



# CITY OF CONCORD

*New Hampshire's Main Street™*

**City Solicitor's Office**

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## **REPORT TO MAYOR AND THE CITY COUNCIL**

**DATE:** March 30, 2020  
**FROM:** City Solicitor's Office  
**SUBJECT:** Tentative Agreement with CPPA

### **Recommendation**

Accept this report approving the cost items in a three (3) year Collective Bargaining Agreement between the City of Concord and the Concord Police Patrolmen's Association covering the period from January 1, 2020 through December 31, 2022.

### **Discussion**

The City of Concord and representatives of CPPA have been involved in negotiations for a collective bargaining agreement to supersede the Agreement which expired on December 31, 2019. The new cost items in the tentative agreement are summarized below:

1. Wages (COLA)  
1/1/20-12/31/20: New Wage Schedule (Attached)  
1/1/21-12/31/21: 2.75% COLA  
1/1/22-12/31/22: 2.75% COLA
2. Stipend for Field Training Officers  
Effective 1/1/20: 7% (Currently 5%)
3. Stipend for Members Assigned as School Resource Officers and Members assigned to Community Services Division  
Effective 1/1/20: 1.5%
4. Health Insurance  
Change Premium Driver from HMO 500 to HDHP \$2/4K

5. 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+ = 216 (currently 208)

6. Severance Pay

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

7. Uniform Allowance

For Selected Positions (Currently \$570)

Effective 1/1/20 – \$600

Effective 1/1/21 – \$625

Effective 1/1/22 – \$650

8. Master Police Officer

Effective 1/1/21 – Members eligible to become Master Police Officer on 8th anniversary as full-time sworn police officer (Currently 10th anniversary)

Effective 1/1/20 – 5% on 15th anniversary as full-time sworn police officer (Currently 4%)

**CPPA PROPOSED WAGE SCALE - EFFECTIVE JANUARY 1, 2020**

Effective 1/5/2020	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	MAX	MAX + 4%	MAX + 5%	MAX+ 5% MPO +3% 20 YR
								MPO @ 10 years	MPO @ 15 Years	
Hourly	\$ 25.97	\$ 27.27	\$ 28.91	\$ 30.64	\$ 32.48	\$ 34.43	\$ 34.43	\$ 35.81	\$ 36.15	\$ 37.18
Weekly	\$ 1,038.80	\$ 1,090.80	\$ 1,156.40	\$ 1,225.60	\$ 1,299.20	\$ 1,377.20	\$ 1,377.20	\$ 1,432.40	\$ 1,446.00	\$ 1,487.20
Yearly	\$ 54,017.60	\$ 56,721.60	\$ 60,132.80	\$ 63,731.20	\$ 67,558.40	\$ 71,614.40	\$ 71,614.40	\$ 74,484.80	\$ 75,192.00	\$ 77,334.40
Merit 3%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,148.43	\$ 2,234.54	\$ 2,255.76	\$ 2,320.03
Total Yearly	\$ 54,017.60	\$ 56,721.60	\$ 60,132.80	\$ 63,731.20	\$ 67,558.40	\$ 71,614.40	\$ 73,762.83	\$ 76,719.34	\$ 77,447.76	\$ 79,654.43

**DEU 7%**

Effective 1/5/2020	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	MAX	MAX + 4%	MAX + 5%	MAX+ 5% MPO +3% 20 YR
								MPO @ 10 years	MPO @ 15 Years	
Hourly	\$ 27.79	\$ 29.18	\$ 30.93	\$ 32.78	\$ 34.75	\$ 36.84	\$ 36.84	\$ 38.31	\$ 38.68	\$ 39.84
Weekly	\$ 1,111.60	\$ 1,167.20	\$ 1,237.20	\$ 1,311.20	\$ 1,390.00	\$ 1,473.60	\$ 1,473.60	\$ 1,532.40	\$ 1,547.20	\$ 1,593.60
Yearly	\$ 57,803.20	\$ 60,694.40	\$ 64,334.40	\$ 68,182.40	\$ 72,280.00	\$ 76,627.20	\$ 76,627.20	\$ 79,684.80	\$ 80,454.40	\$ 82,867.20
Merit 3%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,298.82	\$ 2,390.54	\$ 2,413.63	\$ 2,486.02
Total Yearly	\$ 57,803.20	\$ 60,694.40	\$ 64,334.40	\$ 68,182.40	\$ 72,280.00	\$ 76,627.20	\$ 78,926.02	\$ 82,075.34	\$ 82,868.03	\$ 85,353.22

**CID, DVO, CRO and SRO 1.5%**

Effective 1/5/2020	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	MAX	MAX + 4%	MAX + 5%	MAX+ 5% MPO +3% 20 YR
								MPO @ 10 years	MPO @ 15 Years	
Hourly	\$ 26.36	\$ 27.68	\$ 29.34	\$ 31.10	\$ 32.97	\$ 34.95	\$ 34.95	\$ 36.35	\$ 36.70	\$ 37.73
Weekly	\$ 1,054.40	\$ 1,107.20	\$ 1,173.60	\$ 1,244.00	\$ 1,318.80	\$ 1,398.00	\$ 1,398.00	\$ 1,454.00	\$ 1,468.00	\$ 1,509.20
Yearly	\$ 54,828.80	\$ 57,574.40	\$ 61,027.20	\$ 64,688.00	\$ 68,577.60	\$ 72,696.00	\$ 72,696.00	\$ 75,608.00	\$ 76,336.00	\$ 78,478.40
Merit 3%	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 2,180.88	\$ 2,268.24	\$ 2,290.08	\$ 2,354.35
Total Yearly	\$ 54,828.80	\$ 57,574.40	\$ 61,027.20	\$ 64,688.00	\$ 68,577.60	\$ 72,696.00	\$ 74,876.88	\$ 77,876.24	\$ 78,626.08	\$ 80,832.75