

COLLECTIVE BARGAINING AGREEMENT

Between

THE CITY OF CONCORD, NH

And

LOCAL 1045
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

NON-SUPERVISORY UNIT

07/01/25 – 06/30/28

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ARTICLE I
PREAMBLE

Section 1. Parties. This Agreement is entered into by and between the City of Concord, a municipal corporation of the State of New Hampshire, having its principal place of business at 41 Green Street, Concord, New Hampshire, hereinafter referred to as the "EMPLOYER"; and Local #1045, International Association of Firefighters, hereinafter referred to as the "UNION".

Section 2. Purpose. This agreement has as its purpose the promotion of harmonious relations between the EMPLOYER and the UNION; the establishment of a workable procedure for the resolution of differences; and the setting forth of the terms of employment as provided by NH Revised Statutes Annotated, Chapter 273-A.

ARTICLE II
RECOGNITION

Section 1. Recognition. The EMPLOYER recognizes Local #1045, International Association of Firefighters, as the exclusive bargaining agent for all Firefighters/Emergency Medical Technicians, Firefighter/Company Inspectors, Firefighter/Advanced Emergency Medical Technicians, Firefighter/Paramedics, Fire Alarm Operators, Lead Fire Alarm Operators and Fire Alarm/Traffic Signal Technicians, hereinafter called "EMPLOYEES" as defined pursuant to RSA 273-A:1.

ARTICLE III
NOTICE UNDER AGREEMENT

Section 1. Written Communications. For purposes of this Agreement, all written correspondence shall be addressed to:

FOR THE CITY: Director of Human Resources and Labor Relations
 City Hall
 41 Green Street
 Concord, New Hampshire 03301

E-Mail: jjohnston@concordnh.gov

The Fire Chief
24 Horseshoe Pond Lane
Concord, New Hampshire 03301

E-Mail: jchisholm@concordnh.gov

FOR THE UNION: The President
 International Association of Firefighters
 Local #1045
 50 Bradley Street
 Concord, New Hampshire 03301

E-Mail: president@iaff1045.org

The Union shall be responsible for providing a mailbox for the above address.

Section 2. Proper Notification. All written and/or email notices to the EMPLOYER or UNION, respectively, will be deemed to have been properly given if delivered to the Director of Human Resources and Labor Relations, Department Head, and President of IAFF Local #1045. Official notices through e-mail shall be specified in the subject line. Delivery and read receipts are recommended.

Section 3. Change of Address. Either party, by written notice to the other party, may change the address to which future written notices shall be sent.

Section 4. Union Officers. The names of EMPLOYEES selected as officers shall be certified in writing to the EMPLOYER, by the UNION, within a reasonable period following an election or appointment of such officers. The officers of the local are the President, Vice President, Secretary, Treasurer, Fire Alarm Representative, and four (4) Shift Representatives.

ARTICLE IV LABOR MANAGEMENT COMMITTEE

Section 1. The Parties agree that it is in their best interests to maintain an open dialogue with respect to the administration of this agreement and the exchange of information relative to the performance of the Department's mission and the work performance of unit members.

Section 2. The Parties agree that a Labor/Management Committee shall be established as of the effective date of this agreement. The Labor/Management Committee shall consist of members designated by each Party.

Section 3. The Labor/Management Committee shall meet at least monthly, or less frequently if mutually agreed, at a mutually agreeable time. Agenda items shall be exchanged between the Parties seven (7) days prior to such meetings, providing that additional items may be added to any agenda without notice. More frequent meetings of the Labor/Management Committee may be scheduled by the mutual agreement of the Parties at any time.

Section 4. The EMPLOYER will provide necessary time off, at the Chief's discretion, for on duty personnel to attend Labor/Management Committee functions.

ARTICLE V MANAGEMENT RIGHTS

Section 1. Retention of Rights. The EMPLOYER hereby retains and reserves unto itself, all powers, rights, authority, duties and responsibilities conferred upon and vested in it by the laws and the constitution of the State of New Hampshire and of the United States. Further, all rights which ordinarily vest in and are exercised by public employers, except such as are specifically relinquished herein, are reserved to and remain vested in the EMPLOYER. The EMPLOYER retains the right to exercise managerial policy within its exclusive prerogative to manage its affairs efficiently and economically including, but not limited to, the use of technology; EMPLOYER'S organizational structure; and selection, assignment, number, direction and discipline of its personnel. Further, the EMPLOYER retains the right to adopt, change, enforce or discontinue any rules, regulations, procedures and policies not in direct conflict with any provision of this Agreement, or existing applicable statutory law as delineated under NH Revised Statutes Annotated or US Code, so as to continue public control of the City of Concord Fire Department.

ARTICLE VI PAYROLL DEDUCTIONS

Section 1. Authorization. Upon receipt of a signed voluntary authorization by an EMPLOYEE, the EMPLOYER agrees to make a payroll deduction from the EMPLOYEE'S wages, once a week, or less often if the EMPLOYER shall so determine. The deduction shall be in an amount certified to be current by the Treasurer of the UNION. Authorization for such payroll deductions shall be in a form satisfactory to the EMPLOYER and to the UNION. The UNION shall provide the EMPLOYER a 30-day advance

notice of changes in the amount of payroll deductions. The UNION shall not make deduction changes more than once a year unless agreed to by the EMPLOYER.

Section 2. Remittance. Payroll deductions shall be remitted by the EMPLOYER to the Treasurer of the UNION once each month.

Section 3. Indemnification. The UNION shall save the EMPLOYER harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken or not taken by the EMPLOYER, in reliance upon signed authorization furnished to the EMPLOYER by the UNION or an EMPLOYEE, or for the purpose of complying with any of the provisions of this Article.

ARTICLE VII PROHIBITED PRACTICES

Section 1. Intent. The UNION and the EMPLOYER jointly set forth their intention to manage their affairs during the term of this Agreement in a manner reflecting mutual "good faith".

Section 2. Employer Prohibitions. The EMPLOYER agrees during the term of this Agreement not to:

- (a) Restrain, coerce or otherwise interfere with its EMPLOYEES in the exercise of the rights conferred by New Hampshire RSA 273-A:5;
- (b) Dominate or to interfere in the formation or administration of the UNION;
- (c) Discriminate in the hiring or tenure, or the terms and conditions of employment of its EMPLOYEES for the purpose of encouraging or discouraging membership in the UNION;
- (d) Discharge or otherwise discriminate against any EMPLOYEE because they have filed a complaint, affidavit, or petition, or given information or testimony under New Hampshire RSA 273-A:5 or this Agreement;
- (e) Refuse to negotiate in good faith with the exclusive representative of a bargaining unit, including the failure to submit to the legislative body any cost item agreed upon in negotiations;
- (f) Invoke a lockout;
- (g) Fail to comply with New Hampshire RSA 273-A or any rule adopted thereunder; or
- (h) Breach this Collective Bargaining Agreement.

Section 3. Union Prohibitions. The UNION agrees during the term of this Agreement not to:

- (a) Restrain, coerce or otherwise interfere with public EMPLOYEES in the exercise of their rights under New Hampshire RSA 273-A:5;
- (b) Restrain, coerce or otherwise interfere with the EMPLOYER in selection of agents to represent it in collective bargaining negotiations or the settlement of grievances;
- (c) Cause or attempt to cause the EMPLOYER to discriminate against an EMPLOYEE in violation of RSA 273-A:5, I(c), or to discriminate against any EMPLOYEE whose membership in the UNION has been denied or terminated for reasons other than failure to pay membership dues;
- (d) Refuse to negotiate in good faith with the EMPLOYER;
- (e) Engage in a strike or other form of job action;
- (f) Breach this Collective Bargaining Agreement; or
- (g) Restrain, coerce or otherwise interfere with any EMPLOYEE carrying out their duties involving the enforcement of any provisions of this Agreement.

Section 4. Disputes. Disputes arising out of this Article shall not be subject to the grievance and arbitration procedure set forth herein. They shall be submitted to the N.H. Public Employees' Labor Relations Board for resolution.

ARTICLE VIII NON DISCRIMINATION

Section 1. Equal Treatment. The EMPLOYER and the UNION agree that there shall be no unlawful discrimination on the basis of religion, age, sex, race, color, national origin, physical or mental disability, pregnancy, marital status, sexual orientation, political affiliation or as defined by Law.

ARTICLE IX PROBATION

Section 1. Definition. For the purpose of this Article, probation shall refer solely to probation for promotional purposes of permanent EMPLOYEES.

Section 2. Probationary Progress Review. During any probationary period or extension thereof, the EMPLOYEE and an appropriate superior shall meet periodically to discuss and review the EMPLOYEE'S progress. Such meetings will occur at least once every three (3) months, but not less than four (4) times during the probationary period, and be followed by a written report of progress to the EMPLOYEE.

ARTICLE X GRIEVANCE PROCEDURE

Section 1. Definition. A grievance is defined as a dispute between the parties as to the interpretation, application or an alleged violation of this Agreement. It is mutually agreed that grievances shall only be allowed on items in this contract during the life of this Agreement and shall be settled in accordance with the procedure herein provided.

Section 2. Procedure.

Step 1: Grievances must be taken up promptly, and no grievance will be considered or discussed which is presented later than Ten (10) calendar days after the EMPLOYEE knew or should have known of the occurrence of the event giving rise to the grievance. Should any grievance arise, there should be an earnest effort on the part of the parties to settle such grievance through an informal conference between the aggrieved EMPLOYEE or UNION representative or both and the EMPLOYEE'S most immediate supervisor. Said informal conference is to take place within Ten (10) calendar days of the presentation of the grievance.

The immediate supervisor shall provide his decision within Ten (10) calendar days following the informal conference.

Step 2: If the EMPLOYEE or the UNION disagrees with the decision of the immediate supervisor and desires to proceed with the grievance, then within Ten (10) calendar days of when the supervisor's decision was rendered or should have been rendered, the grievant shall reduce the

grievance to writing and present the grievance to the senior officer in charge of the division or battalion.

If the senior ranking officer is the immediate supervisor, then the grievance shall be conveyed to the Fire Chief. The written grievance shall contain the following:

- (a) A complete statement of the grievance and the facts upon which it is based.
- (b) The section or sections of this Agreement claimed to have been violated.
- (c) The remedy or correction requested.
- (d) The signature of the grievant.
- (e) The signature of a UNION Officer acknowledging the Union's awareness of the grievance.
- (f) Identification of person representing the grievant (Union official or the grievant).

The senior officer of the division or battalion shall provide his written decision within Ten (10) calendar days from receipt of the grievance. If the grievance is presented to the Fire Chief at this step, Step 3 of this grievance process shall govern the Fire Chief's response.

Step 3: If the grievance remains unresolved following the action taken by the senior officer at Step 2, the grievant may, within Ten (10) calendar days following the senior officer's decision, present the written grievance to the Fire Chief. The Fire Chief shall have ten (10) calendar days in which to render a written decision.

Step 4: If the grievance remains unresolved following the action taken by the Fire Chief at Step 3, the UNION may, within Ten (10) calendar days after the Fire Chief rendered or should have rendered a decision, submit the grievance to arbitration under the Rules of the Public Employee Labor Relations Board ("PELRB"). If the UNION fails to submit said grievance to arbitration, it shall be deemed abandoned and no further action shall be taken with respect to such grievance.

Section 3. Arbitration. The Arbitrator shall convene a hearing at the earliest possible date for the purpose of hearing the grievance.

3.1 The Arbitrator shall have no authority to amend, modify, nullify, ignore, add to, or subtract from the specific provisions of this Agreement. The Arbitrator shall only consider and make a decision with respect to the specific issue submitted by the Parties, and shall have no authority to make a decision on any other issue not so submitted. The Arbitrator shall provide the parties with his decision within thirty (30) days following the close of the hearing. The Arbitrator's decision shall be final and binding on all Parties as to the matter in dispute, subject to the provisions of RSA 542.

3.2 The Arbitrator shall be empowered with the authority to resolve disagreements as to the arbitrability of a grievance submitted under this grievance procedure. Any provision in this agreement specifically referring to Statutes, City Charter, City Ordinances, City Policies and Rules and Regulations, shall not be subject to the grievance and arbitration procedure set forth herein. A hearing on the merits of a case shall not occur on the same day as a hearing on its procedural arbitrability except by mutual consent of the parties nor shall a hearing on the merits

of a case occur prior to the resolution of any other issues of arbitrability which have been submitted to the N.H. Public Employees Labor Relations Board for resolution.

3.3 Nothing in this section limits the right of the Parties to be represented by legal Counsel.

3.4 Each party shall pay the expenses of their own representative, and they shall equally share the cost of the Arbitrator.

3.5 If either Party desires a verbatim record of the proceedings, it may cause a record to be made, providing it pays for the record and makes copies available without charge to the other Party and to the Arbitrator.

Section 4. Time Limits. The time limits for the processing of grievances may be extended by written consent of both Parties. Where the specified time limits have lapsed and no extension has been provided for as specified herein, the grievance shall be considered settled in accordance with the EMPLOYER'S last response.

Section 5. Right of EMPLOYER. Nothing contained herein shall be construed as limiting the right of the EMPLOYER to pursue resolution of a grievance under this Article.

ARTICLE XI DISCIPLINE

Section 1. Just Cause and Progressive Discipline. All discipline shall be for just cause and shall be appropriate to the infraction for which the disciplinary action is being taken.

1.1 Disciplinary action will normally be taken in the following order:

- (a) Verbal Warning
- (b) Written Warning
- (c) Suspension without Pay
- (d) Discharge

However, the above sequence need not be followed if an infraction is sufficiently serious to merit an exception.

1.2 All written warnings, suspensions and discharge notices shall be in written form and shall be signed by the EMPLOYEE as an acknowledgment of the action only.

1.3 Verbal warnings may be documented in the EMPLOYEE'S personnel file if the "Verbal Warning" form is used (see appendix A). EMPLOYEES shall have the right to have verbal warnings removed from their personnel file upon their request once three (3) years from issuance has passed.

ARTICLE XII
SENIORITY

Section 1. Computation. Seniority of EMPLOYEES shall be computed from their latest date of appointment to the Fire Department. When two or more EMPLOYEES are hired on the same date, seniority shall be established in the order they are listed on the eligibility roster.

Section 2. Loss of Seniority. An EMPLOYEE shall lose seniority and his employment with the EMPLOYER shall be considered terminated for all purposes if:

- (a) The EMPLOYEE quits.
- (b) The EMPLOYEE is discharged for just cause.
- (c) The EMPLOYEE who has been laid off fails to respond within five (5) working days after being recalled.
- (d) The EMPLOYEE fails to report to work at the termination of the leave of absence.
- (e) Separated from the payroll of the EMPLOYER by layoff for more than twelve (12) months unless extended in accordance with the provisions of the Article on Lay-Off and Recall.
- (f) The EMPLOYEE retires.

ARTICLE XIII
BULLETIN BOARD

Section 1. Bulletin Board. The EMPLOYER shall provide sufficient space at each facility for the UNION to post notices for membership information. The UNION shall limit postings to official UNION business and will insure that all official notices are appropriately identified. The EMPLOYER and the UNION shall mutually agree upon locations for bulletin boards.

ARTICLE XIV
WORK WEEK

Section 1. Work Week.

The regular workweek** for all members of the Fire Suppression Division shall be an average of forty-two (42) hours per week, working one (1) 24 hour shift, followed by 48 hours covering, followed by one (1) 24 hour shift, followed by four (4) consecutive shifts / 96 hours off (a tour).

1.1 The EMPLOYER reserves the right to create a new peak load work schedule for fire suppression personnel. Personnel assigned to a peak load work shift will work a regular work week of an average of forty-two (42) hours per week. The schedule for the peak load work shift will be 4 consecutive 12 hour day shifts, followed by four days - 96 hours off (a tour). Vacancies of peak load personnel will be backfilled in accordance with the Article XV. In the event the EMPLOYER initiates a long term reduction (thirty days or longer) in billet minimum staffing on the regular work week, the EMPLOYER shall analyze the peak work load schedule to ascertain whether the reduction could be avoided through reassignment of employees assigned to the peak load schedule unless otherwise agreed by the UNION.

A. The Fire Chief, or his or her designee, may assign any eligible employee who volunteers to be placed on the peak load work shift based on seniority. Seniority based opportunities for this shift would be determined on an annual basis. Volunteers may request to be removed from the peak load schedule annually during the peak shift selection period. These requests will not be unreasonably denied.

