

Council Agenda Bill

AB Number

AB26-051

Agenda Bill Information

Title *	Action *
IAFF Collective Bargaining Agreement 2026-2028	Motion
Council Agenda Section	Council Meeting Date *
Discussion	08/26/2026 
Staff Member	Department *
Kim Johnson/Drew Bouta/Chief Mike Bailey	Administration
Committee	Committee Date
Finance and Administration	08/18/2026 

Exhibits

Packet Attachments - if any

Drag and drop up to 10 files here to upload or [Choose files](#)

Files (4 uploaded)

 Firefighters CBA 2022-2025.pdf 	483.37KB
 2026-2028 Snoqualmie IAFF CBA CLEAN.docx	59.59KB
 2026-2028 Snoqualmie IAFF CBA REDLINE.docx	79.4KB
 2026-2028 Snoqualmie IAFF CBA - Financial Information.pptx	249.4KB

Click [here](#) to review attachments.

Summary

Introduction *

Brief summary.

This Collective Bargaining Agreement (CBA) with the IAFF covers the period 2026 - 2028 and replaces the expired CBA covering 2022-2025. It sets the terms for compensation over the next three years including cost of living increases, incentives for retention and education, and other working condition provisions.

Proposed Motion

Move to approve IAFF CBA for 2026-2028 and authorize the Mayor to sign.

Background/Overview*

What was done (legislative history, previous actions, ability to hyperlink)

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The International Association of Fire Fighters Local 1762 represents the Firefighters, Lieutenants, and Training Captain for the city of Snoqualmie. The previous CBA spanned a length of three years from 2022 - 2025 (Exhibit A). Regular negotiation meetings with IAFF began in March 2025 and lasted through June 2026. The City utilized labor specialist attorneys with Summit Law Group to assist in the negotiation of this agreement.

Analysis*

The term of this agreement is January 1, 2026 - December 31, 2028. The City of Snoqualmie (City) and the International Association of Fire Fighters (IAFF) settled on a three-year agreement. The new agreement accounts for a 5.7% COLA retroactive to January 1, 2026, 2% - 5% range (depending on the June to June CPI-W) + 1% for 2027, and a 2% - 4.5% range (depending on the June to June CPI-W) for 2028. The longevity pay incentive increased from a range of 1% - 5% to a range of 2% - 6% depending on years of service also retroactive to January 1, 2026. The education incentive pay will now be paid as a percentage of the employee's base rate of pay instead of a flat monthly amount for an associate degree or bachelor's degree only. Specialty pay will now pay at 1% per specialty outlined in the CBA, up to a maximum of two specialties rather than one specialty. Lastly, much time was spent working through the entire agreement to bring it up to date with current labor laws and standards and to make it easier to read and interpret.

Budgetary Status*

Funds have already been authorized in the current biennial budget.

Budget Summary

The proposed CBA is estimated to cost the City of Snoqualmie \$2.84M, \$3.00M, and \$3.13M in 2026, 2027, and 2028 respectively. The 2025-2026 Biennial Budget appropriated \$2.84M towards the cost of the contract in 2026. Please see the attached "2026-2028 IAFF CBA - Financial Information" for more information.

Fiscal Impact

Amount of Expenditure	Amount Budgeted	Appropriation Requested
\$ 2,840,375.00	\$ 2,839,289.00	\$ 0.00

Fiscal Impact

Screenshot below is an image of the budget summary table.

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Comments: