOWN OF MILFORD	SHAWN		PELLETIER
TOWN OF MILFORD	NATHAN		STONE
TOWN OF MILFORD	ERIC	J	WALES
TOWN OF MILFORD	JOSEPH		WILSON
TOWN OF MILTON	EVAN	J	FAVORITE
TOWN OF MILTON	CHRISTOPHER		STEVENS
TOWN OF MONT VERNON	AARON		DAIGNEAULT
TOWN OF MONT VERNON	MARK	K	SLAVIN

TOWN OF MONT VERNON	KRISTOPHER	J	WOLF
TOWN OF MOULTONBOROUGH	JODY	C	BAKER
TOWN OF MOULTONBOROUGH	DAVID		BENGTSON
TOWN OF MOULTONBOROUGH	PETER	C	JOHN
TOWN OF NEW DURHAM	REGINALD	A	MEATTEY
TOWN OF NEW IPSWICH	MICHAEL	J	ABEL
TOWN OF NEW IPSWICH	TIMOTHY	A	CARPENTER
TOWN OF NEW IPSWICH	DAVID	C	MYER
TOWN OF NEW IPSWICH	WESTON	C	VOLLHEIM
TOWN OF NEW LONDON	EMILY	M	COBB
TOWN OF NEW LONDON	ERNEST	G	ROWE
TOWN OF NEWFIELDS	KEVIN		LAVALLEY
TOWN OF NEWFIELDS	NATHAN	M	LIEBENOW
TOWN OF NEWFIELDS	KATHLEEN	P	O'BRIEN
TOWN OF NEWINGTON	JONATHAN	R	MARCH
TOWN OF NEWINGTON	PATRICK	R	MOYNIHAN
TOWN OF NEWINGTON	JEREMY	J	NICOL
TOWN OF NEWINGTON	SEAN	J	O'REILLY
TOWN OF NEWINGTON	JESSICA	L	PLANTE
TOWN OF NEWINGTON	BRANDON		SMART
TOWN OF NEWMARKET	GREGORY	A	JORDAN
TOWN OF NEWMARKET	SCOTT	T	KUKESH
TOWN OF NEWMARKET	STEVEN		O'BRIEN
TOWN OF NEWMARKET	ZACHARY		WEDGEWORTH
TOWN OF NEWPORT	DON	J	ATTENHOFER
TOWN OF NEWPORT	PAUL	A	BEAUDET
TOWN OF NEWPORT	CHARLES		MCLEMAN
TOWN OF NEWPORT	SHAWN		SEYMOUR
TOWN OF NEWPORT	BRENT	W	WILMOT
TOWN OF NEWTON	MICHAEL	R	JEWETT
TOWN OF NORTH HAMPTON	STEPHEN	S	HENRY
TOWN OF NORTH HAMPTON	ASA		JOHNSON
TOWN OF NORTH HAMPTON	JAMES	M	JURTA
TOWN OF NORTH HAMPTON	KATHRYN	L	MONE
TOWN OF NORTH HAMPTON	JEREMY	J	PARENT
TOWN OF NORTH HAMPTON	ANGELO		PUGLISI
TOWN OF NORTH HAMPTON	MARTIN		TAVITIAN
TOWN OF NORTHWOOD	SHANE		WELLS
TOWN OF NOTTINGHAM	NATHANIEL	D	EATON
TOWN OF NOTTINGHAM	FAWN	M	WOODMAN
TOWN OF OSSIPEE	ANTHONY		CASTALDO
TOWN OF OSSIPEE	SEAN		MASK
TOWN OF OSSIPEE	ROBERT		RIPLEY
TOWN OF PELHAM	TROY		BABB
TOWN OF PELHAM	BRIAN		BARBATO
TOWN OF PELHAM	SHAWN		BUCKLEY
TOWN OF PELHAM	DAVID	G	DEROCHE