B. If there are not enough volunteers to completely staff the peak load work shift, eligible employees who are hired after July 1, 2020 will be assigned to the peak load work shift in reverse seniority (least senior will be assigned first). On an annual basis, if these employees do not wish

to remain on the peak load work shift, they will have the option, in seniority order, of being removed from the peak load work shift and will be placed back on the 24-hour schedule when newly hired personnel are qualified and eligible to be placed on the peak load work shift.

C. The EMPLOYER agrees to receive input from the UNION regarding impacts of the peak load work week in regard to overtime and hiring policies and procedures.

1.2 The normal workweek for members of other Divisions shall be forty (40) hours.

1.3 Fire Alarm Operators / Lead Fire Alarm Operators shall be paid on the basis of actual hours worked.

1.4 Fire Alarm Operators / Lead Fire Alarm Operators who are on a *FULL VACATION BLOCK* during a 48 hour work week shall be paid based on hours withdrawn from their annual leave at a straight time rate.

Section 2. Fire Alarm Operator Schedules.

2.1 The regular work week for all members of the Communications Division shall be one (1) 24 hour shift; followed by 48 hours covering, followed by one (1) 24 hour shift; followed by four (4) consecutive shifts/ 96 hours off (a tour).

2.2 Shifts shall be assigned in accordance with Lead Fire Alarm Operator Status and divided into two classifications:

2.3 Assigned Battalion / Lead Fire Alarm Operator- Lead Fire Alarm Operator is assigned to a specific Battalion. Assigned Battalion Fire Alarm Operators first scheduled shift of the work week shall commence on the first shift of a Battalion's work week.

2.4 Divided Battalion – Fire Alarm Operator is assigned to two Battalions. Divided Battalion Fire Alarm Operators first scheduled shift of the work week shall commence on the second shift of an assigned Battalion.

2.5 The Lead Fire Alarm Operators are normally responsible to manage annual leave, sick leave and swap coverage hiring/scheduling for the Fire Alarm Operators. In the event that a Lead Fire Alarm Operator is not on duty and there is an immediate hiring need the hiring/scheduling shall be done by the Fire Alarm Operator Shift Representative.

2.6 Assignment of schedule- Assigned Battalion/Lead Fire Alarm Operators – Lead Fire Alarm Operators with the highest departmental seniority will be assigned to this schedule. Should there be insufficient personnel to fill the Lead Fire Alarm Operator Positions; the employee with the highest seniority shall be assigned to the shift in a fire alarm operator status.

2.7 Schedule switches: Within the parameters in section 2.1 above, should there be a vacancy, fire alarm operators on opposing schedules within classification may at any time request to switch their respective schedules. Approval or denial will be at the sole discretion of the Fire Chief or their designee.

Section 3. Shift Transfers.

Employees transferred may be required, as a result of the transfer, to work more or less than their standard number of hours in the regular work schedule from which they were transferred.

3.1 Transfers shift-to-shift, or accounting for hours due to short-term schedule change (i.e. classes):

Step 1: Select the timeframe commencing with the beginning of the last full tour preceding the event, to the end of the first full tour following the event, had the event not occurred and count the total hours the employee would have worked (if transfer is shift to shift, just count shifts for this step and the next).

Step 2: Next, in this timeframe, find the number of hours actually worked with the event taking place.

Step 3: Compare the two figures for a potential shortfall or surplus.

3.2 Transfers from 42 hours to 40 hours - Indefinite:

Step 1: Select the timeframe from the first Day shift of the tour preceding the event up to the beginning of the event (not necessarily a full tour). Add all the hours (including off time) and divide by 4.

Step 2: During this same timeframe, add all hours worked.

Step 3: The difference is the time owed the employee @ OT rate.

3.3 All shift transfers initiated by the EMPLOYEE, and approved by the EMPLOYER, shall be done on a case by case basis. Multiple requests shall be given to the senior member requesting.

3.4 All shift transfers initiated by the EMPLOYER, for the purpose of maintaining/equalizing battalion staffing levels shall be done voluntarily by seniority then mandatorily by reverse seniority.

3.5 Prior to any non-emergency transfer, and upon the request of the affected EMPLOYEE, the EMPLOYER shall meet and confer with the UNION to discuss the operational needs of the Department as well as the conditions of the transfer and the effect that the transfer may have on the affected EMPLOYEE.

Section 4. Temporary Alternate Duty.

4.1 Off-Duty EMPLOYEES who are temporarily disabled by injury or illness off-duty are obliged to return to temporary alternative duty within the divisions of the Fire Department on one of the above work schedules, as designated by the Fire Chief or Division Commander, provided:

- (a) They have been released to work by their treating physician.
- (b) Their physician-prescribed work conditions can be met within the limits of reasonable accommodation by the EMPLOYER.

4.2 On-Duty EMPLOYEES who are temporarily disabled by on-duty injury or illness are obliged to return to temporary alternative duty within divisions of the Fire Department and may choose to stay on their current schedule. The choice of light duty schedule shall not preclude the Fire Chief or Deputy Fire Chief from deciding the type of work assigned, within the EMPLOYEE'S doctor-prescribed limitations.

4.3 HOLIDAYS Forty-two hour EMPLOYEES assigned to the 40-hour work (TAD) schedule refer to Article XXI, Section 2.3.

ARTICLE XV
OVERTIME

Section 1. General. The EMPLOYER reserves the right to require EMPLOYEES to remain on duty or to return to duty, at such times and for such lengths of time as it shall deem necessary.

Section 2. Overtime Distribution, Fire Suppression.

2.1 Minimum Staffing Coverage requirements, as determined by the EMPLOYER, shall be assigned in accordance with Classification¹, seniority and hours worked or offered, by Battalion.

2.2 EMPLOYEES¹⁰ from the covering Battalion shall be responsible for the staffing needs of the next scheduled Battalion through Scheduled Overtime² or Recall³. Scheduled Overtime² shall be offered voluntarily to eligible members with priority given to members of the covering battalion and subsequently, members of the non-covering battalions, selected by low hours. Any known vacancy that has not been covered by voluntary overtime will be assigned to the covering battalion mandatorily by low hours by classification¹. Should there be insufficient EMPLOYEES from the covering Battalion, then on-duty personnel may be subject to Annexed Time⁴, and EMPLOYEES from the subsequent off duty Battalions, may be used on a voluntary Recall basis.

2.3 All hours worked or offered, unless specified in 2.4, shall be recorded on a Master Overtime List.

- (a) For the purposes of this article, "offered", shall mean assigned to an employee who subsequently finds another EMPLOYEE to work the overtime assignment.
- (b) A maintenance reduction of accrued hours will occur equally to every EMPLOYEE annually.

2.4 Overtime hours performed for the following shall not be recorded on the EMPLOYEE'S Master Overtime List:

- (a) General Alarms
- (b) Audible Alarms
- (c) Rapid Recall
- (d) Staffing Recall
- (e) Out of Division
- (f) Holdover
- (g) Off-duty training necessary for the maintenance of the EMPLOYEE'S required job certification. (I.e. Paramedic In-service)

Section 3 Overtime Distribution Fire Alarm Operators / Lead Fire Alarm Operators

Minimum staffing Coverage requirements as determined by the EMPLOYER shall be assigned in accordance with seniority and hours worked or offered, by division, and in accordance with Section 4.

Section 4. Overtime Distribution, Other Divisions.

Minimum Staffing Coverage requirements for all other Divisions shall be in accordance with Classification, seniority, and hours worked or offered within the Division. Should there be insufficient EMPLOYEES within a division then overtime shall be distributed to EMPLOYEES from other Divisions as per Article XVII. Unless otherwise noted, overtime performed by EMPLOYEES from outside a division will be recorded as worked, offered, or unavailable on the Out of Division list. Governed by this subsection are Fire Suppression, Fire Prevention.

Section 5. Fire Alarm Operator Mandatory Overtime

5.1 Staffing Level Four, Five, Six, Seven Fire Alarm Operators / Lead Fire Alarm Operators: The Department shall keep a posted list of overtime hours worked or offered to the Fire Alarm Operators /Lead Fire Alarm Operators. Selection for overtime shall use the following criteria.

1. Vacancies shall be filled in 24 hour shifts.
2. Determine Fire Alarm Operators /Lead Fire Alarm Operators with lowest hours and in available (3) status, hire for 24 hour shift.
3. Repeat the cycle.

*** Available (3) status means any Fire Alarm Operators /Lead Fire Alarm Operators not to exceed 48 hours in length

5.2 Staffing Level Eight Fire Alarm Operators /Lead Fire Alarm Operators: Selection for overtime shall use the following criteria:

Identify the work period vacancy that exists.

a. Full 24 hour Shift

- Determine who is in Available (1) status and hire that Fire Alarm Operators/Lead Fire Alarm Operators for the 12 hour Day Work Period.

-Determine who is in Available (2) status and hire that Fire Alarm Operators/Lead Fire Alarm Operators for the 12 hour Night Work Period.

b. 12 Hour Day Work Period 0600 - 1800

-Determine who is in Available (1) status and hire that Fire Alarm Operators/Lead Fire Alarm Operators for the 12 hour Day Work Period.

c. 12 Hour Night Work Period 1800 - 0600

-Determine who is in Available (2) status and hire that Fire Alarm Operators/Lead Fire Alarm Operators for the 12 hour Night Work Period.

Vacancies occurring on consecutive days:

Selection for overtime shall use the following criteria:

- a. The Fire Alarm Operators/Lead Fire Alarm Operators covering the previous 12 Hour Night Work Period shall be held for the 12 Hour Day Work Period.
- b. The Fire Alarm Operators/Lead Fire Alarm Operators covering the previous 12 Hour Day Work Period shall be mandated for the 12 Hour Night Work Period.

** Available (1) status means any Fire Alarm Operators/Lead Fire Alarm Operators working the first 24 hour Shift within the eight day work cycle immediately prior to the vacancy, not to exceed 48 continuous hours in length and / or not causing simultaneous 48 hour shifts to occur. If the Fire Alarm Operators/Lead Fire Alarm Operators subject to Available (1) status is already working during the vacancy, that overtime shall revert to the Fire Alarm Operators/Lead Fire Alarm Operators in Available (2) Status.

** Available (2) status means any Fire Alarm Operators/Lead Fire Alarm Operators working the last 24 hour shift within the eight day work cycle immediately prior to the vacancy, not to exceed 48 continuous hours in length and / or not causing simultaneous 48 hour shifts to occur. If the Fire Alarm Operators/Lead Fire Alarm Operators subject to Available (2) status is already working during the vacancy, that overtime shall revert to the Fire Alarm Operators/Lead Fire Alarm Operators in Available (1) Status.

5.3 Fire Alarm Operator/Lead Fire Alarm Operator Notes Pertaining to Section 5

Note 1: Fire Alarm Operators/Lead Fire Alarm Operators working swaps, overtime, or voluntary overtime will be subject to mandate in accordance with the definition of available (Note 5 located at the end of this article), Staffing Level Eight Fire Alarm Operators/Lead Fire Alarm Operators

Note 2: Section 4 will not preclude mandated Fire Alarm Operators/Lead Fire Alarm Operators from splitting and/or giving away overtime shifts to other Fire Alarm Operators, Lead Fire Alarm Operators, Fire Alarm Traffic Technician, Communications Supervisor or Fire Alarm Traffic Signal Supervisor on a voluntary basis. Mandated Fire Alarm Operators/Lead Fire Alarm Operators shall make every reasonable effort to give their overtime (OT) to members of Local 1045 before offering outside the local.

Note 3: Hours will be charged to the Fire Alarm Operators/Lead Fire Alarm Operators being mandated for the overtime in accordance with lowest hours.

Note 4: No Fire Alarm Operators/Lead Fire Alarm Operators shall be forced to work in excess of five (5) consecutive days/nights.

Note 5: Fire Alarm Operators/Lead Fire Alarm Operators on annual leave or swaps shall not be responsible for overtime the 24 hours prior to; nor the 24 hours subsequent the 24 hours of leave or swap.

Note 6: Overtime hiring will normally be done at the time of request.

Note 7: Any request for a swap or annual made subsequent to another request that causes both Fire Alarm Operators/Lead Fire Alarm Operators to work 48 consecutive hours together shall be denied. Approval may be granted if alternative coverage is secured

Note 8: Staffing Level shall be considered altered at the time that any employee reaches 96 hours or 15 calendar days missed, whichever is shorter.

5.4 Fire Alarm Operators/Lead Fire Alarm Operators Vacation Coverage Hiring.

- (a) A Vacation Pick list will be posted by the second Monday in January following the first day of the month.
- (b) Vacation picks shall be selected by seniority.
- (c) Any Fire Alarm Operators/Lead Fire Alarm Operators on vacation will not be responsible for coverage the four days prior and four days subsequent to the vacation period.
- (d) All Fire Alarm Operators/Lead Fire Alarm Operators vacations that are scheduled greater than 30 days in advance will be hired for based on low hours at the time of hiring. Hiring shall normally occur 60 days prior to the vacation period when sufficient notice has been given prior to the vacation date. Should a Fire Alarm Operators/Lead Fire Alarm Operators cancel their vacation within the guidelines of the department, the scheduled but not yet worked overtime will be cancelled as well, and no hours will be charged.

Section 6. Voluntary Fire Alarm Traffic/Communications In Division Overtime

An EMPLOYEE may, in addition to their normal workweek, perform/receive available work/training opportunities inside of their Division such as non-technical fire alarm assignments and box testing. The following conditions shall apply:

- (a) The EMPLOYEE must possess the necessary qualifications to perform/receive the available work/training.

- (b) Some assignments may extend beyond one day and shall be hired for at the time of the occurrence.
- (c) Employees shall be considered unavailable if the required detail has any possibility of carrying into their regularly scheduled Shift Coverage
- (d) All In-Division work shall be on a voluntary, case-by-case basis.
- (e) A check box system will be used and the opportunities offered will be recorded if worked, offered, or unavailable. No hours shall be charged. Individuals declining overtime shall be automatically rotated to the bottom of the Voluntary Overtime List.
- (f) In-Division lists will be in order of department seniority and will be reset Semi-Annually on 2/1 and 7/1.
- (g) Sign up for In-Division lists shall open 1/1 and close 1/15, and again open on 6/1 and close 6/15, becoming effective semi-annually on 2/1 and 7/1.

Section 7. Overtime Compensation, Education. *Scheduled Overtime* related to courses, certifications, schools, seminars, or licensing will be as per Article XXIX.

Section 8. Overtime compensation, Out of Division Haz-mat, Paramedic In-services, and Meetings.

8.1 Out of Division Haz-Mat - Scheduled Overtime for training as Concord members to the regional Haz-Mat team will be paid at One and One Half times the EMPLOYEE'S scheduled hourly rate, and recorded on an Out of Division list as opportunity worked.

8.2 Paramedic In-services – Scheduled overtime for paramedic in-services will be paid at one and one-half times the EMPLOYEE'S hourly rate for a minimum of four hours and will be voluntary.

8.3 Staff Meetings - Scheduled Overtime related to Staff Meetings is at the sole discretion of the Fire Chief.

8.4 EMT Certification Training –8 hours annually of scheduled overtime for EMT and 12.5 hours annually of scheduled overtime for Advanced EMT recertification training shall be paid on one and one-half times the EMPLOYEE'S hourly rate and shall be mandatory.

Section 9. Overtime Compensation, Special Details. *Scheduled Overtime*² related to Special Details shall be in accordance with the required *Classification*¹, seniority and hours worked or offered by Battalion/Division and will be credited to hours worked within an EMPLOYEE's regular assigned Battalion/Division. Compensation shall start at the beginning of the special detail and shall end at the conclusion of the special detail. All Special Details shall start and end at a Concord Fire Station.

Section 10. Callback. *Callback*^{6,7} overtime is at the sole discretion of the Fire Chief or his/her designee and will not be credited to hours worked within an EMPLOYEE's regular assigned Battalion/Division or the Out-of-Division List.

Section 11. Overtime Rate. Overtime at the rate of one and one-half (1 1/2) times the EMPLOYEE'S scheduled hourly rate shall be paid for all hours actually worked beyond his regularly scheduled workday. *Callback*^{6,7} and *Recall*⁸ shall be a four (4) hour minimum. *Scheduled Overtime* shall be a two (2) hour minimum. *Annexed Time*⁴ and *Voluntary Return*⁸ shall be for time actually worked. *Meal Hours*⁹ shall be one (1) hour.

11.1 Off-Duty Communications – A duty related communication to a third party, which is outside of an employee's regularly scheduled hours of work and related to mandated reporting with the New Hampshire Department of Health and Humans Services shall be compensated at a (1) hour minimum or time actually worked, whichever is greater, when the EMPLOYEE speaks to an agent at the Department of Health and Human Services to provide a verbal report and follows up the communication by submitting required documentation.

