

CITY OF CONCORD

New Hampshire's Main Street™

City Solicitor's Office



Danielle L. Pacik
City Solicitor

John J. Conforti
Deputy City Solicitor

REPORT TO MAYOR AND THE CITY COUNCIL

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

Recommendation

Accept this report approving the cost items in a three (3) 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, 2025 through December 31, 2027.

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, 2024. There are currently 83 positions covered by this union. The new cost items in the tentative agreement are summarized below:

1. Wages (COLA).

Year 1 of Contract (1/1/25-12/31/25): 4% COLA
Year 2 of Contract (1/1/26-12/31/26): 4% COLA
Year 3 of Contract (1/1/27-12/31/27): 4% COLA

The cost of the 4% COLA for the three-year contract is estimated to be \$333,609 (CY25) \$357,058 (CY26) and \$370,396 (CY27).

2. Annual Leave.

Amend Annual Leave Accrual Schedule as follows:

Years of Continuous Service:

0-1	120 hours	currently	100
2-5	160 hours	currently	100
6-10	200	currently	124
Over 10	240	currently	148-212

There is no defined cost associated with this change, however, these changes may increase annual leave payouts for employees at the end of their service.

3. Tool Allowance

Increase the tool allowance for mechanics for upgrading and replacement of tools broken or damaged on the job or to increase efficiency/productivity within the mechanics primary job responsibilities.

The maximum cost of this change is \$2,000 (CY25), \$2,000 (CY26), and \$2,000 (CY27).