

**CITY OF PORTSMOUTH, NEW HAMPSHIRE  
And  
PORTSMOUTH POLICE CIVILIAN EMPLOYEES ASSOCIATION**

**MEMORANDUM OF AGREEMENT**

1. The City of Portsmouth, New Hampshire ("the Board") and the Portsmouth Police Civilian Employees Association ("the Union") are parties to a collective bargaining agreement ("the CBA").
2. The Board and the Union are currently negotiating a successor CBA.
3. To aid immediately in recruitment and retention, the Board and the Union have agreed that effective upon the final approval of this Memorandum of Agreement, base wages for all members of the bargaining unit will be increased by four percent (4%), effective the first full pay period after mutual ratification.
4. This Memorandum of Agreement is to address a specific situation only and it is not intended to create any precedent or binding past practice between the Board and the Union.

Dated: 1-25-23

  
Stefany Shaheen, Chairperson  
Portsmouth Police Commission

Dated: 1/31/2023

  
Karen Conard, City Manager  
City of Portsmouth, New Hampshire

Dated: 1-25-23

  
Portsmouth Police Civilian Employees Association

Approved by the Portsmouth City Council: January 23rd, 2023