TOWN OF PELHAM	RYAN		DONOVAN
TOWN OF PELHAM	PAUL	D	FISHER
TOWN OF PELHAM	JOHN	W	HODGE
TOWN OF PELHAM	ROBERT	D	HORNE
TOWN OF PELHAM	JAIME		HUERTAS
TOWN OF PELHAM	DAVID	R	JOHNSTONE
TOWN OF PELHAM	MATTHEW	P	KEENLISIDE
TOWN OF PELHAM	BRIAN	M	KELLY
TOWN OF PELHAM	JAMES	M	LOCKE
TOWN OF PELHAM	BISMARCK		MONTANO
TOWN OF PELHAM	THOMAS		O'DONNELL
TOWN OF PELHAM	RONALD		PAGE
TOWN OF PELHAM	DANIEL		ROONEY
TOWN OF PELHAM	PATRICK	M	WEAVER
TOWN OF PEMBROKE	CHRISTOPHER	M	CUNHA
TOWN OF PEMBROKE	JASON	S	FISKE
TOWN OF PEMBROKE	MICHAEL	G	FOSTER
TOWN OF PEMBROKE	KRISTIN	M	VINCENT
TOWN OF PEMBROKE	JOHN		WEBBER
TOWN OF PETERBOROUGH	VINT	R	BOGGIS
TOWN OF PIERMONT	BRANDON		ALLING
TOWN OF PITTSFIELD	JOSEPH	P	DIGEORGE
TOWN OF PLAINFIELD	ANTHONY	D	SWETT
TOWN OF PLAISTOW	MARK	J	CONWAY
TOWN OF PLAISTOW	JASON	T	MAZZA
TOWN OF PLAISTOW	BRIAN		OLJEY
TOWN OF PLAISTOW	PATRICK	A	SCHIAVONE
TOWN OF PLAISTOW	SCOTT	K	VEZINA
TOWN OF PLYMOUTH	Jeremy		Bonan
TOWN OF PLYMOUTH	NATHAN	P	BUFFINGTON
TOWN OF PLYMOUTH	Rod	S	Diamond
TOWN OF PLYMOUTH	BRIAN		PECK
TOWN OF PLYMOUTH	KEVIN	W	SHORTT
TOWN OF PLYMOUTH	Benjamin	L	Thibault
TOWN OF PLYMOUTH	BRIAN		TOBINE
TOWN OF PLYMOUTH	STEPHEN	L	VACHON
TOWN OF PLYMOUTH	ANDREW	J	VERMEERSCH
TOWN OF RAYMOND	MICHAEL	F	DRAKE
TOWN OF RAYMOND	BRANDON	J	DYRKACZ
TOWN OF RAYMOND	RANDAL	S	FROTTON
TOWN OF RAYMOND	SUSAN	P	FROTTON
TOWN OF RAYMOND	JASON		GRANT
TOWN OF RAYMOND	BRIAN		STICE
TOWN OF RINDGE	CHARLES	C	BURRAGE
TOWN OF RINDGE	RICKARD	J	DONOVAN
TOWN OF RINDGE	RACHEL	D	MALYNOWSKI
TOWN OF RYE	WILLIAM	J	BLAIS

TOWN OF RYE	JEFFREY		DIBARTOLOMEO
TOWN OF RYE	CHARLES	A	GALLANT
TOWN OF RYE	JOHN	J	KLANCHESSER
TOWN OF RYE	JACOB		MACGLASHING
TOWN OF RYE	MICHAEL		RIVET
TOWN OF RYE	KEVIN	S	WUNDERLY
TOWN OF SALEM	MARK		BABBITT
TOWN OF SALEM	JUSTIN		BAGLEY
TOWN OF SALEM	WILLIAM	J	BAGROWSKI
TOWN OF SALEM	PAUL		BALENTINE
TOWN OF SALEM	MATTHEW		BARTLETT
TOWN OF SALEM	PAUL	M	BENOIT
TOWN OF SALEM	MICHAEL		BERNARD
TOWN OF SALEM	NATHANIEL		BRETON
TOWN OF SALEM	KENNETT	J	COLBY
TOWN OF SALEM	PHILIP	J	COMEAU
TOWN OF SALEM	STEPHEN	E	COONROD
TOWN OF SALEM	MARK	J	CURTIN
TOWN OF SALEM	JOSEPH		DEFEUDIS
TOWN OF SALEM	BRIAN	S	DELAHUNTY
TOWN OF SALEM	JOSHUA		DEMPSEY
TOWN OF SALEM	DOUGLAS	P	DEVINE
TOWN OF SALEM	JOEL	P	DOLAN
TOWN OF SALEM	JAMES		DRAGO
TOWN OF SALEM	MICHAEL	J	GALIPEAU
TOWN OF SALEM	DENNIS	B	GALVIN
TOWN OF SALEM	HICHAM	M	GEHA
TOWN OF SALEM	ROBERT		GENEST
TOWN OF SALEM	CHRISTOPHER	R	GERAS
TOWN OF SALEM	BRENDAN		GLEASON
TOWN OF SALEM	RYAN	M	GOTT
TOWN OF SALEM	BRUCE		JACKSON
TOWN OF SALEM	JOSEPH	L	KEATING
TOWN OF SALEM	THOMAS		KENCH
TOWN OF SALEM	CRAIG		LEMIRE
TOWN OF SALEM	WILLIAM	M	LOPEZ
TOWN OF SALEM	STEPHEN		LUNDQUIST
TOWN OF SALEM	SAMUEL		LUTNER
TOWN OF SALEM	Gerald	P	Mackey
TOWN OF SALEM	DWAYNE	J	MANN
TOWN OF SALEM	MICHAEL		MARCHAND
TOWN OF SALEM	SEAN		MARINO
TOWN OF SALEM	AMBER	L	MARTEL
TOWN OF SALEM	MICHAEL	S	MCCARTHY
TOWN OF SALEM	THOMAS	B	MUISE
TOWN OF SALEM	SHANE	P	MURPHY
TOWN OF SALEM	SCOTT		NAISMITH