In accordance with the FLSA, EMPLOYEES responding to internal or third party off-duty telephone calls from a supervisor (or otherwise authorized by a supervisor) shall be compensated for one-quarter (1/4) hour at their overtime rate when the telephone call is more than seven (7) minutes in duration. If the telephone call(s) last more than one quarter (1/4) hour, all additional time shall be paid in one quarter (1/4) hour increments.

Section 12. Fees. Fees paid to EMPLOYEES for subpoenas related to incidents occurring in the performance of duties shall be returned to the CITY.

Section 13. Technical Rescue Certifications:

- (a) An EMPLOYEE may voluntarily obtain Technical Rescue Certifications, but such Technical Rescue Certifications are not a term or condition of employment. No member will be forced to obtain or maintain Technical Rescue Certifications.
- (b) The EMPLOYER will provide continuing education and training to members who have obtained or desire to obtain Technical Rescue Certifications. The training shall be done during the Quarterly Training program.
- (c) The EMPLOYER will indemnify employees performing Technical Rescues in accordance with Article XXXII, Section 4.

Section 14. Notes Pertaining to Article XV

Note 1 *Classification*, for the purposes of this Section, Firefighter/Paramedics and Firefighter/AEMTs' are qualified to work as Firefighter/EMT's, as well as in their own classification.

Note 2 *Scheduled Overtime*, for the purposes of this Article, pertains to pre-scheduled (assigned when on-duty), non-annexed, staffing coverage worked by EMPLOYEES, and overtime related to Education, Staff Meetings and Special Details.

Note 3 *Recall*, for the purposes of this Article, pertains to covering Battalion or subsequent off-duty Battalion EMPLOYEES who are contacted, when off-duty, to return to duty for minimum Staffing Coverage.

Note 4 *Annexed Time*, for the purposes of this Article, pertains to mandatory, pre-scheduled (assigned when on-duty) staffing coverage annexed consecutively to one end or the other of the scheduled work shift.

Note 5 Intentionally Deleted

Note 6 *Callback, Suppression* – for the purposes of this Article, pertains to the following: rapid recall, staffing recall, audible, general alarms, Departmental inquiries, and subpoenas for incidents occurring in the performance of duties.

Note 7 *Callback, Other Divisions* – for the purposes of this Article pertains to the following: audible, general alarms, Departmental inquiries, Fire Alarm/Traffic System emergencies, Fire Investigations, and subpoenas for incidents occurring in the performance of duties.

Note 7 *Voluntary Return*, for the purposes of this Article, pertains to a request for EMPLOYEES to return, at their convenience, to handle such things as personnel matters, and insurance issues, etc.

Note 9 *Meal Hours*, for the purposes of this Article, pertains to the option of EMPLOYEES in the Suppression Division who are subjected to Annexed Time of greater than four (4) hours to one end or the other of their scheduled work shift to be paid an additional overtime hour or take an hour off.

Note 10 *EMPLOYEES* on annual leave or swaps shall not be responsible for mandatory overtime the shift prior to; nor the shift subsequent to the pre-approved leave.

Note 11 *Skip Rotation*, EMPLOYEES subject to mandatory scheduled overtime may be skipped in rotation by mutual agreement of the EMPLOYER and the UNION in cases when it is mutually beneficial such as; color guard, awards, labor management committees and trainings. This is not an all-inclusive list.

Note 12 *Voluntary Overtime*, for the purposes of this Article, pertains to the following: Scheduled overtime may be offered on a voluntary basis and filled with priority to covering shift members by low hours, prior to being assigned mandatorily. Scheduled overtime not filled voluntarily shall be assigned mandatorily in accordance with the appropriate fill order.

Section 15. Personnel Buffer System. Should the employer reinstate the personnel buffer system, Articles XV and XVIII will revert back to the interpretation and intent from IAFF 1045 CBA dated 2020-2023, and AR 107.11 will revert back to the version Issued 12/13/2018, Revised 02/12/2022, unless mutually agreed upon.

ARTICLE XVI OUT OF CLASSIFICATION WORK

Section 1. Higher Classification Assignment. An EMPLOYEE who is required to work out of classification in a position assigned a higher Labor Grade shall be compensated at a higher rate of pay, as long as the EMPLOYEE shall have worked in the higher classification for a minimum of one (1) full work hour per occurrence. The rate of pay for higher classification work shall be determined by:

Adding five percent (5%) to the EMPLOYEE'S current regular hourly rate and then placing the EMPLOYEE at the step in the grade of the higher classification that is closest to this hourly rate without being less. Payment for higher classification work shall be made within the applicable pay period.

Section 2. Selection for Assignment, Suppression.

2.1 Short Term Assignment. When it becomes necessary for the EMPLOYER to utilize an EMPLOYEE above his/her regularly assigned Labor Grade for a period of less than thirty (30) calendar days, the selected EMPLOYEE shall be on the Battalion where the vacancy occurs and shall: If available, be the highest positioned EMPLOYEE on the applicable promotional roster. Promotional rosters shall be used wherever practicable, even though they are beyond their expiration dates, in making selections for out of classification assignments. If there is no EMPLOYEE available from the applicable roster, or no roster exists, then selection shall be made by Department seniority within the appropriate job classification. After subsection (a) and (b) have been exhausted, the selection shall be made at the sole discretion of the Fire Chief or his/her designee.

2.2 Long Term Assignment. When it becomes necessary for the EMPLOYER to utilize an EMPLOYEE above his/her regularly assigned labor grade for a period of more than thirty (30) calendar days, the selected EMPLOYEE shall:

- (a) If available, be the highest positioned EMPLOYEE on the applicable promotional roster. Promotional rosters shall be used wherever practicable, even though they are beyond their expiration dates, in making selections for out of classification assignments.
- (b) If there is no EMPLOYEE available from the applicable roster, or if no roster exists, then selection shall be made by department seniority within the appropriate job classification.
- (c) After subsection (a) and (b) have been exhausted, the selection shall be made at the sole discretion of the Fire Chief or his/her designee.

Section 3. Selection for Assignment- Non Suppression.

3.1 Fire Alarm/Traffic: When it becomes necessary for the EMPLOYER to utilize an EMPLOYEE above their regularly assigned labor grade, the selected EMPLOYEE shall:

- (a) Be the highest positioned, available EMPLOYEE on the applicable promotional roster.
- (b) If there is no employee available from the applicable roster or no roster exists, the position shall be filled by EMPLOYEE(S) within the Division by descending labor grade and then by seniority within grade.

3.2 Fire Prevention: When it becomes necessary for the EMPLOYER to utilize an EMPLOYEE above their regularly assigned labor grade the selected EMPLOYEE shall:

- (a) Be the highest positioned, available EMPLOYEE on the applicable promotional roster.
- (b) If there is no employee available from the applicable roster or no roster exists, the position shall be filled on the basis of qualifications and seniority.

3.3 Promotional Rosters. Shall be used whenever practicable, even though they are beyond their expiration dates, in making selections for out of classification assignments. If there is no roster available, the most senior employee who meets the minimum qualifications as certified by the Department shall be offered the position.

ARTICLE XVII OUT-OF-DIVISION WORK

Section 1. General. An EMPLOYEE may, in addition to their normal workweek, perform/receive available work/training opportunities outside of their Division as such work is announced by the EMPLOYER. For the purpose of this article the divisions shall be, Fire Suppression, Fire Prevention, and Fire Alarm/Communications. The following conditions shall apply:

- (a) The EMPLOYEE must possess the necessary qualifications to perform/receive the available work/training.
- (b) Within Fire Suppression, Fire Prevention, and Fire Alarm/Communications some assignments may extend beyond one day.
- (c) All Out of Division overtime shall first be offered In-division, where applicable.
- (d) All Out of Division work shall be on a voluntary, case-by-case basis.
- (e) A check box system will be used and the opportunities offered will be recorded if worked, offered, or unavailable.
- (f) Out of Division lists will be in order of department seniority and will be reset each year with the exception of sitting Concord members of the regional Hazardous Materials team which normally carry over year to year.
- (g) Sign up for Out of Division lists shall open 1/1 and close 1/31, becoming effective annually on 3/1.
- (h) Out of Division Qualifications and Lists found in the Administrative Regulation titled Overtime Hiring, shall not be altered without first meeting and conferring with Local 1045.

Section 2. Special Projects. This Article does not preclude administration from requesting, on a Department Directive, volunteers for a special project not encompassed by the existing Out of Division lists. Selection for this shall be at the sole discretion of the Fire Chief or his/her designee, but shall not be made in an arbitrary or capricious manner.

ARTICLE XVIII SUBSTITUTIONS

Section 1. General. EMPLOYEES recognize their primary employment responsibility to the CITY and the requirement that they adhere to established work schedules. However, it is permissible for mutually qualified EMPLOYEES to substitute for one another subject to the approval of the Fire Chief or his designee.

Requests for such substitutions must be made by the EMPLOYEE in writing at least twenty four (24) hours in advance.

- (a) Substitutions for purposes of outside employment or business activity are prohibited. For purposes of this subsection, Military Leave and Wild Land Fire Duty shall not be considered outside employment or business activity.
- (b) Such substitutions shall not result in additional costs to the EMPLOYER.
- (c) At no time shall the hours worked by the substitute EMPLOYEE be used in the computation of overtime wages.

- (d) When the provisions of this Article are being exercised in connection with the overtime requirements of this Agreement, the twenty-four (24) hour advance notice requirement shall not apply.
- (e) Employee(s) shall be limited to owing no more than 144 hours. The Chief or Division Commander may grant exceptions to this section at their discretion.
- (f) Substitutions shall not involve monetary exchanges. However, the Union May compensate EMPLOYEE(s) for substituting for Union Officials who are conducting Union business. Monetary exchanges include, but are not limited to, direct cash payments.
- (g) Substitutions may be denied during pre-scheduled training periods necessary for the maintenance of an EMPLOYEE'S required job certifications if the EMPLOYEE'S maintenance of the training requirements for those certifications is inadequate based upon quarterly review as specified in Article XXIX, Section 6 and the EMPLOYEE is within three (3) months of their re-certification.

Section 2. Short term substitutions. EMPLOYEES shall be permitted to substitute for one another for up to 2 hours at either end of a work period, provided the on duty Battalion Chief is notified at least 4 hours in advance.

- (a) Payback for such substitutions shall be at the discretion of the EMPLOYEES involved and shall have no effect on the hours described in (e) above.
- (b) The Employees involved in the short-term swap shall be qualified on the apparatus to which the EMPLOYEE they are relieving is currently assigned to, or there is another qualified operator assigned to the apparatus.
- (c) The EMPLOYER reserves the right to deny short term swaps that are requested with less than 4 (four) hours advance notice.
- (d) The EMPLOYEES are responsible for all transportation associated with the personnel exchange.
- (e) All items listed in section 1 of this article shall apply to section 2, with the exception of item(s) (a) and (f).

Section 3. Indemnification. The UNION recognizes that the EMPLOYER does not guarantee that an EMPLOYEE will be repaid for time they have substituted and that it is a personal obligation of the EMPLOYEES involved. Therefore, the UNION shall save the EMPLOYER harmless.

ARTICLE XIX WAGES

Section 1. Labor Grade Adjustment Effective the first full pay period following July 1, 2025 - EMPLOYEES in Labor Grade 12 - Fire Alarm Operator and Labor Grade 13 - Lead Fire Alarm Operator shall be adjusted to their current step in the attached wage schedule – APPENDIX B LABOR GRADE/WAGE ADJUSTMENT SCHEDULE.

Section 2. Wage Schedule Adjustment Effective the first full pay period following July 1, 2025 - EMPLOYEES shall be moved into the new wage schedule, see APPENDIX C WAGE SCHEDULES, at the next closest step to their APPENDIX B wage rate without losing money.

Section 3. Wage Adjustment.

Effective the first full pay period following July 1, 2025 - EMPLOYEES shall receive a 4% cost of living wage increase, see APPENDIX D WAGE SCHEDULES.

Effective the first full pay period following July 1, 2026 - EMPLOYEES shall receive a 4% cost of living wage increase, see APPENDIX D WAGE SCHEDULES.

Effective the first full pay period following July 1, 2027 - EMPLOYEES shall receive a 3.5% cost of living wage increase, see APPENDIX D WAGE SCHEDULES.

The adjustments identified in Sections 1-3 will be applied in the order presented, so that EMPLOYEES pay for the first pay period following July 1, 2025 will be based off of APPENDIX D which will reflect the changes made in Sections 1 and 2.

Section 4. Hiring Placement. New EMPLOYEES entering the bargaining unit shall be assigned a step on the wage scale included as APPENDIX D by EMPLOYER. Each member will advance one step upon their anniversary date for the duration of the agreement.

The Fire Chief in consultation with the Director of Human Resources may consider the following in determining placement on the wage schedule:

- a. The Employee's prior work and/or military experience, including years worked and specific related experience at prior employment;
- b. The Employee's education, licenses and certifications that will directly benefit the operations of the Department and the City;
- c. Specific experience with other Fire Departments that have analogous operations to the City.

When approval is granted to place a new Employee at a step higher than Step A, the Director of Human Resources and Fire Chief will review the existing Employee roster, including their experience with the Department, prior work and military experience, performance with the Department, and licenses and certification held. Based on this review, the Director of Human Resources may make recommendations to the City Manager of wage adjustments to current Employees to maintain pay equity. Any decision on wage adjustments shall be in the sole discretion of the City Manager.

Section 5. Adjustment Due to Demotion. If an employee returns to the bargaining unit because of a voluntary demotion, demotion in lieu of layoff or demoted for cause, the employee shall be placed at a labor grade and step as follows:

- A. The employee shall be placed at the last held labor grade and step prior to the promotion. If applicable, the employee shall be adjusted by additional steps to commensurate years of completed city service, based on date of hire (or promotion date, whichever was last used) since leaving the bargaining unit, as if the promotion never occurred.

Section 6. Advanced EMT Reclassification. Any employee who is currently classified as a Firefighter/EMT is eligible to be reclassified as a Firefighter/Advanced EMT so long as the employee completes the training and certification requirements. Employees seeking to be reclassified shall be required to submit a letter of request along with proof of licensure/certification to the Fire Chief or his/her designee as a prerequisite to reclassification. Upon confirmation of eligibility, the reclassification shall be

effective the first pay period following approval of the request. Any employee who chooses to be reclassified as a Firefighter/Advanced EMT shall be required to maintain their certification to remain in the Firefighter/Advanced EMT labor grade. Employees hired prior to January 20th, 2021 shall be allowed to request reclassification back to Firefighter/EMT and the associated labor grade.

Section 7. Paramedic Reclassification. Any employee who is currently classified as a Firefighter/EMT or Firefighter/AEMT is eligible to be reclassified as a Firefighter/Paramedic so long as the employee completes the training and certification requirements. Employees seeking to be reclassified shall be required to submit a letter of request along with proof of licensure and certification to the Fire Chief or his/her designee as a prerequisite to reclassification. Upon confirmation of eligibility, the reclassification shall be effective the first pay period following approval of the request. Any employee reclassified as a Firefighter/Paramedic shall be required to maintain their certification unless Paramedic Step Down is granted in accordance with Article XXXII of this agreement.

Section 8. Reopening of Contract

Either party may demand a reopening of this wage article upon the adoption of the Class and Compensation Study by the City Council which recommends material changes to the classification or compensation of employees covered by this agreement. Upon demand for reopening, the parties shall meet within thirty (30) days. Failure to reach agreement during re-opener negotiations will result in imposition of the status quo.

ARTICLE XX INSURANCES

Section 1. General The EMPLOYER will provide Employees with points (dollars) to be utilized in making purchases from the optional portions of the City's Beneflex (flexible benefits) Program. These points will be based upon the health insurance plan designations: One Person, Two Person, and Family Plan. Individual Employee point allocations shall be determined by the Plan for which the Employee is eligible.

Effective 7/1/23 and thereafter until a successor agreement is made, the EMPLOYER will pay 90% of the Single, Two Person, or Family premium for the HDHP \$2/4K plan eligible for and chosen by the employee. The HDHP \$2/4K plan includes an out of pocket maximum of \$2000 for a Single plan or \$4000 for Two Person/Family plan per plan year. Once the deductible amount (\$2000/\$4000) is reached, there will be no additional member cost sharing for covered services and covered prescription medications during the plan year. In the event the EMPLOYEE elects to choose the HDHP \$2/4K plan, the EMPLOYER will place 50% (\$1000/\$2000) of the deductible in a Health Savings Account ("HSA") for the use and ownership of the EMPLOYEE at the beginning of the plan year. The 50% funding of the HSA for those EMPLOYEES that are eligible for and have chosen the HDHP \$2/4K shall remain in effect until a successor collective bargaining agreement is executed by the parties.

