



# CITY OF CONCORD

*New Hampshire's Main Street™*

**City Solicitor's Office**

James W. Kennedy  
City Solicitor

Danielle L. Pacik  
Deputy City Solicitor

## **REPORT TO MAYOR AND THE CITY COUNCIL**

**DATE:** June 21, 2023  
**FROM:** City Solicitor's Office  
**SUBJECT:** Tentative Agreement with IAFF

### **Recommendation**

Accept this report approving the cost items in a two (2) year Collective Bargaining Agreement between the City of Concord and the International Association of Fire Fighters, Local 1045 covering the period from July 1, 2023 through June 30, 2025.

### **Discussion**

The City of Concord and representatives of IAFF have been involved in negotiations for a collective bargaining agreement to supersede the Agreement which will expire on June 30, 2023. The new cost items in the tentative agreement which will have impacts in FY24 and FY25 are summarized below:

1. Wages (COLA)

7/1/23-6/30/24: 4% COLA (effective July 2, 2023)

7/1/24-6/30/25: 4% COLA (effective July 7, 2024)

*The cost of the 4% COLA for the two year contract is estimated to be \$243,100 (FY24) and \$257,500 (FY25) for the 72 members.*

2. Holidays

Add Juneteenth

*The cost of the additional holiday for the two year contract is estimated to be \$20,200 (FY24) and \$20,500 (FY25). This cost is due to overtime pay provided to the 64 Suppression members.*

3. EMT-Advanced Recertification Training

Effective 7/1/23: Additional 4.5 Hours Annually

*The cost of the additional 4.5 hours for recertification trainings for the two year contract is estimated to be \$2,900 (FY24) and \$3,000 (FY25) for the 15 EMT-Advanced members.*

4. Bereavement Leave – Expanded Family

Effective July 1, 2023 – Allow bereavement leave to be taken for up to two work periods (one 24 hour shift) in the event of death of a member of expanded family, defined as aunt, uncle, niece, nephew, grandparents-in-law, brother-in-law, sister-in-law. Note -This change is consistent with bereavement leave provided to other unions.

*The cost to provide bereavement leave for member of “extended family” is estimated to be \$7,300 (FY24) and \$7,300 (FY25)*

5. Cancer Screening

One-time payment of up to \$16,500 for cancer screening to occur between July 1, 2024 and June 30, 2025

*Max cost (FY25) \$16,500.*

6. Technical Rescue Certifications

Effective 7/1/23: Add Instructor 1, Communications Unit Leader and Communications Technician to list of certifications eligible for annual bonus (Note – annual bonus is \$75 per certification, up to 4 certifications, max \$300)

*The estimated cost of including the three additional certifications is \$525 (FY24) and \$900 (FY25)*

7. Off-Duty Communications

Allow compensation for off-duty communications of 1 hour minimum (or actual time worked, whichever is greater) when off-duty member speaks to an agent of the Department of Health and Human Services (DHHS) related to mandatory reporting under state law. Eligibility for 1 hour minimum allowed when off-duty member speaks to DHHS to provide a verbal report and follows up the communication by submitting requirement documentation.

*The estimated cost for off-duty communications is \$200 (FY24) and \$200 (FY25).*