

EMPLOYMENT AGREEMENT

1. Preamble

This Agreement is entered into between the Police Commission, City of Portsmouth, New Hampshire (hereinafter called "Commission") and Michael Maloney (hereinafter called "Employee"). This Agreement is null and void unless approved by the Portsmouth City Council.

2. Term And Domicile Requirement

The Commission agrees to employ the Employee and the Employee agrees to accept employment in the position of Deputy Chief of Police of the City of Portsmouth, New Hampshire for a term commencing on the date that this Agreement is approved by the Portsmouth City Council and ending on June 30, 2028, unless terminated earlier per the terms of this Agreement. The parties may, by written document executed by both parties and approved by the Portsmouth City Council, agree to extend the term of this Agreement.

The Commission and the Employee acknowledge that this is a full-time, year-round position including extensive obligations in the evenings and on weekends. The Employee agrees to devote all his professional efforts to the successful fulfillment of the responsibilities of Deputy Chief of Police as described by New Hampshire Statute and the rules and regulations of the Portsmouth Police Department.

The Employee will be required to maintain a domicile within fifteen (15) miles of Portsmouth, New Hampshire throughout the term of this Agreement. The Employee's failure to comply with this requirement may, at the sole option of the Commission, be considered grounds for termination for cause, as per the provisions of Section 5 below.

3. Salary

Commencing on the date that this Agreement is approved by the Portsmouth City Council, the Employee will receive an annual salary of one hundred seventy thousand dollars (\$170,000.00) subject to such deductions as may be authorized by the Employee and/or as may be required by law.

On July 1, 2027, a COLA to the Employee's base salary will also be computed which will not be less than 2.0% nor more than 5.0%. The COLA will be determined by taking the 10-year average of the CPI-U for the Boston-Cambridge-Newton—MA-NH all items index as computed by the Bureau of Labor Statistics of the U.S. Department of Labor for the most recent 10 calendar years preceding the July 1 adjustment. BLS's calendar year for this index is November through November, it is not published on a December to December basis. The reference base is 1982-1983 equals 100 until BLS updates the reference base at which time the parties agree to adopt the official reference base as used by BLS

4. Certification

During the term of this Agreement, the Employee will be required to maintain certification as a full-time police officer as required by the New Hampshire Police Standards and Training Council.

5. Termination For Cause

This Agreement may be terminated by the Commission at any time for cause, i.e., failure on the part of the Employee to comply with any term or condition of this Agreement, the laws, rules and regulations of the State of New Hampshire, or the rules and regulations of the Commission, or the City of Portsmouth; or malfeasance, misfeasance, nonfeasance, or insubordination in carrying out the responsibilities of the position.

Termination for cause will take place only following written notification specifying the reasons for termination. Unless the Employee submits to the Commission, within twenty (20) days of receipt of such notification, a written request for a hearing before the Commission, the Agreement will be considered terminated as of the date which falls thirty (30) days after the Employee's receipt of notification. If the Employee requests a hearing, the Commission will hold this hearing within twenty (20) days after receipt of such request. The Commission will issue a written decision to the Employee within ten (10) days of the hearing. In the event of a termination for cause, the Employee will receive no severance and no further compensation beyond the last day worked.

6. Termination With Severance Payment

If at any time the Commission in its discretion determines, the Commission may, without cause and with or without prior notice, relieve the Employee of his duties under this Agreement. In such event, the Employee will be entitled to severance benefits. Such severance benefits will be equal to 12 months' base salary or the balance of the base salary remaining under the term of the Agreement, whichever amount is less. The City will also pay the cost to continue health insurance for the Employee and all his covered dependents, for a period of 12 months, after which time, the Employee will be provided access to health insurance continuation pursuant to the provisions of the Consolidated Omnibus Reconciliation Act.

As set forth above in Section 5, if the termination is for cause, the Employee will not be entitled to severance benefits. Severance benefits will not be paid upon the voluntary resignation of the Employee.

7. Termination By Mutual Consent/Voluntary Resignation

This Agreement may be terminated at any time by mutual consent of the Commission and the Employee or by voluntary resignation of the Employee. In the event the

Employee voluntarily resigns before the expiration of the term of this Agreement or any renewal thereof, the Employee will give the Commission thirty (30) days written notice in advance of such resignation. In the event of voluntary resignation, the Employee will not be eligible for severance benefits.

8. Severance Constitutes Release

The acceptance by the Employee of the severance benefits provided under this Agreement will constitute a full and complete release of any other rights, claims, or causes of action whether in law, equity or otherwise, that the Employee may have against the Commission, the City of Portsmouth, and the employees, elected or appointed officials, officers, agents, representatives, and attorneys of such entities.

9. Employment Benefits

Except as otherwise provided herein, the Employee's employment benefits will be established by the collective bargaining agreement currently in place between the City of Portsmouth and the Professional Management Association ("the PMA CBA"). The exceptions are described in detail in Section 10 below.

10. Exceptions To Section 9

In lieu of or in addition to those employment benefits enumerated in Section 9, the Employee will be entitled to the following employment benefits.

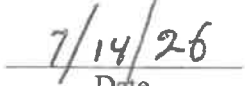
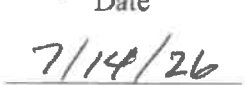
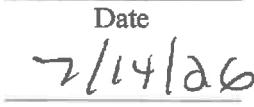
- a. The Employee will maintain the following fringe benefits consistent with the terms of the Portsmouth Police Ranking Officers CBA and not the PMA CBA: workers' compensation insurance; liability insurance; and the Employee's level of clothing allowance, education stipend, annual accrual and personal day accrual as of the date of this Agreement.
- b. The Employee will maintain the paid leave that he has currently accrued. With respect to his accrued annual leave, the Employee will be required to comply with the cap for annual accrual included in the PMA CBA.
- c. The Employee will be provided with a suitable automobile for use in the performance of his duties under this Agreement. Recognizing that the Deputy Chief of Police is on-call at all times, it is understood that the automobile may also be used for personal business.
- d. Subject to budgetary constraints, the City agrees to cover the cost of tuition and textbooks for courses and/or other classes that would provide for improved job performance as part of a career development program. Prior approval by the Commission of all courses is required. If the

Employee fails to successfully complete the course and/or class with a final passing grade, he will be required to reimburse the City for the entire cost of tuition and textbooks.

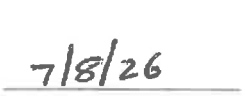
- e. The City recognizes that certain expenses of a non-personal and generally job-related nature will be incurred by Employee and hereby agrees to reimburse or to pay said general expenses upon receipt of duly executed expense vouchers, receipts, statements or personal affidavits, subject to budgetary authorization to be approved by the Commission as an element of the annual Department budget.
- f. The City hereby agrees to pay, within budgetary constraints and subject to the prior approval of the Commission, the professional dues and subscriptions of the Employee necessary for his continuation and full participation in national, regional, state and local associations and organizations, necessary and desirable for his continued professional participation, growth and advancement.

AGREED: The parties below acknowledge that this Agreement is subject to the approval of the Portsmouth City Council without which approval this Agreement is null and void and without force or effect.

For The Commission

	 Date
	 Date
	 Date

Employee

	 Date
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Approved By The City Council

June 22, 2026

Certified By The City Clerk

Kathy A. Grigg, Deputy

7/15/2026
Date

