



# 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 24, 2025  
**FROM:** City Solicitor's Office  
**SUBJECT:** Tentative Agreement with CFOA

### Recommendation

Accept this report approving the cost items in a four (4) 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, 2024 through June 30, 2028.

### Discussion

The City of Concord and representatives of CFOA have been involved in negotiations for a collective bargaining agreement to supersede the Agreement which expired on June 30, 2024. The new cost items in the tentative agreement are summarized below:

1. Wages (COLA)

7/1/24-6/30/25: 4% COLA (effective pay period following July 1, 2024)  
7/1/25-6/30/26: 4% COLA (effective pay period following July 1, 2025)  
7/1/26-6/30/27: 4% COLA (effective pay period following July 1, 2026)  
7/1/27-6/30/28: 4% COLA (effective pay period following July 1, 2027)

*The estimated cost associated with this change is \$156,621 (FY25), \$163,476 (FY26), \$171,740 (FY27) AND \$189,157 (FY28).*

2. Supplemental COLA

7/1/24-6/30/25: 1% COLA (effective pay period following July 1, 2024)  
7/1/25-6/30/26: 1% COLA (effective pay period following July 1, 2025)  
7/1/26-6/30/27: 1% COLA (effective pay period following July 1, 2026)  
7/1/27-6/30/28: 1% COLA (effective pay period following July 1, 2027)

*The estimated cost associated with this change is \$39,155 (FY25), \$40,869 (FY26), \$42,935 (FY27) AND \$47,289 (FY28)*

3. Holiday

Add Juneteenth

*The estimated cost of the additional holiday for the four-year contract is \$12,442 (FY25), \$13,049 (FY26), \$13,770 (FY27) AND \$14,530 (FY28). This cost is due to holiday pay provided to the 20 suppression members.*

4. Certification or Licensure Pay

7/1/25-6/30/26: Up to 1% added to hourly base wage (1% per certification/license, up to 1)  
7/1/26-6/30/27: Up to 2% added to hourly base wage (1% per certification/license, up to 2)  
7/1/27-6/30/28: Up to 3% added to hourly base wage (1% per certification/license, up to 3)

*The estimated cost associated with this change for eligible certifications and licenses is \$36,258 (FY26), \$72,530 (FY27) AND \$116,038 (FY28).*

5. Max Accruals of Annual Leave

Change maximum accumulation of annual leave to two and a half times the annual accrual rate (to be consistent with accumulation rates provided to several other unions). There is no change to the annual leave accrual rates. The max accumulation would be as follows:

Years of Continuous Service:

Max Accrual –Suppression

0-5 Years = 270 hours (currently 264)  
6-10 Years = 390 hours (currently 384)  
11-15 Years = 450 hours (currently 444)  
16-20 Years = 540 hours (currently 540)  
21-25 Years = 600 hours (currently 600)  
Over 25 Years = 660 hours (currently 600)

*There is no additional cost estimated for this item.*