

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: July 22, 2025
FROM: City Solicitor's Office
SUBJECT: Tentative Agreement with IAFF Local 1045

Recommendation

Accept this report approving the cost items in a three (3) year Collective Bargaining Agreement between the City of Concord and the Local 1045 of the International Association of Fire Fighters (Local 1045) covering the period from July 1, 2025 through June 30, 2028.

Discussion

The City of Concord and representatives of Local 1045 have been involved in negotiations for a collective bargaining agreement to supersede the Agreement which expired on June 30, 2025. The bargaining unit covers 72 positions. The new cost items in the tentative agreement are summarized below:

1. Wages (COLA)

7/1/25-6/30/25:	4% COLA
7/1/26-6/30/26:	4% COLA
7/1/27-6/30/27:	3.5% COLA

The cost associated with this change is \$460,000 (FY26), \$530,000 (FY27), \$500,000 (FY28).

2. Fire Alarm Operator and Lead Fire Alarm Operator Pay Increase

Provides a pay increase for the labor grades relating to Fire Alarm Operators and Lead Fire Alarm Operators who handle fire and ambulance dispatch responsibilities for the City and surrounding communities.

The cost associated with this pay increase is \$70,000 (FY26), \$70,000 (FY27), \$70,000 (FY28). Approximately 2/3 of these costs are subject to reimbursement from other communities as they relate to shared services.

3. Conversion from 16 step wage scale to 10 steps.

Effective 7/1/25, the existing 16 step wage scale will be converted to a 10 step wage scale.

The cost associated with this change is \$190,000 (FY26), \$120,000 (FY27), \$110,000 (FY28).

4. Cancer Screenings

The City has agreed to maintain funding for a cancer screening program in consultation with Local 1045.

The cost associated with this change is \$0 (FY26), \$0 (FY27), \$16,500 (FY28).