

MEMORANDUM OF
AGREEMENT

This Memorandum of Agreement ("MOA") is entered into between the Town of Portsmouth ("Town") and the International Association of Firefighters, AFL-CIO, Local 1949 ("Local 1949").

Collectively, the Town and Local 1949 are referred to herein as "the parties." RECITALS

A. There currently exists a collective bargaining agreement between the parties for the period of July 1, 2022, to June 30, 2027 ("the CBA").

B. The CBA sets forth the terms and conditions of employment for members of the Portsmouth Fire Department.

C. Set forth in Article XV of the CBA is the work schedule for members of the Fire Department.

D. Prior to the termination of the CBA, the parties wish to explore the possibility of changing the current work schedule.

E. To afford the parties an opportunity to determine if such a change might be acceptable to either the Town or Local 1949, the parties have agreed to utilize a new work schedule for a three-hundred sixty-five (365)-day period, from July 1, 2022, until June 30, 2023.

F. After trying this on a trial basis, the parties have agreed to continue the schedule for the duration of the current CBA.

G. To memorialize their understanding with respect to the new work schedule during the trial period, the parties have entered into this MOA. Now, therefore, for good and valuable consideration, the receipt of which is acknowledged by each of the parties, it is hereby agreed to as follows:

1. The regular work schedule prior to July 1, 2022, for all members of the Fire Department consists of an average work week of forty-two (42) hours. The schedule for such a work week is a four (4) platoon system, working two (2) ten (10)-hour days, two (2) fourteen (14)-hour nights, and four (4) days off.

2. Effective July 1, 2022, the regular work schedule for all members of the Fire Department shall be an average work week of forty-two (42) hours, to be worked by a four (4) platoon system, working a period consisting of an eight (8)-day repeating work schedule consisting of the following:

- One (1) ten (10)-hour day tour, immediately followed by a fourteen (14)-hour night tour.
- One (1) forty-eight (48)-hour period off duty.

- Followed by one (1) ten (10)-hour day tour, immediately followed by a fourteen (14)-hour night tour.
 - One (1) ninety-six (96)-hour period off duty. At the end of the ninety-six (96)-hour off-duty period, the regular work schedule shall begin again.
3. Any hours worked over the ten (10)-hour day tour or the fourteen (14)-hour night tour will be compensated at the overtime rate of pay.
 4. The aforementioned schedule will be used for the duration of the current CBA, ending on 6/30/2027.
 5. Unless otherwise agreed to in writing by the mutual consent of the parties, on June 30, 2027, the regular work schedule for all members of the Fire Department shall revert to what is set forth in Article XV of the CBA.

Town of Portsmouth

By:  _____

Richard A. Rainer, Jr., Town Administrator

Dated: 5 MAY 2023

Portsmouth Fire Department

By:  _____

Paul D. Ford, Fire Chief

Dated: 5/5/2023

International Association of Firefighters, AFL-CIO, Local 1949

By:  _____

Howard Tighe, President

Dated: 5/5/23