

CITY OF PORTSMOUTH, NEW HAMPSHIRE
AND
PORTSMOUTH PROFESSIONAL MANAGEMENT ASSOCIATION

MEMORANDUM OF AGREEMENT ON TWO (2) YEAR EXTENSION TO THE PARTIES'
CURRENT COLLECTIVE BARGAINING AGREEMENT

NOW COME the undersigned parties and hereby agree as follows:

1. The City of Portsmouth, New Hampshire ("City") and the Portsmouth Professional Management Association ("Union") are parties to a collective bargaining agreement that covers the period July 1, 2022, through June 30, 2025 ("CBA").
2. The City and the Union agree that it is in their mutual best interests to extend the CBA by two (2) additional years, to June 30, 2027, subject to the following limited modifications:
 - A. The dates on the cover page, Section 4B-A, Section 19, and elsewhere in the CBA as applicable will be modified to reflect that the duration of the CBA has been extended to June 30, 2027.
 - B. In Section 1, the parties agree to address the Merit System language that is not already superseded by the CBA.
 - C. In Section 3, delete one-half day on Good Friday and add one-half day on Christmas Eve.
 - D. Section 4B-A of the CBA will be modified to the following:

On July 1, 2025, and July 1, 2026, a COLA percentage increase will be applied to base wages. The COLA percentage increase will be the ten-year rolling average of the annual CPI-U for the Boston-Cambridge-Newton—all items index as computed by the Bureau of Labor Statistics of the U.S. Department of Labor for November to November. The reference base is 1982-1984 equals 100 until BLS updates the reference base at which time the parties agree to adopt the official reference based as used by BLS. Further, the COLA percentage increase will have a floor of 2.0% and a cap of 5.0%. Thus, if the applicable ten-year rolling average of the CPI-U is 1.5% the resulting COLA percentage increase would be 2.0%; if the applicable ten-year rolling average of the CPI-U is 3.5% the resulting COLA percentage increase would be 3.5%; if the applicable ten-year rolling average of the CPI-U is 5.5% the resulting COLA percentage increase would be 5%.

- E. Section 11 of the CBA will be modified to the following:

These longevity bonuses will increase by cola on July 1, 2025, and July 1, 2026.

F. Section 12B-1 of the CBA will be modified to the following:

The City will offer health insurance coverage for all full-time employees under the HealthTrust AB20 \$10/\$20/\$45 plan. Effective July 1, 2025, the City will pay 84% of the premium cost for coverage under the AB20 \$10/\$20/\$45 plan, and the employee will pay 16% of the premium cost for coverage under the AB20 \$10/\$20/\$45 plan. Effective July 1, 2026, the City will pay 83% of the premium cost for coverage under the AB20 \$10/\$20/\$45 plan, and the employee will pay 17% of the premium cost for coverage under the AB20 \$10/\$20/\$45 plan.

The City also reserves the right to offer health insurance coverage for all full-time employees under the HealthTrust AB15 \$10/\$20/\$45 plan. Effective July 1, 2025, the City will pay 89% of the premium cost for coverage under the AB15 \$10/\$20/\$45 plan, and the employee will pay 11% of the premium cost for coverage under the AB15 \$10/\$20/\$45 plan. Effective July 1, 2026, the City will pay 88% of the premium cost for coverage under the AB15 \$10/\$20/\$45 plan, and the employee will pay 12% of the premium cost for coverage under the AB15 \$10/\$20/\$45 plan.

The parties recognize that the City may need to change health insurance plans if HealthTrust ends its coverage and/or services. The City will bargain in good faith with the Union regarding the selection of any comparable plan. The Union further understands and agrees that the City is providing health insurance coverage subject to all contractual limitations and exclusions imposed on either the City or individual subscribers by the insurance carrier or HealthTrust, including any contractual right of the carrier or HealthTrust to modify coverage, including prescription drug coverage, during the term of this Agreement.

3. Effective July 1, 2025, Section 3B-1 of the CBA will be modified to the following:
 - a. All new hires will be provided with one (1) week of annual at the time of hire.
 - b. Members with less than ten (10) years of service will accrue at the rate of twenty (20) days per year.
 - c. Members with (10) years inclusive will accrue at the rate of thirty (30) days per year.
4. This Memorandum of Agreement will only take effect when and if it is ratified by the Portsmouth City Council and the Union body.

Dated: 7/1/25



City of Portsmouth, New Hampshire

Dated: 7-1-2025



Portsmouth Professional Management Association

