



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: March 8, 2021
FROM: City Solicitor's Office
SUBJECT: Tentative Agreement with CFOA

Recommendation

Accept this report approving the cost items in a three (3) year Collective Bargaining Agreement between the City of Concord and the Concord Fire Officers Association, Local 3195, International Association of Fire Fighters AFL-CIO covering the period from July 1, 2021 through June 30, 2024.

Discussion

The City of Concord and representatives of CFOA have been involved in negotiations for a collective bargaining agreement to supersede the Agreement which will expire on July 1, 2021. The new cost items in the tentative agreement are summarized below:

1. Wages (COLA)
 - 7/1/21-6/30/22: 2.75% COLA (effective pay period following July 1, 2021)
 - 7/1/22-6/30/23: 2.75% COLA (effective pay period following July 1, 2022)
 - 7/1/23-6/30/24: 2.75% COLA (effective pay period following July 1, 2023)
2. Health Insurance
 - Effective 7/1/21: Change Premium Driver from HMO 500 to HDHP \$2/4K
3. EMT-Basic and EMT-Advanced Recertification Training
 - Effective 7/1/21: 8 Hours Annually

4. Educational Benefits

Effective 7/1/21: Annual bonus of \$75 up to one certification (max \$75 per employee) for completion of Fire and Emergency Services Instructor I, Company Officer I or Primex Supervisor's Academy.

5. Annual Leave and Max Accruals (for non-suppression employees)

Years of Continuous Service:

Annual Leave Accrual

Max Accrual

0-5 Years = 100 hours (currently 96)

0-5 Years = 250 hours (currently 223)

6-10 Years = 124 hours (currently 120)

6-10 Years = 322 hours (currently 322)

11-15 Years = 148 hours (currently 144)

11-15 Years = 317 hours (currently 317)

16-20 Years = 172 hours (currently 168)

16-20 Years = 446 hours (currently 446)

21-25 Years = 196 (currently 192)

21-25 Years = 495 (currently 495)

25+ Years = 212 (200)

25+ Years = 530 (currently 495)

6. Severance Pay

Three sick leave work periods allowed to be used during each of the last two years of employment without impact to severance pay.