In the event the EMPLOYEE is eligible for and chooses a more expensive plan, the EMPLOYEE will be responsible for any costs above the 90% of the Single, Two person or Family Premium for the HDHP \$2/4K. In the event that a plan becomes available that is less expensive than the HDHP \$2/4K plan, and the EMPLOYEE is eligible for and chooses that less expensive plan, the EMPLOYER will pay 90% of the Single, Two Person, or Family premium for that less expensive plan, although the EMPLOYER retains the right to modify the portion of the premium paid by the EMPLOYER for the less expensive plan so long as it is at least 90%. In the event the government eliminates the favorable treatment of the ACA, the parties agree to meet and discuss health care options.

The EMPLOYER will pay 90% of the Single, Two Person, or Family premium for the dental plan eligible for and chosen by the EMPLOYEE.

In the event an employee chooses to not receive health insurance from the EMPLOYER, the EMPLOYEE shall be awarded opt out dollars as determined by the EMPLOYER. In the event an employee chooses to not receive health insurance but chooses to receive dental insurance from the EMPLOYER, the cost of the dental insurance premium paid for by the EMPLOYER shall be reduced from the opt out dollars awarded.

The EMPLOYER reserves the right to change or provide alternate insurance carriers as the EMPLOYER deems appropriate so long as the new coverage and benefits are substantially equivalent to the plan it is replacing. Any change to a substantially equivalent plan must be by mutual agreement of both parties. Such mutual agreement shall not be unreasonably withheld.

The parties acknowledge that the City intends to review available options for health insurance plans and carriers with the anticipation that any such changes would become effective 7/1/24. The City reserves the right to reopen this Article of the Agreement in the event that it seeks to modify this Article to address any proposed changes. The City shall provide written notice to the union if it intends to reopen the agreement. The terms of this Article shall remain in effect in the event the parties fail to reach agreement during such reopening.

Section 2. Beneflex: EMPLOYEES who elect to participate in the Beneflex Program will remain in Beneflex for the duration of this agreement, except in the event the Union notifies the EMPLOYER in writing that it no longer wishes to participate in the Beneflex Program. In such an event, all EMPLOYEE benefits shall revert to applicable contract articles and none of the Beneflex benefits shall apply. In any event, there shall be no duplication of benefits.

2.1 The EMPLOYER'S Beneflex Program is a matter of City policy and is not a part of this Agreement, nor shall any benefits provided under the Beneflex Program be otherwise provided for within this Agreement. Any matter, any issue, or any question concerning the content or the administration of the CITY'S Beneflex Plan remains within the sole discretion of the CITY and any review or resolution of those matters will be accomplished through the applicable City procedures and forums.

Section 3. Non-Beneflex If the UNION chooses not to participate in the Beneflex Program, the EMPLOYER agrees to provide group health insurance from Anthem Blue Cross/Blue Shield, HealthTrust, Harvard Pilgrim or other mutually agreeable carrier. In any event, there shall only be one carrier selected. The selection of the aforementioned carrier shall be by mutual agreement of the UNION and the EMPLOYER. Such mutual agreement shall not be unreasonably withheld. At least two plans within the selected carrier shall be offered to EMPLOYEES, benefits shall be substantially equivalent to the Harvard Pilgrim POS High plan, and the Harvard Pilgrim HMO High plan, as defined in 2008. Premium contributions shall be as set forth in this Article.

For those EMPLOYEES who do not elect to participate in the Beneflex Program, the following articles shall continue to apply:

Article XXIII Sick Leave
Article XXVI Death Benefit

ARTICLE XXI
HOLIDAYS

Section 1. Observed Holidays. The following shall be recognized as paid holidays in accordance with provisions set forth herein:

New Year's Day*	Civil Rights Day	President's Day**
Memorial Day	Juneteenth	Fourth of July
Labor Day	Indigenous People's Day***	Election Day (State)
Veteran's Day	Thanksgiving Day	Day after Thanksgiving
Christmas		

- * This holiday is identified as January 1 under New Hampshire State law, RSA 288:1
- ** This holiday is identified as Washington's Birthday under New Hampshire State law, RSA 288:1
- *** This holiday is identified as Columbus Day under New Hampshire State law, RSA 288:1

Section 2. Eligibility.

- 2.1 EMPLOYEES who work forty-two (42) hours per week (average) shall be compensated ten (10) hours at the EMPLOYEE'S regular hourly rate, whether they work the day or not. This subsection shall apply to Fire Alarm Operators.
- 2.2 Fire Alarm/Traffic Signal Technicians shall receive eight (8) hours off with pay, for each observed holiday.
- 2.3 Forty-two hour EMPLOYEES working a 40-hour work schedule as a result of Temporary Alternate Duty shall, when scheduled to work on a holiday, be required to take the day off and not receive that holiday's ten (10) hours of additional pay as referenced in Section 2.1 above.

Section 3. Payout of Holidays

EMPLOYEES shall have the option to select to have their holiday pay distributed by the EMPLOYER in two lump sum checks. The EMPLOYEE will be required to submit a request, on a department request form, no later than November 1st. The City will retain the EMPLOYEE'S ensuing pay at the hourly rate at the time of occurrence of the holiday, until the Friday following Memorial Day and the Friday preceding Thanksgiving of the following year. Should an EMPLOYEE terminate employment for any reason, the holiday pay withheld to date shall be distributed to the EMPLOYEE in full. Lump sum holiday payments will continue until the EMPLOYEE requests to revert payments described in 2.1 above. Notice to modify the payment schedule shall be provided no later than November 1st.

ARTICLE XXII
ANNUAL LEAVE

Section 1. Annual Leave Schedules, An EMPLOYEE'S paid annual leave shall be determined as follows:

1.1 Suppression Division Accrual Rates

<u>Period of Employment</u>	<u>Monthly Accrual Rate</u>
0 thru 1 year	10.50 hours/month worked
1 thru 5 years	14.00 hours/month worked
5 thru 10 years	17.50 hours/month worked
Over 10 years	21.00 hours/month worked
Over 25 years *	22.00 hours/month worked

*Only Employees with over 25 years of city service as of July 1st, 2025 shall accrue 22.00 hours/month worked. Employees who reach 25 years of City service after July 1, 2025 will be

designated in the "Over 10 Years" category.

1.1.1 Accumulation - Suppression. Effective upon the signing of the Agreement, the maximum accrual shall be two and a half times the annual accrual rate.

<u>Period of Employment</u>	<u>Maximum Accrual</u>
0 thru 1 year	315.00 hours
1 thru 5 years	420.00 hours
5 thru 10 years	525.00 hours
Over 10 years	630.00 hours
Over 25 years *	660.00 hours

*Only Employees with over 25 years of city service as of July 1st, 2025 shall have a maximum accrual of 660.00 hours. Employees who reach 25 years of City service after July 1, 2025 will be designated in the "Over 10 Years" category.

Fire Alarm Operators and Lead Fire Alarm Operators shall be governed by the annual leave provisions of the Suppression Division.

1.2 Non-Suppression Division Accrual Rates

<u>Period of Employment</u>	<u>Monthly Accrual Rate</u>
0 thru 1 year	10.00 hours/month worked
1 thru 5 years	13.34 hours/month worked
5 thru 10 years	16.67 hours/month worked
Over 10 years	20.00 hours/month worked

1.2.1 Accumulation - Non-Suppression. Effective upon the signing of the Agreement, the maximum accrual bank shall be two and a half times the annual accrual rate.

<u>Period of Employment</u>	<u>Maximum Accrual</u>
0 thru 1 year	300.00 hours
1 thru 5 years	400.00 hours
5 thru 10 years	500.00 hours
Over 10 years	600.00 hours

The Union reserves the right to reopen this Article of the Agreement in the event the City reopens Article XX (Insurances). The terms of this Article shall remain in effect in the event the parties fail to reach agreement during such reopening.

EMPLOYEES are responsible to manage their annual leave and, as such, there is no accrual or payment for loss of annual leave beyond the maximum accrual.

Section 2. Scheduled Annual Leave (Vacation). Choice of Scheduled Annual leave for the Fire Suppression Division shall be granted by Battalion, by Department seniority, as provided by Department Standard Operating Procedure; and all employees will be allowed to take up to their maximum accumulation, if taken in (4 work period) vacation periods. The Annual leave period shall be exclusive of the Christmas - New Year's period as defined by the Fire Chief. Open vacation slots shall be available to all members of the suppression division regardless of classification. No more than two (2) EMPLOYEES shall utilize these opportunities during the same single shift.

Section 3. Unscheduled Annual Leave. EMPLOYEES may be granted individual, unscheduled, annual days on a first come, first serve basis and seniority basis. Approval of requests for leave shall be granted

between 7 days and the start of said leave, the Battalion Chiefs shall act on this request at their earliest convenience. In no case shall said leave be approved greater than 7 days in advance. No more than five (5) EMPLOYEES at a time shall utilize unscheduled annual leave. In the case that the requests exceed 5, the member(s) with the most department seniority will be granted the annual. Unscheduled Annual Leave shall be taken at a minimum of four hours and thereafter for actual annual time used (in quarter hour increments).

Section 4. Emergency Annual Leave. EMPLOYEES may be granted emergency annual leave of up to four days at the sole discretion of the Fire Chief or his/her designee to address such verifiable things as family emergencies.

The parties agree to meet and confer at mutually agreeable times every six months to discuss the usage. The EMPLOYER reserves the sole discretion to rescind the foregoing sections by February 1, 2020 based on its evaluation of usage and operational issues. Thereafter, these sections may be rescinded by the EMPLOYER based on budgetary reasons related to overtime costs resulting from usage of unscheduled annual leave. In the event that the EMPLOYER seeks to rescind the foregoing sections based on budgetary reasons, the EMPLOYER shall provide the UNION notice and shall further provide the UNION sixty (60) calendar days to rectify the problem to the satisfaction of the EMPLOYERS. Reports of usage of unscheduled annual leave will be provided to IAFF biannually (approximately every six months) and will be reviewed at the Labor/Management Committee meetings.

In the event that the foregoing sections are rescinded, the following sections will apply:

Section 2. Unscheduled Annual Leave. EMPLOYEES shall be granted four (4) unscheduled annual leave opportunities regardless of predicted staffing levels per fiscal year. If said leave is taken in less than a full shift allotment, it shall be counted as a whole opportunity. Opportunities shall be granted on a first come, first serve and seniority basis. No more than five (5) EMPLOYEES shall utilize these opportunities during the same single shift.

Section 3. Additional Unscheduled Annual Leave. One EMPLOYEE per shift or work period may be granted individual, unscheduled, annual leave up to 7 days in advance. In the case that two members request an unscheduled annual day at the same time, the member with the most department seniority will be granted the annual. Approval of requests for leave shall be granted between 7 days and the start of said leave, the Battalion Chiefs shall act on this request at their earliest convenience. In no case shall said leave be approved greater than 7 days in advance.

Section 4. Scheduled Annual Leave. Choice of Scheduled Annual leave for the Fire Suppression Division shall be granted by Battalion, by Department seniority, as provided by Department Standard Operating Procedure; and all employees will be allowed to take up to their maximum accumulation, if taken in (4 shift) vacation periods. The Annual leave period shall be exclusive of the Christmas - New Year's period as defined by the Fire Chief. Open vacation slots shall be available to all members of the suppression division regardless of classification. No more than two (2) EMPLOYEES shall utilize these opportunities during the same single shift.

Section 5. Emergency Annual Leave. EMPLOYEES may be granted emergency annual leave of up to four days at the sole discretion of the Fire Chief or his/her designee to address such verifiable things as family emergencies.

ARTICLE XXIII
SICK LEAVE*

Section 1. Rate of Accrual. A total of one and one-quarter (1 1/4) sick days shall accrue to an EMPLOYEE for each calendar month worked. Sick day accrual time shall be allocated as follows:

- (a) 1/2 of a sick day per month shall be credited to the EMPLOYEE'S Sick Leave Account, accruable to 15 days maximum.
- (b) 3/4 days per month shall be credited to the EMPLOYEE'S Extended Sick Leave Account, accruable to 75 days maximum.

***For those covered under Beneflex, section 1 of this article shall not apply.**

Section 2. Accounting.

- (a) Authorized sick leave absences of up to 3 work periods shall be deducted from an EMPLOYEE'S Sick Leave Account.
- (b) Commencing with the 4th work period of an authorized sick leave absence under this Article deductions shall be made against an EMPLOYEE'S Extended Sick Leave Account.
- (c) In the event an EMPLOYEE'S Extended Sick Leave Account is exhausted, sick leave absences shall be deducted from any remaining accrual in the EMPLOYEE'S Sick Leave Account.
- (d) In the event an EMPLOYEE'S Sick Leave Account or the Extended Sick Leave Account has the maximum accrual the one and one-quarter (1 1/4) day sick leave credit shall be applied in whole to the Account that has less than maximum. An EMPLOYEE shall not lose any portion of his/her sick leave credit per month until both accounts are at maximum.

Persons with accruals in excess of 75 days in their Extended Sick Leave at the time of this change shall have the extra days credited to their sick leave account.

During the first six months of employment with the CITY the one and one quarter (1 1/4) day monthly accrual shall be credited to the EMPLOYEE'S Sick Leave Account.

***For those covered under Beneflex, section 2 of this article shall not apply.**

Section 3. Authorized Uses. Sick Leave shall not be considered a privilege to be used at an EMPLOYEE'S discretion, but shall be allowed only in case of necessity and actual sickness and disability of the EMPLOYEE or because of serious illness in the EMPLOYEE'S immediate family. If Sick Leave is used to meet dental appointments, to take physical examinations or other essential preventive medical measures when on duty, it shall be approved by the Fire Chief or their designee due to extenuating circumstances. When sick leave is used due to illness in the immediate family, use of such leave shall not exceed three (3) days at any one time, or seven (7) days within a calendar year. "Immediate Family" shall include only the EMPLOYEE'S spouse, mother, father, step-mother, step-father, foster mother, foster father, father-in-law, mother-in-law, grandfather, grandmother, sister, brother, child, step-child, foster child, grandchild, any other relative living in the same household or under the legal guardianship of an EMPLOYEE.

Section 4. On Duty Injury. EMPLOYEES who are disabled by injury in the performance of duty shall have the difference between the amount paid by Worker's Compensation and the EMPLOYEE'S net wage paid by the CITY for a period of up to ninety (90) days maximum. Thereafter the EMPLOYEE may use accumulated sick leave at the rate of one-third (1/3) day for each day absent to make up the difference between the amount paid by Worker's Compensation and the EMPLOYEE'S net wage until their sick leave balance is exhausted.

***For those covered under Beneflex, section 4 of this article shall not apply.**

Section 5. Application to Outside Employment. Use of sick leave shall not be permissible for illness or injury resulting from employment with another Employer.

Section 6. Severance Pay.

Section A. General. An EMPLOYEE who retires from the City having completed at least ten (10) years of creditable City of Concord service with the New Hampshire Retirement System and who has applied to receive retirement payments from that system shall be eligible for a severance beginning with 30 days payment according to the following formula.

The Base for calculations during 2025 shall be 341.76 dollars, and shall go into effect upon ratification of the contract. This base shall be indexed to the annual across-the-board wage increases granted to non-contractual Employees.

<u>Years of City Service</u>	<u>Payment Formula</u>
10 years thru 14 years	.50 * Current Base * number of work periods
15 years thru 19 years	.75 * Current Base * number of work periods
20 years and over	Current Base * number of work periods

In no case shall the amount paid per day exceed the EMPLOYEE'S standard base rate (base divided by 8 hours).

For example. An employee with 12 years of service who retires will be paid accordingly:
 $.50 * 341.76 * 30 = \$5124.40$

Section 7: Sick Accrual. For individuals in the Beneflex program not withstanding any other language to the contrary, EMPLOYEES will receive sick leave accruals as follows:

Section A. New Hires After July 1, 2025.

Upon completion of first full calendar month of employment, employee will have 63 hours of sick leave credited to their account when payroll processes the accrual.

Upon completion of the first 6 full calendar months of employment: 33.6 hours will post to the accrual account and will continue every 6 months thereafter unless the maximum of 200 hours is reached.

Section B. Existing Employees as of July 1, 2025.

