

MEMORANDUM OF UNDERSTANDING

7/1/24

AGREEMENT made this date of July 1, 2024 by and between the Town of Durham, New Hampshire (hereinafter "the Town") and the Durham Professional Municipal Managers Association, (herein after "the Union") and jointly referred to as "the Parties".

WHEREAS, the Parties are signatories to a Collective Bargaining Agreement (CBA) that began January 1, 2023 and will expire on December 31, 2025; and

WHEREAS, in recognition of the fact that as a result of the COVID-19 pandemic and the associated economic implications for the New Hampshire and Seacoast labor markets relative to conditions of employment outlined in the existing three-year labor agreement, it became necessary to evaluate professional municipal manager benefit structures within the confines of the CBA to ensure it remained possible to attract and retain qualified personnel; and

WHEREAS, it had not been possible for either party to predict future widespread labor market disruptions caused by the COVID-19 pandemic as part of the CBA; and

WHEREAS, the Town has updated the Personnel Plan for Non-Union Employees as of April 1, 2024, and has determined that it is in the best interest of both the Town and employees covered by the Union to apply some of the same changes afforded to non-union employees to the Union personnel within the current CBA; and

WHEREAS, as part of a cooperative and mutually beneficial effort to identify strategies in order to attract and retain high quality employees within the confines of the CBA;

NOW THEREFORE, the Parties agree through this Memorandum of Understanding, to modify the CBA as follows:

1. Article 13, Section 1, Holidays.

Add Juneteenth to the established Holiday list for a total of 12 holidays.

2. Article 14, Section 4, Vacation Leave. Replace existing CBA language with the following:

<u>Completed Months</u>	<u>Accrual Rate per 40 Hr. Wk.</u>
0 -12 Months.	8 Hours per month - Max Accrual 240 Hrs.
13 - 36 Months.	10 Hours per month - Max Accrual 240 Hrs.
37 - 72 Months.	14 Hours per month - Max Accrual 240 Hrs.
73 Months and Above.	17 Hours per month - Max Accrual 240 Hrs.

<u>Completed Months</u>	<u>Accrual Rate per 42 Hr. Wk.</u>
0 -12 Months.	8.4 Hours per month - Max Accrual 240 Hrs.
13 - 36 Months.	10.6 Hours per month - Max Accrual 240 Hrs.
37 - 72 Months.	14.6 Hours per month - Max Accrual 240 Hrs.
73 Months and Above.	17.6 Hours per month - Max Accrual 240 Hrs.

3. Article 19, Section 2, Personal Days. Replace existing CBA language with the following:

Employees shall earn two (2) personal days upon completion of their probationary period and one (1) additional personal day after completion of one (1) year of service in their anniversary month. The employee will have until the completion of their second year of employment to use these three (3) days.

After completion of two (2) years of employment, employees will be entitled to three (3) personal days each year, awarded in their anniversary month.

Any employee who does not utilize a sick leave day for a period of 1 year shall be entitled to an additional personal day.

4. Article 22, Section 2 – Longevity. Replace existing CBA language with the following:

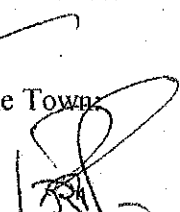
The rate of compensation shall be as follows:

<u>Length of Service</u>	<u>Annual Longevity Payment</u>
3 - 5 Years.	\$1,000.00
6-14 Years	1,500.00
15-19 Years	1,750.00
20 Years and Above.	2,000.00

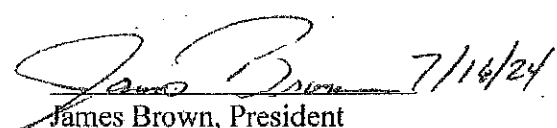
5. All of the sections cited above will take effect on July 1, 2024.

WHEREFORE, the Parties intending to be bound by these mutual promises have executed this Memorandum of Understanding on the date first cited above by their authorized representatives:

For the Town


 Todd I. Selig, Administrator
 Town of Durham

For the Union


 James Brown, President
 Durham Professional Municipal Managers Assoc.