



CITY OF CONCORD

New Hampshire's Main Street™

City Solicitor's Office

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REPORT TO MAYOR AND THE CITY COUNCIL

DATE: October 31, 2019
FROM: City Solicitor's Office
SUBJECT: Tentative Agreement with CPSA

Recommendation

Accept this report approving the cost items in a four (4) year Collective Bargaining Agreement between the City of Concord and the Concord Police Supervisors Association covering the period from January 1, 2019 through December 31, 2022.

Discussion

The City of Concord and representatives of CPSA have been involved in negotiations for a collective bargaining agreement to supersede the Agreement which expired on December 31, 2018. The new cost items in the tentative agreement are summarized below:

1. Wages (COLA).

1/1/19-12/31/19:	2.75% COLA
1/1/20-12/31/20:	2.75% COLA
1/1/21-12/31/21:	2.75% COLA
1/1/22-12/31/22:	2.75% COLA

2. Stipend for Positions in Criminal Investigations Division, Community Services Division Commander, Professional Development Unit Commander and Field Training Officer.

Effective 1/1/19: 1.5%

3. Health Insurance:

Change Premium Driver from HMO 500 to HDHP \$24K

4. Annual Leave Accrual:

Years of Continuous Service:

0-1 = 104 hours (currently 96)

16-20 = 192 hours (currently 176)

21-25 = 208 (currently 200)

25+ = 208 (currently 208)

5. Severance Pay

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

6. Uniform Allowance

Criminal Investigations Unit (Currently \$570)

Effective 1/1/19 – \$600

Effective 1/1/20 – \$625

Effective 1/1/21 – \$650

Polygraph Operator (Currently \$142.50)

Effective 1/1/19 - \$250