

**CITY OF PORTSMOUTH
AND THE
AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES,
AFL-CIO, COUNCIL 93, LOCAL 1386
REPRESENTING THE PORTSMOUTH CITY EMPLOYEES – 1386A**

This Memorandum of Agreement is entered into by the City of Portsmouth (“City”) and the Portsmouth City Employees, AFSCME Local 1386-A (“Union”). Hereinafter, the term “Employee” will refer to any employee covered by the current collective bargaining agreement between the “City” and the “Union” noted above.

WHEREAS, the “City” and the “Union” are parties to a collective bargaining agreement commencing July 1, 2022 through June 30, 2025; and

WHEREAS, the parties wish to address the concern of financial burden placed upon the “City” having multiple collective bargaining agreements expiring in the same fiscal year; and

NOW THEREFORE, in consideration of the mutual covenants and promises set forth below, the parties agree as follows:

The current Collective Bargaining Agreement shall be extended in its entirety through June 30, 2026, with the following modifications:

Article 7 – Wages:

Effective July 1, 2025 a wage increase based on the City’s current COLA calculation with a floor of 2% and a ceiling of 5%.

Article 8 – Longevity

8.4 Effective July 1, 2025, the amounts specified in the longevity schedule in Article 8.2 shall be adjusted a percentage rate determined by the rolling ten (10) year average in the CPI-U for the Boston-Cambridge-Newton all items index, but no less than two percent (2%) and no greater than five percent (5%).

This agreement shall not be considered a past practice nor precedent, and shall not be used in any future proceeding, nor bind either party into future extensions of any future Collective Bargaining Agreements.

The Collective Bargaining Agreement shall remain in full force and effect until June 30, 2026.

WHEREFORE, the “City” and the “Union” have caused this MEMORANDUM OF AGREEMENT to be executed by their duly-authorized representatives this 28 day of DECEMBER, 2023.


Ryan Lones, AFSCME Council 93


Karen Conard, City Manager