



# CITY OF CONCORD

*New Hampshire's Main Street™*

**City Solicitor's Office**

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

**DATE:** May 1, 2020  
**FROM:** City Solicitor's Office  
**SUBJECT:** Tentative Agreement with IAFF

### **Recommendation**

Accept this report approving the cost items in a three (3) year Collective Bargaining Agreement between the City of Concord and the International Association of Fire Fighters, Local 1045 covering the period from July 1, 2020 through June 30, 2023.

### **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 July 1, 2020. The new cost items in the tentative agreement are summarized below:

1. Wages (COLA)  
7/1/20-6/30/21: 2.75% COLA (effective July 5, 2020)  
7/1/21-6/30/22: 2.75% COLA (effective July 4, 2021)  
7/1/22-6/30/23: 2.75% COLA (effective July 3, 2022)
2. Health Insurance  
Effective 7/1/20: Change Premium Driver from HMO 500 to HDHP \$2/4K
3. EMT-Basic and EMT-Advanced Recertification Training  
Effective 7/1/20: 8 Hours Annually
4. Technical Rescue Certifications  
Effective 7/1/20: Annual bonus of \$75 for each certification, up to 4 certifications (max \$300) for ice rescue, swiftwater, rope rescue, trench rescue and confined space technicians

5. EMT-Advanced Certifications

Effective 7/1/20: Annual bonus of \$1800