Employees will continue to accrue sick leave at the schedule set forth in City of Concord Personnel Rules and Regulations 34-11-2 until their first anniversary date of hire after July 1, 2025 at which time they will accrue a lump sum of 33.6 hours

Every 6 months thereafter: 33.6 hours unless the maximum of 200 hours is reached.

Accruals will be reflected on paychecks on the month following the accrual dates set forth above. Unless otherwise specifically addressed in this Agreement, total accrual of hours and the administration of sick leave benefits shall be governed by the City of Concord Personnel Rules and Regulations.

ARTICLE XXIV
FAMILY SICK

Sick leave shall only be allowed to be used as family sick because of serious illness in the immediate family. When sick leave is used due to illness in the immediate family, use of such leave shall not exceed three (3) work periods at any one time, or seven (7) work periods within a calendar year. "Immediate Family" shall include only the EMPLOYEE'S spouse, civil union or legal union partner recognized pursuant to RSA 457:45 (or any successor statute), mother, father, step-mother, step-father, foster mother, foster father, father-in-law, mother-in-law, grandfather, grandmother, sister, brother, child, step-child, foster child, grandchild, or any other relative living in the same household.

Family sick leave shall not be considered a privilege to be used at the Employee's discretion, but shall be allowed in the following instances:

To provide direct care to a sick family member, including transportation to and from medical providers;

- (a) For emergency medical care;
- (b) To attend to family members undergoing life threatening medical procedures;
- (c) For the birth and delivery of a child;
- (d) To provide emotional and psychological support to family members facing imminent terminal illness.

However, it shall not be allowed in instances such as:

- (a) Hospital visits to inpatients;
- (b) For daycare purposes.

If the total number of sick work periods used is greater than five during the performance evaluation period, a reason for family sick leave shall be given; if the total number is equal to or less than five, the EMPLOYER reserves the right to request reasons; however, the EMPLOYER will not routinely ask for reasons.

ARTICLE XXV
BEREAVEMENT LEAVE

Section 1. General. In the event of death in the Immediate Family, the EMPLOYEE shall be granted up to **4 work periods** paid leave of absence to make household adjustments or to attend funeral services. "Immediate Family" is defined in the Sick Leave Article of this Agreement.

Section 2. Extended Family. In the event of death in the Extended Family, the EMPLOYEE shall be granted up to 2 work periods paid leave of absence. Extended family shall include the EMPLOYEE's grandparents-in-law, aunt or uncle, brother-in-law, sister-in-law, niece, nephew.

ARTICLE XXVI
DEATH BENEFIT*

Section 1. Death Benefit. If an EMPLOYEE shall die from any cause, other than self-employment or employment for another employer, while in City service, the CITY shall pay a sum equivalent to the EMPLOYEE'S annual salary to their designated beneficiary subject to the rules and regulations governing this benefit. A sum equivalent to the EMPLOYEE'S regular hourly rate times all accumulated annual leave shall also be paid to his/her beneficiary.

***For those covered under Beneflex, this article shall not apply.**

ARTICLE XXVII
UNION BUSINESS

Section 1. Union Business Leave. With notification of the Battalion Chief; the President, Vice President, Secretary and Treasurer of the UNION or their designated representatives shall be entitled to a total of eleven (11) work periods leave with pay per calendar year for official UNION business and conventions. The following conditions shall apply to such UNION Business Leave under this Article:

- (a) The President, Vice President, Secretary or Treasurer shall make requests for leave to the Battalion Chief at least 24 hours in advance.
- (b) No more than three (3) UNION officers shall be granted such leave at any one time.
- (c) UNION Business Leave shall be charged in one hour increments but the minimum time charged shall not be less than two hours.

Section 2. Involvement in Negotiations. An EMPLOYEE who is acting in an official capacity as a member of a negotiating committee of the UNION during their scheduled working hours, and while actually negotiating with the City Manager or their designated representative, shall be entitled to leave with pay which shall be limited to three (3) EMPLOYEES.

2.1 Should an EMPLOYEE be eligible for overtime which would occur in whole or part during a designated time of contract negotiations or while taking part in negotiations, the EMPLOYEE(S) shall be passed over for that overtime opportunity unless they notify the hiring officer within two (2) hours of the scheduled overtime opportunity that they will be available to work at the appointed time.

Section 3. Duty Hours. The internal business of the UNION shall be conducted during non-duty hours; however, UNION officers may use on duty time to conduct internal UNION business such as the preparation of minutes, budgets or coordinating UNION community service activities. Such on duty time shall not be used for grievance or bargaining preparation or media contacts. On duty time may only be utilized after all City duties have been completed and shall not interfere in the day-to-day operations of the Department.

Section 4. City Facilities. Requests to use the EMPLOYER'S facilities shall be made at least 24 hours in advance of said business meetings. Such meetings shall not entail the use of City vehicles, equipment or any other cost to the EMPLOYER.

ARTICLE XXVIII
LAYOFF AND RECALL

Section 1. Layoff Notification. In the event of a layoff, the Fire Chief shall notify the affected EMPLOYEE in writing at least fifteen (15) days prior to the effective date of such action stating the reasons for such layoff.

Section 2. Order of Layoff. Layoffs shall occur in the following order by job classification and work division involved:

- (a) Temporary Employees
- (b) Probationary Part Time Employees
- (c) Probationary Full Time Employees (New Hire)
- (d) Permanent Part Time Employees
- (e) Permanent Full Time Employees.

Employees shall be laid off in the inverse order of department seniority by classification and the division involved, with bumping rights as follows:

The most junior person in the classification where the layoff occurs shall be removed but may bump the most junior person in a classification of equal or lower labor grade for which they are qualified provided they have greater departmental seniority.

In the event that a person so bumped is qualified for more than one classification in an equal or lower labor grade, they shall bump the person within such classifications who has the least departmental seniority, provided that their departmental seniority is greater.

Section 3. Order of Recall. EMPLOYEES shall be called back by inverse order of layoff.

Section 4. Stipulations. A laid off EMPLOYEE shall be eligible for recall if the recall notice is issued within twelve (12) months from date of layoff. If, during the 11th month of lay off, the laid off EMPLOYEE submits a written request to the Fire Chief to remain on the recall list then the EMPLOYEE shall remain on the list for an additional twelve months. Nothing in this Article shall be construed to eliminate the requirement of recalled EMPLOYEES to continue to meet job qualifications. Failure by an EMPLOYEE to report to work in accordance with the provisions of a recall notice shall result in loss of all rights of recall.

Section 5. Notification of Recall. EMPLOYEES who are eligible for recall shall be sent a recall notice by registered mail. The EMPLOYEE must notify the Fire Chief within five (5) working days after receiving the notice of recall of their intention to return to work. Failure by the EMPLOYEE to so notify the Fire Chief shall represent a decision not to accept the recall. The EMPLOYER shall be deemed to have fulfilled its obligations under this Section by mailing the recall notice by registered mail, return receipt requested, to the last address provided by the EMPLOYEE. It shall be the obligation and responsibility of the EMPLOYEE to immediately notify the Fire Chief of any changes in mailing address during the twelve (12) month period from layoff provided by this section or extension thereof.

ARTICLE XXIX
EDUCATIONAL BENEFITS

Section 1. Payment for Non-Required Courses (Schools of Higher Learning). The EMPLOYER shall reimburse one half (1/2) the cost up to a \$750.00 limit of tuition or fee, if any, for non-required, Fire Department related courses taken by EMPLOYEES at Schools of Higher Learning and approved in accordance with this section. The EMPLOYER shall reimburse for up to 2 courses per fiscal year. The

reimbursement of such costs or tuition shall be within budgeted funding and not to exceed the maximum amount as determined by the budget process. Expenses, such as tuition, meals, lodging, and travel may be absorbed by the EMPLOYER. All courses eligible for payment under this section shall:

- (a) Be reviewed and approved by the Fire Chief or designee prior to enrollment.
- (b) Be initiated and completed while in the employ of the Fire Department.
- (c) Be completed with sufficient evidence to the Fire Chief or designee of a grade of "B" or better, or passing grade in ungraded courses, etc..
- (d) Be attended on the EMPLOYEES'S own time.

EMPLOYEE will have no obligation to repay EMPLOYER for the tuition and book reimbursement if, EMPLOYEE remains employed with the CITY for two years (720 days) following EMPLOYEE'S successful completion of the course and the EMPLOYEE has not voluntarily quit or has not been fired "for cause" during this two year time period. In the event EMPLOYEE voluntarily quits his or her employment with the CITY or the CITY terminates EMPLOYEE "for cause" less than two years after successful completion of the course, EMPLOYEE shall immediately pay, without demand, an amount equal to that the full amount that the EMPLOYER has reimbursed EMPLOYEE ("Tuition Repayment Obligation") in the event the EMPLOYEE leaves within one year after completion of the course, and shall be required to pay 50% of the amount that EMPLOYER reimbursed the EMPLOYEE if the EMPLOYEE leaves after one year but before two years.

A special effort shall be made by the EMPLOYER to allow EMPLOYEES who wish to attend Fire Department related courses to do so. The EMPLOYEE shall submit a request for the course to the Training coordinator and upon approval complete a Travel/Training submission, if required. The Fire Chief and the designated Training coordinator shall determine approval and expenses allowed, if any, and process a request for reimbursement upon successful completion. Any rejections and/or denials shall be subject to appeal to the Fire Chief.

Section 2. Educational Benefit, Pre-approved leave for overtime. EMPLOYEES who are taking classes in any area of formal education (Schools of Higher Learning) may meet with the Fire Chief or their designee, and complete a "confirmation of education" form, as provided by the EMPLOYER. Upon presentation of the "confirmation of education" form, from the EMPLOYEE to the Battalion Chief, the Battalion Chief shall enter the dates of the confirmed education into the BC's Calendar as shifts in which the EMPLOYEE shall be considered on Pre-Approved Leave and there for not eligible nor responsible for Mandatory Overtime. This Article shall in no way allow for on duty coverage nor shall it incur any cost to the EMPLOYER.

Section 3. Payment for Non-Required Courses (Other). The EMPLOYER shall reimburse the cost of tuition or fee, if any, for other non-required, Fire Department related courses, certifications, schools, seminars, or licensing taken by EMPLOYEES and approved in accordance with this Section. Expenses, such as tuition, meals, lodging, travel, and compensation as per Article XV, Sections 6 and 10, shall be absorbed by the EMPLOYER as required by law. All courses, certifications, schools, seminars, or licensing eligible for payment under this section shall:

- (a) Be reviewed and approved by the Fire Chief or designee prior to enrollment.
- (b) Be initiated and completed while in the employ of the Fire Department.
- (c) Be completed with sufficient evidence to the Fire Chief or designee of a grade of "C" or better, or passing grade in ungraded courses, etc..

A special effort shall be made by the EMPLOYER to allow EMPLOYEES who wish to attend Fire Department related courses to do so. The EMPLOYEE shall submit a request for the course, certification, school, seminar, or licensing to the Training coordinator and upon approval shall complete the Travel/Training submission, if required. The Fire Chief and the Training coordinator shall determine

approval and expenses allowed, if any, and process a request for reimbursement upon successful completion. Any rejections and/or denials shall be subject to appeal to the Fire Chief.

Section 4. Payment for Required Courses (Off-Duty). The EMPLOYER shall provide the cost of tuition or fee, if any, the cost of licensing, if any, and compensation per Article XV, Sections 6 and 10, for required courses, certifications, schools, seminars, or licensing which are not issued by the EMPLOYER or provided on-duty, when taken by EMPLOYEES and approved in accordance with this Section. The EMPLOYEES are responsible for attending sufficient off-duty opportunities to maintain their certifications and/or licensing, for completing and submitting the required applications to the Department authority and for keeping track of pertinent training on a Department supplied verification of training form. All courses, certifications, schools, seminars, or licensing eligible for payment under this section shall:

- (a) Be sponsored by the EMPLOYER.
- (b) Be required by the proper authority with legal jurisdiction in order to maintain the EMPLOYEE'S current position, excluding motor vehicle licenses and similar occupational preconditions of employment.

In the event that such course, certification, school, seminar or licensing sponsored or required, but not provided at the EMPLOYER'S facilities, takes place in part or in total during on-duty time, arrangements will be made by the EMPLOYER, for the EMPLOYEES to have time off with pay, or to provide attendance by alternative means. No deductions from an EMPLOYEE'S Sick or Annual time shall result from attendance at such courses, certifications, schools' seminars, or licensing. The provisions of this Section shall not prohibit the EMPLOYER from instituting on-duty training or testing for required courses.

Section 5. On-Duty Training, Testing (Required Courses). The EMPLOYER'S provision of on-duty training and/or testing opportunities for the maintenance of any required certifications such as EMT, Advanced EMT, Paramedic and any applicable dispatching requirements shall preclude the EMPLOYER from having to pay expenses related to such training and/or testing taken by the EMPLOYEES during off-duty hours when they were available during on-duty hours. The EMPLOYEES are responsible for attending sufficient on-duty opportunities to maintain their certifications and/or licensing and for processing the related forms.

- (a) This section does not apply to EMPLOYEE(S) selected and sent to a Paramedic Program by the EMPLOYER, which is at the sole discretion of the Fire Chief.
- (b) The EMPLOYER reserves the exclusive right to determine whether or not to allow on-duty EMPLOYEE(S) time off to attend such courses.

Section 6. Responsibility for Required Courses. The EMPLOYER retains all rights and responsibility for the instructors, evaluators, content, scheduling, and the cancellation as necessary in its provision of required courses, however, the Department's designee for coordinating such courses will meet and confer with the UNION'S designee on a quarterly basis with the intent to receive input on the content and scheduling of future courses as well as analysis and critique of previous courses. The EMPLOYEES are responsible for attending sufficient training opportunities to maintain their certifications and/or licensing, for completing and submitting the required applications to the Department authority. The EMPLOYER shall be responsible for providing access to a suitable program for tracking of continuing education and recertification hours. The EMPLOYER shall be responsible to provide EMPLOYEES with a weekly CEU Report, as is accepted in July of 2014 that includes course title, relevant course codes, and hours. The EMPLOYEE shall be responsible for recording provided training into EMPLOYER provided database. The EMPLOYEE shall meet with the EMPLOYER'S designee on a quarterly basis regarding the status of recertification requirements.

Section 7. Certifications. Effective July 1, 2023, EMPLOYEES who have successfully obtained a Certification as identified below shall be paid an annual bonus of \$75 for each certification, up to four

certifications per EMPLOYEE so long as they maintain their certification. The annual bonus shall be paid effective on the first pay period following July 1 after receipt of the following certifications and providing appropriate evidence of such certification. The eligibility date for the incentive shall be July 1 of each year. The following Technical Rescue Certifications (or their successor title) are eligible for the incentive bonus: (1) Ice Rescue Technician; (2) Swiftwater Technician; (3) Rope Rescue Technician; (4) Trench Rescue Technician; (5) Confined Space Technician; (6) Fire & Emergency Services Instructor 1; (7) Communications Unit Leader; and (8) Communications Technician. This list may be amended only by mutual agreement in writing by the Fire Chief and the UNION. Any rejections and/or denials to include a certification that is not identified herein shall not be subject to the grievance and arbitration procedures set forth herein.

ARTICLE XXX HEALTH AND SAFETY

Section 1. General. The UNION recognizes the right of the EMPLOYER to provide for the safe and sanitary working conditions as well as the safe, sanitary and efficient conduct of City business. The EMPLOYER recognizes the right of the UNION to consult with the EMPLOYER and to make recommendations on safety matters.

Section 2. Safety Committee. There will be a department safety committee. Local 1045 shall have two (2) members (appointed by the President of the Local) on the department safety committee. The Safety committee will meet on a voluntary basis at no cost to the CITY.

Section 3. Protective Clothing. The EMPLOYER shall provide to each EMPLOYEE who performs fire ground duties all articles of protective firefighting clothing which are required by the EMPLOYER provided said articles are unique to the fire service and not suitable for off-duty wear.

Section 4. Work Uniforms.** The EMPLOYER shall provide safety boots, or a predetermined cash reimbursement for the purchase of approved safety boots. The EMPLOYER shall provide all articles of work uniforms and equipment which are required by the EMPLOYER provided said articles are unique to the fire service and not suitable for off-duty wear. The UNION agrees that the EMPLOYER may implement a program change as indicated in Alternate sections at a time after July 2nd, 2005. At no time shall the EMPLOYER partially implement the program change.

