



CITY OF CONCORD

New Hampshire's Main Street™

City Solicitor's Office

John J. Conforti
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June 11, 2026

John S. Krupski, Esquire
109 North State Street
Concord, NH 03301
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jake@krupskibeaudoin.com

RE: Class and Compensation Re-Opener Negotiations – CFOA Local 3195

Dear Jake:

As you know, we have been engaged in discussions with CFOA Local 3195 on the City's Class and Compensation study. As we discussed at the start of the negotiations, the City adopted the study but did not adopt the findings or an implementation plan. Over the last few months, we have attempted to discuss concepts that may be feasible within the City's anticipated financial abilities.

During the course of the City's recent budget process, the City Council determined that it was not in a position to add additional compensation to existing contracts at this time given the pressing financial needs of the City and the increase in property taxes occasioned by local school district budgets. As such, we are not able to provide any further substantive proposals during the course of these negotiations and intend that the parties move forward with the existing agreement.

In the event that the City's posture changes in the future, we will contact you to re-open these discussions.

Please feel free to contact me if you have any questions.

Sincerely,


John Conforti
City Solicitor