

CITY OF CONCORD

New Hampshire's Main Street™
City Solicitor's Office



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REPORT TO MAYOR AND THE CITY COUNCIL

DATE: January 7, 2025
FROM: City Solicitor's Office
SUBJECT: Tentative Agreement with CPPA

Recommendation

Accept this report approving the cost items in a three (3) year Collective Bargaining Agreement between the City of Concord and the Concord Police Patrolmen's Association covering the period from January 1, 2025 through December 31, 2027.

Discussion

The City of Concord and representatives of CPPA have been involved in negotiations for a collective bargaining agreement to supersede the Agreement which expired on December 31, 2024. The bargaining unit covers 69 positions. The new cost items in the tentative agreement are summarized below:

1. Wages (COLA)

1/1/25-12/31/25:	4% COLA
1/1/26-12/31/26:	4% COLA
1/1/27-12/31/27:	4% COLA

The cost associated with this change is \$483,361 (CY25), \$490,332 (CY26), \$504,927 (CY27).

2. Supplemental COLA

1/1/25-12/31/25: 1% COLA
1/1/26-12/31/26: 1% COLA
1/1/27-12/31/27: 1% COLA

The cost associated with this supplemental COLA is \$86,287 (CY25), \$97,606 (CY26), \$109,545 (CY27).

3. Shift Differential

Effective 1/1/25: \$.75/hr. Evening Shift
 \$1.25/hr. Midnight Shift

The cost associated with this change is \$116,800 (CY25), \$116,800 (CY26), \$116,800 (CY27).

4. Holidays

Effective 1/1/25 employees working Thanksgiving and Christmas Day will receive 2x base pay in addition to holiday pay.

The cost associated with this change is \$29,232 (CY25), \$31,195 (CY26), \$33,116 (CY27).

5. Uniform Allowance

Expand eligibility for clothing allowance by 3 positions.

The cost associated with this change is \$1,950 (CY25), \$1,950 (CY26), \$1,950 (CY27).

6. Annual Leave Accrual

Amend Annual Leave Accrual as follows:

Years of Continuous Service:		
0-1	120 hours	currently 104
2-5	160 hours	currently 104
6-10	200	currently 128
Over 10	240	currently 152-216

There is no defined cost associated with this change, however, this change will increase annual leave payout at the end of City service and may increase the need for overtime coverage.

7. Military Leave

Increase military leave supplement for active duty members from 15 days per fiscal year to 30 days.

This cost associated with this change is \$3,500 (CY25), \$3,500 (CY26) and \$3,500 (CY27).