(Alternate) 4.1 Uniform type and allotment. The EMPLOYER shall provide to each member of the Local:

- a. Polo Shirts: Up to a total of Eight (8) 100% cotton Polo shirts, in any combination of short sleeved and long sleeved as requested by the EMPLOYEE. The EMPLOYER and EMPLOYEE agree to find a mutually agreeable substitute for Polo shirts in the event the City's current vendor discontinues 100% cotton Polo shirts;
- b. Collared Job Shirts: Two (2) (collared) Job shirts at least 80% cotton;
- c. Tee Shirts: Four (4) 100% cotton Tee shirts;
- d. Pants: Four (4) pairs of 100% cotton or NFPA compliant pants.
- e. Inclement Weather Jacket: One (1) inclement weather jacket shall be provided.
- f. Button down Class B Uniform Shirt: One (1) long sleeved and one (1) short sleeved

(Alternate) 4.2 Uniform replacement. The EMPLOYER will repair or replace all polo shirts, Job Shirts, Tee shirts, Pants, Inclement Weather Jacket, and Safety boots as needed to maintain the quantity described in section 4.a. The item needing repair or replacement will be turned in at that time. This includes normal wear and tear as well as damage occurring in the line of duty. All department issued garments, including Polo shirts and Inclement Weather Jacket, may not be worn while off duty.

4.3 Uniform Cleaning. The EMPLOYER shall provide a commercial grade washer and dryer (substantially equivalent to that which exists) at each station and shall keep and maintain them at all times. The City will provide appropriate washing detergents for use in these washers.

(Alternate) 4.4 Uniform wear. The issued Polo shirt or the issued job shirt will be the official outerwear uniform, from October 1st through March 31st. From April 1st through September 30th, EITHER the issued Polo shirt or the issued Tee Shirt may be worn as official outerwear, at the EMPLOYEES discretion. The wearing of an issued Job shirt over the issued Polo shirt or Tee Shirt is at the EMPLOYEES discretion. All Polo shirts and Tee Shirts must be clean and neat, free of holes or tears, without stains or marks, and without stretched collars. Polo shirts and Tee shirts must be tucked in at all times, including when in the station. It shall be at the EMPLOYEES discretion whether to wear the long or short sleeved Polo shirt. A Mock neck shirt that is approved by the EMPLOYER and purchased at the EMPLOYEES expense may be worn as an undergarment. The Fire Chief may, at his or her discretion, temporarily modify the dates set forth herein and may also relax the requirement for shirts to be tucked during periods in which the employees are not visible to the public (inside or outside the station).

Section 5. Dress Uniforms. The EMPLOYER shall order all non-probationary EMPLOYEES, no later than sixty(60) days after the start of the new fiscal year, all articles of dress uniforms and equipment. The EMPLOYER shall not be responsible for factors outside their control.

Section 6. Items to Be Returned. EMPLOYEES, at the time of termination of employment, are required to return all articles of Protective Firefighting Clothing, Work Uniforms, Dress Uniforms, and Equipment that were provided by the EMPLOYER. EMPLOYEES who are retiring from the Department shall be allowed to keep their dress uniform and helmet if requested in writing to the Fire Chief, provided all other issued equipment has been returned.

Section 7. Smoking.

- (a) The UNION and the EMPLOYER agree that all Employees hired after 7/1/04 shall not smoke on duty.
- (b) Further, the UNION and the EMPLOYER agree that generally no Employee shall smoke on the scene of an emergency. However, the Employer recognizes that Employees hired prior to 7/1/04 should be allowed to smoke at extended operations as long as they are not in view of the public and it is not immediately after engaging in physical exertion or detrimental to the operation of the incident.
- (c) The UNION and EMPLOYER agree that all Employees hired on 7/1/04 or before shall not be permitted to smoke on duty after January 1, 2026.

The Union and the EMPLOYER agree that all EMPLOYEES hired after 07/1/14 shall not use tobacco products of any kind on duty. EMPLOYEES hired on or before 7/1/14 shall not use tobacco products of any kind on duty after January 1, 2026.

ARTICLE XXXI
COMMUNICATIONS TO EMPLOYEES

Section 1. Copies of Agreements. The EMPLOYER shall provide the UNION with two (2) hardcopies and one (1) digital media copy of this Agreement within a reasonable time following its ratification and signing.

Section 2. Department Rules and Regulations. The EMPLOYER agrees to provide a set of current Concord Fire Department Standard Operating Procedures/Guidelines and Administrative Regulations to each fire station and work location. Changes to such Standard Operating Procedures/Guidelines and Administrative Regulations shall normally be published by posting in all stations and work locations at least ten (10) calendar days prior to becoming effective. Said changes and any Department Directives,

Fire Alarm Operator Directives, and Informational Bulletins shall be copied to the UNION executive board in digital media format.

ARTICLE XXXII EMPLOYEE RIGHTS

Section 1. Transportation, Station-to-Station. The EMPLOYER will provide transportation, if necessary, from one station to another station, and back to the station of origin, for any EMPLOYEE who has been temporarily detailed from one station to another station during their tour of duty.

Section 2. Housekeeping Duties.

- 2.1 Housekeeping. EMPLOYEES shall perform normal Buildings and Grounds maintenance and/or cleaning at the Fire Stations such as sweeping/washing floors, toilet facilities, lawn care, and light bulb replacement. However, no EMPLOYEE will be required to perform work which would require licensure or certification such as plumber or electrician.
- 2.2 Tools and Equipment. EMPLOYEES shall perform normal Tool and Equipment maintenance and/or cleaning such as minor rust removal/painting, fueling as applicable, and shall also conduct inventory and scheduled checks.
- 2.3 Vehicles. EMPLOYEES shall perform normal vehicle maintenance and/or cleaning such as bulb replacement, hose testing, fueling, washing, waxing and shall also conduct inventory and scheduled checks. However, no EMPLOYEE will be required to perform work that would require a professional mechanic.
- 2.4 Data Processing. EMPLOYEES shall process Fire Department related data and, where applicable, enter such data on automated processing equipment to the level of existing skills.
- 2.5 Training Grounds. EMPLOYEES shall clean up the facility and pick up and dispose of waste caused by their activities during Department operations.

The provisions of this section do not represent an all-inclusive list of work performed.

Section 3. Volunteer Services. EMPLOYEES shall not be compelled to volunteer their services without pay while off-duty.

Section 4. Liability and Indemnification. The EMPLOYER agrees pursuant to New Hampshire RSA 31:105 to indemnify and save harmless for loss of damage any EMPLOYEE from personal financial loss and expense including reasonable legal fees and costs, if any, arising out of any claim, demand, suit or judgment by reason of negligence or other act resulting in accidental injury to a person or accidental damage to or destruction of property if the indemnified person at the time of the accident resulting in the injury, damage or destruction was acting in the scope of their employment.

Section 5. Access to Personnel Files. All personnel files and records pertaining to an EMPLOYEE'S employment including such things as conduct, character and service shall be available for his personal inspection between the hours of 7:00 A.M. and 5:00 P.M. daily with the exceptions of weekends and holidays.

Section 6. Wildland Fire Leave

For the purposes of accommodating those members who wish to assist the U.S. Department of Interior or the State of New Hampshire in aspects of containment and suppression of large scale Wildland fire, the CITY shall offer Wildland Fire Leave by April 1st of each year. Members wishing to participate in the program shall submit their interest in writing to Fire Administration prior to that time. The City shall authorize and approve a maximum of two (2) EMPLOYEES for such leave at the same time. The following conditions shall apply.

- (a) A maximum of two (2) EMPLOYEES shall be allowed out on Wildland Fire Leave at any given time unless approved by the Fire Chief or their designee.

- (b) The first two EMPLOYEES that notify the Battalion Chief that they have been activated shall be allowed to leave.
- (c) Swaps utilized for this purpose shall not be considered outside employment and may be granted without the typical 24 hours' notice.
- (d) Emergency annuals shall be granted as necessary when the employee cannot find coverage for the entire 16-day period on leave. The employees shall have the option, upon return, to reimburse the city for ½ time overtime cost incurred by the granting of such emergency annuals to bring his/her time out on leave back to "no cost" status or by keeping the benefit the CITY provided of emergency annuals and make this his/her last leave for the wildfire season.

The EMPLOYEE, upon return, shall with the assistance of his/her supervisor; fill out the appropriate training report to log skills and hours. The EMPLOYEE & UNION realize that the CITY offers training to stay in current with Job Classification requirements. The EMPLOYEE shall be responsible, on his/her own time, for completing those certification trainings required by his/her job classification, if offered by the CITY and missed, while on Wildland fire leave.

Section 7. Paramedic Step-Down

For purposes of accommodating Firefighter/Paramedics who seek to step-down from their position to become a Firefighter/Advanced EMT, the following conditions shall be required for any such step-down:

- (a) The EMPLOYEE must have 10 or more years as a Paramedic with the Concord Fire Department.
- (b) A vacant Firefighter/Advanced EMT position must be available.
- (c) The Employee will be moved from the Firefighter/Paramedic Labor Grade to the Firefighter/Advanced EMT Labor Grade and remain at the same step. By way of example, a Firefighter/Paramedic at Labor Grade 17, Step C will be placed as a Firefighter/Advanced EMT at Labor Grade 16, Step C.
- (d) The EMPLOYEE will no longer be responsible for any recertification and/or maintenance regarding the Paramedic's certification.
- (e) The allowance of the step-down shall be at the sole discretion of the Fire Chief.

ARTICLE XXXIII
FINAL RESOLUTION

Section 1. General. The Agreement expressed herein, in writing, constitutes the entire Agreement between the Parties and no oral statement shall add to or supersede any of its provision.

ARTICLE XXXIV
SEVERABILITY

Section 1. General. The provisions of this Agreement are declared to be severable and if any section, subsection, sentence, clause, or phrase of this Agreement shall be held to be invalid or unconstitutional by a court of law with jurisdiction, such decision shall not affect the validity of the remaining sections, sentences, clauses and phrases of the Agreement, but they shall remain in effect, it being the intent of the Parties that this Agreement shall stand notwithstanding any invalidity of any part. Upon such

invalidation, the Parties agree to meet and negotiate in good faith such sections, subsections, sentences, clauses or phrases affected.

ARTICLE XXXV
DEFINITIONS

Section 1. Definitions' Function. Unless otherwise specifically stated in the context of an Article, the definitions of terms contained herein will govern the usage and interpretation of these terms through the Agreement.

DEPARTMENT shall mean the Fire Department of the City of Concord.

DEPARTMENT HEAD shall mean the executive supervisor of the Fire Department.

DIVISION shall mean those divisions of the Fire Department as specified below:

- (a) Fire Alarm Traffic/Communications Division
- (b) Fire Prevention
- (c) Fire Suppression and Emergency Medical Services

EMPLOYEE shall mean any person permanently employed by the City of Concord on a full-time basis and occupying any of the positions recognized in Article II, RECOGNITION, of this Agreement.

EMPLOYER shall mean the City of Concord, New Hampshire as set forth in Article I, PREAMBLE, of this Agreement.

NET WAGE shall mean regular weekly wage minus the mandatory deductions.

SHIFT shall be the work time from 0700 hours to 0700 hour (0600 - 0600 for Fire Alarm) the following calendar day. For the purposes of sick and annual leave, the shift may be broken down into two Work Periods.

TOUR shall mean an 8 day work cycle comprised of one (1) 24 hour shift, followed by 48 hours covering, followed by one (1) 24 hour shift, followed by four (4) consecutive shifts/ 96 hours off.

UNION shall mean Local 1045 of the International Association of Firefighters as set forth in Article I, PREAMBLE, of this Agreement.

WORK PERIOD shall be defined as follows:

- Day work period: 0700 - 1900 hours (Fire Alarm 0600 - 1800)
- Night work period: 1900 - 0700 hours (Fire Alarm 1800 - 0600)

ARTICLE XXXVI
STAFFING

Section 1. Interchangeable ALS. Any Firefighter/Advanced EMT may be required to be the primary care provider during any of the following scenarios:

- (a) While assigned to an ambulance; sharing the patient care workload with the paramedic or AEMT.
- (b) There are less than 4 paramedics on duty.
- (c) If the paramedic is on a rotation to an Engine or Tower.

Section 2. Firefighter EMT. Any Firefighter/EMT hired after July 1, 2025 may be required to be the primary care provider during any of the following scenarios:

- (a) While assigned to an ambulance; sharing the patient care workload with the paramedic or AEMT.
- (b) There are less than 4 paramedics on duty and there are no AEMT's on duty.

Section 3. Paramedic Billet. EMPLOYER agrees to maintain a shift billet minimum for the position of Firefighter/Paramedic as follows:

Firefighter/Paramedic shift billet minimum shall be equal to the number of fire stations but no less than four (4).

In the event there are no available or eligible Firefighter/Paramedics to fill the billet minimum, vacancies shall be filled in accordance with the appropriate fill order as established in AR 107.11.

**ARTICLE XXXVII
DURATION OF AGREEMENT**

Section 1. Duration. This agreement as executed by the parties shall take full force and effect beginning upon execution of the agreement, and ending at 11:59 P.M. on June 30, 2028.

Section 2. Renegotiation. Renegotiation of this agreement will commence by February 15, 2028 if written notification is received by January 15, 2028 by one party as required by 273-A, as amended.

IN WITNESS WHEREOF, the parties hereunto caused their names to be hereunto affixed and to a duplicate hereof by the duly authorized officers, as of the 26th day of August, 2025. Both such copies shall be considered originals.

Witness:

The City of Concord
By:

Suzanne M. Starns

Thomas A. Aspell I

Witness:

Local #1045 International Association
of Firefighters

Jennifer Johnston

Justin K. K... PRESIDENT

APPENDIX A
CONCORD FIRE DEPARTMENT

VERBAL WARNING

DATE:

Employee Name: _____ **Title:** _____

Incident(s) giving rise to warning – (dates, times, locations, witnesses, etc.):

Specific Violation – (law, rule, policy, regulation, procedure, directive, lawful order:)

Specific action to follow if Violation(s) persist:

Issued by: _____ / _____	date
Employee: _____ / _____	date

Original to file, copy to employee

APPENDIX B
LABOR GRADE/WAGE ADJUSTMENT SCHEDULE LFAO/FAO

FAO & LFAO Increase, 16 Step

	A/1	B/2	C/3	D/4	E/5	F/6	G/7	H/8	I/9	J/10	K/11	L/12	M/13	N/14	O/15	P/16
13	23.42	24.00	24.62	25.21	25.83	26.47	27.14	27.82	28.50	29.23	29.93	30.70	31.47	32.25	33.09	33.91
Fire Alarm Operator	936.80	960.00	984.80	1,008.40	1,033.20	1,058.80	1,085.60	1,112.80	1,140.00	1,169.20	1,197.20	1,228.00	1,258.80	1,290.00	1,323.60	1,356.40
40 Hr.	48,713.60	49,920.00	51,209.60	52,436.80	53,726.40	55,057.60	56,451.20	57,865.60	59,280.00	60,798.40	62,254.40	63,856.00	65,457.60	67,080.00	68,827.20	70,532.80
14	24.62	25.21	25.83	26.47	27.14	27.82	28.50	29.23	29.93	30.70	31.47	32.25	33.09	33.91	34.72	35.60
Lead Fire Alarm Operator	984.80	1,008.40	1,033.20	1,058.80	1,085.60	1,112.80	1,140.00	1,169.20	1,197.20	1,228.00	1,258.80	1,290.00	1,323.60	1,356.40	1,388.80	1,424.00
40 Hr.	51,209.60	52,436.80	53,726.40	55,057.60	56,451.20	57,865.60	59,280.00	60,798.40	62,254.40	63,856.00	65,457.60	67,080.00	68,827.20	70,532.80	72,217.60	74,048.00
16	26.52	27.15	27.86	28.57	29.28	29.99	30.76	31.53	32.33	33.14	33.97	34.81	35.67	36.56	37.48	38.42
FATT	1,060.80	1,086.00	1,114.40	1,142.80	1,171.20	1,199.60	1,230.40	1,261.20	1,293.20	1,325.60	1,358.80	1,392.40	1,426.80	1,462.40	1,498.20	1,536.80
40 Hr.	55,161.60	56,472.00	57,948.80	59,425.60	60,902.40	62,379.20	63,880.80	65,582.40	67,246.40	68,931.20	70,657.60	72,404.80	74,193.60	76,044.80	77,958.40	79,913.60
15	25.23	25.88	26.52	27.15	27.86	28.57	29.28	29.99	30.76	31.53	32.33	33.14	33.97	34.81	35.67	36.56
FF	1,059.66	1,086.96	1,113.84	1,140.30	1,170.12	1,199.94	1,229.76	1,259.58	1,291.92	1,324.26	1,357.86	1,391.88	1,426.74	1,462.02	1,498.14	1,535.52
42 Hr	55,102.32	56,521.92	57,919.68	59,295.60	60,846.24	62,396.88	63,947.52	65,498.16	67,179.84	68,861.52	70,608.72	72,377.76	74,190.48	76,025.04	77,903.28	79,847.04
16	26.52	27.15	27.86	28.57	29.28	29.99	30.76	31.53	32.33	33.14	33.97	34.81	35.67	36.56	37.48	38.42
FF/A EMT	1,113.84	1,140.30	1,170.12	1,199.94	1,229.76	1,259.58	1,291.92	1,324.26	1,357.86	1,391.88	1,426.74	1,462.02	1,498.14	1,535.52	1,574.16	1,613.64
42 Hr.	57,919.68	59,295.60	60,846.24	62,396.88	63,947.52	65,498.16	67,179.84	68,861.52	70,608.72	72,377.76	74,190.48	76,025.04	77,903.28	79,847.04	81,856.32	83,909.28
17	27.86	28.57	29.28	29.99	30.76	31.53	32.33	33.14	33.97	34.81	35.67	36.56	37.48	38.42	39.37	40.36
FF/P	1,170.12	1,199.94	1,229.76	1,259.58	1,291.92	1,324.26	1,357.86	1,391.88	1,426.74	1,462.02	1,498.14	1,535.52	1,574.16	1,613.64	1,653.54	1,695.12
42 Hr.	60,846.24	62,396.88	63,947.52	65,498.16	67,179.84	68,861.52	70,608.72	72,377.76	74,190.48	76,025.04	77,903.28	79,847.04	81,856.32	83,909.28	85,984.08	88,146.24

