



CITY OF CONCORD

New Hampshire's Main Street™

City Solicitor's Office

James W. Kennedy
City Solicitor

Danielle L. Pacik
Deputy City Solicitor

REPORT TO MAYOR AND THE CITY COUNCIL

DATE: October 22, 2019
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, 2020 through December 31, 2022.

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, 2019. The new cost items in the tentative agreement are summarized below:

1. Wages (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. Wages (New Step).
Add One Step to End of Wage Scale and Remove Bottom Step.
3. Health Insurance.
Change Premium Driver from HMO 500 to HDHP \$2/4K
4. Temporary Assignments into Higher Class or Position (When *Two or More* Steps in Grade).
Effective 1/1/20: 7% rate increase (from 5%) from regular rate.