



CITY OF CONCORD

New Hampshire's Main Street™

City Solicitor's Office

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REPORT TO MAYOR AND THE CITY COUNCIL

DATE: December 1, 2022
FROM: City Solicitor's Office
SUBJECT: Tentative Agreement with AFSCME

Recommendation

Accept this report approving the cost items in a two (2) year Collective Bargaining Agreement between the City of Concord and the City of Concord Municipal Employees Unit of Local #1580, American Federation of State, County, and Municipal Employees, AFL-CIO ("AFSCME") covering the period from January 1, 2023 through December 31, 2024.

Discussion

The City of Concord and representatives of AFSCME have been involved in negotiations for a collective bargaining agreement to supersede the Agreement which expires on December 31, 2022. There are currently 88 positions covered by this union. The new cost items in the tentative agreement are summarized below:

1. Wages (COLA).

Year 1 of Contract (1/1/23-12/31/23): 4% COLA

Year 2 of Contract (1/1/24-12/31/24): 4% COLA

The cost of the 4% COLA for the two year contract is estimated to be \$207,800 (CY23) and \$219,900 (CY24).

2. Holidays.

Add Juneteenth

The cost of the additional holiday for the two year contract is estimated to be \$1,400 (CY23) and \$1,500 (CY24). This cost is due to holiday pay for employees who are required to work or be on standby on the holiday.