



IAFF (i.e., Fire Union) Proposed Collective Bargaining Agreement (CBA)

August 10, 2026

Proposed Economic Changes



Current CBA		Proposed CBA		
Cost of Living Adjustment (COLA)	CPI-W	COLA	Floor	Ceiling
		2026: 5.7%	-	-
		2027: CPI-W + 1%	2%	5%
		2028: CPI-W	2%	4.5%
Longevity Pay	>5 Years: 1% >10 Years: 2% >15 Years: 3% >20 Years: 4% >25 Years: 5%	>5 Years: 2% >10 Years: 3% >15 Years: 4% >20 Years: 5% >25 Years: 6%		
Education Incentive	45 Credits: \$50/mo. AA Degree: \$100/mo. 120 Credits: \$150/mo. BA/BS Degree: \$200/mo.	45 Credits: AA Degree: 1%/mo. 120 Credits: BA/BS Degree: 2%/mo.		
Specialty Pay	Members receive 1% for only one certification.	Members receive 1% for each certification obtained, up to two.		

Estimated Total Cost



Estimated Total Cost of the Proposed IAFF Contract (CBA)

(in thousands and nominal dollars)

	2025 Actual	2026 Est.	2027 Est.	2028 Est.
Salaries & Wages	\$1,608K (\$1.61M)	\$1,901K (\$1.90M)	\$1,998K (\$2.00M)	\$2,069K (\$2.07M)
Longevity Pay	\$16K	\$22K	\$23K	\$30K
Education Incentive	\$12K	\$11K	\$12K	\$12K
Specialty Pay	\$8K	\$16K	\$17K	\$18K
Medical Benefits	\$492K	\$527K	\$569K	\$603K
Retirement (DRS)	\$141K	\$139K	\$147K	\$154K
Other Benefits*	\$196K	\$223K	\$232K	\$240K
TOTAL =	\$2,473K (\$2.47M)	\$2,840K** (\$2.84M)	\$2,997K (\$3.00M)	\$3,127K (\$3.13M)

*Other benefits include Medicare, unemployment, paid family medical leave, and worker's comp.

** The 2026 budget for the IAFF contract (without assuming the 5% vacancy rate) is \$2,839K (\$2.84M).

1% Property Tax Increase ≈ \$90K
Property Tax ≈ 40% of GF Revenues

City of Snoqualmie