



Fire Collective Bargaining

CONFIDENTIAL

8/31/2026



Agenda

- City Proposal from 7-23-2026
- Fire Union Proposal from 7-23-2026
- City Counter Proposal from 8-31-2026
- Estimate - City Proposal (8/31/26) vs Local 51 Proposal (7/23/26)
- Pending items



City Proposal 7-23-2026

	Current Agreement	City Proposal
COLA	3%	3%
Fire Step Increase	5%	5%
Add 12 th Step - New	N/A	5% (Starting 9/1/2029)
Health Care – Employee Annual Increase - Decreased	22%	10%
Sick / Vacation Payoff	Sick Leave Incentive	Sick Leave April 2028 & Vacation December 2028
Longevity - Increased	\$5	\$7.5 in FY2027 and FY2028 \$10 in FY2029 and FY2030
Field Training Officer - New	\$0	5% starting on 9/1/2027
Fire Protection Certification – Masters - Increased	\$174	\$224 (Starting 9/1/2026 or FY2027)
Fire Protection Certification – Advanced - Increased	\$144	\$194 (Starting 9/1/2026 or FY2027)
Fire Protection Certification – Intermediate - Increased	\$114	\$164 (Starting 9/1/2026 or FY2027)
Special Team - Hazardous Materials - Increased	\$75	\$100 (Starting 9/1/2026 or FY2027)
Special Team - De-Con - Increased	\$75	\$100 (Starting 9/1/2026 or FY2027)
Special Team - Special Rescue - Increased	\$75	\$100 (Starting 9/1/2026 or FY2027)
Special Team – COMSAR - Increased	\$75	\$100 (Starting 9/1/2026 or FY2027)
Special Team - Water Rescue - Increased	\$75	\$100 (Starting 9/1/2026 or FY2027)
Special Team – ARFF - Increased	\$75	\$100 (Starting 9/1/2026 or FY2027)
Special Team - Fire/Arson Investigators - Increased	\$75	\$100 (Starting 9/1/2026 or FY2027)





Fire Union Proposal 7-23-2026

	Current Agreement	City Proposal
COLA	3%	Yr 1 – 4 = 4.0%, 4.0%, 4.0%, 4.0%
Fire Step Increase	5%	5%
Add 12 th Step New	N/A	5% (Starting 9/1/2026)
Health Care – Employee Annual Increase - Decreased	22%	10%
Sick / Vacation Payoff	Sick Leave Incentive	Sick Leave Apr 2028 & Vac. Dec 2028
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Special Team – ARFF - Increased	\$75	\$100 (Starting 9/1/2026 or FY2027)
Special Team - Fire/Arson Investigators - Increased	\$75	\$100 (Starting 9/1/2026 or FY2027)





City Counter Proposal 8-31-2026

	Current Agreement	City Proposal
COLA	3%	Yr 1 – 4 = 4.5% , 3.0%, 3.0%, 3.0%
Fire Step Increase	5%	5%
Health Care – Employee Annual Increase - Decreased	22%	10%
Sick / Vacation Payoff	Sick Leave Incentive	Sick Leave Apr 2028 & Vac. Dec 2028
Longevity - Increased	\$5	\$10 starting in FY2029
Field Training Officer - New	\$0	5% starting on 9/1/2027
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Special Team - Water Rescue - Increased	\$75	\$100 (Starting 9/1/2026 or FY2027)
Special Team – ARFF - Increased	\$75	\$100 (Starting 9/1/2026 or FY2027)
Special Team - Fire/Arson Investigators - Increased	\$75	\$100 (Starting 9/1/2026 or FY2027)

Changes from 7/23/26 proposal – Increases COLA to 4.5% in first year, shifts longevity increase to start in FY 2029, and removes 12th Step





City vs Local 51 Proposal

City 8/31 Proposal	FY2027	FY2028	FY2029	FY2030	Total
Annual Increase	\$8,800,000	\$11,750,000	\$11,070,000	\$11,160,000	\$42,780,000

Local 51 Proposal	FY2027	FY2028	FY2029	FY2030	Total
Annual Increase	\$10,730,000	\$14,690,000	\$12,270,000	\$12,920,000	\$50,610,000

Pending

- Agreement language In the event of material changes in fiscal or budgetary conditions that affect the City's ability to fund the obligations of this Agreement



Mission

Deliver exceptional services to support a high quality of life and place for our community



Vision

Develop a vibrant regional economy, safe and beautiful neighborhoods and exceptional recreational, cultural and educational opportunities powered by a high performing government



Values

Integrity, Respect, Excellence, Accountability, People