TOWN OF SALEM	DANIEL	J	NELSON
TOWN OF SALEM	RICCARDO	S	NICOSIA
TOWN OF SALEM	ERIC	J	O'BRIEN
TOWN OF SALEM	JOHN	C	O'DONNELL
TOWN OF SALEM	BRYAN	P	PLANTE
TOWN OF SALEM	JEFFREY	L	QUESNELL
TOWN OF SALEM	DALE	S	ROBECK
TOWN OF SALEM	BRIAN		ROUTHIER
TOWN OF SALEM	THOMAS	M	RYAN
TOWN OF SALEM	JOSEPH		SCANLON
TOWN OF SALEM	TIMOTHY	P	SICE
TOWN OF SALEM	JASON	J	SMITH
TOWN OF SALEM	SHANE	C	SMITH
TOWN OF SALEM	RONALD	A	SPICER
TOWN OF SALEM	NICHOLAS	J	ST PIERRE
TOWN OF SALEM	KEVIN	M	SWANSON
TOWN OF SALEM	JOSEPH	L	TOUMA II
TOWN OF SALEM	NICHOLAS	R	TURNER
TOWN OF SALEM	COREY	R	WARD
TOWN OF SALEM	MICHAEL	J	WHALEN
TOWN OF SALEM	MICHAEL	D	WHITE
TOWN OF SALEM	STEVEN	M	WOITKUN
TOWN OF SANBORNTON	KENNETH	L	CARLETON
TOWN OF SANBORNTON	PAUL	D	DEXTER JR
TOWN OF SANBORNTON	JUSTIN		HOWE
TOWN OF SANBORNTON	KEVIN	M	MCINTOSH
TOWN OF SANDOWN	RICHARD	A	BUCO
TOWN OF SANDOWN	MICHAEL	J	DEVINE
TOWN OF SANDOWN	WILFRED		TAPLEY
TOWN OF SANDWICH	KARL	F	KOCH
TOWN OF SEABROOK	ROBERT	J	BAKER
TOWN OF SEABROOK	FRANK	W	BROWN
TOWN OF SEABROOK	DAVID		BUCCHERI
TOWN OF SEABROOK	FRANK	W	CHASE
TOWN OF SEABROOK	SETH	R	COLEMAN
TOWN OF SEABROOK	RICHARD	W	CURTIS
TOWN OF SEABROOK	WILLIAM		EDWARDS
TOWN OF SEABROOK	JABE		FELCH
TOWN OF SEABROOK	KEVIN	M	GELINEAU
TOWN OF SEABROOK	NICHOLAS	D	GLOWACKI
TOWN OF SEABROOK	DAVID	R	HERSEY
TOWN OF SEABROOK	DANIEL	J	HURLEY
TOWN OF SEABROOK	RYAN	A	KANE
TOWN OF SEABROOK	DEV ATMA		KHALSA
TOWN OF SEABROOK	TIMOTHY		MONE
TOWN OF SEABROOK	JOHN	A	MOUNSEY
TOWN OF SEABROOK	JUSTIN		MURPHY

