



Fire Collective Bargaining

CONFIDENTIAL

9/8/2026



Agenda

- Union Proposal – *As of 7/23/2026*
- City Proposal
 - Alternative
- Proposed City Language



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
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

	FY2027	FY2028	FY2029	FY2030	
	Add Step 12	Add Step 12	Add Step 12	Add Step 12	
COLA 4% + Step 5%	\$7,390,000	\$8,770,000	\$8,640,000	\$9,280,000	\$34,080,000
Incentive Pay/Earnings	\$1,050,000	\$1,950,000	\$640,000	\$420,000	\$4,060,000
Benefits	\$1,820,000	\$3,910,000	\$2,940,000	\$3,140,000	\$11,810,000
Annual Increase	\$10,260,000	\$14,630,000	\$12,220,000	\$12,840,000	\$49,950,000
Cumulative Increase	\$10,260,000	\$24,890,000	\$37,110,000	\$49,950,000	



City Proposal 9/8/2026 - New

	Current Agreement	City Proposal
COLA	3%	3.5%
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)





City's New Proposal - 9/8/2026

	FY2027	FY2028	FY2029	FY2030	
				New 5% Step 12	
COLA 3.5% + Steps 5%	\$5,700,000	\$6,770,000	\$7,800,000	\$10,050,000	\$30,320,000
Incentive Pay/Earnings	\$1,050,000	\$1,950,000	\$640,000	\$450,000	\$4,090,000
Benefits	\$1,470,000	\$3,490,000	\$2,760,000	\$3,300,000	\$11,020,000
Annual Increase	\$8,220,000	\$12,210,000	\$11,200,000	\$13,800,000	\$45,430,000
Cumulative Increase	\$8,220,000	\$20,430,000	\$31,630,000	\$45,430,000	

City's Alternative Proposal

	FY2027	FY2028	FY2029	FY2030	
	New 5% Step 12	New 5% Step 12	New 5% Step 12	New 5% Step 12	
COLA 3%, 3%, 3.25%, 3.5% + Steps 5%	\$5,980,000	\$8,450,000	\$7,770,000	\$8,520,000	\$30,720,000
Incentive Pay/Earnings	\$690,000	\$740,000	\$1,880,000	\$670,000	\$3,980,000
Benefits	\$1,520,000	\$3,840,000	\$2,760,000	\$2,980,000	\$11,100,000
Annual Increase	\$8,190,000	\$13,030,000	\$12,410,000	\$12,170,000	\$45,800,000
Cumulative Increase	\$8,190,000	\$21,220,000	\$33,630,000	\$45,800,000	

City Proposed Language

Union
Proposed
Language
7/23/2026

This Agreement is entered into by the City and the Association with the mutual intent of fulfilling the contractual obligations set forth herein. In the event circumstances beyond the reasonable control of City Administration arise, including, but not limited to, changes in State law, legislative action, or other governmental mandates that materially affect or negatively impact the implementation of any term or obligation contained in this Agreement, the City and the Association agree to meet and confer in good faith regarding the affected provisions.

New

The purpose of such meeting and conferring shall be to evaluate the impact of the circumstances and discuss mutually acceptable solutions that, to the extent reasonably practicable, preserve the intent and objectives of this Agreement while ensuring compliance with applicable law.

New

Nothing in this provision shall automatically modify, waive, or terminate any provision of this Agreement. Any modification resulting from the meet-and-confer process shall be mutually agreed upon by the parties and documented in writing in accordance with the requirements of this Agreement and applicable law. This section will be evaluated and further discussed at any successive Articles of Agreement period following 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