

## MEMORANDUM

**TO: The Honorable Portsmouth Town Council**

**FROM: Michael A. Ursillo, Labor Counsel**

**DATE: November 19, 2020**

**SUBJECT: IBPO Collective Bargaining Agreement (“CBA”)**

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Please be advised that our office has reviewed the International Brotherhood of Police Officers (“IBPO”) CBA for accuracy and consistency with the negotiations that have taken place over the last several months. You are aware of the terms and conditions of the IBPO contract based on your participation in the mediation efforts that took place with Judge Frank Williams.

The highlights of the CBA are as follows:

1. A 2% raise in each of the 5 years of the CBA.
2. The Department will join MERS with an employee contribution of 10% plus an additional 1% contribution for the duration of the CBA.
3. Overtime will be limited in all shifts when compensatory time is utilized.
4. For those hired after July 1, 2021, the Town will pay out 35% of accrued sick leave as opposed to 50%.
5. Over the next six months, the parties have agreed to negotiate in good faith the ranking structure that will provide for a corporal on each shift.

All the provisions agreed to between the parties are accurately reflected in the CBA, and I recommend that you vote to ratify it at this time.

MAU/gb

cc Richard A. Rainer, Jr., Town Administrator  
Brian P. Peters, Chief of Police