TOWN OF SEABROOK	CHRISTOPHER		PERRY
TOWN OF SEABROOK	MARK	A	POTVIN
TOWN OF SEABROOK	PATRICK	E	SMART
TOWN OF SEABROOK	BRETT	J	WALKER
TOWN OF SEABROOK	JEREMY	R	WRIGHT
TOWN OF SPRINGFIELD	MICHAEL	J	BEAULIEU
TOWN OF SPRINGFIELD	PATRICK	B	ZULLO
TOWN OF STRAFFORD	SCOTT	E	WHITEHOUSE
TOWN OF STRAFFORD	RANDOLPH		YOUNG
TOWN OF STRATHAM	BRIAN	B	HOLBROOK
TOWN OF STRATHAM	STEVEN	J	JANVRIN
TOWN OF SUGAR HILL	MICHAEL		HO-SING-LOY
TOWN OF SUNAPEE	EMMONS	N	COBB
TOWN OF SUNAPEE	TIMOTHY		PUCHTLER
TOWN OF SUTTON	VALERIE		CRONE
TOWN OF SUTTON	JONATHAN		KORBET
TOWN OF SWANZEY	RENE		DOYLE
TOWN OF SWANZEY	MARY	E	WILSON
TOWN OF TAMWORTH	DANA	O	LITTLEFIELD
TOWN OF THORNTON	DANIEL	J	GILMAN
TOWN OF THORNTON	JEANNINE	A	WOOD
TOWN OF TILTON	ABRAHAM	J	GILMAN
TOWN OF TILTON	Richard	J	Ort
TOWN OF TILTON	LUKE	C	PINAULT
TOWN OF TILTON	ANDREW	B	SALMON
TOWN OF TILTON	JEREMIAH	A	TROTT
TOWN OF TROY	JEFFREY	W	MACEK
TOWN OF TUFTONBORO	THOMAS	P	LAFAVRE
TOWN OF TUFTONBORO	CALEB	E	PIKE
TOWN OF TUFTONBORO	ADAM	L	THOMPSON
TOWN OF WAKEFIELD	MICHAEL		FENTON
TOWN OF WAKEFIELD	JOHN		VENTURA
TOWN OF WALPOLE	RAYMOND	J	GOSETTI
TOWN OF WALPOLE	JUSTIN	R	SANCTUARY
TOWN OF WARNER	Benjamin		Tokarz
TOWN OF WATERVILLE VALLEY	JEFFREY		DROPKIN
TOWN OF WATERVILLE VALLEY	COLBY	C	MORRISON
TOWN OF WATERVILLE VALLEY	PATRICK	C	PAYER
TOWN OF WEARE	Frank	A	HEBERT
TOWN OF WEARE	Brandon	F	Montplaisir
TOWN OF WEARE	MICHAEL		MUISE
TOWN OF WEBSTER	PHILIP	I	MITCHELL
TOWN OF WHITEFIELD	PATRICK	R	CARR
TOWN OF WILMOT	DUNCAN		DOMNEY
TOWN OF WINCHESTER	JAMES	J	FISHER
TOWN OF WINDHAM	JEFFREY	M	ANTISTA
TOWN OF WINDHAM	BRYAN	J	BLISS