**APPENDIX C
TEN STEP WAGE SCHEDULE**

FAO & LFAO Pay/Labor Grade Increase, 10 Step Compressed

	A/1	B/2	C/3	D/4	E/5	F/6	G/7	H/8	I/9	J/10
13	23.42	24.41	25.44	26.51	27.63	28.79	30.00	31.26	32.58	33.95
Fire Alarm Operator	936.80	976.40	1,017.60	1,060.40	1,105.20	1,151.60	1,200.00	1,250.40	1,303.20	1,358.00
40 Hr.	48,713.60	50,772.80	52,915.20	55,140.80	57,470.40	59,883.20	62,400.00	65,020.80	67,766.40	70,616.00
14	24.62	25.66	26.74	27.86	29.03	30.25	31.52	32.85	34.23	35.67
Lead Fire Alarm Operator	984.80	1,026.40	1,069.60	1,114.40	1,161.20	1,210.00	1,260.80	1,314.00	1,369.20	1,426.80
40 Hr.	51,209.60	53,372.80	55,619.20	57,948.80	60,382.40	62,920.00	65,561.60	68,328.00	71,198.40	74,193.60
16	26.52	27.64	28.80	30.01	31.27	32.59	33.96	35.39	36.88	38.43
FATT	1,060.80	1,105.60	1,152.00	1,200.40	1,250.80	1,303.60	1,358.40	1,415.60	1,475.20	1,537.20
40 Hr.	55,161.60	57,491.20	59,904.00	62,420.80	65,041.60	67,787.20	70,636.80	73,611.20	76,710.40	79,934.40
15	25.23	26.29	27.40	28.55	29.75	31.00	32.30	33.66	35.08	36.56
FF	1,059.66	1,104.18	1,150.80	1,199.10	1,249.50	1,302.00	1,356.60	1,413.72	1,473.36	1,535.52
42 Hr.	55,102.32	57,417.36	59,841.60	62,383.20	64,974.00	67,704.00	70,543.20	73,513.44	76,614.72	79,847.04
16	26.52	27.64	28.80	30.01	31.27	32.59	33.96	35.39	36.88	38.43
FF/A EMT	1,113.84	1,160.88	1,209.60	1,260.42	1,313.34	1,368.78	1,426.32	1,486.38	1,548.96	1,614.06
42 Hr.	57,919.68	60,365.76	62,899.20	65,541.84	68,293.68	71,176.56	74,168.64	77,291.76	80,545.92	83,931.12
17	27.86	29.03	30.25	31.52	32.85	34.23	35.67	37.17	38.73	40.36
FF/P	1,170.12	1,219.26	1,270.50	1,323.84	1,379.70	1,437.66	1,498.14	1,561.14	1,626.66	1,695.12
42 Hr.	60,846.24	63,401.52	66,066.00	68,839.68	71,744.40	74,788.32	77,903.28	81,179.28	84,586.32	88,146.24

APPENDIX D
COLA WAGE SCHEDULES

	A/1	B/2	C/3	D/4	E/5	F/6	G/7	H/8	I/9	J/10
FY26 - 4% COLA										
13	24.36	25.39	26.46	27.57	28.74	29.94	31.20	32.51	33.88	35.31
Fire Alarm Operator	974.40	1,015.60	1,058.40	1,102.80	1,149.60	1,197.60	1,248.00	1,300.40	1,355.20	1,412.40
40 Hr.	50,668.80	52,811.20	55,036.80	57,345.60	59,779.20	62,275.20	64,896.00	67,620.80	70,470.40	73,444.80
14	25.60	26.69	27.81	28.97	30.19	31.46	32.78	34.16	35.60	37.10
Lead Fire Alarm Operator	1,024.00	1,067.60	1,112.40	1,158.80	1,207.60	1,258.40	1,311.20	1,366.40	1,424.00	1,484.00
40 Hr.	53,248.00	55,515.20	57,844.80	60,257.60	62,795.20	65,436.80	68,182.40	71,052.80	74,048.00	77,168.00
16	27.58	28.75	29.95	31.21	32.52	33.89	35.32	36.81	38.36	39.97
FATT	1,103.20	1,150.00	1,198.00	1,248.40	1,300.80	1,355.60	1,412.80	1,472.40	1,534.40	1,598.80
40 Hr.	57,366.40	59,800.00	62,296.00	64,916.80	67,641.60	70,491.20	73,465.60	76,564.80	79,788.80	83,137.60
15	26.24	27.34	28.50	29.69	30.94	32.24	33.59	35.01	36.48	38.02
FF	1,102.08	1,148.28	1,197.00	1,246.98	1,299.48	1,354.08	1,410.78	1,470.42	1,532.16	1,596.84
42 Hr	57,308.16	59,710.56	62,244.00	64,842.96	67,572.96	70,412.16	73,360.56	76,461.84	79,672.32	83,035.68
16	27.58	28.75	29.95	31.21	32.52	33.89	35.32	36.81	38.36	39.97
FF/A EMT	1,158.36	1,207.50	1,257.90	1,310.82	1,365.84	1,423.38	1,483.44	1,546.02	1,611.12	1,678.74
42 Hr.	60,234.72	62,790.00	65,410.80	68,162.64	71,023.68	74,015.76	77,138.88	80,393.04	83,778.24	87,294.48
17	28.97	30.19	31.46	32.78	34.16	35.60	37.10	38.66	40.28	41.97
FF/P	1,216.74	1,267.98	1,321.32	1,376.76	1,434.72	1,495.20	1,558.20	1,623.72	1,691.76	1,762.74
42 Hr.	63,270.48	65,934.96	68,708.64	71,591.52	74,605.44	77,750.40	81,026.40	84,433.44	87,971.52	91,662.48

APPENDIX D
COLA WAGE SCHEDULES

	A/1	B/2	C/3	D/4	E/5	F/6	G/7	H/8	I/9	J/10
FY27 - 4% COLA										
13	25.33	26.41	27.52	28.67	29.89	31.14	32.45	33.81	35.24	36.72
Fire Alarm Operator	1,013.20	1,056.40	1,100.80	1,146.80	1,195.60	1,245.60	1,298.00	1,352.40	1,409.60	1,468.80
40 Hr.	52,686.40	54,932.80	57,241.60	59,633.60	62,171.20	64,771.20	67,496.00	70,324.80	73,299.20	76,377.60
14	26.62	27.76	28.92	30.13	31.40	32.72	34.09	35.53	37.02	38.58
Lead Fire Alarm Operator	1,064.80	1,110.40	1,156.80	1,205.20	1,256.00	1,308.80	1,363.60	1,421.20	1,480.80	1,543.20
40 Hr.	55,369.60	57,740.80	60,153.60	62,670.40	65,312.00	68,057.60	70,907.20	73,902.40	77,001.60	80,246.40
16	28.68	29.90	31.15	32.46	33.82	35.25	36.73	38.28	39.89	41.57
FATT	1,147.20	1,196.00	1,246.00	1,298.40	1,352.80	1,410.00	1,469.20	1,531.20	1,595.60	1,662.80
40 Hr.	59,654.40	62,192.00	64,792.00	67,516.80	70,345.60	73,320.00	76,398.40	79,622.40	82,971.20	86,465.60
15	27.29	28.43	29.64	30.88	32.18	33.53	34.93	36.41	37.94	39.54
FF	1,146.18	1,194.06	1,244.88	1,296.96	1,351.56	1,408.26	1,467.06	1,529.22	1,593.48	1,660.68
42 Hr	59,601.36	62,091.12	64,733.76	67,441.92	70,281.12	73,229.52	76,287.12	79,519.44	82,860.96	86,355.36
16	28.68	29.90	31.15	32.46	33.82	35.25	36.73	38.28	39.89	41.57
FF/A EMT	1,204.56	1,255.80	1,308.30	1,363.32	1,420.44	1,480.50	1,542.66	1,607.76	1,675.38	1,745.94
42 Hr.	62,637.12	65,301.60	68,031.60	70,892.64	73,862.88	76,986.00	80,218.32	83,603.52	87,119.76	90,788.88
17	30.13	31.40	32.72	34.09	35.53	37.02	38.58	40.21	41.89	43.65
FF/P	1,265.46	1,318.80	1,374.24	1,431.78	1,492.26	1,554.84	1,620.36	1,688.82	1,759.38	1,833.30
42 Hr.	65,803.92	68,577.60	71,460.48	74,452.56	77,597.52	80,851.68	84,258.72	87,818.64	91,487.76	95,331.60

APPENDIX D
COLA WAGE SCHEDULES

	A/1	B/2	C/3	D/4	E/5	F/6	G/7	H/8	I/9	J/10
FY28 - 3.5% COLA										
13	26.22	27.33	28.48	29.67	30.94	32.23	33.59	34.99	36.47	38.01
Fire Alarm Operator	1,048.80	1,093.20	1,139.20	1,186.80	1,237.60	1,289.20	1,343.60	1,399.60	1,458.80	1,520.40
40 Hr.	54,537.60	56,846.40	59,238.40	61,713.60	64,355.20	67,038.40	69,867.20	72,779.20	75,857.60	79,060.80
14	27.55	28.73	29.93	31.18	32.50	33.87	35.28	36.77	38.32	39.93
Lead Fire Alarm Operator	1,102.00	1,149.20	1,197.20	1,247.20	1,300.00	1,354.80	1,411.20	1,470.80	1,532.80	1,597.20
40 Hr.	57,304.00	59,758.40	62,254.40	64,854.40	67,600.00	70,449.60	73,382.40	76,481.60	79,705.60	83,054.40
16	29.68	30.95	32.24	33.60	35.00	36.48	38.02	39.62	41.29	43.02
FATT	1,187.20	1,238.00	1,289.60	1,344.00	1,400.00	1,459.20	1,520.80	1,584.80	1,651.60	1,720.80
40 Hr.	61,734.40	64,376.00	67,059.20	69,888.00	72,800.00	75,878.40	79,081.60	82,409.60	85,883.20	89,481.60
15	28.25	29.43	30.68	31.96	33.31	34.70	36.15	37.68	39.27	40.92
FF	1,186.50	1,236.06	1,288.56	1,342.32	1,399.02	1,457.40	1,518.30	1,582.56	1,649.34	1,718.64
42 Hr	61,698.00	64,275.12	67,005.12	69,800.64	72,749.04	75,784.80	78,951.60	82,293.12	85,765.68	89,369.28
16	29.68	30.95	32.24	33.60	35.00	36.48	38.02	39.62	41.29	43.02
FF/A EMT	1,246.56	1,299.90	1,354.08	1,411.20	1,470.00	1,532.16	1,596.84	1,664.04	1,734.18	1,806.84
42 Hr.	64,821.12	67,594.80	70,412.16	73,382.40	76,440.00	79,672.32	83,035.68	86,530.08	90,177.36	93,955.68
17	31.18	32.50	33.87	35.28	36.77	38.32	39.93	41.62	43.36	45.18
FF/P	1,309.56	1,365.00	1,422.54	1,481.76	1,544.34	1,609.44	1,677.06	1,748.04	1,821.12	1,897.56
42 Hr.	68,097.12	70,980.00	73,972.08	77,051.52	80,305.68	83,690.88	87,207.12	90,898.08	94,698.24	98,673.12

Appendix E
Shift Transfer Matrix
Group 1 to Group 2

Scenerio 1 - 0 HOURS EXTRA

2	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4
E	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1

Scenerio 2 - 0 HOURS EXTRA

4	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2
E	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2

Scenerio 3 - 24 HOURS EXTRA

1	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3
E	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4

Scenerio 4 - 24 HOURS EXTRA

3	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1
E	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1

Scenerio 5 - 0 HOURS EXTRA

4	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2
E	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3

Scenerio 6 - 24 HOURS EXTRA

2	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4
E	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4

Scenerio 7 - 24 HOURS EXTRA

3	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1
E	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2

Scenerio 8 - 0 HOURS EXTRA

1	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3
E	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3

Shift Transfer Matrix
Group 1 to Group 3

Scenerio 1 - 24 HOURS EXTRA

2	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4
E	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1

Scenerio 2 - 24 HOURS EXTRA

4	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2
E	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2

Scenerio 3 - 24 HOURS EXTRA

1	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3
E	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4

Scenerio 4 - 48 HOURS EXTRA

3	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1
E	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1

Scenerio 5 - 24 HOURS EXTRA

4	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2
E	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3

Scenerio 6 - 24 HOURS EXTRA

2	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4
E	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4

Scenerio 7 - 24 HOURS EXTRA

3	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1
E	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2

Scenerio 8 - 0 HOURS EXTRA

1	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3
E	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3

Shift Transfer Matrix
Group 1 to Group 4

Scenerio 1 - 0 HOURS EXTRA

2	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4
E	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1

Scenerio 2 - 24 HOURS EXTRA

4	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2
E	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2

Scenerio 3 - 24 HOURS EXTRA

1	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3
E	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4

Scenerio 4 - 24 HOURS EXTRA

3	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1
E	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1

Scenerio 5 - 0 HOURS EXTRA

4	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2
E	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3

Scenerio 6 - 0 HOURS EXTRA

2	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4
E	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4

Scenerio 7 - 24 HOURS EXTRA

3	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1
E	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2

Scenerio 8 - 0 HOURS EXTRA

1	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3
E	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3

Shift Transfer Matrix
Group 2 to Group 3

Scenerio 1 - 0 HOURS EXTRA

3	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1
E	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2

Scenerio 2 - 0 HOURS EXTRA

1	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3
E	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3

Scenerio 3 - 24 HOURS EXTRA

2	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4
E	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1

Scenerio 4 - 24 HOURS EXTRA

4	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2
E	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2

Scenerio 5 - 0 HOURS EXTRA

1	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3
E	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4

Scenerio 6 - 24 HOURS EXTRA

3	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1
E	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1

Scenerio 7 - 24 HOURS EXTRA

4	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2
E	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3

Scenerio 8 - 0 HOURS EXTRA

2	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4
E	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4

Shift Transfer Matrix
Group 2 to Group 4

Scenerio 1 - 24 HOURS EXTRA

3	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1
E	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2

Scenerio 2 - 24 HOURS EXTRA

1	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3
E	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3

Scenerio 3 - 24 HOURS EXTRA

2	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4
E	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1

Scenerio 4 - 48 HOURS EXTRA

4	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2
E	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2

Scenerio 5 - 24 HOURS EXTRA

1	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3
E	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4

Scenerio 6 - 24 HOURS EXTRA

3	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1
E	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1

Scenerio 7 - 24 HOURS EXTRA

4	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2
E	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3

Scenerio 8 - 0 HOURS EXTRA

2	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4
E	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4

Shift Transfer Matrix
Group 2 to Group 1

Scenerio 1 - 0 HOURS EXTRA

3	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1
E	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2

Scenerio 2 - 24 HOURS EXTRA

1	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3
E	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3

Scenerio 3 - 24 HOURS EXTRA

2	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4
E	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1

Scenerio 4 - 24 HOURS EXTRA

4	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2
E	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2

Scenerio 5 - 0 HOURS EXTRA

1	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3
E	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4

Scenerio 6 - 0 HOURS EXTRA

3	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1
E	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1

Scenerio 7 - 24 HOURS EXTRA

4	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2
E	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3

Scenerio 8 - 0 HOURS EXTRA

2	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4
E	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4

Shift Transfer Matrix
Group 3 to Group 4

Scenerio 1 - 0 HOURS EXTRA

4	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2
E	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3

Scenerio 2 - 0 HOURS EXTRA

2	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4
E	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4

Scenerio 3 - 24 HOURS EXTRA

3	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1
E	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2

Scenerio 4 - 24 HOURS EXTRA

1	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3
E	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3

Scenerio 5 - 0 HOURS EXTRA

2	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4
E	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1

Scenerio 6 - 24 HOURS EXTRA

4	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2
E	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2

Scenerio 7 - 24 HOURS EXTRA

1	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3
E	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4

Scenerio 8 - 0 HOURS EXTRA

3	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1
E	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1

Shift Transfer Matrix
Group 3 to Group 1

Scenario 1 - 24 HOURS EXTRA

4	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2
E	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3

Scenario 2 - 24 HOURS EXTRA

2	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4
E	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4

Scenario 3 - 24 HOURS EXTRA

3	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1
E	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2

Scenario 4 - 48 HOURS EXTRA

1	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3
E	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3

Scenario 5 - 24 HOURS EXTRA

2	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4
E	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1

Scenario 6 - 24 HOURS EXTRA

4	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2
E	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2

Scenario 7 - 24 HOURS EXTRA

1	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3
E	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4

Scenario 8 - 0 HOURS EXTRA

3	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1
E	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1

Shift Transfer Matrix
Group 3 to Group 2

Scenerio 1 - 0 HOURS EXTRA

4	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2
E	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3

Scenerio 2 - 24 HOURS EXTRA

2	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4
E	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4

Scenerio 3 - 24 HOURS EXTRA

3	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1
E	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2

Scenerio 4 - 24 HOURS EXTRA

1	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3
E	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3

Scenerio 5 - 0 HOURS EXTRA

2	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4
E	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1

Scenerio 6 - 0 HOURS EXTRA

4	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2
E	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2

Scenerio 7 - 24 HOURS EXTRA

1	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3
E	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4

Scenerio 8 - 0 HOURS EXTRA

3	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1
E	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1

Shift Transfer Matrix
Group 4 to Group 1

Scenerio 1 - 0 HOURS EXTRA

1	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3
E	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4

Scenerio 2 - 0 HOURS EXTRA

3	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1
E	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1

Scenerio 3 - 24 HOURS EXTRA

4	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2
E	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3

Scenerio 4 - 24 HOURS EXTRA

2	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4
E	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4

Scenerio 5 - 0 HOURS EXTRA

3	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1
E	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2

Scenerio 6 - 24 HOURS EXTRA

1	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3
E	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3

Scenerio 7 - 24 HOURS EXTRA

2	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4
E	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1

Scenerio 8 - 0 HOURS EXTRA

4	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2
E	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2

Shift Transfer Matrix
Group 4 to Group 2

Scenerio 1 - 24 HOURS EXTRA

1	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3
E	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4

Scenerio 2 - 24 HOURS EXTRA

3	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1
E	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1

Scenerio 3 - 24 HOURS EXTRA

4	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2
E	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3

Scenerio 4 - 48 HOURS EXTRA

2	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4
E	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4

Scenerio 5 - 24 HOURS EXTRA

3	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1
E	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2

Scenerio 6 - 24 HOURS EXTRA

1	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3
E	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3

Scenerio 7 - 24 HOURS EXTRA

2	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4
E	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1

Scenerio 8 - 0 HOURS EXTRA

4	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2
E	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2

Shift Transfer Matrix
Group 4 to Group 3

Scenerio 1 - 0 HOURS EXTRA

1	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3
E	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4

Scenerio 2 - 24 HOURS EXTRA

3	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1
E	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1

Scenerio 3 - 24 HOURS EXTRA

4	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2
E	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3

Scenerio 4 - 24 HOURS EXTRA

2	4	3	1	4	2	1
3	2	4	3	1	4	2
1	3	2	4	3	1	4
E	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4

Scenerio 5 - 0 HOURS EXTRA

3	2	4	3	1	4	2
1	3	2	4	3	1	4
2	1	3	2	4	3	1
E	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2

Scenerio 6 - 0 HOURS EXTRA

1	3	2	4	3	1	4
2	1	3	2	4	3	1
4	2	1	3	2	4	3
E	4	2	1	3	2	4
3	1	4	2	1	3	2
4	3	1	4	2	1	3

Scenerio 7 - 24 HOURS EXTRA

2	1	3	2	4	3	1
4	2	1	3	2	4	3
1	4	2	1	3	2	4
E	1	4	2	1	3	2
4	3	1	4	2	1	3
2	4	3	1	4	2	1

Scenerio 8 - 0 HOURS EXTRA

4	2	1	3	2	4	3
1	4	2	1	3	2	4
3	1	4	2	1	3	2
E	3	1	4	2	1	3
2	4	3	1	4	2	1
3	2	4	3	1	4	2

Shift Transfer Matrix
42 hour to 40 hour

Sun	Mon	Tue	Wed	Thu	Fri	Sat	
						42	
E	40	40	40	40	40		0 Hrs OT
42			42				
E	40	40	40	40	40		6 Hrs OT
	42			42			
E	40	40	40	40	40		12 Hrs OT
		42			42		
E	40	40	40	40	40		18 Hrs OT
			42			42	
E	40	40	40	40	40		24 Hrs OT
				42			
E	40	40	40	40	40		6 Hrs OT
					42		
E	40	40	40	40	40		12 Hrs OT
						42	
E	40	40	40	40	40		18 Hrs OT

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF CONCORD

AND

LOCAL 1045

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

CONCERNING CANCER SCREENINGS

WHEREAS, it is recognized and understood by the Parties that the Parties have a mutual interest in initiating and further developing a program to provide bi-annual cancer screenings; and

WHEREAS, the IAFF has published information stating that the leading cause of line of duty deaths in the fire service are cancer related, and that current and past fire fighter turnout gear contain Per/Polyfluoroalkyl Substances (PFAS), a class of fluorinated chemicals known as "forever chemicals" which have been linked to cancer and other serious health effects; and

WHEREAS, the Parties wish to work together to identify the tests required for such screenings and to find an available and a cost-effective vendor, as well as to work to determine sources for payment of the cost of such tests including insurance and grants;

In pursuit of these common goals, the Parties agree to the following:

- A. For Fiscal Year 2028, the City shall commit up to \$16,500 to be utilized for screenings.
- B. The parties agree to meet and confer to work together to identify the tests for such screenings based upon current research and recommended best practices.

For the UNION:

 PRESIDENT

Date:

8/26/2025

For the CITY:



Date:

8.26.2025

LETTER OF UNDERSTANDING

BETWEEN

THE CITY OF CONCORD

AND

LOCAL 1045

INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS

CONCERNING PAID FAMILY MEDICAL LEAVE

Given that paid family medical leave (PFML) started in New Hampshire as a voluntary product to offer. The City is paying the full premium for a 6 week PFML plan, the City will offer PFML to qualifying members of IAFF throughout the duration of fiscal year 2026. The City will evaluate this plan offering once a premium renewal is presented from the vendor with the Health Benefits Review Team. There shall be no requirement to use accrued leave prior to accessing PFML with the exception of any applicable elimination period(s).

For the UNION:  PRESIDENT

Date: 8/26/2025

For the CITY: 

Date: 8.26.2025

LETTER OF UNDERSTANDING
BETWEEN
THE CITY OF CONCORD
AND
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS, LOCAL 1045

CONCERNING PARAMEDIC TUITION PROGRAM

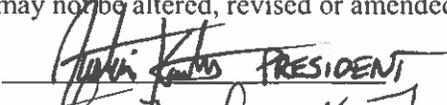
This Letter of Understanding is made and entered into by the City of Concord (“City”) and International Association of Fire Fighters – Local 1045 (“Local 1045”).

WHEREAS, Local 1045 and the City desire to memorialize their understanding concerning the paramedic tuition program;

WHEREAS, Local 1045 and the City of Concord have reached an accord in this matter which terms are contained below; and

THEREFORE, the parties agree as follows:

1. The Fire Chief shall be authorized but not required to offer a paramedic tuition program for paramedic candidates who wish to voluntarily enroll in a certified training program to become a licensed paramedic. The paramedic tuition program shall be administered by the Fire Chief, and the availability of the program is subject to department funds being appropriated by City Council and available.
2. Local 1045 acknowledges that the City’s payment of the paramedic training is contingent upon the paramedic candidate’s agreement to reimburse the City through work by remaining employed by the City for a designated period of time for the Fire Department after receiving paramedic certification from said paramedic training.
3. The parties agree that the paramedic candidate shall be required to enter into a paramedic tuition program agreement which shall, among other things, address the amount to be paid for training and conditions for reimbursement by the paramedic candidate. A copy of the agreement is attached hereto, and incorporated herein as if fully set forth, and may not be altered, revised or amended except by writing signed by all three parties.

For the UNION:  PRESIDENT Date: 8/26/2025

For the CITY:  Date: 8-26-2025

PARAMEDIC TUITION PROGRAM AGREEMENT

This Paramedic Tuition Program Agreement is made and entered by and between the City of Concord Fire Department, hereinafter referred to as the City of Concord, and Firefighter _____, hereinafter referred to as "Paramedic Candidate."

WHEREAS, Paramedic Candidate wishes to voluntarily enroll in a certified training program to become a licensed paramedic;

WHEREAS, the City of Concord provides paramedic level of service and therefore desires to recruit and retain high-quality levels of employees by furthering their education in an effort to enhance current skills and the ability of employees to provide improved levels of service;

WHEREAS, the City of Concord is willing to pay for the paramedic training if the Paramedic Candidate agrees to reimburse the City of Concord through work by remaining employed by and in good standing with the City of Concord for a designated period of time for the Fire Department after receiving paramedic certification from said paramedic training;

NOW THEREFORE, in consideration of the mutual promises set forth in this Agreement, the City of Concord and Paramedic Candidate agree as follows:

1. Tuition, textbooks, testing fees, student uniforms, class and clinical coverage will be paid up to \$ _____ (the amount appropriated for this purpose and not to exceed actual costs), by the City of Concord in connection with the Paramedic Candidate completing paramedic training from a designated and accredited paramedic training program approved by the Fire Chief or his/her designee. Paramedic Candidate shall be responsible for the cost of tuition and books exceeding the amount budgeted referenced above. At the Fire Chief's sole discretion, additional funding may be provided to the Paramedic Candidate in the event that the cost of the program exceeds the amount budgeted and additional operating funds become available. Paramedic Candidate understands and acknowledges that the City of Concord's obligation to pay for the tuition, textbooks, testing fees, student uniforms, class and clinical coverage set forth above as set forth in this Agreement is subject to and contingent on City Council appropriating sufficient funds for each relevant year.
2. Paramedic Candidate is responsible for coordinating coverage with their Battalion Chief for shifts that will need duty coverage. The City of Concord will be responsible for providing the back-fill coverage, up to the budgeted amount for this purpose.
3. The coverage of clinical rotations beyond the budgeted amount is at the sole discretion of the Fire Chief.
4. Paramedic Candidate is responsible for attending class and clinical rotations, fulfilling all course completion requirements set forth by the educational institution, completing and passing all associated mandatory certifications (within the allowable number of attempts dictated by the current certifying agency policies as allowed by the paramedic course coordinator), obtaining certification as a National Registry of Emergency Medical Technicians (NREMT) Paramedic, and obtaining a Paramedic level EMS License from the State of NH Division of Fire Standards and Training and Emergency Medical Services (FSTEMS).
5. Paramedic Candidate agrees to continue employment with the City of Concord for twenty-four (24) months of full-time employment after obtaining a State of NH Division of FSTEMS Paramedic EMS provider's license.
6. Paramedic Candidate agrees to repay the City of Concord for all qualifying monies (see section 7, below) spent on Paramedic Candidate if Paramedic Candidate leaves the City of Concord; is terminated for good cause, does not complete the paramedic program (for example, drops out, fails out, or is involuntarily removed from the program by the educational institution); fails to obtain National Registry paramedic

certification within the allowable number of attempts dictated by current NREMT policies; does not obtain a Paramedic EMS provider's license from the NH Division of FSTEMS; or resigns or retires from the Concord Fire Department within twenty four (24) months of obtaining a State of NH Division of FSTEMS Paramedic EMS provider's license.

7. Paramedic Candidate agrees to repay the City of Concord one twenty-fourth (1/24) of all expenses for tuition and books which have been paid by the City of Concord for each month less than twenty-four (24) months. The Fire Chief reserves the right, at his or her sole discretion, to waive all or some of the repayment obligations set forth herein to the extent that the inability of the Paramedic Candidate to complete the program is a result of extreme hardship or due to unanticipated circumstances outside his or her control (examples are but not all-inclusive, death or serious illness of the Paramedic Candidate or immediate family member). There will be no obligation of repayment for any funds dispersed if funding for this agreement is not approved by City Council and therefore the Paramedic Candidate is removed from the program due to financial reasons.
8. If the Paramedic Candidate receives scholarship or grant money, it shall be surrendered to the City of Concord for reimbursement of the amount expended by the City. In that instance, the length of the Paramedic Candidate's employment obligations will be decreased on a pro rata basis based on the amount of the total scholarship and grant money received compared to the total expenses incurred for the completion of the paramedic training.
9. Paramedic Candidate understands this contract is not the sole basis for sustaining employment with the City of Concord during the twenty-four (24) month term of the contract and is subject to dismissal per City of Concord personnel rules and/or any applicable collective bargaining agreement.
10. This Agreement shall be governed and construed in accordance with the laws of the State of New Hampshire. The parties agree that any action to interpret or enforce this Agreement or which arises out of this Agreement shall be brought in the New Hampshire Public Employee Labor Relations Board, New Hampshire Circuit Court or the New Hampshire Superior Court in Merrimack County, New Hampshire, applicable. This agreement may only be revised or amended by agreement with the Professional Firefighters of Concord, Local 1045, IAFF and the individual employee.

Name of Employee

Signature of Employee

Date

Union Representative Date

Thomas J. Aspell, Jr. City Manager Date

LETTER OF AGREEMENT
BETWEEN
THE CITY OF CONCORD
AND
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
LOCAL 1045

CONCERNING FIRE ALARM OPERATOR CLASSIFICATION AND SCHEDULING

This Letter of Agreement is made and entered into by the City of Concord (“City”) and International Association of Fire Fighters – Local 1045 (“Local 1045”).

WHEREAS, the City and Local 1045 are executing a Collective Bargaining Agreement covering the period from July 1, 2025 through June 30, 2028 (hereinafter referred to as “the CBA”);

WHEREAS, the City and Local 1045 meet periodically to discuss matters that can improve the operations of the Concord Fire Department and the working conditions for members of the Local 1045;

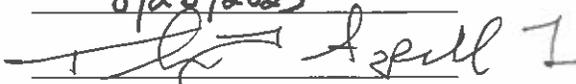
WHEREAS, during negotiations relating to the CBA the City and Local 1045 identified several areas of the current work process for Fire Alarm Operators that may enhance the overall operation Fire Department and be of benefit to the City and Local 1045;

WHEREAS, the City and Local 1045 wish to further these discussions outside of the CBA negotiations;

NOW THEREFORE, the City and Local 1045 agree as follows:

1. The City and Local 1045 will meet within 45 days of the execution of this Agreement for the purposes of discussing the classification of Fire Alarm Operators (“FAO”) in instances where there are two FAOs scheduled on a shift without a Lead Fire Alarm Operator (“LFAO”);
2. The City and Local 1045 will discuss an agreement on what will constitute an FAO acting under these circumstances and the specific circumstances and requirements that will lead to designation of a Fire Alarm Operator as providing out of classification work.
3. Additionally, the City and Local 1045 will meet to discuss the process and responsibilities for scheduling or hiring Fire Alarm Operator shifts.
4. Local 1045 and the City agree that they will seek to reach agreement on these issues no later than 90 days following the first meeting to discuss this subject matter.

For the UNION:  PRESIDENT
Date: 8/26/2025

For the CITY:  Austin Fuchs
Date: 8-26-2025