TOWN OF WINDHAM	STEPHEN	T	BRADY
TOWN OF WINDHAM	DANIEL	C	CLARK
TOWN OF WINDHAM	DONALD		COLE
TOWN OF WINDHAM	DANIELLE	M	DUBOWIK
TOWN OF WINDHAM	JASON	A	DZIERLATKA
TOWN OF WINDHAM	PAUL	S	FISHER
TOWN OF WINDHAM	JESSICA		FLYNN
TOWN OF WINDHAM	ERIC		HILDEBRANDT
TOWN OF WINDHAM	GREGORY		IWORSKY
TOWN OF WINDHAM	GARY	M	KURGAN
TOWN OF WINDHAM	GERALD	S	LEWIS
TOWN OF WINDHAM	CHARLES	J	LUNDERGAN
TOWN OF WINDHAM	WILLIAM	B	MERRILL
TOWN OF WINDHAM	SHANE		MIRISOLA
TOWN OF WINDHAM	PHILIP	J	O'LOUGHLIN
TOWN OF WINDHAM	JAMES	R	SAULNIER
TOWN OF WINDHAM	BRYAN		SMITH
TOWN OF WINDHAM	MICHAEL	J	SPECIAN
TOWN OF WINDHAM	ROBERT	E	TAYLOR
TOWN OF WINDHAM	CHRISTOPHER		VANHIRTUM
TOWN OF WOLFEBORO	JARED	L	BEAULIEU
TOWN OF WOLFEBORO	FRANK		BELLEFLEUR
TOWN OF WOLFEBORO	JOEL		DAIL
TOWN OF WOLFEBORO	ANDRE	S	DEBEER
TOWN OF WOLFEBORO	SHANE		EMERSON
TOWN OF WOLFEBORO	MARK	A	FULLERTON
TOWN OF WOLFEBORO	ERIC	P	LAROCHELLE
TOWN OF WOLFEBORO	MARK	R	LIVIE
TOWN OF WOLFEBORO	GUY	M	MALONEY
TOWN OF WOLFEBORO	MICHAEL	D	STRAUCH
TOWN OF WOLFEBORO	EVAN	R D	TURCOTTE
TOWN OF WOODSTOCK	SETH		LEARNED
TOWN OF WOODSTOCK	KEVIN		MILLAR

Exhibit 7

AFFIDAVIT OF KEITH MURPHY

I, Keith Murphy, hereby swear and affirm that the following statements are true to the best of my knowledge and belief:

Mr. Kyle Daly, president of the Manchester Police Patrolman's Association, called my office at least six times and physically came into my office at least once during January and February to express his outrage over my co-sponsorship of a bill limiting qualified immunity for law enforcement. In late April or early May he called my office at least once to ask me to support a \$250 million state pension bill to benefit law enforcement personnel.

On Friday, April 21, I met with Manchester Chief of Police Allen Aldenberg and several members of his leadership team. Chief Aldenberg asked that I vote against the then-pending bill to legalize marijuana. I politely declined, stating that I had promised to vote for the bill. This event is of uncertain importance, and I include it here in the interest of completeness.

When I was informed of my pending arrest in June, I began calling my fellow state senators to inform them of these events and prepare them for any resulting press. One of the senators I spoke to was Regina Birdsell. Early on the morning of June 17, Sen. Birdsell texted me, "What's the police officer's name who wanted to book you? I answered, "Bombard." She responded, "I'm asking because I was at an event a month or so ago and I met a "republican" Manchester police officer, who was thinking of running against you in a primary." I asked, "Do you remember his name?" She responded, "Kyle Daly."

I searched for Kyle Daly on the internet, and learned that he is the president of the Manchester Police Patrolman's Association, a city police union. The union advertises that "The organization's primary mission is to support the membership, which consists of patrolmen from the Manchester, NH Police (the brotherhood) and to support various organizations within the town."

On June 19, I received a call from State Representative Will Infantine, with whom I served on the House Labor Committee. He told me that he had just learned of a conversation between Kyle Daly and Chris Morgan, who is a candidate for alderman of Manchester's ward one. During this conversation, Mr. Daly supposedly told Mr. Morgan, "The police are sick and tired of Republicans going off the reservation, and we are going to take them out one at a time." I have not spoken to Mr. Morgan about this conversation and I learned of it second-hand.

Mr. Daly called my office at least once prior to the budget vote of June 7 to lobby for my support for including \$250 million in added pension benefits for 1,824 police and firefighters. I voted in

opposition to Mr. Daly's wishes. Chief Aldenberg had also come to Concord to lobby legislators to include this \$250 million in the budget.

Mr. Daly also called my office throughout the months of January and February, 2023. Mr. Daly was very unhappy with my co-sponsorship of HB 647, which dealt in part with the issue of qualified immunity for law enforcement. Mr. Daly told my assistant something to the effect of "Law enforcement is an important conservative group, and if you don't support us, it won't go well for you." My assistant described the tone as "mafioso" in nature, and beyond what he normally experiences in dealing with lobbyists on a daily basis.

I have always respected the hard work undertaken by members of law enforcement. I believe that the vast majority of police officers are professionals who perform a very difficult job. My restaurants have contributed \$10,770.93 to various police associations over the years, including \$3,885 to the Manchester Police Patrolmen's Association. Last year I voted for positions supported by the police on the following bills:

SB 114 and 57, dealing with pensions

SB 249, dealing with bail reform. This bill was especially important to the Manchester Police Department.

HB 156, expanding the definition of police misconduct

HB 588, dealing with parole eligibility

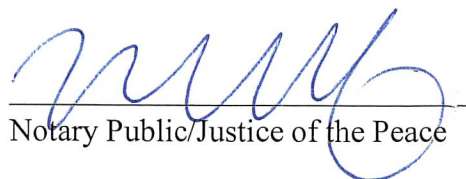
I also co-sponsored SB 38, allowing police to issue a summons.



Keith Murphy

State of New Hampshire
County of Hillsborough

Subscribed and sworn before me this 25th day of October 2023.



Notary Public/Justice of the Peace

KAYLA E. WIPF
NOTARY PUBLIC
State of New Hampshire
My Commission Expires
March 23, 2027

Exhibit 8

From: [Donna J. Brown](#)
To: gbombard@manchesternh.gov
Cc: [Blanchard, John](#)
Subject: Keith Murphy and charges related to 4/30/23 event at Murphy's Taproom
Date: Friday, July 14, 2023 9:32:00 AM
Attachments: [PDF REPORT - Kaile Coloumbe.pdf](#)
[PDF REPORT - Michele Brown.pdf](#)
[PDF REPORT - Nicholas Parkinson.pdf](#)
[PDF REPORT - Talan Marcotte.pdf](#)
[Evidence - Nick's cashouts for April 30th.pdf](#)
[image001.png](#)

Dear Det. Bombard,

I represent Keith Murphy and I am aware that you were the lead detective in the investigation of the events at Murphy's Taproom on April 30, 2023 that involved Mr. Murphy and Nicholas Soter. On behalf of Mr. Murphy, I am notifying you that he wishes to press charges against Mr. Soter related to the events that occurred at Murphy's Taproom on April 30, 2023.

This request is made pursuant to RSA 21-M:8-k titled "Rights of Crime Victims." Pursuant to this statute, Mr. Murphy wishes to be informed of any decisions regarding bringing charges against Mr. Soter.

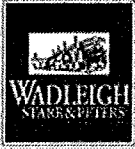
After reviewing the discovery in State v. Keith Murphy, conducting an independent investigation that included having an investigator talk to most of the witnesses on April 30, 2023 (see attached), Mr. Murphy would like to press charges against Mr. Soter for the following crimes:

1. Criminal Threatening – A person is guilty of criminal threatening when, **by physical conduct, the person purposely places or attempts to place another in fear of imminent bodily injury or physical contact or threatens to commit any crime of violence.** (631:4 Criminal Threatening., NH ST § 631:4(a) & (e))(Note: as there is evidence that Mr. Soter violated Paragraph (e) as he threatened to commit a crime of violence against Mr. Murphy, there is probable cause that Mr. Soter committed a felony;
2. Criminal Trespass – The person knowingly enters or **remains** in any place in defiance of an order to leave or not to enter which was **personally communicated to him by the owner** or other authorized person (635:2 Criminal Trespass., NH ST § 635:2(2));
3. Disorderly Conduct – A person is guilty of disorderly conduct if he knowingly or purposely creates a condition which is hazardous to himself or another in a public place by any action which serves no legitimate purpose; or he engages in fighting or in **violent, tumultuous or threatening behavior in a public place; or directs at another person in a public place obscene, derisive, or offensive words** which are likely to provoke a violent reaction on the part of an ordinary person (644:2 Disorderly Conduct., NH ST § 644:2(a) & (b));
4. Simple Assault – A person is guilty of Simple Assault if he purposely or knowingly causes bodily injury or unprivileged physical contact to another. RSA 631:2(A). This crime is based on Mr. Soter touching Mr. Murphy during the events of April 30, 2023.

Additionally, we feel there is evidence that Mr. Soter either committed or attempted to commit theft. See Report of Michelle Brown at page 5. We feel this allegation needs further investigation. If you think this letter is better directed to some other agency and/or some other person, please let me know.

Best regards,

Donna J. Brown
Wadleigh, Starr & Peters, P.L.L.C.
95 Market Street
Manchester, NH 03101
(603) 669-4140
(603) 206-7234 (Direct)
603-669-6018 Facsimile
dbrown@wadleighlaw.com



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